

I.B.(PG) COLLEGE, PANIPAT



Perspective Plan and Road Map **of** **I.B. (PG) College, Panipat**

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Introduction

Having a perspective plan is crucial for the success and growth of a college institution. It serves as a roadmap that guides the institution in achieving its goals and objectives. A well-developed and comprehensive perspective plan helps in creating a clear vision for the institution, providing guidance on how to overcome challenges and achieve academic excellence. A perspective plan helps in defining the long-term objectives of the college institution. These objectives include improving the quality of education, enhancing research and innovation, expanding infrastructure facilities, and promoting overall student development. By setting these goals and objectives, the institution can align its resources, activities, and programs towards their achievement.

By having a well-defined plan, the institution administration can prioritize the allocation of resources, identify areas of improvement, and plan for future developments. It also provides a shared vision and common goals for all members, including faculty, staff, students, and administrators. This assists in ensuring that the institution is headed in the right direction and making efficient use of its resources. With a well-developed perspective plan, college institutions can effectively serve their students, communities, and society by achieving excellence in education and beyond.

I.B.(PG) College, Panipat, henceforth, proposes its Perspective Plan for the period of five years from 2020-2025. It is prepared by Internal Quality Assurance Cell (IQAC), keeping in mind the quality indicators of criteria mentioned by NAAC.

Criterion	Planned Programme Aspects and Components	Perspective Plan: Programme Goals	Activities in Place
1	Curricular Aspects		
	<ul style="list-style-type: none">•Curricular Planning and Implementation•Academic Flexibility•Curriculum Enrichment•Feedback System	<p>1. Increase the number of interdisciplinary courses and programs offered to provide students with a broader understanding of various academic disciplines and their interconnectedness.</p>	<ul style="list-style-type: none">➤ Curriculum Planning and its Implementation are given great importance by our institution. Although the syllabi of our various classes are framed by Kurukshetra University, Kurukshetra, their execution is meticulously planned by the faculty of the college.➤ To create a conducive atmosphere for the studies, strict discipline is maintained.



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<p>2.Enhance the integration of experiential learning opportunities, such as internships, community service projects, and research experiences, into the curriculum to promote hands-on learning and practical application of knowledge.</p>	<p>➤ On the very first day of the beginning of the classes, the timetable is displayed on the notice board.</p> <p>➤ Immediately after that an Orientation Program, through which the students are acquainted with the rules and regulations of both the college and the university, is organized.</p> <p>➤ They are also intimated about various facilities and scholarship schemes available for them.</p> <p>➤ During each semester, every student has to submit two assignments and take one conditional test for his opted subjects. These assignments and tests are thoroughly checked, and the shortcomings of the students are pointed out so that they may improve their performance and fare well in the university exams.</p>
<p>3. Foster the development of critical thinking, problem-solving, and communication skills through the incorporation of innovative teaching methods and assessment practices.</p>	<p>➤ They are also encouraged to visit the rich Central Library of the college to consult the reference books to enhance their knowledge level and consequently excel in their studies.</p>
<p>4. Enhance the support services available to students, such as academic advising and tutoring, to ensure that they have the resources and assistance needed to succeed academically.</p>	<p>➤ The institution focuses on the student-centric teaching-learning process. Besides the theory, the practical part of the syllabi is also diligently dealt with in the labs.</p> <p>➤ The college organizes industrial visits, educational tours, and field visits to make the learning process interesting, thrilling, and lively.</p>
<p>5. Promote collaboration and interdisciplinary research among faculty</p>	<p>➤ Apart from these Departments, Cells, Associations, Clubs of the college organize</p>



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<p>members by establishing research centers, providing funding for collaborative projects, and hosting interdisciplinary conferences and symposia.</p>	<p>various activities to complement classroom learning.</p> <p>➤ Moreover, the use of audio-lingual aids, smart classrooms, projectors, and screening of subjects-related films add to the efficacious delivery of the curriculum.</p> <p>➤ Various certificate courses, skill development courses and value-added courses are being organized by the college as well as through collaborations with the industry/other academic institutions to prepare students for their future endeavours.</p>
<p>6. Develop programs and initiatives to increase diversity and inclusion within the curriculum, such as the incorporation of diverse perspectives and voices into course content, the creation of inclusive classroom environments, and the recruitment and retention of diverse faculty members.</p>	<p>➤ Even during the Covid-19 pandemic period, the institution made remarkable arrangements for the effective implementation of the curriculum. The college invested money in Microsoft Teams App and each teacher created his/her MS-Teams of the students. The digital mode of teaching using PDFs, Word Documents, YouTube Links was brought into use.</p>
<p>7. Introduction of more Vocational, Honours and PG courses</p>	<p>➤ The teachers prepared PPTs on various topics of the syllabi and uploaded them on the college website so that the students may use the material as per their convenience.</p>
<p>8. Introduction of Integrated Programmes like B.A.; B.Ed. and B.Sc.; B.Ed.</p>	<p>➤ In addition, the college library made multi-user Library Automation Software WEBLIB (version 4.4) available for both the teachers and the students.</p>
<p>9. Introduction of complete on-line feedback system</p>	<p>➤ The institution lays great emphasis on developing students into responsible citizens and good human beings. To achieve this objective, various programs and events</p>



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centered around professional ethics, gender issues, environmental awareness, and human values are organized in the college from time to time. These initiatives aim to instill high ideals and ethical values among the students.

➤ The institution celebrates the birth anniversaries of prominent figures such as Swami Vivekananda, Chander Shekhar Azad, Mahatma Gandhi, Subhash Chander Bose, and Dr. A.P.J Abdul Kalam etc. Through these programs, students are acquainted with the teachings and principles of these great individuals, which help shape their character.. Additionally, events like "Save the Girl Child, "Women's Health and Hygiene Issues, "International Women's Day," and "Mother's Day" are organized to familiarize students with gender-related issues and promote gender equality.

