

6.2.1

**The institutional Strategic/ perspective
plan is effectively deployed**

Perspective Plan

Perspective Plan- 2024 - 25

1. Preamble:

Vivekanand Education Society's College of Pharmacy (VESCOP) is one of the institutions under the umbrella of the Vivekanand Education Society (VES). The trust was founded by visionary founder Shri. Hashu Advaniji in 1962. The trust was formed with the objectives to impart primary and secondary education to everyone and especially to those who have been displaced from Sindh Province at the time of partition of India. Over years, the trust extended the objective of providing quality education in various higher education and technical education programs by maintaining ethics and transparency to make education accessible to every deserving candidate from different strata of society. The VES received Sindhi minority status in the year 2007 by virtue of which it acquired a 51% reservation quota for Sindhi community. The trust works for the moral, physical, cultural and intellectual development of learners, and tries to inculcate in them the spirit of service, self-help and sacrifice. VES has grown in leaps and bounds in these years. Currently, it runs 27 institutions in the vicinity of Chembur, a central locality of Mumbai city. Over 18 thousand students are enrolled for Pre-primary, primary, secondary, higher secondary schools, (Hindi medium & English medium), Degree & post degree colleges, Professional institution like Management studies, Engineering, Polytechnic, College of Pharmacy, Law college, Architecture College, Leadership Academy and Research Centre, Catering Craft Centre, Vocational guidance and Sports academy, to name a few. VES strictly follows and strongly believes in - No management quota, no capitation fees or donations in any form for admission to higher and technical education, its pure learning and sharing continuing to work for academic excellence. The institution laid emphasis on building the character and personality of students. With the changing scenarios in the field of education and to keep up with the primary objective of increasing the intellectual wealth of the country by providing quality education and building excellent technical skills, the leadership of the trust wanted to ensure that all the institution of VES are on par with the best educational colleges/universities in the country. The growing necessity for accreditation prompted some institutes including VESCOP to implement an outcome based education (OBE) system. The higher and technical VES institutions are approved by respective apex bodies.

VES College of Pharmacy was established in the year 2007 under the guidance of Shri. B. L. Boolani, Senior-most Trustee of Vivekanand Education Society. The College was established with the intention to work closely with the healthcare industry and community for solving their problems. The College has been headed by Principal, Dr. (Mrs.) Supriya Shidhaye, since July

2009. At present the College conducts B. Pharm. Course with 100 intake and M. Pharm. Courses in three disciplines i.e. Quality Assurance, Pharmaceutics and Pharmaceutical Chemistry. The College also conducts Ph.D. Programs in the branches of Pharmaceutics, Pharmaceutical Chemistry and Quality Assurance and all programs are affiliated to University of Mumbai. The College is approved by Pharmacy Council of India & Government of Maharashtra.

2. Milestones Achieved since the inception of the institute:

The important milestones achieved by VESCOP includes

1. Graduation of first batch in 2011.
2. Launching of M. Pharm courses in Pharmaceutics, Quality Assurance and Pharmaceutical Chemistry in the years 2011, 2012 and 2013 respectively.
3. Launching of Ph. D course in Pharmaceutics and Pharmaceutical Chemistry in the years 2014 and 2019 respectively.
4. Research collaboration with Merck, which is now P & G, initiated in the year 2014 and is continued till date
5. College ranking in the band of 51-75 for Pharmacy Institution since 2017 by NIRF and ranked 63rd among Pharmacy institutes across the nation at NIRF-2020.
6. NBA Accreditation for B. Pharm. from June 2016 upto 2022 as per OBE System.
7. First rank and Third rank in AICTE CII survey for Best Industry Linked Institution pan India in 2018 and 2021 respectively.
8. Consistent Platinum ranking in AICTE CII Survey for Best Industry Linked Institution since 2017. VESCOP was one of the top 7 Pharmacy Institutes at National level to receive the platinum ranking in 2019.
9. National Centre of Quality Management awarded the College with top ranks in two consecutive years, 2018 and 2019 in the contest of “Best Educational Quality Enhancement Team”.
10. Permanent affiliation for B. Pharm. Course by University of Mumbai from 2019.
11. Increase in B. Pharm Uptake upto 100 students in the year 2018
12. Recognized as Scientific and Industrial Research Organization (SIRO) by Department of Science & Industrial Research (DSIR, Government of India) since 2017 renewed till 31st March, 2026
13. Recognition under the section 2f and 12B of UGC act from 2020.

