RAJKIYA MAHAVIDYALAY PATI, CHAMPAWAT

INSTITUTIONAL DEVELOPMENT PLAN (2025-35)
As Part of Implementing NEP-2020

Submitted to:

Secretary, Higher Education, Government of Uttarakhand

MARCH 1, 2025

PRINCIPAL

Rajkiya Mahavidyalay Pati, Champawat

Rajkiya Mahavidyalay Pati, Champawat

Institutional Development Plan (2025-2035)

Contents

1. Institutional Basic Information

1.1 Institutional Profile:

Name of the Institution	**Rajkiy Mahavidyalay Pati, Champawat, Uttarakhand**
Head of the Institution	**Professor Rakesh Kumar Pandey**
Contact Details	**Email: gdcpati2019@gmail.com**
	Cell No. 9411107635
	Web Site: www.gdcpati.in
Affiliations	**SSJU, Almora For All Programmes**
AISHE Code:	**C-61977**
UGC	**2(f) certificate awaited**
NAAC	**Accreditation process will be started under new Binary system**
NBA Accreditation	**Not Applicable**
NIRF	**Regular Participation Since 2020-21**
SIRF	**Regular Participation & Updating of Data**

Name of the IQAC Coordinator	**Alka Arya**	Email: **alkaarya07@gmail.com**	Cell No. **9456195536**
Name of NEP Coordinator	**Dr. K.K. Mishra**	Email: **Drkk73@gmail.com**	Cell No. **9415080219**
Name of IAC Coordinator	**Dr. K.K. Mishra**	Email: **Drkk73@gmail.com**	Cell No. **9415080219**
Programmes Offered	**B. A. (6 subjects)**	**Hindi, English, Sanskrit, History, Sociology and Education**	
No. of Students 2024-25	**B.A.**	**253**	
Financial Status	**Fully funded by the State Government**		
Under NEP 2020, our institute would prefer to be:	**Part of Higher-educational institution (HEIs) cluster.**		

1.2 Institutional SWOC Analysis

Strengths (S)

- **Supportive and Growth-Oriented Management** – The college has a 06-year strong presence in education, ensuring structured academic delivery.
- **Qualified and Committed Faculty** – 12 faculty members are proactive, energetic, and dedicated to student success.
- **Diligent Administrative and Support Staff** – Ensuring efficient academic and operational management.
- **Inclusive Infrastructure** – The college is designed to accommodate divyangjan (differently-abled) students.
- **Optimal and Upgradable Infrastructure** – Facilities are used effectively and continuously improved.
- **Well-Equipped Library** – Houses 4,480 books, operates with E-Granthalaya, and provides access to INFLIBNET, NDLI, e-journals, magazines, and newspapers.
- **Entrepreneurship Support** – Innovation, Incubation, and Ideation Centre fosters entrepreneurship under "Devbhomi Udyamita Yojna" and "Beti Bachao, Beti Padhao".
- **Transparent and Efficient Governance** – E-governance ensures smooth academic and administrative functioning.
- **Faculty Development Programs** – Regular training, reskilling, and upskilling initiatives for modern teaching methods.
- **Student-Centric Learning Approach** – Focus on experiential learning, field visits, industrial exposure, projects, and internships.
- **Holistic Student Development** – Value-based education along with co-curricular, extra-curricular, and sports activities.
- **Active Clubs and Cells** – Various student-led initiatives promote social and intellectual development.

Weaknesses (W)

- **Shortage of Quality Students for Higher Education** – Difficulty in attracting academically strong students.
- **Scarcity of Faculty for Co-curricular and Skill-Oriented Courses** – Challenges in implementing NEP-based curriculum.
- **Limited Transport Facilities** – No institutional transport system and lack of public transport availability.
- **Low Student Attendance** – Need for better engagement strategies to improve classroom participation.

- **Lack of Proper Laboratory for Education Department** – Insufficient resources for practical learning.
- **Inadequate Smart Classrooms** – Shortage of well-equipped modern classrooms.
- **Limited Sports Facilities** – Need for better infrastructure for physical education.
- **Inadequate Power Backup System** – Unstable power supply affecting academic and administrative activities.
- **Lack of Academic Collaborations and International Linkages** – Few tie-ups with reputed institutions.
- **Contractual or Guest Faculty Appointments** – Short-term faculty hiring affecting long-term planning.
- **Low Research Output** – Research activities are not proportional to institutional potential.
- **Lack of Industry-Sponsored Research and Funding** – Minimal support from government, non-government, and private agencies.
- **Limited Community Engagement** – Need for stronger local partnerships.
- **Low Placement Ratio** – Fewer job opportunities for students through campus recruitment.
- **No Residential Facilities for Faculty and Staff** – Lack of on-campus housing.
- **No Hostel Facility** – Need for proper residential arrangements for students.

