



Managed by Patel Kelavani Mandal, Junagadh

# **PKM COLLEGE TECHNOLOGY & B.Ed**

Affiliated to Bhakta Kavi Narsinh Mehta University, Junagadh

## **INSTITUTIONAL DEVELOPMENT PLAN (IDP)**

**REPORT 2025 to 2030**



**Mob. No. 99799 70644**  
**www.pkmtc.edu.in**

**COLLEGE ROAD, OPP.  
NEW HOUSING COLONY  
JUNAGADH**

## **INSTITUTIONAL DEVELOPMENT PLAN (IDP 2025-2030)**

**PATEL KELAVANI MANDAL COLLEGE OF TECHNOLOGY AND B.ED.**

**JUNAGADH**

**As Part of The Implementation Of National Education Policy-2020**

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## **1. INSTITUTIONAL PROFILE**

**Year of Establishment:** 2001

**Type of Institution:** Self finance

### **Accreditation & Affiliations:**

- Affiliated to Bhakta Kavi Narshih Mehta University, Junagadh
- Recognized by University Grants Commission (UGC)

### **PROGRAMS OFFERED:**

#### ***Undergraduate Programs:***

- Bachelor of Commerce (B.Com)
- Bachelor of Business Administration (BBA)
- Bachelor of Computer Applications (BCA)
- Bachelor of Science (BSc) in various specializations
- Bachelor of Education (B.Ed.)

#### ***Postgraduate Programs:***

- Master of Commerce (M.Com)
- PGDCA

### **FACULTY AND STAFF STRENGTH:**

- Total Teaching Faculty: 51
- Assistant Professors: 51
- Non-Teaching Staff: 20
- Faculty-Student Ratio: 25 :1

### **STUDENT DEMOGRAPHICS:**

- Total Student Enrolment: 1270
- Gender Distribution: Male 49.2%, Female 50.8%
- Geographic Distribution: Local 100%

- Category-wise Distribution: General 31.26%, OBC 51.57%, SC 7.4%, ST1.02%, EWS 8.5%
- Programs with Highest Enrolment: BCA, BBA, B.COM

## **INFRASTRUCTURE:**

- Campus Area: 2.75 acres
- Number of Classrooms: 35
- Laboratories: 4 (Science lab 3 + Computer lab 1)
- Library Holdings: Number of books:31562 Journals :18
- Computer Facilities: 180

## **SPORTS FACILITIES**

- Playground / open ground available for:
- Cricket, Football, Volleyball, Kho-Kho / Kabaddi,
- Marked courts and basic playing equipment

## **INDOOR SPORTS FACILITIES**

- Marked courts and basic playing equipment for
- Indoor games such as: Table Tennis, Chess, Carom, Badminton

## **SPORTS EQUIPMENT**

- Availability of basic sports equipment like:
- Bats, balls, nets, rackets
- Volleyball & football kits
- Proper storage and issue system
- Hostel Facilities: Not Applicable

## 1.1. SWOC ANALYSIS

### *S – Strengths*

#### 1. **Recognized University Affiliation**

Affiliation with Bhakta KaviNarsinh Mehta University ensures academic legitimacy, standardized curriculum, and acceptance of degrees at state and national levels.

#### 2. **Focused Undergraduate Teaching**

The institution concentrates exclusively on undergraduate education, allowing greater attention to teaching quality, classroom interaction, and student guidance.

#### 3. **Dedicated and Accessible Faculty**

Faculty members maintain close academic interaction with students, providing mentoring, academic support, and personal guidance when required.

#### 4. **Traditional Teaching Effectiveness**

Use of marker board and face-to-face classroom teaching ensures conceptual clarity, discipline, and structured learning, especially for first-generation learners.

#### 5. **Flexible Operational Decision-Making**

As a self-financed institution, the college can take timely operational decisions related to academic processes, student support, and internal improvements.

#### 6. **Emerging Use of Digital Tools**

The institution has begun adopting basic digital tools for teaching preparation, assessments, and academic planning.

### *W – Weaknesses*

#### 1. **Limited Academic Autonomy**

Being an affiliated college, the institution has limited flexibility in curriculum design, examination reforms, and introduction of new academic programmes.

#### 2. **Financial Dependence on Student Fees**

The self-financed model restricts availability of funds for large-scale infrastructure development, advanced laboratories, and research facilities.