14. Recognized as Band B” institution (Rank 26-50) in category of “Private or Self-financed college//institutes” in Atal Ranking of Institutions on Innovation Achievement (ARIIA) 2020 announced in the year 2020.
15. Inception of Institute Innovation Cell (IIC) in the year 2018 with 4-star rating from MHRD, Government of India.
16. Adopting National Innovation and Start-up Policy.
17. Received Champions Trophy for Best Participating college in ‘Pharmacy at Avishkar Research Convention in the year 2020 and 2021.
18. Received A+ grade with a score of 3.46 in 1st cycle of National Assessment and Accreditation Council (NAAC) in the year 2022.
19. Launching of Ph. D course in Quality Assurance in the years 2024.
20. Conferred with ‘Autonomous status’ by UGC from the year 2024 for next 10 years.

3. SWOC analysis

➤ Strengths

1. **Academic Excellence Through Learner Centric Outcome Based Education:** VESCOP has a robust academic system which is proven through consistent good results at UG and PG levels. VESCOP achieves academic excellence by virtue of dedicated faculty with a blend of industrial and academic experience.
2. **Quality Sustenance Through Strong Administrative Systems And Established SOPs:** Systems and SOPs are in place for all important administrative procedures such as admission, purchase of equipment, building maintenance, infrastructure development internal audit, etc.
3. **Research Ecosystem Backed with Eminent Research Advisors:** One of the strong points of VESCOP is its research culture which is not only restricted to PG but also UG students are motivated to participate in research. The outcome is various accolades at university level and state level competitions. Also, College (Principal Investigator) has received research grant worth Rs. 213.3 lacs from government agencies like AICTE, SERB (DST), BIRAC, VLAIO (Belgium) and other non-government agencies.
4. **Placements And Higher Education:** Good companies recruit VESCOP students, and the college has earned an excellent reputation amongst employers regarding the quality of graduates produced by the institute. Students are also performing exceedingly well in higher education by pursuing Masters and PhD. in Pharmacy / Management in India or abroad.

5. **Publications & IPR:** VESCOP faculties and students are consistently publishing in reputed journals. In addition, the faculties have successfully applied for patents as well. Total 05 patents have been granted till date to VES College of Pharmacy.

➤ **Weaknesses**

1. **Multidisciplinary Research:** Multidisciplinary research improves the quality of the research work. Therefore, the institute needs to improve on multidisciplinary research, which is necessary for future progress. Collaboration with other streams such as engineering, management will pave way for new avenues.
2. **Commercialization Of IPR:** Commercialization of Intellectual Property Rights leads to increase in revenue which further can be utilised for advanced research.
3. **Hospital Collaboration:** As a healthcare institute, students need to have more exposure to pharmacy's clinical aspect, which is not covered in the curriculum. Unfortunately, this part of the education is lacking due to less hospital collaboration.

➤ **Opportunities**

1. **Offering Services to Industry:** Since college has a well-equipped, modern certified laboratory with various advanced instruments, we can offer multiple services to the industry, including consultancy, research projects, etc.
2. **Fetching More Grants:** Various funding agencies can be approached to fetch grants for utilizing technical skills and research facilities.
3. **Collaborative Projects:** Multiple departments can work together to do a collaborative project, which will give quality output in terms of publication, grants and IPR
4. **Launching Certificate courses:** This will enhance academic quality, ensuring students gain relevant skills and opportunities for growth.

➤ **Challenges:**

1. **Restriction in rise in fees but continuous rise in recurring expenses:** Pharmacy being a skilled based professional course, needs high recurring expenses on maintenance of equipment, instrument, consumables. It is challenging to maintain balance between financial viability and sustainable research eco-system. Fees cannot be raised proportionately considering regulation by Govt. and affordability by students.
2. **Low starting salary package for graduates in Pharmacy:** The low salary package for B. Pharm/ M. Pharm students demotivate them despite putting intensive efforts to complete the education.