Opportunities (O)
- **Government and University Support** – Possibilities to introduce new programs and courses.
- **Digital Platforms for Visibility** – Social media and online presence can help build institutional reputation and collaborations.
- **Growing Alumni Network** – Alumni can contribute to institutional development and student mentoring.
- **Research Expansion** – Qualified faculty can seek Ph.D. guideship and establish research centers.
- **Industry Growth in Tourism and Hospitality** – The region's expanding tourism and hotel sector can provide students with better training and placement opportunities.

Challenges (C)
- **Limited Academic and Administrative Autonomy** – Bound by university and state education department regulations.
- **Semester System Constraints** – Restricts students from engaging in extensive co-curricular and extracurricular activities.
- **Low Employer Participation in Campus Placements** – Difficulty in attracting companies for recruitment.

- **Limited Institutional Funding** – Government college status limits flexibility in organizing events and upgrading infrastructure.
- **Encouraging Faculty to Engage in Research** – Need to motivate faculty to apply for research projects and consultancy services.
- **Financial Constraints** – Non-availability of necessary funds/grants affecting the college's growth and expansion.

Institutional Development Plan (for at-least next 10 years)

2.1. Motto: *"Strive for Excellence in Mind, Body, and Spirit"*

2.2 Vision Statement
- To establish the college as a vibrant and ideal educational campus, it aims to inculcate global thinking along with local knowledge and folk culture, while integrating value-based competencies. Additionally, it seeks to empower the underprivileged and weaker sections of the region.

2.3 Mission Statement:

- To create a disciplined environment in the college.
- To integrate online content, e-books, topic links, and online classes with classroom teaching.
- To provide training in innovation and marketing knowledge to connect college students with self-employment opportunities.
- To encourage students from weaker and backward classes in the area by providing them with training, employment, and self-employment opportunities for a better future.
- To offer career-related information to students through the Career Counselling and Placement Cell and arrange the maximum number of placements.
- To develop a healthy competitive spirit among the students in the college.
- To Developing entertaining, simple, and easy-to-competition understand educational methods.
- To promote the Fit India Movement and engage students in creative activities.
- To develop inherent, versatile, and multidisciplinary skills in students in alignment with the National Education Policy.
- To provide quality education, promote research and innovation, and foster a culture of inclusivity and community engagement.

2.4 Goals and Objectives of the College:

Short-Term Goals (2 Years)

- Purchasing of computers to establish Digital learning centre at the college.
- Introduce B.C.A. Course as professional programme.
- Introduce 06 programmes namely Economics, Political Science, Geography and Home science at under graduate level.
- Set up smart classrooms for all students and provide basic computer literacy training.
- Introduce AI-powered online learning platforms to compensate for resource constraints.
- Construct the hostel facility for girls.
- Strengthen English language and soft skills training to enhance communication.
- Conduct confidence-building workshops for students from under-privileged sections.
- Strengthen the Career Counselling Cell with expert guidance and industry tie-ups.
- Organize job fairs, internship programs, and resume-building workshops.
- Provide faculty training on digital tools, research, and modern teaching methods.
- Initiate student mentoring programs to boost confidence and self-esteem.
- Strengthen the alumni network to support students with mentoring and placements.

Mid-Term Goals (5 Years)

- Introduce the Post-graduation programmes in at least three subjects namely History, Hindi and Sanskrit.
- Introduce professional courses on above said programmes.
- Construct separate building for Post-graduation programmes.
- Introduce new PG programs based on regional needs and industry trends.
- Expand the library with e-learning resources and research materials.
- Forge partnerships with universities, industries, and research institutions.
- Expand AI-enabled learning tools for research, administration, and personalized education.
- Ensure every student and faculty member is digitally literate.
- Encourage student participation in community service and awareness programs.

Long-Term Goals (10 Years) – Emerging a Model Institution

- Work towards autonomous status
- Develop the college as a higher education hub for the hilly region.

- Develop partnerships with National and International universities for student exchanges.
- Create a green campus with eco-friendly initiatives.
- Fully digitize academic and administrative processes for efficiency.