➤ Awareness campaigns on vital issues like discarding plastic products, water conservation, tree plantation, AIDS prevention, and yoga are also conducted.

➤ Our NSS volunteers have actively contributed to society by distributing free masks and organizing mega health check-up camps during Covid 19 pandemic to save precious lives.

➤ The institution's various clubs and units, including Sanskarshala Club, NCC, NSS unit exhibit their commitment to human values by distributing woollens to hundreds of slum dwellers during the winters.



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			<ul style="list-style-type: none"> ➤ The Women and Legal Literacy Cells play a crucial role in sensitizing students to gender-related matters by involving them in various programs. ➤ The NSS volunteers actively contribute to environmental preservation by planting saplings and organizing awareness rallies against the use of polythene bags. ➤ The Blood Donation Camps, organized jointly by NSS, NCC, and the Youth Red Cross Club, promote feelings of compassion and empathy among the students. ➤ The Environment Science Department of the college celebrates important events such as World Environment Day, National Energy Preservation Day, World Water Day, and World Earth Day every year.
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Teaching-learning & Evaluation

<ul style="list-style-type: none"> • Student enrollment and profile • Catering to Student diversity • Teaching-Learning Process • Teacher profile and quality • Evaluation process and reforms 	<ul style="list-style-type: none"> • Implement technology in the classroom to enhance teaching and learning, such as interactive whiteboards, online quizzes, and multimedia presentations. • Incorporate active learning strategies, such as group discussions, problem-solving activities, and hands-on experiments, to engage 	<ul style="list-style-type: none"> ➤ The institution regularly organizes a multitude of student centric learning team or individual activities like debates, discussions, quizzes, poster making competitions, model making competitions etc. wherein many students get to know about team spirit, organizational skills, and they get first-hand experience of problemsolving at own level. ➤ There are many group events, class activities, and hands-on experiments in various labs, which are conducted on the campus. ➤ Additionally, the institutional teams of
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<ul style="list-style-type: none"> • Student performance and learning outcome • Student Satisfaction Survey 	<p>students in the learning process.</p> <ul style="list-style-type: none"> • Provide ongoing professional development for faculty to keep them updated on the latest teaching methodologies and strategies. • Foster a collaborative learning environment by promoting student interaction and teamwork, both in and outside of the classroom. • Use formative assessments, such as regular quizzes and class exercises, to monitor student progress and provide timely feedback. • Implement regular evaluations of teaching methods by gathering feedback from students through surveys or focus groups. • Encourage students to reflect on their own learning through self-assessments and goal-setting exercises. 	<p>students are sent for participation in different academic, co-curricular and extra-curricular events organized by other institutions. The institution bears all the expenses of the students who are sent to outstation programs.</p> <ul style="list-style-type: none"> ➤ To make the students academically sound, their learning levels are assessed through questioning, class tests, assignments, and discussions etc. The slow learners are specifically advised to attend additional classes, to improve their academic performance. Efforts are undertaken by the mentors to prepare them adequately to perform well in academics, by identifying their specific problems and taking care of their doubts. ➤ The students who have better learning skills, i.e., the advanced learners, are provided ample opportunities to further improve their overall personality. ➤ Our institution has very well acquired the needed skill base in the field and our teaching staff regularly uses various ICT tools. ➤ During the Corona Pandemic, the entire teaching was shifted to online/digital mode, and it is beyond doubt that all our teachers quickly adapted to the change. ➤ Along with teaching-learning, various online faculty development programs like orientation courses, refresher courses,
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		<ul style="list-style-type: none"> • Offer academic support services, such as tutoring and study skills workshops, to help students improve their learning strategies and performance. • Establish a culture of continuous improvement by regularly reviewing and updating teaching materials and methods based on feedback and evaluation results. • To collaborate more with industry professionals in order to bridge the gap between education and industry. 	<p>webinars etc. are being attended by a large fraction of teachers of the institution.</p> <ul style="list-style-type: none"> ➤ Many teachers have developed digital academic content and the same is available online, with sharing facilities. ➤ For evaluation, the students are given fair and equal opportunities for optimum score. The mechanism of internal assessment is transparent, and any student can check the score obtained in each course. ➤ Many recruitment/placement drives are conducted for the students in collaboration with various agencies. During these drives, they are exposed to different levels of testing by the employers. ➤ The college invites its alumni to contribute towards academic and overall upliftment, and they have contributed to various forms.
3	Research, Innovations and Extension		
	<ul style="list-style-type: none"> • Resource mobilization for research • Innovation Ecosystem • Research Publication and Awards • Extension Activities • Collaboration 	<ul style="list-style-type: none"> • Establish a dedicated research and innovation center within the college to provide resources, equipment, and support for faculty and students. • Create partnerships with industry and government agencies to facilitate collaborative research projects. • Encourage faculty to publish their research findings in reputable 	<ul style="list-style-type: none"> ➤ IQAC promotes a research culture in the college by hosting conferences in the fields of science and technology regularly. These conferences give a forum for professors, researchers, and students to discuss current research findings, interact with each other and exchange their thoughts and opinions. ➤ Institution has created an ecosystem for innovations by taking following initiatives:



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journals and present them at conferences to promote visibility and recognition.

- Offer training programs and workshops to enhance research skills and foster a culture of innovation among faculty and students.

- Collaborate with community organizations and local businesses to identify research needs and provide solutions that address local challenges.

- Encourage interdisciplinary research and collaboration among faculty and students from different departments to foster innovative thinking and problem-solving.

