

**PROPOSED INSTITUTIONAL DEVELOPMENT PLAN (IDP 2022-2032)  
FOR HIGHER EDUCATIONAL INSTITUTIONS IN GOA** *As part of the  
implementation of National Education Policy-2020*

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## 1. Institutional Basic Information

### 1.1. Institutional Profile:

Name of the Institution	<b>SWAMI BRAHMANAND MAHAVIDYALAYA, TAPOBHOO MI KUNDAI, PONDA.</b>		
Head of the Institution	Asst. Prof. Dnyaneshwar Patil		
Contact Details	Email : dnyanesh.goa@gmail.com	Cell No. 7775999399	Office. 9130066362
College Website	<a href="https://www.brahmanandmahavidyalaya.in">https://www.brahmanandmahavidyalaya.in</a>		AISHE Code: C-64489
Name of the IQAC Coordinator	Mr. Samir N. Satardekar	Email. tapobhoomisamir@gmail.com	Cell No. 9923177029
Name of the NEP Coordinator	Asst. Prof. Dnyaneshwar Patil	Email: dnyanesh.goa@gmail.com	Cell No 9130066362
Name of the RDI Coordinator	Asst. Prof. Satish Gaude	Email: jyotirvidsatishji@gmail.com	Cell No 8668430375
Name of the TLET Coordinator	Asst. Prof. Kushal Karmalkar	Email: kushalyoga99@gmail.com	Cell No 7020330767
NAAC Accreditation Status	Not Applied	–	–
	–	–	–

NIRF Ranking	2020-21: Not Applied	2019-20: Not Applied	2018-19: Not Applied	2017-18: Not Applied		
UCG Recognition	2(f)	Yes		12 B	Yes	
NBA accreditation		No				
Financial Status	Government /Aided: Yes		Self-Finance: No			
Under National Education Policy (NEP 2020), would your institute prefer to be:	i. Part of Higher Educational Institution (HEIs) cluster - <b>YES</b>					
<b>Please note that, there is no space limit. Thus, if required, you may expand any of the following sections</b>						

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### 1.2. Institutional SWOC Analysis

#### *Strengths:*

- Committed, well qualified, experienced, and multi-talented faculty members leading the seamless dissemination of knowledge.
- Excellent physical Infrastructure which aids the academic and allied processes. • Apt technical infrastructure which helps smoothening the curriculum transaction.
- Active CCTV surveillance leading to a secure environment.
- Green - campus initiatives for a clean and green campus.
- A Decentralized administrative system for transparent governance and administration. • An active Parent Teacher Association and Alumni Association enabling a strong bond between the key stakeholders.
- .Consistently good result at University Examination
- Democratically elected Students' Council.
- Well established student-centric systems including mentoring support, academic counselling, and availability of professional counsellors.
- Welfare initiatives for the staff members like the Staff Welfare Scheme, felicitation of faculty members for outstanding achievements, and research grants.
- Welfare initiatives for students like the Financial Assistance Scheme, PTA Scholarship, and felicitation of students for outstanding achievements in various fields leading to motivated mind-set development amongst students.
- Variety of Certificate and Add-on courses for the students indicating value addition along with the regular curricular exchanges.
- Large number of Institutional Social Responsibility programmes. The staff is involved in academic enhancement being member of state/National Committees.

***Weaknesses:***

- A considerable percentage of the student population belongs to the lower socio economic strata and are the first-generation receivers of higher education.
- Low enrolment of students from the neighbouring states despite the variety of programmes being offered.
- Lack of motivation amongst the students to partake in campus placement initiatives leading to a lower placement percentage.
- Limited funds for infrastructure development from the concerned agencies.

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***Opportunities:***

- To introduce new programmes with multi-disciplinary and inter-disciplinary courses.
  - To become a Degree Granting Institution under NEP 2020.
  - To introduce new programmes like Vocational degree programme to provide more opportunities to the students seeking higher education.
  - To design new curriculum for multi-disciplinary courses.
  - Collaboration with other educational institutions.
  - Introducing more skill-based and job-oriented diploma and degree courses
- Development /enrichment/designing of skill-based courses to enhance employability.

***Challenges:***

- Changing academic interests and motivation of the students.
- Globalization of Higher Education and meeting its needs.
- Competing with the Private and Foreign Universities which would enter the state in the near future.
- Strengthening the network with the alumni.
- Attracting students towards traditional courses.
- Motivating the students to pursue higher education in reputed Institution of learning and undertake research oriented career.
- Keeping students attached to serious academic work.

## 2. Institutional Development Plan

### 2.1. Vision

*To connect the Sanskrit fraternity to the modern academia.*

### 2.2. Mission

*To make Sanskrit as a vibrant field of multidisciplinary research.*

### 2.3. Goals and Objectives

- *To provide an opportunity for multi-disciplinary, inter-disciplinary and vocational education to the students across various disciplines including music, Indian languages, art, and culture.*
- *To form a cluster with other educational institutions.*
- *To create an environment for holistic development of the students.*
- *To provide opportunity for inclusive education.*
- *To work towards attracting students from other states as well as international students.*
- *To conduct activities focusing on skill development of the students thereby enhancing employability.*
- *To develop and upgrade the academic infrastructure for effective teaching learning and outcome-based education.*
- *To create infrastructural facilities for e-content development.*
- *To develop the physical infrastructure suitable for conducive learning.*
- *To promote research culture among students and teachers.*
- *To enhance the quality of teaching and non-teaching staff of the institution.*
- *To work towards environment friendly institution.*
- *To sensitize the students towards social responsibilities and their contribution towards nation building.*
  - *To disseminate and advance knowledge by providing instructional, research and extension facilities for the promotion of Sanskrit language and such other branches of learning as it may deem fit.*
  - *To make social provision for integrated courses humanities, social sciences and science in it educational programmes*
  - *To educate and train manpower for the overall development, promotion, preservation and research in the field of Sanskrit and Sanskrit traditional subjects.*