2.5 Executive Summary

Guided by our motto, **"Strive for Excellence in Mind, Body, and Spirit,"** our college is dedicated to providing a holistic education that nurtures intellectual growth, physical well-being, and spiritual development. Despite being located in a remote hilly region and facing challenges such as inadequate infrastructure, outdated labs, limited R&D facilities, weak alumni engagement, low placement rates, and a lack of career counseling, we remain steadfast in our commitment to academic excellence. We actively implement **NEP-2020**, enhance educational standards, and strive for top accreditation ratings (**NAAC, NIRF, SIRF, NCTE, etc.**) to ensure a transformative learning experience for our students.

Key Challenges & Growth Areas:

- ➢ **Infrastructure Development** – Modernizing classrooms, laboratories, and research facilities to meet national educational standards.
- ➢ **Library & Digital Learning** – Upgrading to a digitized, multidisciplinary learning environment in line with national benchmarks.
- ➢ **Alumni & Industry Collaboration** – Strengthening industry and alumni networks to enhance placements, mentorship, and institutional funding.
- ➢ **Career Guidance & Placements** – Establishing a structured career counseling and industry integration framework for student success.
- ➢ **Research & Innovation** – Developing state-of-the-art research centers and fostering faculty-student innovation in priority sectors.
- ➢ **Accreditation & Rankings** – Aligning with NAAC, NIRF, NCTE, and SIRF standards to achieve excellence in national education rankings.

Institutional Development Roadmap

Short-Term Plan (2 Years)

- **Expand Smart Classrooms & Infrastructure** – Enhance digital learning by establishing more smart classrooms and upgrading essential facilities.
- **Modernize Library & Digital Resources** – Integrate **e-resources, research journals, and digital access** to support advanced learning and research.
- **Strengthen Career & Industry Linkages** – Enhance **career counseling, industry collaborations, and alumni engagement** for better student opportunities.
- **Introduce Skill-Based & Vocational Training** – Align with **NEP-2020** by launching **job-oriented and multidisciplinary courses**.
- **Faculty Development & Training** – Conduct continuous **professional development programs** to enhance teaching methodologies and academic excellence.

Mid-Term Plan (5 Years)

- **Fully Functional Technology & Innovation Labs** – Develop state-of-the-art labs to foster hands-on learning, creativity, and technological advancements.
- **Create a Dedicated R&D Department** – Promote faculty-student collaboration in research, encouraging innovation and academic excellence.
- **Enhance Digital Learning** – Implement robust online learning platforms and modern digital pedagogy to improve student engagement and accessibility.
- **Strengthen Industry Partnerships** – Expand placement and internship programs by collaborating with leading industries to enhance career opportunities for students.

Long-Term Plan (10 Years)

- **Evolve into a Multidisciplinary Center of Excellence –** Expand academic offerings and interdisciplinary programs to foster holistic education and innovation.
- **Develop Advanced Research Labs & Innovation Hubs –** Establish cutting-edge facilities to drive groundbreaking research and technological advancements.
- **Attain Prestigious Accreditations –** Secure top-tier recognitions such as NAAC A+ and NIRF Top 500 to enhance institutional credibility and competitiveness.

- **Forge National & International Collaborations –** Partner with leading global institutions for student exchange, joint research, and funding opportunities.
- **Maximize Student Engagement** – Ensure active participation in research, internships, and career development initiatives to enhance employability and professional growth.

This Institutional Development Plan presents a structured strategy to overcome challenges and achieve excellence in academics and research. Through strategic reforms, active stakeholder engagement, and continuous innovation, the college aims to become a leader in holistic education, aligning with the vision of NEP-2020 while excelling in teaching, research, and societal impact.

2.6 Developing Motivated and Energized Faculty:

To cultivate a dynamic academic ecosystem in alignment with NEP-2020, the following steps must be implemented:

Short-term Goals (2 years):

- **Establish Faculty Recognition Programs** – Regularly acknowledge and celebrate faculty achievements to foster motivation and excellence.
- **Develop Mentoring Programs** – Provide structured guidance and support for newly appointed faculty members through mentorship initiatives.
- **Conduct Training & Workshops** – Organize sessions on pedagogy, technology integration, emerging educational trends, and student-centric learning approaches.

- **Mandate NEP-2020 Training** – Ensure faculty undergo essential training on NEP-2020 principles and innovative teaching methodologies.

Mid-term Goals (5 years):

- **Establish a Structured Career Advancement Framework** – Define clear milestones and pathways for faculty progression and professional growth.
- **Enhance Faculty Participation in Governance** – Encourage greater involvement in decision-making processes and curriculum development.
- **Promote Research & Collaboration** – Expand opportunities for faculty to engage in research and collaborate with institutional and external partners.
- **Create Faculty Development Funds** – Provide dedicated funding to support innovative teaching methods and research initiatives.