#### 3. **Absence of NAAC Accreditation at Present**

The institution has not yet undergone NAAC accreditation, which limits national visibility and access to certain quality-linked opportunities.

**4. Restricted Research Output**

Undergraduate focus, limited funding, and heavy teaching responsibilities reduce faculty involvement in research projects and publications.

**5. Limited Advanced Infrastructure**

Availability of modern research equipment, smart classrooms, and high-end digital infrastructure is currently limited.

***O – Opportunities***

**1. Phased Implementation of NEP-2020**

NEP-2020 provides opportunities to introduce value-added courses, skill enhancement modules, internships, and multidisciplinary exposure within the university framework.

**2. Preparation for NAAC Accreditation**

The institution has an opportunity to strengthen internal quality systems, documentation, and academic processes in preparation for NAAC accreditation.

**3. Skill Development and Employability Focus**

Growing demand for communication skills, digital awareness, basic AI literacy, and job-oriented training can be addressed through our institute.

**4. Student Progression and Career Support**

Structured mentoring, career guidance, and competitive exam orientation can improve student outcomes and institutional reputation.

***C – Challenges***

**1. Balancing Quality with Affordability**

Maintaining academic quality while keeping fees affordable remains a continuous challenge for a self-financed institution.

**2. Competition from NAAC-Accredited and Autonomous Colleges**

Competition from institutions with greater autonomy, accreditation status, and infrastructure affects student preferences for admissions.

**3. Academic Preparedness of Incoming Students**

Many students enter with average academic backgrounds and limited exposure to English, technology, and professional skills.

#### **4. Faculty Workload Management**

Faculty members manage teaching, examinations, and student mentoring, limiting time for research and innovation.

#### **5. NAAC Readiness and Compliance Requirements**

Meeting NAAC documentation, quality benchmarks, and continuous improvement expectations requires sustained effort and institutional commitment.

## **1.2. VISION, MISSION, AND CORE VALUES**

### ***VISION***

To be a student-centric institution of higher education committed to academic excellence, ethical values, and holistic development, preparing responsible, skilled, and socially conscious graduates who can contribute meaningfully to society.

### ***MISSION***

1. To provide quality undergraduate education in accordance with university norms and national education policies, fostering intellectual growth and academic discipline.
2. To equip students with essential knowledge, skills, and values required for employment, entrepreneurship, and lifelong learning.
3. To create a supportive learning environment that encourages critical thinking, communication skills, and responsible citizenship.
4. To promote the professional and personal development of students through mentoring, co-curricular activities, and community engagement.
5. To adopt appropriate digital tools and innovative teaching practices to enhance the effectiveness of the teaching-learning process.

### ***CORE VALUES***

#### **1. Academic Integrity**

Upholding honesty, fairness, and transparency in teaching, learning, and evaluation.

#### **2. Student-Centric Approach**

Focusing on the academic, professional, and personal development of every learner.

#### **3. Excellence in Education**

Striving for continuous improvement in academic delivery and institutional practices.

**4. Ethical and Social Responsibility**

Inculcating moral values, social sensitivity, and respect for cultural diversity.

**5. Inclusiveness and Accessibility**

Providing equal opportunities to students from diverse socio-economic backgrounds.

**6. Professionalism**

Encouraging discipline, accountability, and respect in academic and administrative processes.

**7. Adaptability and Innovation**

Embracing change, technology, and innovative practices within institutional capacity

### **1.3 . STRATEGIC GOALS AND OBJECTIVES**

#### **A. Short-Term Goals (1–2 Years)**

##### ***1. Gradual Integration of digital Supported Teaching and Learning***

**OBJECTIVE:**

To enhance classroom effectiveness by integrating basic digital supported tools alongside traditional marker-board teaching methods.

**STRATEGIES:**

- Use digital tools for preparation of study material, question banks, and internal assessments.
- Encourage blended teaching using marker board, presentations, and AI-assisted academic resources.
- Provide orientation to faculty on ethical and academic use of digital in teaching.

##### ***2. Strengthening Student Academic Support and Mentoring***

**OBJECTIVE:**

To improve student academic performance and engagement through structured mentoring.

**STRATEGIES:**

- Implement faculty-mentoring systems for academic guidance and performance monitoring.



- Provide support for language skills, communication, and exam preparedness.

### ***3. NEP-2020 Aligned Skill Development***

#### **OBJECTIVE:**

To integrate employability-oriented skills within the existing undergraduate curriculum as per university norms.

