



Dnyan Prabodhini Mandal's
SHREE MALLIKARJUN
&



Shri. Chetan Manju Desai College
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INSTITUTIONAL DEVELOPMENT PLAN 2022-32





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Message by Principal

“We want that education by which character is formed, the strength of mind is increased, the intellect is expanded, and by which one can stand on one’s own feet”.- Swami Vivekananda.

And now, the New Education Policy 2020 is set to confirm development of the Head, Heart and Hands i.e. the Cognitive, Affective and Psychomotor Domains to ensure Holistic Development of the Individual. The emphasis will be on strategies that lead to a socially aware, ethically inclined, intellectually capable and emotionally intelligent human being steeped in Indian ethos. The Holy Trinity of Knowledge (Gyan), Wisdom (Pragyaa) and Truth (Satya) in Indian thought and philosophy would be worth worshipping.



“If I am not for myself, who will be? If I am only for myself, what am I?” This thought that promotes self-development with an inclination to serve the society is reflected in this institution’s core principles.

From its inception in 1993, our institution has grown by leaps and bounds and yet its perception as a Community College that is of the people, for the people and by the people remains unchanged. From a respectable ‘B’ Grade in 2015 in its First Cycle which rivalled colleges with a similar grade into their Third Cycle, our college has now won accolades for being awarded ‘A’ Grade with CGPA of 3.25 on a scale of 4.00 in recently finished accreditation certification in April 2023.

India is in the process of making significant changes to its education system to establish itself as a global power. And NEP proposes to ensure the sea-change will take place in the minimal time required. It’s a revolutionary approach that aims to bring in modern teaching methods, embrace the power of technology, and promote learning based on practical skills. The ultimate goal is to make education available for everyone, regardless of their background or circumstances. There’s a special focus on supporting marginalized communities and creating a more inclusive and fair educational

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environment. And since our institute has been serving marginalized communities, we feel it is our pleasure and privilege to commit ourselves to the national mission.

“ASK and you shall receive.” We pledge ourselves in developing **Attitude, Skills and Knowledge** of our learners. Our methodologies would be dedicated to developing Higher Order Learning Skills (**HOTS**). Bloom’s Revised Taxonomy will be essential in creating requisite classifications and Outcomes-Based Learning (**OBL**) or Competency-Based Learning (**CBL**) see to it that Graduate Attributes are evidenced in learners.

“If you fail to plan, you plan to fail.” It is this rigorous goal-setting exercise of IDP 2022-23 with timelines and strategies that channel our inner motivation to excel. This Institutional Development Plan for 2022-32 now takes into deeper considerations the expectations laid out by the National Education Policy. With the support and guidance of the Directorate of Higher Education that is always quality-conscious, futuristic and supportive to the core as also Goa University that sets standards that challenge us, we are all energized to give wings to the community of learners so that they soar high in the skies of opportunities and the freedom that it allows to pursue their dreams and be vital assets for the development of the nation.

-Dr Sucheta Naik
Off. Principal





1. INSTITUTIONAL BASIC INFORMATION

1.1. INSTITUTIONAL PROFILE:

Name of the Institute	DPM's SHREE MALLIKARJUN & Shri Chetan Manju Desai College, Canacona -Goa							
Head of the Institute	Dr. Sucheta Naik							
Contact Details	Email: sucheta.naik@shreemalli karjuncollege.ac.in				Cell No.: 9972050388		Office: 9972050388	
College Website	shreemallikarjuncollege.ac.in						AISHE code: C-30865	
Name of IQAC Coordinator	Shri. Vividh Pawaskar		Email: vividh.pawaskar@shreemallikarjuncollege.ac.in				Cell No.: 9822988918	
Name of NEP Coordinator	Dr. C. P. Hiremath Dr. Sucheta Naik		Email: c.hiremath@shreemallikarjuncollege.ac.in Email: sucheta.naik@shreemalli karjuncollege.ac.in				Cell No.: 9923410204 Cell No.: 9972050388	
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NAAC Accreditation Status	1 st Cycle		Grade: B+			2 nd Cycle		Grade: - "A"
	3 rd Cycle		Grade: -			4 th Cycle		Grade: -
NIRF Ranking	2020-21: -		2019-20: -			2018-19: -		2017-18: -
UGC Recognition	2(f)	Yes	No			12 B		Yes
Financial Status	Aided:							
Under NEP 2020, would your institute prefer to be	Part of the Higher-educational institution (HEIs) cluster							

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1.2 INSTITUTIONAL SWOC ANALYSIS

Strengths:

- SHREE MALLIKARJUN & Shri. Chetan Manju Desai College is the only institution of higher education in the taluka of Canacona, thus creating a more equitable and fair opportunity for students from hilly regions, border areas, and underprivileged students.
- The college has made a distinctive mark in the state of Goa as being amongst the forerunners in quality education catering to the underprivileged students from ST Community and has to its credit a full-fledged multi-disciplinary institute of higher education.
- The college has a sprawling campus area with plenty of greenery and an environment conducive to learning with the possibility for expansion of the institution to accommodate more students and programs.
- Successfully implemented Choice Based Credit System (CBCS) with a combination of academics and Co-curricular activities for all the programs, indicating the plethora of courses, a student can choose from.
- Apt technical infrastructure helps smoothen the curriculum transaction, further active CCTV surveillance leads to a secure environment and green-campus initiatives. Implementation of an active ERP in admission, attendance, examination, and administration processes, and implemented Online fee payments.
- Increasing Student Strength in the last 4 years adding diversity and enhancing student engagement through departmental activities and a club system.
- Supportive Management, Supported Staff for efficient functioning.
- Committed, well-qualified, experienced, and multi-talented faculty members leading the seamless dissemination of knowledge.
- An active Parent Teacher Association and Alumni Association enabling a strong bond between the key stakeholders with a focus on developing and implementing innovative teaching-learning methodologies and quality initiatives.

