

Institutional Development Plan (2025-2035)
As Part of Implementing NEP-2020

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1. Institutional Basic Information

1.1 Institutional Profile:

Name of the Institution	Govt. PG College, Berinag, Pithoragarh, Uttarakhand		
Head of the Institution	Professor Bishwa Mohan Pandey		
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	Web Site: www.gpgcberinag.org		
Affiliations	SSJU, Almora For All Programmes NCTE for B. Ed		
AISHE Code:	C-21878		
UGC	2(f) 12B vide Letter No. 8-320/2014 (CPP-I/C)		
NAAC	III Cycle	2024	B ⁺
	II Cycle	2019	B
	I Cycle	2004	B ⁺
NBA Accreditation	Not Applicable		
NIRF	Regular Participation Since 2018-19		
SIRF	Regular Participation & Updating of Data		
Name of the IQAC Coordinator	Dr. Lalit Singh	Email: lalit.rawat@gmail.com	Cell No. 9634489992
Name of NEP Coordinator	Dr. JN Pant	Email: pantjn@gmail.com	9756536121
Name of IAC Coordinator	Dr. Liladhar Mishra	Email: liladharmishra1979@gmail.com	Cell No. 8192855740
Name of IDP Coordinator	Dr. Lalit Singh	Email: lalit.rawat@gmail.com	Cell No. 9634489992
Programmes Offered	B. A. (9 subjects) M. A. (5 subjects)	B. Sc. (5 Subjects) M. Sc. (4 Subjects)	B. Ed
No. of Students 2024-25-1248	B. A. -648 M. A. - 211	B. Sc.-228 M. Sc.-52	B. Ed.-109
Financial Status	Fully by the State Government Self-financed B. Ed programme		
Under NEP 2020, our institute would prefer to be:	Autonomous degree granting College. Or Part of Higher-educational institution (HEIs) cluster.		

1.2 Institutional SWOC Analysis

Strength: -

- Supportive and growth-oriented management & delivery system with a 50 years standing presence in the field of education, 63 staff members, and 1248 students in all Programme.
- Proactive, qualified, Energetic and committed Faculty Members.
- Diligent administrative and support staff.
- State-of-the-art infrastructure designed for the inclusion of divyangjan students.
- Infrastructure is used optimally and is constantly upgraded.
- The college library is a semi-automated learning hub with a rich collection of 40,086 books, catering to diverse academic disciplines. It subscribes to various magazines, local and national newspapers, and 20 research journals, supporting both general and scholarly reading. The library provides access to e-journals, periodicals, and digital resources through INFLIBNET and the National Digital Library of India (NDLI). Equipped with computers and reprographic facilities, it ensures a conducive environment for research and learning. With a blend of traditional and digital resources, the library plays a crucial role in academic excellence and knowledge enhancement.
- Innovation, Incubation, and Ideation Centre facilitates entrepreneurship ideas and guides upcoming entrepreneurs.
- Transparency and efficiency in the academic and administrative processes in combination with e-governance.
- Regular Faculty Improvement Programs using Internal-External Resources to train, reskill and equip the Faculty with modern teaching and learning methods.
- Focus on student-centric learning pedagogies like experiential learning, field and industrial visits, project work, and internship.
- Value-based education for the holistic growth and development of students.
- Nurturing and fostering students' talents by way of co-curricular/extra-curricular, and sports activities.
- Numerous Clubs and Cells to stimulate the social and intellectual development of students.

Weaknesses: -

- Scarcity of Faculty to teach Co-curricular and Skill Oriented Courses of NEP
- Lack of Public transport and absence of Institutional Transport system
- Low attendance of Students
- Lack of appropriate Labs in Science and Arts
- Lack of class rooms especially well-equipped smart class.
- Lack of Sports facilities.
- Lack of Adequate Power backup System

- Lack of collaborations, academic linkages, exchange programs, and networking with national/ international institutions.
- Contractual or lecture-basis appointments can occasionally hamper the long-term planning of activities/initiatives.
- Research output is not proportionate when compared to the total faculty strength.
- Lack of Industry-sponsored research; and funding for research from government, non-government, and private agencies.
- Lack of Community support
- Low placement ratio:
- Lack of Residences for teaching and Administrative staff
- Lack of Active hostel facility.