#### **STRATEGIES:**

- Introduce value-added courses in communication skills, digital awareness.
- Encourage project-based learning, internships, and fieldwork as prescribed by BKNMU.

### ***4. Faculty Capacity Building***

#### **OBJECTIVE:**

To enhance teaching quality through continuous professional development.

#### **STRATEGIES:**

- Encourage faculty participation in FDPs, workshops, and online courses related to pedagogy and awareness.
- Promote peer learning and internal academic discussions.

## **B. Medium-Term Goals (3–5 Years)**

### ***1. Balanced Use of Traditional Teaching and hybrid Enabled Learning***

#### **OBJECTIVE:**

To establish a blended teaching–learning environment that combines conventional classroom methods with academic support.

#### **STRATEGIES:**

- Use of AI-assisted learning resources to supplement classroom teaching.
- Use AI tools for academic planning, feedback analysis, and student progress tracking.

## ***2. Enhancing Student Employability and Career Readiness***

### **OBJECTIVE:**

To improve students' career prospects through structured guidance and practical exposure.

### **STRATEGIES:**

- Organize career guidance programmes, skill workshops, and resume-building sessions use of AI tools where appropriate.
- Strengthen internship and placement support mechanisms.

## ***3. Improvement of Digital and Academic Infrastructure***

### **OBJECTIVE:**

To gradually upgrade academic and digital infrastructure within financial feasibility.

### **STRATEGIES:**

- Improve classroom facilities, library resources, and computer access.
- Usage of AI-assisted academic administration and documentation practices.

## ***4. Promotion of Undergraduate Research and Innovation***

### **OBJECTIVE:**

To develop research aptitude and analytical thinking among undergraduate students.

### **STRATEGIES:**

- Encourage use of AI tools for literature review, project preparation, and data analysis.
- Organize seminars, project exhibitions, and academic competitions.

## **C. LONG-TERM GOALS (5+ YEARS)**

### ***1. Establishment as a Quality Undergraduate Institution***

### **OBJECTIVE:**

To be recognized as a reputed undergraduate institution known for academic discipline, student outcomes, and teaching quality.

**STRATEGIES:**

- Maintain consistent academic standards and continuous quality improvement.
- Focus on student progression to higher education and employment.

***2. Responsible and Sustainable Use of technology in Education*****OBJECTIVE:**

Usage of tech as a long-term academic support system in teaching, learning, and administration.

**STRATEGIES:**

- Develop institutional guidelines for ethical and academic use of tech.

Continuously train faculty and students on emerging educational technologies.

## **2. KEY FOCUS AREAS**

### **2.1 ACADEMIC EXCELLENCE**

**Objective:** To establish and maintain the highest standards of teaching, learning, and assessment that produce competent graduates **to achieve** professional success and lifelong learning.

#### **INITIATIVES:**

##### **Curriculum Innovation:**

- **Integrate** skill development components in all programs as per NEP 2020
- **Initiate** multidisciplinary courses allowing students to pursue minors in complementary fields
- Develop industry **confirm** curriculum through regular consultation with subject experts and employers

##### **Quality Assurance:**

- Implement systematic feedback collection from students, alumni, employers, and parents.
- Conduct program-wise learning outcome assessment and continuous improvement cycles
- Prepare for NAAC accreditation with rigorous self-assessment processes

##### **Academic Support:**

- Introduce bridge courses for students with varied academic backgrounds
- Establish remedial coaching for slow learners and advanced learning opportunities for high achievers
- Develop comprehensive study material, reference resources, and learning aids
- Implement academic calendar with clear timelines for curriculum delivery and assessment
- Organize guest lectures, expert talks, and academic seminars regularly

**Assessment Reforms:**

- Adopt continuous and comprehensive evaluation methods beyond traditional examinations
- Include formative assessments, presentations, projects, and portfolios
- Provide timely feedback to students on their academic progress

**Expected Outcomes:**

- NAAC accreditation within future
- Improved student performance with higher university ranks
- Enhanced graduate employability and career success
- Recognition as quality institution in the region

**2.2 RESEARCH AND INNOVATION**

**Objective:** To foster a vibrant research culture that encourages inquiry, innovation, and knowledge creation among faculty and students.