Linkages in form of active MOUs with National Institutes, Government and Non-Government Organizations, and Industries for Research, Student internships, Training, and Industrial Visits.

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- Zero tolerance policy towards miscreancy through different statutory committees, SOP's and Policy frameworks indicating the practice of transparency in governance, diversity maintenance, and inclusiveness in the working of the institution.
- Well-established student-centric systems including mentoring support, academic counseling, and the availability of a professional counselor.
- Active involvement of the students in the administrative processes through bodies like the Students' Council, Cultural Association, Gender Champions Club, ICC, IQAC, and allied committees.
- Welfare initiatives for students like financial assistance through the Student Aid Fund Scheme, PTA Scholarship, Felicitation of Ex-students, felicitation of parents of outstanding students, and felicitation of students for outstanding achievements in various fields lead to motivating mindset development amongst students.
- Research Centres in Commerce and Geography give a platform to research aspirants across the state to initiate and sustain research. Further, the college offers a variety of Certificate and Add-on courses for the students indicating value addition along with the regular curricular exchanges.

Weaknesses:

- Limited funds for Upgrading of Information-Technology facilities and Infrastructure modernization, as fundraising opportunities in the taluka are restricted.
- Funding from Alumnae is limited as it is only in recent years that ex-students are truly financially independent.
- Alumni connect and Placement initiatives are in their infancy.
- A considerable percentage of the student population belongs to the lower socio-economic strata and are the first-generation receivers of higher education leading to constraints related to payment of fees, and no support from the parents to their children regarding academic activities.
- Limited enrolment of the students from the neighboring states despite the variety of courses being offered.

- Lack of motivation amongst the students to partake in campus placement initiatives leading to a lower placement percentage.
- Restrained academic and administrative autonomy, being affiliated college following the government grant-in-aid pattern.

Opportunities:

- Giving the best amenities to students from lower socio-economic strata and helping them with placements.
- Enhancing research culture among staff to contribute to the overall development of the nation.
- Sensitising students with various community outreach programs to inculcate professionalism in a multi-cultural milieu and campus diversity offers an enriching campus environment and experience for all students.
- Start Specialized Centre in 'Tribal Culture and Language Studies.
- Benchmark national and international institutions and attract students from other States and abroad.
- Foster innovation and start-ups by intensifying academic-industry linkages, Innovation hub, and increasing the Alumni Connect.
- To become a part of the Cluster Institution under NEP 2020 & reinvent all existing programs.
- Upgradation of the existing physical infrastructure and enhancement in the overall demographics of the institution with the maintenance of the landscaping and gardening.
- Development of resources to enhance the expansion of research culture to increase the number of publications.
- Mobilization of the existing resources to aid research and consultancy.
- Introducing more skill-based and job-oriented diploma and degree courses. Scope to introduce new programs like Vocational degree programs provides more opportunities to the students seeking higher education.
- Collaborations with NGOs/Industries at the national and international level in curriculum development/enrichment/designing of skill-based courses to enhance employability.

Challenges:

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- Lack of funds for upgrade of infrastructure, expansion, and development.

As the only institution in the backward taluka of Canacona with limited catchment student enrolment, gender diversity and gender equity opportunities are limited.

- Restriction in enrolment of students in aided programs.
- Students' limited strength in tertiary education in a small state like Goa.
- Increase the number of faculty with doctorates.
- To meet the ever-changing needs and expectations of industry and society & changing interests of the students by adding new programs.
- Strengthening the network with the alumni.
- Attracting students towards traditional courses in the B.A. program.
- Motivating the students to enroll in vocational courses.
- Motivate the teachers to undertake major/minor research projects.

2.1 VISION

(It is a declaration of an organization's purpose, goals, and desired outcomes)

- To emerge as the torchbearer in the learner-centric Quality of Higher Education and dedicated efforts continuously evolving to better the BEST.

2.2 MISSION

(Institution values and how those values shape the goals, purposes, and actions of that institution to achieve the vision)

- To strive for community development through the empowerment of individuals by providing opportunities for learning life's education and to lead by example.

2.3 GOAL AND OBJECTIVES

(Specific objectives and expected results in terms of "Institutional strengthening and improvement")

- To provide the students with quality educational experiences.
- To provide support services for the successful completion of their Degree Education
- To provide support for a learning environment that Fosters Critical thinking, effective communication, creativity, and cultural awareness.

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□ Encourage positive attitude, support economically challenged students, and empower girl students.

□ Meet the diverse needs of our demographically diverse student population.

Embrace equity and accountability through measurable learning outcomes, ethical datadriven decisions, and student achievement.

2.4 EXECUTIVE SUMMARY

(Summary of how each of the objectives will be addressed. This section must have clear plans for the implementation and execution of your proposed IDP.)

2.05 DEVELOPING MOTIVATED AND ENERGIZED FACULTY

To develop motivated and energized faculty, various initiatives will be introduced to provide faculty with professional development opportunities in the State & other institutions in the Country.

Motivation in teaching, research, and career advancement will be scaled to a higher level. Outstanding and excellent faculty to be identified and rewarded.

Excellence in teaching, research, institutional service, and community outreach is to be rewarded. Learning Resources, infrastructure professional development activities, and research-oriented to be augmented.

2.06 TEACHING, LEARNING, AND EDUCATION TECHNOLOGY

To promote teaching, learning, and education technology, the implementation of Outcome Based Education will be supported.

The Outcome-Based Education Committee will formulate the policies, procedures, and processes for the implementation of OBE.

Regular sessions on Outcome-based Education for all stakeholders.

To develop competency, induction for new Staff will be conducted. So also, various FDPs on different themes such as Student-Centric methods, Blended Learning, Experiential Learning, Project -Base, and Multidisciplinary Teaching will be focused on.