Plan to address the weaknesses and challenges

- **Weaknesses:**

1. Increase collaborations with Engineering and Management streams in research. Identify institutions and research centres of national repute to work on collaborative research projects
2. Approach various industries to augment collaboration. Also file patent along with industries for collaborative research.
3. Augment collaboration with hospitals by placing students for in plant training in hospitals and conducting various community outreach programs in collaboration with hospitals.

- **Challenges:**

4. Creating various resource mobilization avenues for revenue generation
5. Working continuously on good placement for B. Pharm/ M. Pharm. By working closely with the industry and bridging the gap between academia and industry thus making students job ready.

4. Vision Mission Statement

Vision

‘To become a premier educational institution that creates competent pharmacy professionals who can contribute to societal needs through research and value-based services’

Mission

1. To sustain quality education through competent faculty members, skilled support staff and state-of-the-art infrastructure
2. To sustain an environment of academic excellence that encourages interactive learning, promotes multidisciplinary research, and builds innovative & entrepreneurial skill
3. To provide opportunities for active professional networking through participation in activities and collaboration with healthcare industries
4. To inculcate the values and commitments towards societal needs

The educational objectives for the pharmacy programme at VESCOP were adopted for the graduate and postgraduate program at VESCOP with the intention to produce graduates in pharmacy who will be able to:

- a. Expand the knowledge base by pursuing higher studies in various fields of Pharmaceutical Sciences and/ or Management

- b. Contribute to the healthcare industry through cutting-edge research & development to meet global challenges
- c. Venture into innovative & entrepreneurial career path
- d. Serve the societal needs with professional values, commitment towards healthcare and environment consciousness

5. Core Values

- 1. Transparent and ethical Governance
- 2. Quality education
- 3. Student centric initiatives
- 4. Professional ethics in admission for every program
- 5. Loyalty towards organisation
- 6. Gender equality
- 7. Integrity
- 8. Innovation and creativity

6. Institutional Goals

- 1. Academic Planning
- 2. Strengthening the Alumni Association
- 3. Research, Innovation and IPR Collaboration with National/International Organizations
- 4. Improvement of Institutional Social Responsibility.
- 5. Perspective Plan and its deployment

Goal 1: Academic Planning

Through systematic lesson plan, effective teaching learning pedagogy and regular feedback mechanism, contents of the syllabus are delivered effectively. We look forward to continue the already existing system like delivering beyond the syllabus contents, lectures of the academic and industry eminent speakers. The DISHA sessions will assist the students in selecting the right career path after graduation. The soft skill development lectures conducted under ATMAVIKAS component of Campus to Corporate transition activities will assist in personality development of students. Combined effect of all these activities will lead to enhanced placement of students.

Goal 2: Strengthening the Alumni association

VESCOP has a strong alumni association. The institute has registered its Alumni Association as per the Society's Act, 1860 and Bombay Public Trust Act, 1950. Alumni are in constant touch with faculty and current students. One of the goals of VESCOP is to get inputs from Alumni on planning the co-curricular activities to mitigate the gap between industry and academia. Alumni are invited for delivering Guest Lectures on a unique platform of TALKATHON and giving insights of their experiences to the learners. VESCOP recognizes the significant contribution of Alumni towards their Alma Mater and felicitates them with the Best Alumni Award. We look forward to the contribution of Alumni for placement and related activities, competitive exam guidance, mock interviews and financial support for fee waiver to UG & PG students and conduct of certificate courses.

Goal 3: Research, Innovation and IPR collaboration with national/international organizations

VESCOP is engaged in inculcating research aptitude in students right from the First year up to Final year by involving them in Survey based project, Digital poster club activity, Journal club activity and Live projects. We encourage UG, PG and PhD students to participate in Avishkar competitions organized by University of Mumbai and CiiA organized by Marshalls Foundation, Mumbai. We plan to increase number of PhD students from our institute. For quality research, funded projects are essential. We strive to fetch more research grants. The meaningful research will result in publication in good impact factor journals. Collaborative research projects with industry will help VESCOP to increase Industry Institute Interaction. VESCOP believes in research utilized for industry and society and is keenly interested in increasing the IPR bank of the nation. IPR awareness activities are organized by the IPR committee. VESCOP is always supportive in nurturing innovative ideas. Providing a perfect ecosystem for promoting the development of entrepreneurs is very important. VES Incubation Centre has been set up in the campus and VESCOP students will be actively involved in activities of the Incubation centre. VESCOP has established Institution's Innovation Council (IIC) to promote innovation-based ecosystem in the campus.