**Initiatives:****Faculty Research Support:**

- Support faculty participation in national and international conferences
- Facilitate faculty collaboration with research institutions and universities
- Faculty participate research methodology workshops and seminars
- Create research interest groups in specific domains

**Student Research Engagement:**

- Integrate as per syllabus projects in final year curriculum across all programs
- Organize annual student research symposium showcasing innovative projects
- Encourage undergraduate student for research through mentorship programs

**Expected Outcomes:**

- Increased faculty participation in national and international conferences, resulting in enhanced academic visibility and professional networking.
- Growth in high-quality research publications in indexed and peer-reviewed journals.
- Improved student understanding of critical thinking, and problem-solving skills.
- Better preparedness of graduates for higher studies, research careers, and innovation-driven professions.

## **2.3 FACULTY DEVELOPMENT**

**Objective:** To build a highly qualified, motivated, and skilled faculty team equipped with contemporary knowledge, pedagogical skills, and professional competencies.

**Initiatives:**

**Qualification Enhancement:**

- Support faculty members in pursuing Ph.D. programs through study leave and financial assistance
- Provide incentives for completion of doctoral degrees
- Encourage faculty to pursue post-doctoral research and specialized certifications
- Target minimum 40% faculty with Ph.D. qualification by 2030

**Professional Development Programs:**

- Organize regular Faculty Development Programs (FDPs) on contemporary topics including:
  - Outcome-based education and NEP 2020 implementation
  - Innovative teaching methodologies and active learning techniques
  - Technology integration in teaching (flipped classroom, blended learning)
  - Research methodology and academic writing
- Facilitate faculty participation in external workshops, seminars, and conferences
- Arrange subject-specific training programs and refresher courses
- Conduct soft skills and communication enhancement programs

**Technology Training:**

- Develop competency in using educational technologies and digital tools
- Train faculty in creating multimedia content and online courses
- Ensure proficiency in virtual teaching platforms and digital collaboration tools.

**Industry Exposure:**

- Facilitate faculty internships and industry immersion programs
- Organize industry visits and interaction sessions
- Encourage faculty consultancy projects with industries

**Recruitment and Retention:**

- Develop competitive compensation packages to attract quality faculty
- Create supportive work environment promoting work-life balance
- Provide opportunities for career growth and leadership roles

**Expected Outcomes**

- Improved quality of teaching through effective implementation of Outcome-Based Education (OBE) and NEP 2020 principles
- Strengthened faculty research skills, leading to improved research output and publications
- Effective delivery of online and hybrid learning through virtual teaching platforms
- Stronger industry–academia linkages through internships, consultancy, and collaborative research
- 80% faculty participation in FDP programs annually
- Improved teaching effectiveness scores in student feedback
- Enhanced faculty satisfaction and reduced attrition

## **2.4 INFRASTRUCTURE DEVELOPMENT**

**Objective:** To create modern, safe, and conducive physical infrastructure that supports effective teaching-learning, research, and holistic development.

### **Initiatives:**

#### **Academic Infrastructure:**

##### ***Classroom Enhancement:***

- Audio-visual systems with projectors
  - High-speed internet connectivity
  - Comfortable seating with adequate lighting and ventilation
- Renovate existing classrooms with modern furniture and facilities
- Create flexible learning spaces for collaborative and group activities
- Ensure accessibility features for differently-able students

##### ***Laboratory Modernization:***

- Upgrade computer laboratories with:
  - Latest hardware (high-configuration systems)
  - Licensed software relevant to programs (programming tools, statistical packages, accounting software)
- Develop specialized laboratories for:
  - Science programs (Physics, Chemistry, Biology labs with modern equipment)
  - BCA program (Programming lab, Networking lab, Project lab)
  - Commerce programs (Computerized accounting lab, Business simulation lab)

##### ***Library Advancement:***

- Develop reading rooms with comfortable seating and adequate lighting
- Extend library hours including weekend access
- Expand physical collection to 2500+ books covering all disciplines



## **Technology Infrastructure**

### *Digital Systems:*

- Implement comprehensive ERP system covering:
  - Student information management (admission, attendance, performance)
  - Finance and accounting
  - Human resource management
  - Inventory management
  - Examination management.
  - Develop institutional website with student and faculty portal

## **Support Infrastructure:**

### *Administrative Facilities:*

- Modernize administrative offices with computers
- Establish well-equipped conference rooms and meeting spaces
- Develop reception and waiting areas with appropriate ambiance