Digital infrastructure with all needed facilities will be structured to give access to online teaching which will generate Creative content, Digital Repository, and Dissemination.

Hands-on experiment-based learning will be weightage to gain more experience.

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Teaching, learning, and education technology will focus on students' progress to cultivate value-based, career-ready individuals, with national pride and an international outlook.

MoUs, Linkages, and Collaborations with Industry to develop Experiential Learning and Research Culture will be encouraged.

“Jeevan Kaushal” Curriculum for Life Skills Development will be planned.

For Competency Enhancement, FDP on AV Creation, Presentation Skills, Computer-Assisted Learning, Massive Open Online Courses (MOOCs), Open and Distance Learning, Curriculum Designing, Curriculum Delivery for ODL, Evaluation & Assessments for MOOCs & ODL will be organized.

2.07 RESEARCH DEVELOPMENT AND INNOVATION

Research proposals for availing financial assistance for State, National, and International conferences will be sent to relevant Research Funding agencies such as DHE, GIPARD, UGC & ICSSR.

The signing of MoUs with the industries which provide Finance for Research and Innovation under CSR will be done.

Faculty will be motivated to do high-quality research in the multidisciplinary area and to publish research work.

Seed money will be given for research work and Quality Research work will be awarded at the local level.

Training/ Research/ Incubation Centers will be set up. Registration for Major and Minor Research will be reserved actively.

2.08 INDUSTRY-ACADEMIC PARTNERSHIP

The institution plans to sign MOUs with local industries for research. Add-on Courses such as Accounting, Web designing, Beautician, Computer application, Hardware, Personality development, Basic ICT, Entrepreneurial skills, and Skills in Traditional Handicrafts will be launched. Linkages with academic and research institutions and industry will be established.

Intensive programs under Visiting Professorship scheme should be created for regular visits of resourceful persons from industry to address Students, Academic, and Scientific Staff and to involve them in teaching or research during their short stay in the premises of the institute.

2.09 INSTITUTIONAL PLACEMENT FOR STUDENTS

Job orientation will be imparted to students to familiarize them and introduce them differently companies. Campus placement, Pre- Placement talk, Guest Lectures on aptitude skills,

Skill Development training, Career Guidance workshops to identify career goals, Guest lectures of Motivational Speaker, Personality Development Courses, Internship program for students, Placement drive for students & Alumina from local Industries: Signing MOUs with various other institutes, companies and organizations will be carried out.

2.10 ACHIEVING THE TARGET FOR ACCREDITATION

Institutional Governance will be highly activated by adopting newer/advanced technology & methods. For adopting NEP, the proper framework will be done. Research Cell will be fully functional for research output & Invest by faculty.

Institute will aim for Best State Rankers, especially from Economical weaker section/ SC/ST/ Women/ Slow- Fast learners will be enhanced with training for competitive exams. Improvement in Assistance and facility for research.

Infrastructure development initiative- with additional classrooms, Smart classrooms, a Guest House, Hostel, Audio- Visual room, and Recreation Room, well – an equipped library will be initiated.

2.11 INCUBATION AND START-UP

The college Incubation Center is named 'MALLIKARJUN INNOVATION AND BUSINESS INCUBATION CENTER' **MIMIC**) with a Policy Plan- Mission, Vision, and Objectives outlined. Assistance from State Industries Development Corporation and State Small Scale Industries Board will be planned systematically. **Survey/Research** Work will be carried out to work out start-ups

The training process with assistance from Self Help Group (SHG) units in various parts of the taluka to be involved in through TOT (Training of Trainers Programme) will be conducted.

Initiatives such as 'Earn While You Learn Project' (EWLP), 'Mallikarjun Green Initiative for Environment Protection' (MGIEP), Alumni-entrepreneurs and Women's Group, 'Entrepreneurship Development Club' (EDC) will be established to provide an opportunity to network and showcase their products in fairs and stalls.

The culture of entrepreneurship will be promoted for the national, economic, and social growth of the Nation.

More concentration will be given to inculcating entrepreneurial culture among the students, organizing training and workshops for young women incubates by arranging interactive sessions with successful entrepreneurs, industrial visits to business enterprises & To strengthen industry interaction of the institution, and generating revenues through consultancy work and student start-up.

2.12 ALUMNI ENGAGEMENT / ACTIVITY PLAN

ALUMNI event will be organized where entire Alumni will be to reconnect and relive their old memories. Felicitation of Prominent Alumni, Virtual webinars, Sports Tournament, Guest Lectures by Alumni, and Placement Drives for Alumni will be organized over a period.

2.13 BASIC INFRASTRUCTURE DEVELOPMENT PLAN

Under the Infrastructure Development Plan upgradation of the present, set up a Library, Sports Facilities, a Canteen Girl's Common Room, Classrooms, a Computer Lab, a Digital Lab, an Auditorium, a Seminar Hall, Geography Lab & Strengthening laboratories will be optimized.

2.14 SKILL DEVELOPMENT OF NON-TEACHING STAFF

For Skill Development of Non-Teaching Staff, Training & Workshops will be conducted in various fields. Communication Skill Development Program, Professional Development, and Administrative Training, Data Documentation Workshop will be planned effectively.

2.15 ANY OTHER INITIATIVES FOR THE STUDENT'S AND INSTITUTIONAL GROWTH

- Develop a Konkani Website Page/Blog integrated with the College Website.
- To start a section on the Website that would acknowledge and promote academic, cultural, sports, and social achievements.
- Fostering a success-oriented mindset and sense of belonging.

- As a part of it another section on the website would be dedicated to promoting essays, short stories, poems, and videography.
- Identity, Establish and Monitor the RIGHT KPIs for Research.
- Encourage the faculties to complete their doctoral degree.
- Increase the number of scientific communications.
- Improve the academic research output of the College.
- Encourage the faculties to do postdoctoral research.