- Support faculty in pursuing patents

- Provide opportunities for faculty and students to participate in research conferences and events globally to gain exposure to international research trends and exchange knowledge with researchers from different countries.

- Foster a supportive and open research culture by recognizing and rewarding faculty and students

- The college has opened an incubation centre and many students have also benefited from it.

- The college organizes small scale business trainings and through this training, many students have also opened their own firms.

- Conferences, Seminars, Workshops and FDPs were organized by the College.

- Fees reimbursement and duty leave to the faculty members for attending FDPs, seminars, conferences etc.

- Teachers were provided with financial support to attend the same and towards membership fee of professional bodies.

- Professional development /administrative training Programs were organized by the institution for teaching and non-teaching staff.

- Teachers attended professional development Programmes viz., Orientation / Induction Programme, Refresher Course, Short Term Course.

➤ Staff Members have their own YouTube Channels.



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for their research achievements and contributions.

- Establish a platform for sharing research resources and data within the college to enhance collaboration and facilitate access to shared equipment and tools.
- To organize National and international Conferences every year
- To increase extension activities & collaborations
- To generate consultancy facilities
- To inspire and motivate faculty members to have at least one major/ minor project

➤ Various certificate courses are being run by the College in collaboration with other institutes.

➤ A certificate course in TALLY, commonly used accounting software, has been running under the aegis of IQAC since December 2020.

➤ Two Days Exhibition of Hardware Parts of Computers on 30.01.2021 & 31.01.2021 by Department of Computer Sc. and an Exhibition on Business Models by Department of Commerce & Management was held on 25.01.2021.

➤ The placement and Career Guidance Cell of our college was established in 1998 and the cell is consistently working towards providing a suitable interface to the students for placement.

➤ MOUs with industries and academic institutions

➤ Students are encouraged to participate in the numerous activities planned and organised by the various cells like NCC, NSS, Red Cross, Legal Literacy Cell, Women Cell, Eco Club, to become more aware of the social issues in their immediate community and society at large.

➤ To benefit the community at large, a variety of activities, including planting trees and staging rallies and health care programmes, are carried out.



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- Numerous tree planting campaigns in the Khotpura village and the college's neighborhood educate students about the advantages of trees and promote environmental responsibility.
- Students have participated actively in a variety of activities over the years that have addressed issues like drug abuse, first aid on the road, cancer awareness campaigns, violence against women, waste management, health and hygiene, cleanliness, and women's safety.
- To carry out the Clean India initiative of Prime Minister Sh. Narendra Modi, the Green India Swachh Bharat Internship Scheme in the village of Khotpura, health and sanitation programs, and swachhta rallies in adjacent area of the College and in different localities were organized
- Road safety, traffic, voter day and other awareness initiatives have made it possible to raise awareness among students about issues of deep concern in society.
- Our students organised drug addiction awareness rallies to assist young people in overcoming the debilitating effects of substance misuse and violence.
- Students that actively participate in blood donation camps learn about the value of blood and how it is used.



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			<ul style="list-style-type: none"> ➤ At Sanskarshala, we have raised awareness regarding social issues and societal issues. ➤ Students actively volunteered during the COVID-19 pandemic ➤ Various Nukkad Natak performed in the neighbourhood on social topics helped participants develop their talents in fostering social harmony and community participation.
4	Infrastructure & learning Resources		
<ul style="list-style-type: none"> • Physical facilities • Library as a learning Resource • IT Infrastructure • Maintenance of Campus Infrastructure 	<ul style="list-style-type: none"> • To develop one research laboratory • To Build more smart class rooms • To upgrade computer labs • To establish our office block with all requisitions of a paperless modern office • To develop more vocational training labs. • COMPLETE Digitalization of library • To expand medical facilities & rooms • Big Playground for students • /Multilevel/Covered parking with double the existing capacity • To furnish staff rooms with the latest IT enabled infrastructure, Dish TV, indoor game facilities for staff • To provide more wash rooms 	<ul style="list-style-type: none"> ➤ The college has a well-maintained lush green campus built on 2.54 acres of land. ➤ A newly constructed science building with a well sketched administrative block is the pride of the college. ➤ There are a total of 3 blocks of buildings and a well-equipped central library. ➤ The college has a well-designed Administrative Block, Labs, and other various facilities for the students such as Separate Common Rooms for boys and girls, Cafeteria, Yoga & Meditation Room, Gym etc ➤ There are 3 audio-visual halls with ICT facilities. ➤ The college has a fully automated library with WEBLIB software. ➤ The central library of the college along with adequate seating capacity, an OPAC 	



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|  | <ul style="list-style-type: none">• To Equip students' common rooms with Dish TV, indoor games & construct more common rooms• To install more solar panels• To introduce smartcards for all the students• To plant more trees, develop lush green landscape, provide more rain water harvesting, increase the capacity of RO system• To make solid waste, liquid waste, E-waste disposal systems more vibrant | <p>System with internet facility and Bar Code Reader are other feathers in the cap.</p> <ul style="list-style-type: none">➤ 100 students can be seated at a time in the library. It has a rich collection of books, journals and others learning materials which enables students to acquire information and knowledge. Internet facilities (Wi-Fi) are also available.➤ The college library, being a core member of NLIST Consortium under the aegis of the e-Shod Sindhu Consortium of UGC-INFLIBNET provides online access to many important full-text databases in many subjects as well as abstracting database services.➤ The college has four halls with projectors, multimedia computers, and an audio system. The seating capacity of each Hall is about 200 Students.➤ There are separate rest rooms for girl students, staff, and a separate staff room with AC. Each Department has the facilities of RO Water-Coolers, Generator, Transformer, Microwave Ovens, and Refrigerators. Lift, Ramp and wheelchair facilities are also there for Physically Challenged students.➤ The facility of a computer with internet connection is also provided in every department.➤ A History Museum has also been set up. |
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- The ICT facilities and others learning resources are adequately available for academic and administrative purposes.
- A solar panel system is also installed on 21-09-2021 on the top roof of the new building which generates 50 KWPH energy.
- The College has a spacious and well-equipped sports room (IGNOU Hall 60 x 40 square feet) where students can play indoor games like Table Tennis, Chess, Carom Board, etc
- For Cultural Activities, the college has two spacious Music Rooms (Vocal & Instrumental) with all necessary equipment
- The IT facilities and other learning resources are adequately available for Staff as well as Students which are available in the Institution for academic and administrative purposes.