### *Student Amenities:*

- Provide hygienic canteen facilities with affordable and nutritious food options
- Establish clean and adequate washroom facilities (separate for boys and girls)
- Create common rooms for students with recreational facilities
- Develop outdoor seating areas and landscaped spaces
- Provide parking facilities for students and staff
- Ensure drinking water facilities throughout campus

### *Sports and Recreation:*

- Develop outdoor sports facilities (cricket ground, volleyball court, basketball court)
- Create indoor sports room for table tennis, chess, carom, and other games

**Safety and Security:**

- Install CCTV cameras across campus for monitoring and security
- Implement electronic access control systems at key locations
- Deploy fire safety equipment and conduct regular fire drills
- Establish first-aid facilities and medical room
- Provide adequate lighting in all areas including parking and corridors
- Engage professional security personnel

**Expected Outcomes:**

- Modern infrastructure supporting effective teaching-learning
- Technology-enabled campus enhancing operational efficiency
- Safe and conducive environment for all stakeholders.

**2.5 INDUSTRY COLLABORATION**

**Objective:** To establish strong partnerships with industries, organizations, and professional bodies that enhance curriculum relevance, provide practical exposure, and improve employability outcomes.

**Institutional Partnerships:**

- Sign Memorandums of Understanding (MoUs) with minimum 4+ companies and organizations across sectors:
  - IT companies for BCA students
  - Banking and financial institutions for B.Com and BBA students
  - Educational institutions for B.Ed. students
  - Research organizations for science students

**Internship and Training:**

- Mandate internships for all students in relevant industries
- Establish internship coordination cell managing placements and monitoring
- Target minimum 4-week internships for Sem – 6 students

- Ensure internships provide meaningful learning experiences with defined objectives
- Conduct pre-internship orientation and post-internship presentations

#### **Guest Lectures and Workshops:**

- Organize minimum 4 industry expert lectures per semester in each department
- Conduct industry-sponsored workshops on contemporary topics:
  - Emerging technologies and trends
  - Professional skills and workplace readiness

#### **Skill Development Programs:**

- Collaborate with companies for specialized skill training in:
  - Software tools and programming languages
  - Accounting and ERP systems (Tally, SAP)
  - Digital marketing and analytics
  - Data science and business intelligence
  - Communication and soft skills
- Facilitate industry certifications adding value to student profiles
- Provide training in professional skills like resume writing, interview preparation, and workplace etiquette

#### **Industry Visits:**

- Organize educational visits to industries, corporate offices, and research facilities
- Target minimum 1 industrial visit per program annually
- Ensure structured visits with pre-visit orientation and post-visit assignments
- Expose students to real-world operations, technologies, and workplace environments

#### **Expected Outcomes:**

- Strong industry partnerships reflected in active MoUs
- 100% students of sem-6 completing meaningful internships in every year.
- Enhanced curriculum relevance and student preparedness
- Improved placement outcomes with industry recognition

## **2.6 STUDENT SUPPORT AND EMPLOYABILITY**

**Objective:** To provide comprehensive support services that nurture student well-being, holistic development, and successful career outcomes.

### *Employability Enhancement:*

- Conduct employability skill training programs covering:
  - Communication skills (verbal and written)
  - Presentation and interpersonal skills
  - Group discussion and interview techniques
  - Resume writing and professional documentation
  - Business etiquette and workplace professionalism
- Organize mock interviews with industry professionals providing real-world experience
- Provide personality development workshops

### **Financial Support:**

#### *Scholarships and Assistance:*

- Facilitate government scholarships ensuring timely application and disbursement

#### *Health Services:*

- Provide basic first-aid and medical facilities on campus
- Organize regular health check-up camps
- Conduct awareness programs on health, hygiene, and lifestyle management
- Ensure access to medical emergencies support

#### *Women Students:*

- Establish active Women's Cell addressing gender-related issues
- Ensure safe campus environment with adequate security measures
- Conduct women empowerment programs and self-defence training
- Provide support for issues like harassment, discrimination, and safety concerns

**Student Engagement:*****Co-curricular Activities:***

- Organize cultural events, festivals, and celebrations
- Facilitate participation in intercollegiate competitions
- Support student clubs and associations in various domains (literature, arts, music, drama)
- Conduct talent shows and creative competitions