2.5 DEVELOPING MOTIVATED AND ENERGIZED FACULTY

(Provide Strategic plan/initiatives

Provide a Timeline in terms of Short term (2 years), Mid Term (5 years), and Long term (10 years) goals.)

PERIOD	INITIATIVES/ ACTION PLAN
SHORT TERM (2 Years)	<ul style="list-style-type: none"> □ Faculty will be given the freedom to design their pedagogical approaches within the approved framework. □ The faculty not delivering on basic norms shall be held accountable. □ Outstanding and excellent faculty with high academic, and service credentials and demonstrated leadership and management skills would be identified early and trained through a ladder of leadership positions. □ Institutional leaders will aim to create a culture of excellence that will motivate and incentivize outstanding and innovative teaching, research, institutional service, and community outreach from faculty members and all HEI leaders. □ To constitute Research Board in the institution with a research room. □ Arrangement of Seed Money. □ Encourage Staff for Study Leave, Sabbatical leave for research, and writing books.
MIDTERM (5 Years)	<ul style="list-style-type: none"> □ 50% of the classroom shall have access to Smart Board

	<p>technology that enables better learning experiences.</p> <ul style="list-style-type: none"> ☐ Excellence shall be incentivized through appropriate rewards and recognition. ☐ Seed money will be provided by the Management.
LONG TERM (10 Years)	<ul style="list-style-type: none"> ☐ Renovation / To plan for necessary infrastructure and facilities to provide the faculty with a suitable working environment. ☐ Student-Teacher ratio will not be too high so that the activity of teaching shall remain pleasant. ☐ Innovations in teaching and pedagogy, quality and impact of research, professional development activities, and other forms of service to the institution and the community, shall be developed by College. ☐ 100% of Classrooms to have Smart Boards.

2.6 TEACHING, LEARNING, AND EDUCATION TECHNOLOGY

(Provide a Timeline for each of the above via Short term (2 years), Mid Term (5 years), and Long term (10 years) goals)

PERIOD	INITIATIVES/ ACTION PLAN
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<p>SHORT TERM</p> <p>(2 Years)</p>	<p>□ Implementation of Outcome-Based Education (OBE) under the OBE Steering Committee.</p> <ul style="list-style-type: none"> a) To formulate policies, procedures, and processes for the implementation of OBE. b) To determine the modus operandi given NEP. c) Expectancy Mapping for OBE; define Exit Outcomes; redefine Performance and Standards, etc. while briefing sessions on OBE for all Stakeholders. d) Drafting Graduate Attributes with expectations of NEP and link with Outcomes desired. e) Defining Intended Learning Objectives/Outcomes (ILOs)
	<ul style="list-style-type: none"> for Arts, Commerce & Science. f) Define Course Outcomes. g) Onboarding & Induction of New Staff for NEP/OBE implementation. h) Continuous Improvement in Teaching, Learning, and Evaluation by organizing FDP on Student-Centric Methods, Blended Learning, Experiential Learning & Project-Based Learning. i) Digital Infrastructure (Recording Facility, Editing Software, Lightboard, High-End Microphones, Studio Lights, etc.) <p>□ Enhancement of Students' Progress</p> <ul style="list-style-type: none"> a) To conduct Add-On Courses on Value-Based, Employability-Based & Entrepreneurship-Based. b) To establish MOUs, Linkages, and Collaborations with Industry to enhance Experiential Learning, develop Research Culture and to avail Internships. c) DEEKSHARAMBH Student Induction Programme

	<p>□</p> <p>Interpretive Structural Model (ISM) of Higher Education System]</p> <ul style="list-style-type: none"> a) To organize Curricular, Co-Curricular, and Extra-Curricular Activities to achieve Academic Objectives, and develop Moral and Spiritual Values, Social Sensibilities, and quality. b) Holistic Development through the “Jeevan Kaushal” Curriculum. c) Industry will conduct special training for Graduates to turn them into “finished products” thereby making them employable. <p>□ Multidisciplinary Teaching</p>
	<ul style="list-style-type: none"> a) FDP on Multidisciplinary Teaching. b) Committee for Multidisciplinary Teaching. <p>□</p> <p>MOOCs and ODL</p> <ul style="list-style-type: none"> a) To establish Digital Infrastructure (Recording Facility, Editing Software, Lightboard, High-End Microphones, Studio Lights, etc. for the Creation, Dissemination, and Evaluation of learning. b) FDP on AV Creation, Presentation Skills.

<p>MIDTERM</p> <p>(5 Years)</p>	<p>□ Implementation of Outcome-Based Education (OBE) under the OBE Steering Committee.</p> <ul style="list-style-type: none"> a) Onboarding of New Staff for NEP/OBE implementation. b) Induction for New Staff on NEP/OBE. c) FDP on Experiential Learning, Project-Based Learning. d) Access to Digital Infrastructure for the Creation, Dissemination, and Evaluation of Learning. e) Access to Online Teaching Platforms and Tools for MOOCs and ODL. f) Content Creation, Digital Repository, and Dissemination g) Equal Access to quality practical and hands-on experiment-based learning experiences. h) Education referring to 4.0, Man & Machine Alignment. i) Creation of a New education System that produces new knowledge, goods, and services. <p>□ Enhancement of Students' Progress</p> <ul style="list-style-type: none"> a) Develop Value-Based; Career-Ready Individuals with National Pride and International Outlook. b) To create Learners with rational thinking, compassion, empathy, courage, resilience, scientific temper, creative imagination, and ethical values. c) Establish MOUs, Linkages, and Collaborations with
	<p>Industry Experiential Learning, Develop Research Culture, and Avail Internships.</p> <p>□ Interpretive Structural Model of Higher Education System</p> <ul style="list-style-type: none"> a) Achieving Academic objectives, Develop Moral and Spiritual Values, and Develop Social Sensibilities. b) Jeevan Kaushal Curriculum for Life Skills.