Infrastructure Details are as follows:

- Class Rooms 57
- Office 32
- Computer Labs 6
- Washrooms F= 9 M= 5
- Gymnasium For Boys 1
- Library Reading Room 1
- Society Office 1
- Fees & Examination Section 1
- Record Room 1
- Examination Room 1



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- Smart Room 2
- History Museum 1
- Electrician Room 1
- Central Library with Washroom 1
- Founders Memorial 1
- Seminar Hall + IGNOU Hall 3
- First Aid Help Centre 1
- Museum Eco Club 1
- Girls Common Room 2
- Canteen 1
- Store Room 1
- Home Sc. Lab (Food + Stitching)2
- Parking Area (Girl swing, I.B(L) School)2
- Girls Gym 1
- Music Vocal Lab 1
- Music Inst. Lab 1
- Func. Eng. Lab 1
- Departmental Library (Chem., Biosc., Comp., Commerce) 4
- Conference Room 1
- Reception 1
- Strong Room 1
- Physics Labs 3
- Physics Store 1
- Tissue Culture Room 1
- Chemistry Labs 3
- Instrumentation Lab 1
- Biotech Lab 1
- Botany Lab 1
- Zoology Lab 1



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			<ul style="list-style-type: none"> • Herbarium Cum Museum 1 • Comp. Museum 1
5	Student Support and Progression		
(a)	<ul style="list-style-type: none"> ➤ Student Support ➤ Student Progression ➤ Student Participation and Activities ➤ Alumni Engagement 	<ul style="list-style-type: none"> • Strengthen Academic Advising • Implement Early Intervention Programs • To improve student enrolment • Strengthen career services by offering workshops on resume writing, interview skills, and job search strategies. • Facilitate connections with employers through career fairs, internships, and networking events. • Provide alumni mentoring programs and resources for post-graduation career support. • Utilize Technology for Support • Provide professional development opportunities for 	<p>The college aims to provide all kinds of support to the students. The students belonging to SC category are exempted from fees. The college facilitates the scholarships provided by Haryana Government, Central Government, and other agencies. The college has signed various MOUs for the skill development of the students.</p> <ul style="list-style-type: none"> ➤ Remedial Coaching Classes are held ➤ High Discipline and Ragging Free Campus is maintained by adopting adequate measures viz. CCTVs, Proctorial duties etc ➤ We provide books and literature for students wishing to appear in NET, Civil Services, and other competitive exams/Tests. Collaboration with Institute of E-Learning Classes ➤ 968 students got placed/progressed to higher education during the last 5 years ➤ Each Department organizes at least one inter college competition. ➤ Science day and NSS day is celebrated in the form of Inter College Competition ➤ Blood Donation Camps are organized annually ➤ Social Awareness rallies are organized ➤ Active NSS unit



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		<p>faculty to enhance teaching strategies, student engagement, and support.</p> <ul style="list-style-type: none"> • To provide coaching to students for competitive examinations in the college premises. • To provide a variety of opportunities to students for involvement, such as clubs, organizations, and student leadership positions, Inter-college/state competitions. • To provide more opportunities for experiential learning • To organize more extension activities (social, cultural, ethical etc) • To promote more sports activities 	<ul style="list-style-type: none"> ➤ Khotpura village, Panipat has been adopted ➤ Students participated in sports competitions & won prizes at State/National/International levels ➤ The college has won laurels in cultural activities at District, State and National level. ➤ The institution has an active Alumni Association which works towards building strong bond between alumni and institute. It has a mission to foster a mutually beneficial relationship between the alumni and the present students. ➤ Alumni meet was organized. ➤ The Alumni Association of the college, thus, is contributing immensely to the growth of the enrolled students and is enriching academic endeavours of the college y organising various academic and social events for the students.
6	Governance, Leadership and Management		
	<ul style="list-style-type: none"> • Institutional Vision and Leadership 	<ul style="list-style-type: none"> • To have all faculty positions filled-up 	<ul style="list-style-type: none"> ➤ The college has a well-defined organizational structure that ensures smooth functioning. The governing body directs the



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<ul style="list-style-type: none"> • Strategy Development and Deployment • Faculty Empowerment Strategies • Financial Management and Resource Mobilization • Internal Quality Assurance System • Leadership 	<ul style="list-style-type: none"> • To appoint minimum 2 technical personnel in each lab • To start at least two industrial consultancy cells and generate finances • To mobilize the Alumni for providing/donating funds/equipment for labs and academic scholarships • To approach UGC for more funds • To inculcate leadership quality among the students 	<p>institute's functioning, while the principal executes the plans and ensures that everything happens smoothly.</p> <ul style="list-style-type: none"> ➤ The college has a robust internal coordination system in place to ensure the smooth functioning of various aspects. The principal makes decisions, with input from the Vice-Principal and department heads. ➤ Department heads oversee day-to-day operations, while specialized committees manage activities such as examinations, legal literacy, women's cell, and cultural affairs. ➤ Staff actively shape policies on admission, placement, grievances, counseling, training, development, and library services. ➤ Our college embraces an 'Open Door Policy' for both staff and students, encouraging valuable suggestions and opinions that are carefully considered in meetings and through suggestion boxes ➤ Various committees are constituted before the start of the session, such as the RDC, Cultural Committee, Placement Cell, Women Cell, Legal Library Cell, Timetable Committee, and the College Magazine Committee etc. ➤ In line with NEP 2020's focus on technology integration, our college has installed smartboards for interactive and engaging classes. These smartboards enable teachers to deliver quality education by
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incorporating audio, video, and graphics on a single platform.