Goal 6: Improvement of Institutional Social Responsibility

VESCOP has as its goal to make its students aware of their social responsibility. The institute pays emphasis on participation of students and conducts various social awareness programs

through its Public Health Office of the Indian Pharmaceutical Association Maharashtra State Branch - Student's Forum. Under its umbrella a number of health awareness related activities are conducted like, Blood Donation Camps, Cleanliness Drives, and other Community Outreach Programs like vaccine awareness, mental health, world health day camps. The Rotaract club of VESCOP is also very active in conducting drives for donation of clothes and food for the needy and during any national calamity. They conduct competitions in schools and orphanages for underprivileged children. VESCOP through the Student Council Cell will continue to take efforts to minimize plastic waste in college. VESCOP has established connections with community pharmacists through drug stores and students of Third Year B. Pharm offer counselling to the patients through an initiative named as 'Aarogyadaan'. VESCOP students actively participate in Department of Lifelong Learning and Extension activities, undertaking community and career-oriented projects to raise awareness about social issues like HIV, TB, female foeticide, and pollution. They perform street plays, create posters, and engage in debates and essays on contemporary issues. These activities sensitize students to socio-cultural realities and the status of women in society. VESCOP has set up an active National Service Scheme (NSS) unit. The NSS unit of VESCOP under the University of Mumbai actively engages in community service through initiatives like blood donation drives, tree plantation, and health awareness camps. Students participate in rural development projects, environmental conservation programs, and cleanliness drives, fostering social responsibility. VESCOP has set up UNICEF Green Club that primarily focuses on conservation activities and support environmental projects.

7. Perspective/Strategic Plan and Execution/Implementation

Areas	Perspective Plan Elements	Execution/Implementation
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Curriculum design	<ul style="list-style-type: none"> • Introduction of audit and bridge courses to bridge the gaps in syllabus and meet the current industrial needs • Incorporation of internship for PG research students • Introduction of hybrid certificate course 	HoDs/Module coordinators/BoS/Academic Council
Learning and Teaching	<ul style="list-style-type: none"> • Developing guidance document and using modern and innovative pedagogical tools • Introduction of self-assessment and peer evaluation • Inviting eminent industry resource person and distinguished scholars for expert guidance sessions • Student Exchange programs 	Department
Evaluation process	<ul style="list-style-type: none"> • Introducing new and innovative assessment methods • Registration of the institute on the National Academic Depository (NAD) platform via the Digilocker portal, linking to the Academic Bank of Credits (ABC), and integrating their systems to enable credit transfer and management for students. 	Examination Committee/All Teachers
Collaborations and Linkages	<ul style="list-style-type: none"> • MoUs & linkages with industries, research organizations and institutes • Implementing Faculty exchange program with HEIs in India and abroad 	Principal/HoDs/Module coordinators
Research	<ul style="list-style-type: none"> • Revision of Research Promotion and Incentive Policy to foster innovation and motivate faculties and students for better research outcomes 	R & D cell/IIC & E cell

	<ul style="list-style-type: none"> • Formation of Research & Development Cell • Formation of E-cell • Increasing awareness on various intellectual property avenues and protecting and stimulating innovations • Building research acumen through research methodology workshops, conferences, and symposiums 	
Extension activities	<ul style="list-style-type: none"> • Strengthening collaboration with NGOs, hospitals, and drug stores for community outreach and real-world healthcare exposure, enhancing student awareness, learning and societal impact • Participation in societal initiatives and programs of the Government • Strengthening of NSS, Department of Lifelong Learning and Extension activities, Public Health Office, Rotaract and Health Cell 	NSS/DLLE/PHO/Rotaract/Health Cell
Student Development and Progress	<ul style="list-style-type: none"> • Introducing buddy system to promote a supportive, collaborative environment that benefits individual students and enhances their overall holistic growth • Providing multiple opportunities for holistic and self-development • Introduction of skill enhancement courses • Guidance for competitive exams and arranging career guidance sessions • Increasing the linkages and networking with industries and research organizations for internship and placements 	Training & Placement Cell/Alumni Committee