	<p>□ MOOCs and ODL</p> <p>a) Digital Infrastructure (Recording Facility, Editing Software, Lightboard, High-End Microphones, Studio Lights, etc. For the Creation, Dissemination, and Evaluation of learning.</p> <p>b) FDP on Presentation Software, Computer-Assisted Learning, MOOCs, ODL, Curriculum Designing, Evaluation & Assessments for MOOCs & ODL.</p> <p>c) Purchase of Software for Standalone Online Assessment Tools.</p>
<p>LONG TERM</p> <p>(10 Years)</p>	<p>□ Implementation of Outcome-Based Education (OBE)</p> <p>a) Onboarding of New Staff for NEP/OBE implementation.</p> <p>b) Induction for New Staff on NEP/OBE to develop Competency.</p> <p>c) To form a Digital Infrastructure for the Creation, Dissemination, and Evaluation of Learning.</p> <p>d) Access to Online Teaching Platforms and Tools for MOOCs and ODL.</p> <p>e) Creation of Content, Digital Repository, and Dissemination.</p> <p>f) Align with Virtual Labs.</p> <p>g) Equal Access to quality practical and hands-on experiment-based learning experiences.</p> <p>h) Creation of an education system that produces new knowledge, goods, and services.</p> <p>□ Enhancement of Students' Progress</p> <p>a) Developing Value-Based, Career-Ready individuals with National Pride and international outlook.</p> <p>b) Establishing of MOUs, Linkages, and Collaborations with Industry.</p> <p>c) Holistic Development of Students.</p>

	<p>□ Interpretive Structural Model of Higher Education System</p> <p>a) To achieve Academic Objectives, Develop Moral and Spiritual Values, Develop Social Sensibilities, and promote Quality through Curricular, Co-Curricular and Extra-Curricular Activities.</p> <p>b) To continue with the “Jeevan Kaushal” Curriculum for the Life Skills Development of Students.</p> <p>□ MOOCs and ODL</p> <p>a) Digital Infrastructure for the Creation, Dissemination, and Evaluation of Learning</p>
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2.7 RESEARCH DEVELOPMENT AND INNOVATION

Provide an action plan for:

- *Attracting research funds (State, National, International, Industry, etc.)*
- *Improving quantity and quality of research publications*
- *Training faculty/ students for research*
- *Preparing faculties for 4th year research programme • Developing an environment conducive to research.*

Provide a Timeline for each of the above via Short term (2 years), Mid Term (5 years), and Long term (10 years) goals

PERIOD	INITIATIVES/ ACTION PLAN
I	ATTRACTING RESEARCH FUNDS
SHORT TERM (2 years)	<ul style="list-style-type: none"> • To promote a workshop for designing Research proposals for availing financial assistance for State, National, and International conferences.
MIDTERM (5 Years)	<ul style="list-style-type: none"> • At least two Proposals are to be sent to relevant Research Funding agencies such as DHE, GIPARD, UGC & ICSSR every year.
LONG TERM (10 Years)	<p>□ Industry: Signing of MoUs with the industries like Goa Shipyard, Zuari Agro, MRF, Nestle India, Cipla, SBI, and other notable industries which provide Finance for Research and Innovation under CSR.</p>

II	IMPROVING THE QUANTITY AND QUALITY OF RESEARCH PUBLICATIONS
SHORT TERM (2 years)	<ul style="list-style-type: none"> □ To create a conducive environment by sanctioning seed money and Administrative Support. □ Motivating faculty to publish at least two papers in peer-reviewed, Scopus Indexed. □ Promoting research at the undergraduate level as a part of a third-year project to Identify and address local issues. □ Encouraging High-quality research in the multi-disciplinary area.
MIDTERM (5 Years)	<ul style="list-style-type: none"> □ Giving awards at the institutional level for best presentation, more publications, and Quality research work. □ Encouraging staff and students to do research on local issues/ problems.
LONG TERM (10 Years)	<ul style="list-style-type: none"> □ Establishment of Consultancy services.
III	TRAINING FACULTY/STUDENTS FOR RESEARCH
SHORT TERM (2 years)	<ul style="list-style-type: none"> □ To conduct a workshop for faculty on Research paper writing. • To conduct FDP for facilitating statistical tools for faculties and students • Research Methodology short-term courses for students.
MIDTERM (5 Years)	<ul style="list-style-type: none"> • Signing of MoUs with Research Institutions like TISC, IIT Goa, NIT, and BITS educational institutions, and Faculty members and interested students will be sent to those MOU organizations for intensive training.
LONG TERM (10 Years)	<ul style="list-style-type: none"> • Formation of Training/ Research/Incubative center
IV	PREPARING FACULTIES FOR THE RESEARCH PROGRAMME
SHORT TERM (2 years)	<ul style="list-style-type: none"> • Teachers who are without NET/SET motivate to undergo NET/SET • Motivate faculties to register for Ph.D.
MIDTERM (5 Years)	<ul style="list-style-type: none"> • Teachers will be trained to take up PET of Goa University for registering for Ph. D program. • Motivating and encouraging faculty members to do Major and Minor Research Projects.
LONG TERM (10 Years)	<ul style="list-style-type: none"> • More Research Centers in departments like Hindi, Konkani, and Economics.

IV	DEVELOPING AN ENVIRONMENT CONDUCIVE TO RESEARCH
SHORT TERM (2 years)	<ul style="list-style-type: none"> Propose lecture on IPR (2 years). Organize more sponsored National and International Conferences.
MIDTERM (5 Years)	<ul style="list-style-type: none"> To constitute Research Board in the institution with a research room. Arrangement of Seed Money. Encourage Staff to Study Leave, Sabbatical leave for research, and write books.
LONG TERM (10 Years)	<ul style="list-style-type: none"> The institute will propose to increase the focus on developing the library as the best by creating enough resources to develop both hard and soft resources.