➤ To foster a research culture in our college, we have established the Research Development Cell (RDC), which actively monitors research activities, organizes workshops, conferences, faculty development programs (FDPs), and seminars to facilitate learning for both faculty and students.

➤ The establishment of Medha Career Center in the college provides guidance to students regarding their professional career. Through a memorandum of understanding (MoU) with Medha Learning Foundation, the center offers training bootcamps, entrepreneurship skill enhancement, internship opportunities, and updates on various opportunities

➤ To help students develop the skills and knowledge they need to succeed in their careers, the college offers a variety of certificate courses in collaboration with renowned institutes. These courses include digital marketing, tally, core Python, advanced Excel, and PowerPoint. The college also organizes regular workshops to help students stay up to date.

➤ The IQAC directs our work. The department heads ensure that the academic and extra-curricular activities are carried out as planned.



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➤ The HODs involve all the faculty members in effective curriculum delivery. To involve and take full advantage of the potential of the faculty, they are given opportunities to be the conveners of various societies and cells. Students are also made members of different cells to get their active participation in activities.

➤ There is a transparent Performance Appraisal System for teaching and non-teaching staff to ensure accountability and transparency.

➤ The college has a well-defined mechanism in place to evaluate faculty members' performance to maintain the quality of education provided by the institution. Annual Performance Appraisal is done through Annual Confidential Reports (ACR)

➤ The College has effective welfare measures for Teaching and Non-teaching staff.

For teachers:

➤ Workshops, FDP's, seminars, conferences, webinar organized for Faculty members. Provision of duty leave.

➤ Facility of fee reimbursement for attending FDP's, seminars, conferences etc. Increment in salary of Ad hoc staff.

➤ Provision of loans and advances.

Non-Teaching Welfare

➤ Deduction of PF.

➤ Employee State Insurance Scheme.



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			<ul style="list-style-type: none"> ➤ Provision of financial support in case of emergency. ➤ Provision of best award on Founder's Day, Annual Function Day. Provision of Concession for Employee's children. ➤ Uniform Expenditure ➤ The college is managed by the Governing Body which ensures the optimal utilization of resources and provides the fund needed for meeting the infrastructural requirements and organization of various events. ➤ In addition, the contribution from alumni and grants received from philanthropists/individuals and non-governmental organizations such as Lions Club, Rotary Club and Paliwal and Aviral foundations are utilized for giving scholarships to students, developmental & administrative expenses, maintenance of fixed assets in the college and discharging social responsibilities ➤ The institution has a transparent and established mechanism for conducting internal & external financial audits to ensure financial compliance
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7	Institutional Values and Best Practices		
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<ul style="list-style-type: none"> • Institutional Values and Social Responsibilities • Best Practices 	<ul style="list-style-type: none"> • To arrange more lectures and sessions to instill ethics, moral values, and a sense of social and environmental 	<ul style="list-style-type: none"> ➤ The College puts sincere efforts for the promotion of gender equity during the year and organizes several activities in this regard. ➤ Some of the specific and common facilities available include two reading halls, separate parking facility for male and female students,
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<p>• Institutional Distinctiveness</p>	<p>responsibility among students.</p> <ul style="list-style-type: none"> • The college will establish more partnerships with non-governmental organizations (NGOs) to collaborate on various social and environmental initiatives. • The college will adopt additional villages for outreach activities • The college will actively support the administration in implementing community projects. • The college will establish a Disaster Response Club to build capacity and preparedness for handling and responding to disasters. • The college will prioritize energy conservation and implement more green initiatives. 	<p>common rooms, Gymnasium Hall for males and females etc.</p> <ul style="list-style-type: none"> ➤ Women cell organized lectures/awareness programs on legal rights and women safety ➤ The institution also gives equal opportunity to males and females students for the participation in NCC, NSS and sports activities. ➤ As much as possible the College ensures almost equal representation of both males and females in various academic and administrative activities organized during the year. ➤ The College believes in providing representation to the members of the staff (Males and females), on equal footing, as conveners/members of various committees constituted and events organized from time to time during the year. ➤ The college has also organized and participated, at different places, in the various gender sensitization activities as directed by Centre and State Govt. viz. Beti Bachao, Beti Padhao, Fit India Campaign, Nasha Mukti Abhiyan etc and ensured the equal participation of males and females. ➤ Toll free women help line number – 1097 is advertised well among the girl students. ➤ The aspect of an inclusive environment is also achieved by the annual publication of the college magazine “INDERGUNJAN” where teachers, students and non-teaching
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These may include promoting renewable energy sources, waste management practices, and implementing sustainable infrastructure projects.

employees of our college do contribute through their articles

- Various Social Awareness Campaign are also organized on regular basis.
- Tree plantation drive is organized by Eco Club, NCC, Women Cell, Sanskarshala Club and NSS Units of the college every year.
- Swachhata Rally is organized by NSS volunteers for the promotion of sanitation and swachhata. A rally on Beti Bachao, Beti Padhao, rally on drug abuse is organized by different Cells of the college.
- Ten days NSS camp was organized in Khotpura a village in district Panipat approximately 10 km from the college.
- The various programmes were organized in the camp to sensitize the people about such as water conservation, Literacy Campaign, Digital India Movement, Crop Residue (Paraali) Management
- Sanskarshala club have organized Nukkad Natikas (Street Plays) based on various social issues like ill effects of use of unfair means cases (UMC) in examinations, on Road Safety and have also organized various awareness programmes
- The Energy Audit and Green Audit are done and recommendations are implemented in true spirit.
- Workshops on Human values and Professional Ethics are organized.
- The department of History of the College under the able supervision and guidance of Dr.