	<ul style="list-style-type: none"> • Encouraging entrepreneurship and self-employment • Increasing alumni interaction and engagement for various academic, co-curricular and extra-curricular activities • Encouraging participation in various sports and cultural activities for overall development • Increasing peer assessment to enhance the learning of students • Enhancing the professional level of students by conducting C2C sessions of industry experts 	
Infrastructure	<ul style="list-style-type: none"> • Strengthening the existing infrastructure, including ICT enabled facilities, classrooms, and laboratory infrastructure • Incorporation and improving ERP from time-to-time • Installation of additional CCTV for security and surveillance 	Management/Principal/Admin office/Maintenance Committee/Lab in charges
Learning Resources	<ul style="list-style-type: none"> • Increasing access to e-resource and make them available remotely through a seamless platform • Institutional digital repository 	Principal/Library committee
Staff development	<ul style="list-style-type: none"> • Organizing capacity building and staff development program • NEP sensitization and awareness • Providing financial support to faculties for participation in seminars, conferences, workshops, and training programs and travel grants • Facilitating Incentives for Research and publication 	IQAC

	<ul style="list-style-type: none"> • Providing duty leave for self-development program • Budget sanctioned for self-development program is Rs 5000/- A.Y. 	
Extracurricular activities (Sports/Cultural)	<ul style="list-style-type: none"> • Enhancing sports infrastructure • Promoting sports and cultural participation through various intra and inter-collegiate events • Attract talent by showcasing achievements of the students through social media platform • Enrolling with UNICEF Green club for sustainability activities 	Management/Principal/Student Council Committee
Green initiatives	<ul style="list-style-type: none"> • Rain water harvesting • Green/Environment Audit • Adopting power-saving measures and other green initiatives • Encourage active participation of students in activities such as water conservation, sustainability, energy efficiency, biodiversity, and waste management 	Management/Principal/Environment Consciousness Committee
Perception and Public Relations	<ul style="list-style-type: none"> • Strengthen stakeholder trust through effective branding, PR initiatives, and community engagement • Showcase academic excellence, research achievements, and industry collaborations to boost visibility 	Management/Principal/PR & Social media Committee
Governance and Leadership	<ul style="list-style-type: none"> • Strengthening decentralization and academic rigour through module coordinators and HoDs • Increasing students' representation in decision-making through active 	<ul style="list-style-type: none"> • VES Management/Governing Body/Principal/IQAC

	<p>involvement in various academic and administrative committees</p> <ul style="list-style-type: none">• Staff induction and training programs• Resource mobilization strategies• Attracting/Recognizing talent by offering scholarships, incentives for research and awards• Periodic administrative and academic audit by external members• Robust and transparent HR policy• Staff welfare measures• Performance based appraisal system• Direct recruitment to higher posts and regularising the staff	
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Deployment Plan

Deployment Plan for Three years

	2023-24	2024-25	2025-26
Academics, Co-curricular & extracurricular	Providing internship opportunities to PG research students	Providing internship opportunities to PG research students	Providing internship opportunities to PG research students
		Conducting audit and bridge courses	Conducting audit and bridge courses
		Enrolling for Swayam courses	Offering certificate course in hybrid mode
Learning and Teaching	Conduct of technical sessions by industry veterans and distinguished scholars	Conduct of technical sessions by industry veterans and distinguished scholars	Conduct of technical sessions by industry veterans and distinguished scholars
		Developing guidance document and using modern and innovative teaching pedagogical tools	Continued use of self-assessment and peer evaluation
		Introduction of self-assessment and peer evaluation	Continued use of modern and innovative teaching pedagogical tools
		Seminars, workshops, guest lectures, field visits	Conduct of Student exchange program
Evaluation process		Conduct of at least one case study presentation per subject per semester as a part of Internal assessment Continuous assessment through quizzes	Conduct of at least one case study presentation per subject per semester as a part of Internal assessment
	Creation of ABC ids of students	Registration of the institute on the National Academic Depository (NAD) platform	Linking NAD to the Academic Bank of Credits (ABC), and integrating their systems to enable credit transfer and management for students
		Upload of students' documents on NAD portal	Revision of syllabus based on PCI notification
		Revision of Examination policies as per Autonomy	
Collaborations and Linkages	MoUs with industries, research organizations and institutes	MoUs with industries, research organizations and institutes	MoUs with industries, research organizations and institutes