2.8 INDUSTRY-ACADEMIC PARTNERSHIP

(Provide an action plan for:

- Including industry experts in the Board of Studies (BoS)/ academics*
- Industry Internship for Faculties/ Students*

Provide a Timeline for each of the above via Short term (2 years), Mid Term (5 years), and Long term (10 years) goals.

PERIOD	INITIATIVES/ ACTION PLAN
SHORT TERM (2 Years)	<ul style="list-style-type: none"> ☐ The institution plans to sign MOUs with local industries for research. ☐ To introduce and enhance the quality of existing add-on courses. ☐ Practical knowledge to students relevant to the industry. ☐ To introduce Add-on Courses such as Accounting, Web designing, Beautician, Computer application, Hardware, Personality development, Basic ICT, Entrepreneurial skills, and Skills in Traditional Handicrafts. ☐ To invite Industry Experts to College Statutory Committee.

MIDTERM (5 Years)	<ul style="list-style-type: none"> ☐ Strengthen the placement cell. ☐ Improve networking by conducting classes for competitive exams and collaboration with local and other industries. ☐ Enable private-public partnerships by inviting and collaborating with NGOs and other agencies.
LONG TERM (10 Years)	<ul style="list-style-type: none"> ☐ Identification of skill gap, increasing brainstorming sessions for self-awareness and self-analysis, continuous appraisals.
	<ul style="list-style-type: none"> ☐ Establishing linkages with academic and research institutions and industry. ☐ To promote Faculty recruitment on academic expertise, and teaching abilities. ☐ To strengthen the technology platform. ☐ Creation of corpus funds to enhance salaries. ☐ Creation of high technology setup. ☐ Improving employability skills, placements, knowledge of global business trends, overseas opportunities in business, and information on technological advancement, etc. delivering lectures in their respective institute. ☐ Intensive programs under Visiting Professorship scheme should be created for regular visits of resourceful persons from industry to address Students, Academic, and Scientific Staff and to involve them in teaching or research during their short stay in the premises of the institute.

2.09 INSTITUTIONAL PLACEMENT PLAN FOR STUDENTS

- *Provide an action plan for the student's placement*

Provide a Timeline in terms of Short term (2 years), Mid Term (5 years), and Long term (10 years) goals.

PERIOD	INITIATIVES/ ACTION PLAN
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SHORT TERM (2 Years)	<ul style="list-style-type: none"> ☐ Job Orientation The newly joined students in the institute can be given orientation in order to familiarize me and introduce different companies. ☐ Campus placement drive to secure a job in prestigious institutes The main objective of campus placement is to get students a job right after they have finished their education. ☐ Pre- Placement talk To be familiar with various challenges in the different job sectors.
	<ul style="list-style-type: none"> ☐ Guest Lectures on aptitude skills To improve aptitude and overall development skills. ☐ Skill Development training In this, the students can be provided with essential training to improve their skills in a different field.
MIDTERM (5 Years)	<ul style="list-style-type: none"> ☐ Career Guidance workshops Career awareness workshops will help students to identify their career goals, set education milestones, and derive clear pathways to achieve them. ☐ Guest lectures of Motivational Speaker The speakers serve as great role models, and the students can imagine themselves in such positions in the not-so-distant future. ☐ Personality Development Courses Personal development Courses could be about developing a specific skill or behavior or increasing students' knowledge in a particular area. ☐ Developing internship program for students To develop skill competencies specific to an occupation or profession. To expand oral and written communication skills and also to work effectively within diverse environments. ☐ Placement drive for students & Alumina from local Industries: To provide a local opportunity to the alumni of the institute and students.

LONG TERM (10 Years)	<ul style="list-style-type: none"> ☐ Signing MOUs with various other institutes, companies, and organizations To develop skills in the students. ☐ Introducing practical certificate courses in the institute This will increase the practical hands-on experiences for the students. ☐ Improving the infrastructure of the institute By developing a research lab to carry out minor research for the students and alumina. ☐ Introducing instrumental lab To develop instrumental skills in students.
	<ul style="list-style-type: none"> ☐ Giving coaching in the various institute for competitive exams like NET, SET, GATE, etc. to help the students and aluminas to crack competitive exams.

2.10 ACHIEVING THE TARGET FOR ACCREDITATION

- *Provide an action plan for participating and/or improving in NAAC & NIRF*

Provide a Timeline in terms of Short term (2 years), Mid Term (5 years), and Long term (10 years) goals.

PERIOD	INITIATIVES/ PLANS
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SHORT TERM (2 Years)	<ul style="list-style-type: none"> □ Improve the Institutional Governance- Processes, Policies & Functioning. □ Advancement in Teaching Learning process by adopting- the use of newer/advanced technology & methods. □ Faculty Development Programmes with a set vision and mission. □ Contribute to the National development plan to be chalked out. □ Inculcate value system amongst students- programs to be devised. □ Start Bussiness Incubation center- inculcate entrepreneurial skills, start skill program. □ Prepare a framework for adopting NEP. □ Chart best Institutional practices and implementation plan. □ Research Cell to be fully functional and increase research output. Nurture Faculty research output & Invest in research. □ Enhance teaching-learning methods with inclusiveness- The economically weaker section/ SC/ST/ Women/ Slow- Fast learners. □ Improve curriculum- by filling gaps in the curriculum. □ Aim for achieving Best State rankers. □ Activities with an eye on achieving Graduation Outcomes.
MIDTERM (5 Years)	<ul style="list-style-type: none"> □ Students'ts Placement to be enhanced with training for competitive exams.
	<ul style="list-style-type: none"> □ Infrastructure development with Smart classrooms. □ Foster Global Competence amongst students. □ Foster Inter- state/ Cultural exchange program. □ Improvement in Assistance and facility for research.