Long-term Goals (10 years):

- **Enhance Faculty Competencies** – Develop faculty capacities to meet global teaching and research standards.
- **Establish Centers of Excellence** – Create specialized hubs for pioneering research and innovation.
- **Train Faculty for Leadership** – Equip faculty with the skills needed for academic administration and policymaking roles.
- **Promote Community Engagement** – Encourage active faculty participation in societal and local development initiatives.
- **Facilitate Exchange Programs** – Strengthen faculty collaboration through national and international exchange programs.

2.7 Teaching, Learning and Education Technology:

Short-Term Goals (2 Years):

- Facilitate training programs for faculty on digital tools and NEP-aligned teaching methodologies.
- Organize workshops on virtual labs and experiential learning strategies.
- Design NEP-compliant course materials, including departmental certification programs, e-content, and multimedia resources.
- Implement project-based, inquiry-driven, and competency-focused learning approaches to foster innovation in teaching.
- Establish student forums to enhance engagement through discussions on course materials and collaborative projects.

Mid-Term Goals (5 Years):

- Ensure access to essential digital teaching aids and smart classrooms for all educators and students.
- Develop virtual labs and online resource centers to enhance practical learning experiences.

- Integrate advanced technologies such as AI, AR/VR, and simulation tools into teaching and learning.
- Translate educational resources into regional languages to support inclusive content development.
- Encourage interdisciplinary and holistic education practices.
- Transition to formative, competency-based, and application-oriented assessment models.

Long-Term Goals (10 Years):

- Establish self-sustaining education technology hubs to drive innovation and research.
- Develop a comprehensive digital learning ecosystem through global collaborations.
- Integrate technology-driven skill development programs into the curriculum to enhance skill-oriented learning.

2.8 Research, Development and Innovation:

Short-Term Goals (2 Years):

- Establish a basic research lab focusing on locally relevant areas and initiate small-scale projects addressing regional challenges (e.g., agriculture, tourism, migration, local flora, and the unique biodiversity of the Himalayas).
- Set up a Research and Development (R&D) cell to foster a research-driven culture.
- Collaborate with local stakeholders to drive applied research initiatives.
- Ensure widespread access to e-journals, databases, and online research resources.

Mid-Term Goals (5 Years):

- Establish partnerships with universities, research organizations, and industries to foster collaboration.
- Apply for national and international research grants to secure funding.
- Develop specialized labs and research centers focusing on sustainable development and renewable energy, particularly solar energy.
- Procure advanced equipment and technology to support interdisciplinary research.
- Launch undergraduate research programs and innovation challenges to promote student engagement.
- Encourage faculty and students to publish research and file patents.

Long-Term Goals (10 Years):

- Collaborate with international institutions for research and innovation projects.
- Host national and international conferences to showcase local innovations.
- Establish a Centre of Excellence focused on regional issues such as eco-tourism and disaster management.
- Develop community-based solutions with long-term socio-economic benefits.
- Promote innovation-driven entrepreneurship among students and locals.

- Create a repository of research outputs for knowledge dissemination.

2.9 Industry-Academic Partnership

Short-Term Plan (2 Years)

- Establish a dedicated Industry-Academia Collaboration Cell.
- Integrate industry-driven certificate courses into the curriculum.
- Promote MoUs with local industries for internships and training opportunities.
- Organize guest lectures and workshops by industry experts.
- Facilitate faculty exposure programs in industries.

Mid-Term Plan (5 Years)

- Implement apprenticeship-based learning in partnership with industries.
- Promote job-oriented training programs.
- Strengthen industry-funded research and innovation initiatives.

Long-Term Plan (10 Years)

- Set up a Centre of Excellence in collaboration with top industries.
- Forge strategic partnerships with national and global industries.
- Develop industry-integrated degree programs with dual certification.
- Facilitate large-scale industry-funded research and patent filing.
- Promote the commercialization of research outcomes.

2.10 Institution's Placement Plan for Students

Short-Term Plan (2 Years)

- Establish a dedicated Placement & Career Guidance Cell.
- Organize job fairs and campus recruitment drives with regional employers.
- Offer industry-relevant skill development and certification programs.
- Conduct resume-building and interview preparation workshops.

Mid-Term Plan (5 Years)

- Introduce mandatory internship programs for all students.
- Strengthen collaborations with national-level recruiters and MNCs.
- Develop a student-alumni mentorship program for career guidance.
- Create a placement database and job portal for students and employers.
- Integrate soft skills and professional training into the curriculum.