***Extracurricular Development:***

- Promote sports and games with coaching and equipment support
- Organize sports tournaments and athletic meets
- Support participation in university and intercollegiate sports events
- Facilitate NSS, and community service activities

***Leadership Development:***

- Establish elected student council with defined roles and responsibilities
- Provide platforms for students to organize events and take initiatives
- Conduct leadership training programs
- Recognize and reward student contributions

**Expected Outcomes:**

- High student satisfaction reflected in feedback scores
- Reduced dropout rates and improved retention
- Holistic development producing well-rounded graduates
- Enhanced student well-being and campus life quality

## **2.7 DIGITAL TRANSFORMATION**

**Objective:** To leverage digital technologies for enhancing teaching-learning effectiveness, administrative efficiency, and stakeholder experience.

### **Initiatives:**

#### **Learning Management System:**

- Course content delivery (lecture notes, presentations, videos)
- Assignment submission and evaluation
- Discussion forums for student-faculty interaction
- Assessment & evaluation

#### **Digital Content Development:**

- Create institutional repository of digital learning resources:
  - Interactive presentations and animations
  - E-books and reference materials
  - Question banks and practice assessments

#### **Classrooms:**

- Equip classrooms with audio video conferencing facilities
- Create standard operating procedures for online classes ensuring quality

#### **Campus Management System:**

##### ***ERP Implementation:***

- Deploy integrated ERP system covering all institutional functions:
  - **Student Management:** Admission, registration, attendance, assessment, grades, transcripts
  - **Finance and Accounts:** Fee collection, expenditure tracking, budgeting, financial reporting

- **Human Resources:** Staff records, payroll, leave management, performance appraisal
- **Library Management:** Cataloguing, circulation, fine collection, digital resources

### ***Automation of Processes:***

- Digitize admission process with online application and document verification
- Implement online fee payment with multiple payment gateway options
- Enable online examination registration and hall ticket downloads
- Create digital document management systems eliminating paper files

### **Digital Literacy:**

- Conduct regular training programs ensuring digital competency among:
  - Students (basic computer skills, online learning, digital citizenship)
  - Faculty (technology integration in teaching, content creation, online assessment)
  - Staff (ERP usage, digital tools, office automation)
- Provide ongoing technical support through helpdesk and training resources
- Promote responsible and ethical use of digital technologies

### **Expected Outcomes:**

- 80% digitization of administrative processes by 2028
- Paperless administration reducing costs and environmental impact
- Enhanced stakeholder experience through digital services

## **2.8 PROMOTION OF KNOWLEDGE OF INDIA**

**Objective:** To foster deep understanding, appreciation, and pride in India's rich cultural heritage, knowledge systems and contributions while promoting national values and constitutional ethos.

**Initiatives:**

**Curriculum Integration:**

***Indian Knowledge Systems:***

- Introduce courses or modules on Indian philosophy, traditional knowledge systems, and ancient wisdom
- Incorporate content on India's contributions to mathematics, astronomy, medicine (Ayurveda), architecture, and sciences
- Include study of Indian languages, literature, arts, and performing traditions
- Offer Sanskrit or other classical language courses appreciating linguistic heritage
- Teach Indian ethos in management, education, and professional practice

***Constitutional Values:***

- Integrate constitutional values, fundamental duties, and rights across curriculum
- Conduct courses on Indian Constitution, democracy, and governance
- Promote understanding of social justice, equality, secularism, and diversity
- Foster civic consciousness and responsible citizenship

***Nationalist Perspective:***

- Include content celebrating India's freedom struggle, national movements, and heroes
- Study nation-building efforts and India's development journey post-independence
- Analyse contemporary India's achievements, challenges, and global role



## **Cultural Programs:**

### ***Celebrations and Observances:***

- Observe national festivals and important days with cultural programs:
  - Independence Day (August 15) and Republic Day (January 26) with patriotic fervor
  - Gandhi Jayanti (October 2) promoting Gandhian values
  - Constitution Day (November 26)
  - National Education Day (November 11)
  - Other cultural and religious festivals showcasing diversity
- Organize cultural weeks celebrating different Indian states and traditions
- Conduct heritage walks and visits to historical monuments

### ***Traditional Arts:***

- Promote Indian classical music, dance, and performing arts through workshops and performances
- Support student participation in cultural competitions and festivals
- Invite traditional artists for demonstrations and interaction sessions