Deployment Plan for Three years

	Conduct of industrial projects	Conduct of industrial projects	Conduct of industrial projects
	Organizing seminars/workshops/conference /short term courses in collaboration with industries, research organizations and other academic institutes	Organizing seminars/workshops/conference /short term courses in collaboration with industries, research organizations and other academic institutes	Organizing seminars/workshops/conference /short term courses in collaboration with industries, research organizations and other academic institutes
	Internship for PG students	Internship for PG students	Internship for PG students
	Industry training undertaken by faculties	Industry training undertaken by faculties	Industry training undertaken by faculties
			Collaboration with International organization for faculty/student exchange or research
Research	Formulation of Research Promotion and Incentive Policy to foster innovation and motivate faculties and students for better research outcome	Revision of Research Promotion and Incentive Policy to foster innovation and motivate faculties and students for better research outcome	
	Formation of Research & Development Cell	Formation of E-cell	Fellowship support
	Conducting sessions/workshops on awareness about IPR and patents	Conducting sessions/workshops on awareness about IPR and patents	Conducting sessions/workshops on awareness about IPR and patents
	Filing patents	Filing patents	Filing patents
			Approaching industries for commercialization of granted patents
	Conduct of workshops/seminars/conference related to research	Conduct of workshops/seminars/conference related to research	Conduct of workshops/seminars/conference related to research
Extension activities	Conducting various activities and community outreach programs	Conducting various activities through DLLE, NSS, PHO, Rotaract and Health cell	Conducting various activities through DLLE, NSS, PHO, Rotaract and

Deployment Plan for Three years

	through DLLE, NSS, PHO & Rotaract		Health cell, Green processes in labs, E-waste drive, UNICEF Green club
	Participation in societal initiatives and programs of the Government	Participation in societal initiatives and programs of the Government	Participation in societal initiatives and programs of the Government
			Collaboration with NGOs to sensitize students' exposure to societal issues
Student Development and Progress	Conducting Campus to Corporate activities throughout the year	Conducting Campus to Corporate activities throughout the year	Conducting Campus to Corporate activities throughout the year
	Encouraging students to participate in various intra and inter-collegiate co-curricular and extracurricular events	Encouraging students to participate in various intra and inter-collegiate co-curricular and extracurricular events	Encouraging students to participate in various intra and inter-collegiate co-curricular and extracurricular events
	Conducting competitive exam guidance and career guidance sessions	Increasing number of competitive exam guidance and career guidance sessions	Increasing number of competitive exam guidance and career guidance sessions
	Improving placement index	Improving placement index	Improving placement index
	Improving students' participation in ideation and innovation competitions at intra and inter-collegiate level	Improving students' participation in ideation and innovation competitions at intra and inter-collegiate level	Improving students' participation in ideation and innovation competitions at intra and inter-collegiate level
	Conduct of alumni talkathons, alumni meet and other interactive sessions	Conduct of alumni talkathons, alumni meet and other interactive sessions	Conduct of alumni talkathons, alumni meet and other interactive sessions
		Introducing buddy system at UG & PG level as a part of mentoring	Buddy system at UG & PG level as a part of mentoring
		Introduction of skill enhancement courses	Conduct of skill enhancement courses