LONG TERM (10 Years)	<ul style="list-style-type: none"> ☐ Infrastructure development initiative- with additional classrooms, Smart classrooms, Guest House, Hostel, Audio- Visual room, Recreation Room, well- equipped library. ☐ Teaching methodology to be enhanced by adapting to new technology. ☐ Transport facility for students to be improved. ☐ Better library facilities. ☐ Start Self-Finance Courses to be initiated. ☐ Business Start-up Initiative- with a viable business proposition. ☐ Foreign students' enrollment initiatives. ☐ Quality research enhanced.
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2.11 INCUBATION AND START-UP

- *Provide an action plan to have an incubation center and Start-up*

Provide a Timeline in terms of Short term (2 years), Mid Term (5 years), and Long term (10 years) goals.

SHORT TERM (2 Years)	<ul style="list-style-type: none"> ☐ To set up a college Incubation Center named 'MALLIKARJUN INNOVATION AND BUSINESS INCUBATION CENTER' (MIMIC). ☐ Set a framework for the Functioning of the Incubation Center; with a Policy Plan- Mission, Vision, and Objectives outlined. ☐ Forge MOU with Institute like ITI- to assist in Training prospective entrepreneurs among the students. Find assistance from State Industries Development Corporation and State Small Scale Industries Board. ☐ Conduct Survey/Research Make a study of viable start-ups that
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	<p>can be worked upon, depending upon the geographical setting of the taluka within which the college is placed.</p> <ul style="list-style-type: none"> □ Initiate the process to start the Incubation cum TOT (Training of Trainers) center in our institution. □ Start the training process with assistance from Self Help Group (SHG) units in various parts of the taluka to be involved in through TOT (Training of Trainers Programme). Training is to be conducted in certain core areas in which we have technical expertise available. □ As part of the 'Earn While You Learn Project' (EWLP), students can be actively engaged in stitching cloth bags, mobile pouches, and pencil cases that they sell through (MGIEP) promotional activities. □ Social Entrepreneurship Unit called 'Mallikarjun Green Initiative for Environment Protection' (MGIEP) to be formed to market the (EWLP) products. □ Alumni-entrepreneurs and Women's Group to provide them an opportunity to network and showcase their products in fairs and stalls. □ 'Entrepreneurship Development Club' (EDC) to be set up on the campus- and Bazar day to be held. <p>VISION:</p> <p>To be a self-sustained business incubator nurturing and empowering, aspiring women entrepreneurs amongst others with innovative ideas of social relevance, thereby, encouraging a culture of entrepreneurship to promote national, economic, and social growth of the Nation.</p> <p>MISSION:</p> <p>To serve as an active knowledge and resource catalyst for the</p>
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	<p>development of promising entrepreneurs.</p> <p>OBJECTIVES:</p> <ul style="list-style-type: none"> □ To inculcate entrepreneurial culture among the students. □ To enhance self-employment opportunities. □ To orient students to work on their innovative ideas and to develop their business skills using the resources available within and outside the college. □ To provide facilities for prospective incubates in fashion, food, home décor, and other domains. □ To invite industrial experts for personal grooming. □ To organize training and workshops for young women incubates. □ To arrange interactive sessions with successful entrepreneurs. □ To organize industrial visits to business enterprises. □ To strengthen industry interaction of the institution and generate revenues through consultancy work and student startup. <p>TAG LINE: Innovate/ Collaborate/ Branding</p>
<p>MIDTERM</p> <p>(5 Years)</p>	<ul style="list-style-type: none"> □ Provide hands-on experience in various dimensions of running an entrepreneurial unit. □ Find avenues for funding the Entrepreneurship Project- State Government.

LONG TERM (10 Years)	<ul style="list-style-type: none"> ☐ Set Start-ups to manufacture eco- friendly bags. ☐ Project for manufacturing eco-friendly affordable pencil pouches and similar products from textile waste to be taken up. ☐ Start-ups to promote Creative Content Writing. ☐ Start-ups in Food Processing could be initiated. ☐ Start business units in the Shristhal Industrial unit which is within our incubation center.
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2.12 ALUMNI ENGAGEMENT/ACTIVITY PLAN

- *Develop an alumni engagement strategic plan and provide an action plan*

Provide a Timeline in terms of Short term (2 years), Mid Term (5 years), and Long term (10 years) goals.

PERIOD	INITIATIVES/ PLANS
SHORT TERM (2 Years)	<ul style="list-style-type: none"> ☐ Reunion A reunion is an alumni event where one particular batch or the entire alumni or a couple of batches are invited to reconnect and relive their old memories. ☐ Felicitation of Prominent Alumni Felicitation of Prominent Alumni who are well known in society. ☐ Virtual Webinars The association can conduct webinars around topics like jobs, networking opportunities, mental health, and any such topic which needs attention and might help the alumni network. ☐ Sports Tournament The alumni association can conduct a sports tournament for the alumni community. ☐ Felicitation of T.Y Students. Felicitation of T.Y. Topper students from alumni.

MIDTERM (5 Years)	<ul style="list-style-type: none"> □ Document the Success Stories of Prominent Alumni Monthly guest lecture of prominent alumni for the students of the college. □ Mental health sessions The association can conduct events around mental health awareness and help support the alumni in times of need. □ Career Guidance workshops Career guidance workshops for students all well as for alumni. □ Skill Development training Skill development course for students as well as for alumni.
LONG TERM (10 Years)	<ul style="list-style-type: none"> □ Yearly Alumni Magazine Yearly magazine of alumni with the content of articles poems stories and yearly alumni activity report. □ Financial Assistance for needy students Financial assistance for the needy student or alumni for their further studies. □ Financial Assistance for Book Publication for Alumni Financial Assistance for book publication for Alumni or students. □ Placement drive For students & Alumina from Local Industries.