## **Value Education:**

### ***Character Building:***

- Conduct value education programs emphasizing:
  - Ethics, integrity, and moral values
  - Compassion, service, and social responsibility
  - Respect for diversity, harmony, and tolerance
  - Environmental consciousness and sustainable living
- Incorporate lessons from Indian epics (Ramayana, Mahabharata) illustrating values
- Promote mindfulness practices like yoga and meditation

***Social Awareness:***

- Address social issues like gender equality, caste-ism, communalism
- Promote inclusive society respecting all communities and religions
- Foster sense of national unity transcending regional and religious differences

**Community Engagement:*****Extension Activities:***

- Engage students in rural development and community service projects
- Participate in Swachh Bharat (Clean India) campaigns
- Conduct adult literacy and skill development programs in local communities
- Support preservation of local heritage, crafts, and traditions

***National Service Scheme (NSS):***

- Strengthen NSS unit with active student participation
- Undertake social service projects benefiting community
- Develop sense of civic responsibility and nation-building among students

**Research and Documentation:**

- Encourage research on Indian culture, history, traditions, and knowledge systems
- Document local heritage, oral traditions, and cultural practices
- Publish research highlighting India's contributions to various fields
- Create institutional repository of knowledge resources on India

**Lectures and Seminars:**

- Invite eminent scholars, historians, and cultural experts for lectures on Indian heritage
- Organize seminars on contemporary India's achievements in science, technology, space, defence
- Conduct discussions on challenges facing nation and solutions
- Facilitate dialogue with freedom fighters, social workers, and nation-builders

**Language Promotion:**

- Encourage use of Hindi and regional languages alongside English
- Celebrate Hindi Diwas (September 14)
- Support multilingualism respecting linguistic diversity of India
- Develop study materials and resources in Indian languages

**Commemoration:**

- Create spaces on campus commemorating national heroes and freedom fighters
- Display portraits, quotes, and information about eminent Indians
- Name buildings, halls, and facilities after national personalities

**Expected Outcomes:**

- Deep-rooted understanding and pride in Indian heritage among students
- Development of values-based, socially responsible citizens
- Preservation and promotion of cultural traditions
- Contribution to nation-building through educated and committed graduates

***3. Academic Expansion with Financial Sustainability*****OBJECTIVE:**

To gradually expand academic offerings while ensuring financial stability.

**STRATEGIES:**

- Explore introduction of new undergraduate programmes on demand.
- Optimize resource utilization for sustainable growth.

***4. Quality Enhancement and Accreditation Goals*****OBJECTIVE:**

To achieve continuous improvement in accreditation outcomes and institutional performance.

**STRATEGIES:**

- Conduct periodic reviews and strategic revisions aligned with NAAC and university guidelines.

### **3 SUSTAINABILITY AND GREEN CAMPUS INITIATIVES**

#### ***Energy Conservation & Renewable Energy***

LED lighting retrofit across classrooms, hostels, corridors.

Solar power installations (rooftop PV panels) for electricity or solar street lights.

Monitor energy use and set reduction targets each year.

#### ***Waste Management (Segregate, Reduce, Recycle)***

Composting pits/vermicompost units for organic waste → use compost for campus gardens.

E-waste collection drives with certified recyclers.

#### ***Monitoring, Reporting & Transparency***

Display dashboards message showing water/energy savings, trees planted, waste diverted.

#### ***Simple 12-Month Implementation Roadmap***

Months 1–2: ✓Form Green Committee (faculty + students)

✓Conduct baseline audits (water, energy, waste)

Months 3–6: ✓Start waste segregation & composting

✓Install water harvesting & LED sensors

✓Launch eco-club activities

Months 7–9: ✓Solar panel assessment/installation plan

✓Biodiversity projects (gardens, tree mapping)

✓Sustainability workshops

Months 10–12: ✓Energy & water usage tracking dashboard

✓Publish annual “Green Report”

✓Apply for green certifications & prepare NAAC evidence

#### ***Certification & Recognition Options***

These can add credibility and motivation

Green Campus Certification (e.g., through NGOs like TERI, The Climate Reality Project)

ISO 14001 Environmental Management Certification

University/National awards (Clean & Smart Campus Awards, etc.)