Long-Term Plan (10 Years)

- Facilitate entrepreneurship and start-up incubation programs.
- Develop industry-integrated degree programs with assured placements.
- Establish a Centre for Career Development & Industry Collaboration.

2.11 Achieving the Target for Accreditation

Action plan of participating and/or improving in NAAC & NIRF

Short Term (2 Years):

- Get the Alumni Association registered.
- Introduce an improved feedback mechanism for stakeholders.
- Enhance documentation of activities, events, and student progression.
- Apply for NAAC accreditation.

Mid Term (5 Years):

- Strengthen the infrastructure of Science Departments.
- Ensure better library resources management.
- Improve the teacher-student ratio.
- Introduce more skill-oriented and multidisciplinary programs.
- Apply for ISO 21001 certification.

Long Term (10 Years):

- Setting up virtual classrooms and labs.
- Expansion of constructed area in the campus.

2.12 Incubation and Start-up

Action plan to have incubation centre and Start-up
Short Term (2 Years):

- Create a forum of Alumni Entrepreneurs to provide moral support to students.
- Create a forum of Local Entrepreneurs for motivational support.
- Develop a training model for Malta and Buransh juice production and marketing.

Mid Term (5 Years):

- Host fairs and festivals to inspire and generate new business ideas among college students.

Long Term (10 Years):

- Offer seed capital to foster sustainable entrepreneurship initiatives.

2.13 Alumni Engagement/ Activities plan

Alumni engagement strategic plan.
Short Term (2 Years):

- Connect all alumni through a dedicated portal.
- Actively involve alumni in college activities.
- Organize an annual meet and felicitate prominent alumni.

Mid Term (5 Years):

- Organize events led by alumni.
- Encourage alumni to invest in skill development courses.

Long Term (10 Years):

- Collaborate with alumni for professional services and infrastructural development.

2.14 Basic Infrastructure Development plan

Action plan of improving the physical infrastructure
Short Term (2 Years):

- Start Classes for proposed new U.G. programmes in Economics, Political Science, Geography, Home Science and Computer Applications.
- Upgrade computer and all laboratory facilities.
- Establish an open gym.
- Activate use of Smart classes
- Activate Library building which is under construction.
- Set up language labs.
- Activate new academic buildings currently under construction.
- Operationalize hostel facilities for girls which are under construction.
- Enhance library resources.
- Develop green energy initiatives.
- Conduct repairs, renovations, and minor constructions in the sports area.

Mid Term (5 Years):

- Start classes for proposed P.G. Programmes.
- Purchase licensed software.
- Build a fully equipped PG Block.
- Establish a studio for audio-visual recording.

Long Term (10 Years):

- Develop sports facilities for both indoor and outdoor activities.
- Establish 100% smart classrooms and virtual labs.

- Construct residences for staff.
- Build and operationalize economically viable boys' and girls' hostels.

2.15 Skill Development of Non-teaching Staff

Action plan for enhancing skills of non-teaching staff
Short Term (2 Years):

- Conduct management capacity enhancement programs.
- Provide training in documentation.
- Offer training in financial management.

Mid Term (5 Years):

- Conduct training programs in advanced computer skills and business communication.
- Introduce AI-based skills and other sustainable skill development courses in preparation.

Long Term (10 Years):

- Shaping skilled individuals for a future of full employability.

2.16 Any Other Initiatives for the Student's and Institutional Growth

Short Term (2 Years):

- Premier coaching center for UPSC, UKPSC, SSSC, NET/JRF, CSIR, and CAT examinations.
- Establishing an Entrepreneurship Development Center to foster innovation and business growth.

Mid Term (5 Years):

- Providing comprehensive training in Indian and foreign languages.
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Long Term (10 Years):

- Introducing Kumauni and Garhwali languages for administrative purposes to benefit students.

3. Conclusion:

This Institutional Development Plan presents a well-structured strategy to address challenges and elevate academic and research standards. By implementing strategic reforms, fostering active stakeholder engagement, and embracing continuous innovation, the college aims to position itself as a leader in holistic education. In alignment with the vision of NEP-2020, this plan focuses on excellence in teaching, research, and societal contributions, ensuring a transformative impact on education and the broader community.

The realization of this ambitious mission relies on the active cooperation and participation of all stakeholders. Their collective efforts and commitment will be instrumental in driving meaningful progress and achieving institutional goals. With a shared vision and unwavering dedication, we aspire to create a dynamic and forward-thinking academic environment. We remain optimistic and committed to this journey of growth and excellence.

Principal

Rajkiya Mahavidyalay Pati

Champawat

Rajkiya Mahavidyalaya Pati, Champawat