2.13 BASIC INFRASTRUCTURE DEVELOPMENT PLAN

- *Provide an action plan for improving the physical infrastructure*

Provide a Timeline in terms of Short term (2 years), Mid Term (5 years), and Long term (10 years) goals.

SHORT TERM (2 Years)	<ul style="list-style-type: none"> □ Library upgradation, to set up a separate Students and Faculty reading room. □ Canteen Civil work to upgrade and to accommodate the increasing number of Students.
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	<ul style="list-style-type: none"> ☐ Computersrs replacement Installation for smooth functioning. ☐ Strengthening of laboratories (especially Science), to optimize. ☐ Usage of Generator to an optimum, and to increase Computer Back-Up Infrastructure.
MIDTERM (5 Years)	<ul style="list-style-type: none"> ☐ Upgradation of Labs & Classrooms. (Science section) ☐ Upgradation of Language, IT labs, and Geography labs with smart boards. An increasing number of Classrooms/recording rooms. ☐ Upgradation of Sports facilities. ☐ Indore and outdoor Sports. ☐ Renovation of Girls" Common room. Classrooms with flexible seating
	<p>layouts for the adoption of different learning strategies/methods.</p> <ul style="list-style-type: none"> ☐ Every class to have a fixed Desktop with an internet connection to an audio amplifier and LCD/DLP Projector. ☐ New Staffroom Administrative Block Compulsory Generator Back-Up during Electricity Failure Optimum utilization of available resources. ☐ Provide hands-on experience in various dimensions of running an entrepreneurial unit. ☐ Find avenues for funding the Entrepreneurship Project- State Government.

LONG TERM (10 Years)	<ul style="list-style-type: none"> ☐ To create hostel facilities for the needy (for Boys/Girls). ☐ State-of-art Recording Studio infrastructure and learning resources to enhance the skill, and levels of skills. ☐ To incorporate a maximum number of classrooms as SMART classrooms. ☐ Independent Library Block to facilitate online/offline learning and reference resources. ☐ New Auditorium with upgraded infrastructure and learning resources, monetization by the rental of resources when not in use by the Institute. ☐ Project for an eco-friendly and affordable mechanism to treat the generated waste be taken up. ☐ Start-ups to promote Creative Content Writing. ☐ To establish a workable tie-up with industrial/business units in the Shristhal Industrial center.
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2.14. SKILL DEVELOPMENT OF NON-TEACHING STAFF

- *Provide an action plan for enhancing the skills of non-teaching staff*

Provide a Timeline in terms of Short term (2 years), Mid Term (5 years), and Long term (10 years) goals.

	<ul style="list-style-type: none"> ☐ Communication Skill Development Program for Non-Teaching – Both Oral &
SHORT TERM (2 Years)	<p>Written</p> <ul style="list-style-type: none"> ☐ Self-Enhancement Workshop. ☐ Data Documentation Workshop. ☐ Training Junior Staff. ☐ Workshop on Best Practices in Office Administration. ☐ Workshop on Disaster Management. ☐ Workshop on Cyber Security and Cyber Forensic. ☐ Workshop on Soft Skills. ☐ Workshop on Recent Trends in Administrative Services.

MIDTERM (5 Years)	<ul style="list-style-type: none"> ☐ Communication Skill Development Program for Non-Teaching – Both Oral & Written. ☐ Self - paced Open learning and Distance learning. ☐ Workshop on Best Practices in Office Administration. ☐ Professional Development and Administrative Training. ☐ Workshop on Financial Planning and basics of Banking. ☐ Workshop on Cyber Security and Cyber Forensic. ☐ Workshop on Recent Trends in Administrative Services. ☐ Workshop on Soft Skills.
LONG TERM (10 Years)	<ul style="list-style-type: none"> ☐ Data Documentation Workshop for NIRF, AISHE & NAAC. ☐ Workshop on Best Practices in Office Administration. ☐ Workshop on Disaster Management. ☐ Workshop on Financial Planning and Basics of Banking. ☐ Workshop on Cyber Security and Cyber Forensic.

2.15. ANY OTHER INITIATIVES FOR THE STUDENT'S AND INSTITUTIONAL GROWTH

Provide a Timeline in terms of Short term (2 years), Mid Term (5 years), and Long term (10 years) goals.

PERIOD	INITIATIVES/ PLANS
SHORT TERM (2 YEARS)	<ul style="list-style-type: none"> ☐ Develop a Konkani Website Page/Blog integrated with the College Website. ☐ To start a section on the Website that would acknowledge and promote academic, cultural, sports, and social achievements. ☐ Fostering a success-oriented mindset and sense of belonging.
MIDTERM (5 YEARS)	<ul style="list-style-type: none"> ☐ As a part of it another section on the website would be dedicated to promoting essays, short stories, poems, and videography. ☐ Identity, Establish and Monitor the RIGHT KPIs for Research.

	<ul style="list-style-type: none"> □ Encourage the faculties to complete their doctoral degree.
LONG TERM (10 YEARS)	<ul style="list-style-type: none"> □ Increase the number of scientific communications. □ Improve the academic research output of the College. □ Encourage the faculties to do postdoctoral research.

CONCLUSION

The vision of the institution is to 'Emerge as the torchbearer in the learner-centric Quality Higher Education and dedicated efforts continuously evolving to better the BEST'. The institution is keen to see that the students studying in the institution have sufficient facilities to learn, read and

play. Emphasizing on Mission to strive for community development through the empowerment of individuals by providing opportunities for learning life's education and leading by example.

We are looking forward to bringing improvement to the institution by developing a comprehensive program of improvement in all its parameters by optimum utilization of existing resources. The major steps will be followed as analysis, survey, improvement, implementation & evaluation.

To conclude, Institutional Development does not involve the biological and physical aspects of growth, but also the cognitive and social aspects associated with development throughout life.