## 4.1 MONITORING AND EVALUATION

At Shri Patel Kelavani Mandal College of Technology & B.Ed (PKM College), we take monitoring and evaluation seriously as part of our Institutional Development Plan (IDP) for 2025-2030. This ensures that our goals align with the National Education Policy (NEP) 2020 and UGC guidelines. We've designed a practical system that fits our community-based trust setup, where we serve students from both rural and urban parts of Saurashtra. Our college, established in 2001 and affiliated to Bhakta Kavi Narsinh Mehta University (BKNMU), Junagadh, focuses on undergraduate programs like B.Com, B.B.A, B.C.A, B.Sc, B.Ed, and postgraduate M.Com and P.G.D.C.A.

### *Mechanism for Tracking Progress (Online/Offline)*

We use a hybrid approach to track progress, combining offline methods that suit our traditional setup with some online tools to modernize things gradually.

- **Offline Mechanisms:** Monthly department meetings and quarterly reviews by the Principal's office. Attendance and fees are already managed offline, so we extend this to progress tracking via physical logbooks and reports. For example, faculty submit handwritten updates on classroom activities, like usage of marker boards in simple classrooms or projectors in advanced ones.
- **Online Mechanisms:** We've started using free tools like Google Forms for quick surveys and a basic Excel-based dashboard shared via email. This tracks KPIs such as student enrollment (aiming for 10% annual growth), faculty development sessions, and infrastructure upgrades. By 2027, we plan to shift more to a simple college management software for real-time tracking.

This mix ensures accessibility for our rural students and staff who may not have constant internet access.

### *Mid-term Review and Feedback Loop*

Mid-term reviews happen every six months, aligned with semester ends. The Principal, Dr. Jitendrakumar Radadiya, leads these with input from department heads. We review progress against short-term goals (e.g., improving classroom tech) and adjust plans based on feedback.

- **Feedback Loop:** Issues identified in reviews are looped back via action items. For instance, if projector usage is low due to maintenance, we allocate budget immediately and follow up in the next review. Annual reports are compiled and shared with the management trust for approval.

### *Stakeholder Involvement*

Stakeholders are key to our community-focused college. We involve:

- **Students:** Through suggestion boxes (offline) and annual feedback forms.
- **Faculty and Staff:** Monthly meetings and anonymous surveys.
- **Alumni and Parents:** Yearly gatherings, especially from Saurashtra regions, to discuss employability.

- Management Trust: President CA Savajibhai Menpara reviews all reports.
- External: BKNMU representatives for affiliation compliance.

This inclusive approach helps us stay grounded in our mission to provide quality education with integrity and innovation.

Here's a table summarizing our monitoring timeline:

Period	Activity	Responsible Party	Method
Monthly	Department progress updates	HODs	Offline logs + Email
Quarterly	KPI review meetings	Principal	Offline meetings
Semi-Annual	Mid-term evaluation	Management Committee	Hybrid (meetings + forms)
Annual	Full IDP review	All stakeholders	Report submission to BKNMU

## 4.2. RISK MANAGEMENT

As a private college run by a community trust, we face unique risks in our operations. Our IDP identifies key risks based on our SWOC analysis (strengths like dedicated faculty, weaknesses like limited digital infra). We've drawn from UGC guidelines and our experiences since 2001 to outline these.

### *Identification of Key Risks*

- Financial Risks: Fluctuating enrollment from rural Saurashtra could lead to fee shortfalls.
- Operational Risks: Infrastructure breakdowns, like projector failures or classroom maintenance in our mix of simple and advanced setups.
- Enrollment and Demographic Risks: Drop in students from urban/rural areas due to economic changes or competition.
- Compliance Risks: Delays in NEP-2020 implementation or BKNMU affiliation issues.
- External Risks: Natural disasters (common in Gujarat) or pandemics affecting offline attendance.
- Human Resource Risks: Staff turnover in a small team.

### *Mitigation Strategies*

For each risk, we've set practical steps:

- Financial: Diversify income through alumni donations and small community events. Monitor fees collection offline and set aside 10% reserves.
- Operational: Annual maintenance contracts for projectors and boards. Train staff on basic repairs.
- Enrollment: Marketing campaigns targeting Saurashtra villages, partnerships with local schools. Aim for 15% increase via scholarships.
- Compliance: Dedicated committee to track UGC/BKNMU updates, with bi-annual audits.

- External: Insurance for building and equipment; hybrid learning plans for emergencies (building on COVID lessons).
- Human Resource: Professional development workshops and incentives to retain faculty.

We review risks annually in trust meetings, adjusting as needed. This keeps our college resilient.