Deployment Plan for Three years

		Alumni Association contribution in kind and for tuition fee waiver of UG and PG students	Alumni Association contribution in kind and for tuition fee waiver of UG and PG students
		Felicitation of Distinguished Alumni of the Year	Felicitation of Distinguished Alumni of the Year
Infrastructure	Infrastructure upgradation of Stores department, Availability of ICT enabled classrooms	Infrastructure upgradation of administrative office and laboratories	Infrastructure upgradation of Examination department
	Incorporation and improving ERP from time-to-time	Incorporation and improving ERP from time-to-time	Incorporation and improving ERP from time-to-time
		Installation of additional CCTV for security and surveillance	Purchase of high-end equipment/ instrument
			Subscribing Journals (National/ International)
Learning resources	Increasing access to e-resource and make them available remotely through a seamless platform	Continued access to e-resource and make them available remotely through a seamless platform	Continued access to e-resource and make them available remotely through a seamless platform
			Creation of Institutional Digital Repository
Staff Development	Organizing capacity building and staff development program	Organizing capacity building and staff development program	Organizing capacity building and staff development program
		Industry Internship	Industry Collaboration
	Providing financial support to faculties for participation in seminars, conferences, workshops, and training programs and travel grants	Providing financial support to faculties for participation in seminars, conferences, workshops, and training programs and travel grants	Providing financial support to faculties for participation in seminars, conferences, workshops, and training programs and travel grants
Extracurricular activities (Sports/Cultural)	Purchase of sports accessories	Purchase of sports accessories	Purchase of sports accessories

Deployment Plan for Three years

	Introduction of intra campus Sports events	Conduct of intra campus Sports events	Conduct of intra campus Sports events
	Attract talent by showcasing achievements of the students through social media platforms	Attract talent by showcasing achievements of the students through social media platforms	Attract talent by showcasing achievements of the students through social media platforms
Green Initiatives	Rain water harvesting	Rain water harvesting	Rain water harvesting
	Installation of sensor-based lights and signboards at various campus locations aimed to raise awareness about preventing power and water wastage.	Installation of sensor-based lights and signboards at various campus locations aimed to raise awareness about preventing power and water wastage.	Installation of sensor-based lights and signboards at various campus locations aimed to raise awareness about preventing power and water wastage.
	Encourage active participation of students in activities such as water conservation, sustainability, energy efficiency, biodiversity, and waste management	Encourage active participation of students in activities such as water conservation, sustainability, energy efficiency, biodiversity, and waste management	Encourage active participation of students in activities such as water conservation, sustainability, energy efficiency, biodiversity, and waste management
		Green/Environment Audit	Green/Environment Audit
Perception and Public Relations	Branding various college events and activities and showcasing academic excellence, research achievements, and industry collaborations on social-media platforms	Branding various college events and activities and showcasing academic excellence, research achievements, and industry collaborations on social-media platforms	Branding various college events and activities and showcasing academic excellence, research achievements, and industry collaborations on social-media platforms or youtube

Deployment Plan for Three years

	Periodic publication of in-house magazines and technical journals, with distribution to the public domain and stakeholders	Periodic publication of in-house magazines and technical journals, with distribution to the public domain and stakeholders	Periodic publication of in-house magazines and technical journals, with distribution to the public domain and stakeholders
Governance and Leadership	Empowering module coordinators, HoDs, and committee in-charges to plan and allocate annual budget requirements	Empowering module coordinators, HoDs, and committee in-charges to plan and allocate annual budget requirements	Empowering module coordinators, HoDs, and committee in-charges to plan and allocate annual budget requirements
	Formulation of Research Incentivization Policy	Revision of Research Incentivization Policy	Research Incentivization Policy
	Periodic administrative and academic audit by external members	Periodic administrative and academic audit by external members	Periodic administrative and academic audit by external members
		Formation of Resource Mobilization Committee	Developing strategies, introducing fee-based courses, engaging alumni, applying for grants, and increasing event sponsorships for resource mobilization
		Fellowships for full-time PhD scholars	Fellowships for full-time PhD scholars
		Formation of External Peer Team under IQAC as per UGC recommendations for conducting audit at the institute	Conduct of audit at the institute by the external peer team members appointed by IQAC
		NIRF, IIC participation	Organizing capacity building programs for teaching and non-teaching staff
		PBAS	PBAS

Deployment Plan for Three years

		HR Policy	HR Policy
		Awards policy	Awards policy
		ERP for leave management	
		Biometric for attendance	
		Administrative council meeting with management	
		Regular meetings conducted and actions taken for finance committee/ GB/ CDC	