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			<p>Rameshwar Dass has made an outstanding effort in establishing 'History Museum', one of its own, in the region. This fact has also been corroborated by the visitors. By this establishment, a serious effort has been made by the department to impart the history of the sub-continent and the region with special reference to the history and culture of Haryana.</p>
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PRINCIPAL
Principal
I.B. (PG) College, Panipat
Perspective Plan and Road Map

I.B.(PG) COLLEGE, PANIPAT



Institutional Development Plan for the Implementation of NEP (2022-2027) of I.B. (PG) College, Panipat

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Institutional Development Plan (2022-2027)

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1. INTRODUCTION

I.B. (PG) College, Panipat, a premier constituent college of Kurukshetra University, Kurukshetra, was founded in 1956. It is a prestigious college with a track record of distinction in academics, sports, and co-curricular activities. With an enrolment of over 2800 students, it has various departments engaged in offering undergraduate and postgraduate courses in Arts, Sciences and Commerce.

Since its inception, I.B. (PG) College has witnessed remarkable progress at many fronts. At present, it has student strength of more than 2500, with 126 teaching staff and more than 90 non-teaching staff members. The college is affiliated to Kurukshetra University, Kurukshetra and is recognized by UGC. It has congenial atmosphere to enable students realize their full potential. Various courses, both at UG and PG level, are offered, mainly in the streams of Arts, Science and Commerce. Our emphasis is on all round development of our students. We assist them to grow individually, socially, and mentally by organizing co-curricular activities on regular basis. Highly qualified and dynamic faculty members have a passion for teaching and they not only fulfill the academic needs of students, but also sensitize them towards social issues so that they may add to the betterment of society. Every year, our students bring laurels to the college by clinching University positions. The college has the honour to own a sprawling campus with well-ventilated classrooms, fully- equipped Science Labs, Computer Labs, and spacious AC Seminar Hall. In the pursuit of excellence the college is constantly upgrading its infrastructure and, in the same direction, the science faculty has now shifted to a modern new building. The students are also being provided extra opportunities to learn skill oriented short term courses. To fulfill the needs of safety, the campus has been made CCTV enabled. Apart from departmental libraries in various departments, there is a spacious and well stocked Central Library with comfortable seating arrangement and rich collection of books, magazines, and periodicals. The Central Library is fully automated with Web-OPAC facility being available. Alongside, the college is proud of notable alumni, who have distinguished themselves in different fields of academics, corporate and administration. We leave no stone unturned to ensure that every student becomes capable of playing a vital role in building sound base of a progressive society.



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2. PREAMBLE

NEP 2020 stands on the five pillars of **accessibility, affordability, equity, quality, and accountability**. At I.B. (PG) College, we aim at holistic growth of the students by honing their skills, competence, and knowledge in tune with the NEP 2020. We also help in developing community service among our students through various outreach projects. This Institutional Development Plan (IDP) is a document in the same direction which will guide us to the path of successful implementation of NEP 2020 in phases. NEP demands education to develop creativity, critical ability, and problem-solving skills among students. Pedagogy must evolve to make education more experiential, holistic, integrated, engaging, and interesting and learner centric. The curriculum must be explored to include basic arts, crafts, humanities, sports and fitness, languages, literature, culture, and values, in addition to science and mathematics with equitable access for all learners regardless of their social or economic background. Education must build character, enable learners to be ethical, rational, compassionate, and caring, while at the same time prepare them for employment. Indian culture and philosophy must not only be nurtured and preserved for posterity but also researched, enhanced, and put to new uses through our education system. These principles, in consonance with the foundational pillars of access, affordability, equity, quality, and accountability as envisaged in NEP 2020, form the basis of college education policy in guiding its students. Our institution emphasises on conceptual understanding rather than rote learning by recognizing, identifying, and fostering the unique capabilities of each student, by sensitizing teachers as well as parents to promote each student's holistic development in both academic and non-academic spheres. The college strongly believes in pluralism, multilingualism, life skills, scientific temper, human & Constitutional values, economic and social mobility, inclusion, and equality. Our college, in pursuit of excellence and guided by these principles, has framed its "Institutional Development Plan" for 2022-27. The college envisions imparting high quality and value-based education relevant to the present scenario and to provide the students a dynamic, interactive environment, with the intent of shaping them into benevolent human beings. To realize the vision, the college works towards fulfilling its mission of fostering the development of all aspects of student's personality and to enhance their creative skills so that they can tackle the challenges of life effectively.



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Institutional Development Plan, created with the participation of the educational community, establishes the aspects on which the college will concentrate its actions for the next five years in cohesion with the optimal fulfilment of the Mission, Vision, and Institutional Strategic Directions, through compliance with the Institutions' core functions: Curricular Aspects; Teaching-Learning, assessment and evaluation; Research, Innovation and extension; Infrastructure and Students' Support, Governance, Leadership and Management; and Institutional Values and social Responsibilities.