Opportunities: -

- The support of the Government and the University can foster the institution's progress by introducing additional programmes and courses.
- Online platforms and social media have increased the College's visibility, which could pave the way for collaborations with reputed institutions within the county and internationally.
- The growing College Alumni Family could contribute more to the institution's growth.
- Qualified and experienced faculty could seek recognition as Ph.D. guides and establish research centres in multiple programmes.
- The growth of Tourism and Hotel units in the vicinity, could further support the aspiring students in getting job-oriented training and placements.

Challenges: -

- The College is bound by the norms and framework of the affiliating university and the Education Department of the State with limited practical academic and administrative autonomy.
- The semester schedule limits students' opportunities for co/extra-curricular activities.
- Motivating industry/employers to conduct campus recruitment drives for the conventional programmes.
- The institution, being Government, need to mobilize its funds for Enhancing / improving infrastructural facilities and organizing various co-curricular/extra-curricular events.
- To motivate faculty to apply for major and minor research projects and consultancy services with external agencies.
- Non-Availability of actually needed Funds/Grants hamper the Horizontal and Vertical expansion and Growth of the College campus and facilities.

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

2.1. Motto: *“Aspire to Excel Mentally, Physically & Spiritually”*
मानसिक, शारीरिक और आध्यात्मिक उत्कृष्टता

2.2 Vision Statement

The college envisions becoming a leading institution aligned with NEP-2020, ensuring holistic education and national development through:

- Multidisciplinary and Flexible Learning with choice-based credit systems.
- Integration of AI and Emerging Technologies to enhance education and research.
- Skill Development and Employability through vocational training and entrepreneurship.
- Research, Innovation, and Incubation to foster creativity and knowledge generation.
- Transparent and Effective Governance for institutional excellence.
- Global and National Collaborations for academic and industry partnerships.
- Holistic Student Development with leadership, ethics, and emotional well-being.
- Equity, Inclusion, and Accessibility to ensure quality education for all.
- Accreditation and Quality Assurance to meet national and global standards.
- Lifelong Learning and Capacity Building for continuous growth and development

2.3 Mission Statement:

- To provide holistic, multidisciplinary, and skill-based education aligned with NEP-2020, integrating AI and emerging technologies, fostering research, innovation, and entrepreneurship, ensuring equity, inclusivity, and global competence, and promoting ethical, social, and environmental responsibility for national development.
- To Prepare Active. Engaged and Aware Global Citizens.

2.4 Goals and Objectives of the College:

Short-Term Goals (2 Years)

- Purchasing of computers to enhance the computer labs
- Introduce Commerce stream at UG 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.
- 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)

- Construct the separate PG Block for science with up to the mark Equipped Labs
- Expand the library with e-learning resources and research materials.
- Introduce new PG programs based on regional needs and industry trends.
- 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 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 the inspiring motto, “Aspire to Excel Mentally, Physically & Spiritually,” our college is committed to holistic education that integrates intellectual growth, physical well-being, and spiritual development. Situated in a remote hilly region, we face challenges such as poor infrastructure, outdated labs, inadequate R&D facilities, weak alumni engagement, low placements, and a lack of career counselling. However, we remain dedicated to implementing NEP-2020, enhancing educational standards, and securing top accreditation ratings (NAAC, NIRF, SIRF, NCTE etc.).

Key Challenges & Growth Areas:

- **Infrastructure Deficiencies** – Need for modern classrooms, well-equipped labs, and research facilities.
- **Library & Digital Learning** – Upgrading to modern, digital, and multidisciplinary standards.
- **Alumni & Industry Engagement** – Strengthening connections for placements, mentorship, and funding.
- **Career Counselling & Placements** – Establishing a robust career guidance and industry linkage cell.
- **R&D & Innovation** – Setting up research labs and promoting faculty-student research initiatives.
- **Accreditation & Rankings** – Working towards good NAAC, NIRF, NCTE, SIRF recognition and excellence in education.

Institutional Development Roadmap

Short-Term Plan (2 Years)

- Establish more smart classrooms and basic infrastructure improvements.
- Upgrade the library with e-resources, research journals, and digital access.
- Strengthen career counselling, industry collaborations, and alumni network.
- Initiate skill-based courses and vocational training per NEP-2020.
- Conduct faculty development programs to improve teaching quality.

Mid-Term Plan (5 Years)

- Set up fully functional science, technology, and innovation labs.
- Establish a dedicated R&D Department and encourage faculty-student research.
- Implement online learning platforms and digital pedagogy for students.
- Strengthen placement and internship programs with leading industries.

Long-Term Plan (10 Years)

- Transform into a multidisciplinary centre of excellence.
- Establish advanced research labs and innovation hubs.
- Achieve top-tier accreditation (NAAC A+, NIRF Top 500).
- Secure national and international collaborations for student exchange, research, and funding.
- Ensure maximum student participation in research, placements, and career development programs.

This Institutional Development Plan outlines a structured approach to overcoming challenges and achieving academic and research excellence. Through strategic reforms, stakeholder engagement, and continuous innovation, the college will emerge as a leader

in holistic education, fulfilling the vision of NEP-2020 while excelling in teaching, research, and societal impact.

2.6 Developing Motivated and Energized Faculty:

To create a vibrant academic ecosystem in alignment with NEP-2020, following steps must be taken:

Short-term Goals (2 years):

- Implement regular recognition programs to celebrate faculty achievements and contributions.
- Development of mentoring programs for newly appointed faculty members for guidance and support.
- Organize workshops on pedagogy, technology integration, training in emerging educational trends and student-centric learning
- Conduct mandatory training on NEP-2020 principles and teaching innovations

Mid-term Goals (5 years):

- Develop and implement a clear career advancement framework with clear milestones for faculty progression.
- Increase faculty involvement in decision-making processes and curriculum design.
- Expand opportunities for faculty research and collaboration, both within the institution and with external partners.
- Establish faculty development funds for innovative teaching and research projects.

Long-term Goals (10 years):

- Develop faculty capacities to meet global teaching and research benchmarks.
- Establish centres of excellence for cutting-edge research
- Train faculty for leadership roles in academic administration and policymaking.
- Encourage faculty involvement in societal and local community development initiatives
- Facilitate faculty exchange programs with national and international institutions.

2.7 Teaching, Learning and Education Technology:

Short-Term Goals (2 Years):

- To promote training sessions for faculty members in digital tools and NEP-aligned pedagogies.
- Conduct workshops on virtual labs and active experiential learning methods
- Develop NEP-aligned course materials, including departmental level certification courses, e-content and multimedia resources

- Integrate project-based, inquiry-based, and competency-based learning approaches for enhancing innovative pedagogies.
- In order to increase student's engagement and support, create forums for students to discuss course materials, collaborative project etc.

Mid-Term Goals (5 Years):

- In the area of advanced technology integration, implementation of AI, AR/VR, and simulation tools in teaching and learning.
- Establish virtual labs and online resource centres for practical learning
- Provide access to basic digital teaching aids and smart classrooms to all.
- Translate educational resources into regional languages will promote content development.
- Promote interdisciplinary and holistic education practices
- Shift to formative, competency-based, and application-oriented assessment models

Long-Term Goals (10 Years):

- Develop a comprehensive digital learning ecosystem with global collaborations
- Create self-sustaining education technology hubs for innovation and research
- In skill orientation learning, embed technology-driven skill development programs in the curriculum must be included

2.8 Research, Development and Innovation:

Short-Term Goals (2 Years):

- Set up a Research and Development (R&D) cell to promote a research culture.
- Establish a basic research lab with locally relevant focus areas and Initiate small-scale research projects addressing local challenges (e.g., agriculture, tourism, migration, local flora, unique biodiversity of local Himalaya).
- Provide access to e-journals, databases, and online research resources.
- Collaborate with local stakeholders for applied research.
- Bringing access of e-journals within everyone's reach."
- To promote the

Mid-Term Goals (5 Years):

- Develop specialized labs and centres for research in areas like sustainable development and renewable energy (especially solar energy).
- Procure advanced equipment and technology for interdisciplinary research.
- Establish partnerships with universities, research organizations, and industries.
- Apply for national and international research grants.
- Launch undergraduate research programs and innovation challenges.
- Encourage publication and patent filing for faculty and students.