3. PURPOSE

University Grants Commission has prepared the framework of Institutional Development Plan (IDP) with which educational institutions can improve their goals and infrastructure. The main objective of the Institutional Development Plan is to make students successful citizens by improving the quality and infrastructure of educational institutions. The IDP will also help in increasing the Gross Enrollment Rate of Higher Education. Moreover, in the National Education Policy, it is mandatory for every educational institution to prepare an institutional development plan. We, at I.B. (PG) College, Panipat have developed the Institutional Development Plan (IDP) along with the **Perspective/Strategic Plan**.

Strategic Plan is an important tool for an educational institution to manage itself effectively because it provides a framework for effectiveness and sense of direction

- Outlines the goals (Long term and short term) and measurable targets
- It is useful for guiding day-to-day actions
- Helps in evaluating progress and changing approaches when moving forward
- It is an iterative process at both stages, i.e., while framing and when implementing

3.1 Action Plan

- Achieve academic excellence.
- Boost problem-solving capacities and communication skills among students.
- Encourage experiential learning and application-based studies.
- Broaden the horizons of knowledge and wisdom in vision among the students.
- Empowerment of students by inculcating in them critical thoughts so that they may change the face of the society.
- Impart learner-centric, discussion and skill-based education to the students by providing them conducive environment
- Improve employability of Graduates



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- Improve Learning Outcome of the Students
- Achieve the targets of (COs, Pos, PSOs) 60% of available UG and PG Programs
- Improve Interaction with Industry by encouraging their presence in the campus

3.2 Core Values

- Honesty & Integrity
- Equality
- Synergy through Teamwork
- Social Responsibility
- Mutual Respect
- Ethics & Commitment
- Graduate Attributes (Personal, Professional, Intellectual, Social & Life Skills)

3.3 Targets

- Curricular Aspects and Teaching-Learning
- Infrastructure development and Learning resources
- Research, Innovations and Extension Services
- GROW Model for Students' Empowerment: GROW is a simple but effective framework that helps students to understand their challenges properly, and identify what their next actions should be, to reach a solution.
- Faculty and Staff Empowerment Strategies
- Good Governance
- Institutional Vision and Leadership
- Strategy Development and Deployment
- Financial Management and Resource Mobilization
- Alumni engagements and interactions
- Effective role of Internal Quality Assurance
- Ensure gender equality, Environment Consciousness, Entrepreneurial mindset

4. ROADMAP AND THE WAY AHEAD...

4.1 Providing rich, varied and up-to-date system of teaching, learning and research

Appropriate Teaching- learning resources are the hallmark of any academic institution. Walking towards achieving this goal, the college will more often be/ using ICT enabled teaching tools like PowerPoint presentations, video lectures and online quizzes in the classroom



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to engage students. In addition to traditional classroom teaching, various e-learning platforms such as SWAYAM, DIKSHA, will be extended to provide faculty members with a systematic, user-friendly, rich set of tools to keep track of learners' progress.

NEP has rightly admitted the fact that academic research is an integral part of the higher education system in most knowledge societies. Research from time to time facilitates understanding the new realm of fresh knowledge, which in turn benefits teaching. The promotion of research in the higher education system is one of the ten envisions of the NEP, by institutionalizing research funding, which is a critical requirement (<https://www.outlookindia.com/outlook-spotlight/new-education-policy-2020-rejuvenation-of-academic-research-in-higher-education--news-203646>).

Our institution hopes to achieve the desired goals in the next five years:

- Training of the faculty to use online teaching resources effectively.
- Create a congenial environment which encourages healthy discussions among the teachers as well as learners.
- Encourage inter-disciplinary collaboration wherever feasible.
- Enhance the research and upgradation of research infrastructure.
- Prepare focused Research Policy for promoting quality research.
- Encourage the faculty to produce at least two peer-reviewed research papers every year.

4.2 Skill development and employability

We wish to improve our ranking as per NIRF ranking 2027. The parameters broadly covered under NIRF ranking include "Teaching, Learning and Resources," "Research and Professional Practices," "Graduation Outcomes," "Outreach and Inclusivity," and "Perception." On the other hand, assessment and accreditation criteria covered under NAAC include "Curricular Aspects," "Teaching, Learning and Evaluation," "Research, Innovations and Extension," "Infrastructure and Learning Resources," "Student Support and Progression," "Governance, Leadership and Management" and "Institutional Values and Best Practices."

Considering the implementation of new National Education Policy that is being carried out at present, need of the hour is to bring all these ranking and accreditation systems under one umbrella of National Accreditation Council (NAC) that is already slated to be established as one of the verticals of the upcoming National Higher Education Commission (NHEC) of India,



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under the aegis of NEP-2020 (<https://www.greaterkashmir.com/todays-paper/op-ed/nirf-ranking-2022-need-for-integration-of-institutional-assessment-and-accreditation-systems>).

Accreditation of institutions will be based primarily on basic norms, public self-disclosure, good governance, and outcomes, and it will be carried out by an independent ecosystem of accrediting institutions supervised and overseen by NAC ([https://www.hindustantimes.com/education/national-education-policy-2020-uge-aicte-era-over-nep-moots-heci-single-regulator-with-4-](https://www.hindustantimes.com/education/national-education-policy-2020-uge-aicte-era-over-nep-moots-heci-single-regulator-with-4-verticals/storytHS4Td98ZzKYpwkU0Us0dM.html)

[verticals/storytHS4Td98ZzKYpwkU0Us0dM.html](https://www.hindustantimes.com/education/national-education-policy-2020-uge-aicte-era-over-nep-moots-heci-single-regulator-with-4-verticals/storytHS4Td98ZzKYpwkU0Us0dM.html)).