Long-Term Goals (10 Years):

- Establish a Centre of Excellence focused on regional issues (e.g., eco-tourism, disaster management,).
- Collaborate with international institutions for research and innovation projects.
- Host national and international conferences to showcase local innovations.
- 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.
- Promote the MoUs with local industries for internships & training.
- Integrate industry-driven certificate courses into the curriculum.
- Organize guest lecturers & 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 & innovation initiatives.

Long-Term Plan (10 Years)

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

2.10 Institution's Placement Plan for Students

Short-Term Plan (2 Years)

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

Mid-Term Plan (5 Years)

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

Long-Term Plan (10 Years)

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

2.11 Achieving the Target for Accreditation

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

Short Term (2 Years):

- Better documentation of Activities, Events & Student Progression
- Getting Alumni Association registered
- Apply for ISO 21001.
- Introduce better feedback mechanism of stakeholders.

Mid Term (5 Years):

- Introduce more skill oriented and multidisciplinary programmes.
- Improving Teacher-Student Ratio
- Strengthening the infrastructure of Science Departments
- Ensuring better library resources management

Long Term (10 Years):

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

2.12 Incubation and Start-up

Action plan to have incubation centre and Start-up

Short Term (2 Years):

- Create a forum of Local Entrepreneurs for motivational support
- Create a forum of Alumni entrepreneurs for moral support of Students
- Create a model to train in Mushroom cultivate on & Marketing

Mid Term (5 Years):

- Organizing events like Fairs and Festivals to tap new business ideas for college students.

Long Term (10 Years):

- Provide seed capital to support sustainable entrepreneurship ventures.

2.13 Alumni Engagement/ Activities plan

Alumni engagement strategic plan.

Short Term (2 Years):

- Connect all alumni with the Portal
- To involve alumni in college activities.
- Organise annual meet & Felicitation of prominent alumni.

Mid Term (5 Years):

- Conduct events by alumni.
- Motivate alumni to invest in skill development courses

Long Term (10 Years):

- Tie up with alumni for professional services & Infrastructural Development.

2.14 Basic Infrastructure Development plan

Action plan of improving the physical infrastructure

Short Term (2 Years):

- Upgradation of Science Labs
- Creation of Open Jim
- Creation of Language Labs
- Activation of PG Arts Block which is under Construction.
- Upgradation of library resources.
- Creation of Green Energy
- Repair, renovations and small construction in sports area

Mid Term (5 Years):

- Purchase of Licensed software.
- Upgradation of computer labs.
- Construction of Library Building.
- Construction of fully equipped PG Science Block
- Establishment of a studio for audio-visual Recording

Long Term (10 Years):

- Creating Sports facilities for In-door and Out-door activities
- Establishing 100% smart classrooms and virtual labs.
- Construction of Residences for Staff.
- Construction and operationalisation of economically viable Boys/Girls hostels.

2.15 Skill Development of Non-teaching Staff

Action plan for enhancing skills of non-teaching staff

Short Term (2 Years):

- Management capacity enhancement programmes.
- Training in Documentation
- Training in Financial Matters

Mid Term (5 Years):

- Training programmes in advanced computer skills and business communication.
- AI based Skills, and other sustainable Skill Courses that are being prepared.

Long Term (10 Years):

- Emerging as skilled citizens preparing citizens with 100% Employability

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

Short Term (2 Years):

- Coaching centre for UPSC, UKPSC, SSSC, NET/JRF, CSIR and CAT examinations.

Mid Term (5 Years):

- Offering training in Indian and Foreign languages.

Long Term (10 Years):

- Introduce Kumauni and Garhwali languages for administrative purpose for the students.

3. Conclusion:

This Institutional Development Plan outlines a structured approach to overcoming challenges and achieving academic and research excellence. Through strategic reforms, stakeholder engagement, and continuous innovation, the college will emerge as a leader in holistic education, fulfilling the vision of NEP-2020 while excelling in teaching, research, and societal impact. In the fulfilment of our cherished mission Active Cooperations And Participations Of All Stake Holders are needed and solicited. We are hoping for the best.

WITH GREAT REGARDS AND POSITIVE EXPECTTIONS

IQAC

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Uttarakhand- 252631