The following objectives have been set to be achieved in a time span of five years:

- Registration of patents and optimum utilization of financial resources.
- Trace appropriate resources provide help to economically and socially challenged students.
- In order to create more opportunities for entrepreneurship, linkages with industries will be strengthened.
- Strengthening of alumni networking and engagement.

4.3 *Strengthening the role of students as responsible citizens*

Education is a must for achieving full human potential, developing a fair society, and promoting national development. A knowledgeable person can live a qualitative life. A good citizen is a man of good habits. The constitution has given citizen so many rights but at the same time, he has some responsibilities towards society. He must have respect for others' faiths and beliefs and must be respectful towards the culture of his country. Apart from the constitutional duties, citizens also have some moral duties like helping elderly people, respecting women, conserving water, and energy. Being a fellow of one religion, he should also respect the people of other religion too. The Policy envisages that the curriculum and pedagogy of our institutions must develop among the students a deep sense of respect towards the Fundamental Duties and Constitutional values, bonding with one's country, and conscious awareness of one's roles and responsibilities in a changing world (<https://pib.gov.in/PressReleaseIframePage.aspx?PRID=1703248>).

National Education Policy has not only recognized the glorious past of ancient India in terms of the contribution of our world-class Indian Universities like Nalanda and Takshshila but also picked up the right elements and incorporated the building blocks into the framing of New Education Policy both, at school and University levels (<https://www.linkedin.com/pulse/indian-ethos-culture-national-education-policy-nep-2020->



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angia). In order to achieve this goal, we plan to accomplish the following:

- Increased faculty engagement with students so that students may share their feelings with them and faculty may know their state of mind and guide them accordingly.
- Strengthen Mentor-Mentee system through more training sessions for mentors.
- Make concentrated efforts to involve more students in community service and, thus, develop an attitude of helping others.
- Strengthen Sanskarshala Club and NSS that already work incessantly to inculcate values among the students.
- Impart value-based education through storytelling, role-play and games. The teachers will be encouraged to be role models for students.

4.4 Increase diversity by attracting students from different states

A diverse learning environment does not just raise youngsters' cultural awareness but can also yield some long-term career benefits. In today's era of globalization, where people from different backgrounds work together in one company, being around with people of varied cultures prepare youngsters for entering the 21st-century workforce and help them master skills like Cross-cultural communication, Collaboration, Innovation etc. This policy has tried to incorporate all these important parameters to ensure consistent teaching & learning outcomes for diversified country like Bharat (India) (<https://www.learnqoch.com/implement-equity-inclusion-with-nep-2020/>).

Diversity is about differences and equity means being impartial. Diversity improves critical-thinking skills of the students and motivates them to think differently. The policy is designed to avoid segregation and isolation of ethnic and linguistic minorities, those with disabilities and those who face learning difficulties due to language barriers and are at the risk of educational exclusion. We make sense of the world through language and this creates and recreates power, authority, and legitimating. NEP 2020 has set the goal for all to be authoritative with the command of different languages at different levels of education (<https://timesofindia.indiatimes.com/blogs/voices/nep-2020-making-education-more-inclusive>).

For this the following are the goals and objectives we wish to take up and accomplish:

- In order to make the students more productive and comfortable, the college will hire teachers who understand the importance of diversity and will make them inclusive in the class.
- Organise culture days when the members of different communities talk about their cultures so



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that all students get to know about different cultures and develop a sense of respect for them.

- Though the institution is already commemorating important occasions, still more efforts will be made to organize small programmes in classrooms to celebrate various festivals and traditions which will teach students about these traditions.
- To promote diversity, the meritorious students from other states will be encouraged by offering them scholarships and concessions.

4.5 Implement the outreach programmes to include alumni

NEP focuses making efforts to involve community and alumni in volunteer efforts for enhancing learning by providing at schools: one-on-one tutoring; the teaching of literacy and holding of extra help sessions; teaching support and guidance for educators; career guidance and mentoring to students; etc, industry and academia (https://www.education.gov.in/sites/upload_files/mhrd/files/NEP_Final_English_0.p_df) . Engaged alumni can provide invaluable, lifelong support to higher educational institutions by mentoring current students and Volunteering on committees and boards. The following objectives have been set to be achieved in next five years:

- Full-time person dedicated to alumni outreach will be appointed.
- Feedback from alumni will be solicited and their suggestions will be incorporated in Plan of action of the college.
- Strengthen Alumni-student interaction

4.6 Centre for excellence in skill development and personality development

The policy envisioned the holistic development of youth with emphasis on not only an upsurge in Gross Enrolment Ratio but also on skill development as the determining factor to realize the objectives of “Atmanirbhar Bharat,” an ambitious mission of Hon’ble Prime Minister Shri Narendra Modiji, who always insists upon imparting of skills as a key element of the modern education system (<https://www.news18.com/news/opinion/national-education-policy-2020-making-indian-youth-skilled-to-achieve-atmanirbhar-bharat-3073535.html>). The National Education Policy 2020 also recognizes the importance of soft skills such as communication, team work, problem solving, decision making, analytical thinking, resiliency, etc. as imperative life skills.

(<https://www.indiatoday.in/education-today/featurephilia/story/explained-role-of-nep-in-enhancing-skill-development-among-students-1981740-2022-07-30>) .



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For achieving this, following are the goals and objectives we wish to take up and accomplish in the next five years:

- Case based learning to enhance the skills of students in analysing the real organizational problems.
- Provide intensive exposure to the corporate world.
- Ensure industry readiness, academic and industry collaboration.
- Enable and guide students towards learning additional skills.
- Starting various skill development courses for students to opt one course in each semester compulsorily.


PRINCIPAL

Principal

I.B. (PG) College, Panipat

Institutional Development Plan (2022-2027)