## 2.4. Executive Summary

*To achieve the goals and objectives of the institution stated above, the institution has designed the action plan keeping in mind the implementation of National Education Policy 2020, which focuses on the multi-disciplinary approach and holistic development of the student.*

- The institution aims to form a cluster with other institutions so that the student will get an opportunity to study the courses of his/her interest across various disciplines. The focus will be on multi-disciplinary and inter-disciplinary education in the areas of music, languages, architecture, art, and culture.*
- Wide range of extra-curricular and co-curricular activities including sports and cultural activities are conducted for overall development of the students. Various cells and associations of the institution play a major role in organizing these activities.*
- Various skill based add on certificate courses shall be conducted for enhancing the employability of the students. The college also plans to start a Skill Development Centre.*
- Institutions plans to set up a recording studio for developing e-content. Further this facility will also be used for ODL and MOOCs.*
- To enable an interactive teaching learning more efficiently, the college plans to achieve 100% smart classrooms, continuous upgradation of library and laboratory facilities.*
- The institution shall continuously upgrade the physical infrastructure including sports facilities, cafeteria, etc. to facilitate the students for participating in various activities.*
- Keeping in mind the aim of NEP2020 to improve the quality of learning, and to take appropriate measures for promoting innovations teaching learning process and inter-disciplinary studies and research.*
- Institution will provide support to faculty members to attend FDPs, Conferences, Seminars, and workshops to enhance the quality. Regular training programs will be organized for teaching staff focusing on new/ revised curriculum development, teaching-learning and outcome-based evaluation/assessment.*
- Regular training programs will be held for the development of the non-teaching and support staff.*
- The institution will strive to achieve 100% office communication using digital platforms.*

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<b>2.5. Developing Motivated and Energized Faculty</b>	
<i>Timeline</i>	<i>Plan of Action (Activities)</i>
<i>Short Term - 2 Years</i>	<ul style="list-style-type: none"> <li>•Orientation program for newly recruited teachers.</li> <li>•Improving teaching-learning facilities.</li> <li>•Deputing teachers for various faculty development/training programs. •Organizing FDPs and training programs for teachers in the institution. •Purchase of software for facilitating research</li> <li>•Manual for teachers and Departments for facilitating academic work •Motivating faculty for taking up consultancy assignments.</li> <li>•Career Advancement Scheme (CAS) Guidance</li> </ul>
<i>Mid Term – 5 Years</i>	<ul style="list-style-type: none"> <li>•Freedom to design curriculum and pedagogical innovations</li> <li>•Improving teaching-learning facilities.</li> </ul>
<i>Long Term – 10 Years</i>	<ul style="list-style-type: none"> <li>•Improving teaching-learning facilities.</li> </ul>

## 2.6. Teaching, Learning and Education Technology

<i>Timeline</i>	<i>Plan of Action (Activities)</i>
<i>Short Term - 2 Years</i>	<ul style="list-style-type: none"><li>•Setting up recording studio for E-Content development.</li><li>•10% e-content creation.</li><li>•40% Smart classrooms.</li><li>•Skilled-based courses - 1 per programme</li><li>•10% Internship under teaching-learning</li><li>•Implementation of ERP in teaching, learning and evaluation.</li></ul>
<i>Mid Term – 5 Years</i>	<ul style="list-style-type: none"><li>•Linkages and collaboration of educational institutes.</li><li>•20% e-content creation.</li><li>•60% Smart classroom.</li><li>•Skill-based courses.</li><li>•20% Internship under teaching-learning.</li></ul>
<i>Long Term – 10 Years</i>	<ul style="list-style-type: none"><li>•Strengthening the collaboration of educational institutes.</li><li>•40% e-content creation.</li><li>•100% Smart Classroom</li><li>•Skill-based courses -</li><li>• To offer honours in Sanskrit subject and Separate PG centre.</li></ul>



<b>2.7. Research Development and Innovation</b>	
<i>Timeline</i>	<i>Plan of Action (Activities)</i>
<i>Short Term - 2 Years</i>	<ul style="list-style-type: none"> <li>• <i>Attracting research funds</i></li> <li>• <i>To motivate teachers to visit the websites of the concerned institutes.</i></li> <li>• <i>Sharing the information received by the college in this regard.</i></li> </ul>
<i>Mid Term – 5 Years</i>	<ul style="list-style-type: none"> <li>• <i>providing incentives to the teachers</i> <ul style="list-style-type: none"> <li>• <i>Giving due recognition for the research work done.</i></li> <li>• <i>Maximum number of teachers to apply for research projects..</i></li> <li>• <i>Organising session, training programmes on the conduct of qualitative research.</i></li> </ul> </li> </ul>

<p><i>Long Term – 10 Years</i></p>	<ul style="list-style-type: none"> <li>• <i>emerging as a hub for consultancy and extension activities based on research output of the institution.</i></li> </ul>
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<p><b>2.8. Industry-Academic Partnership</b></p>
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<p><i>Timeline</i></p>	<p><i>Plan of Action (Activities)</i></p>
<p><i>Short Term - 2 Years</i></p>	<ul style="list-style-type: none"> <li>• <i>Increase Field visits for students.</i></li> <li>• <i>Interaction of students and faculty through invited talks by subject experts.</i></li> <li>• <i>To organise seminars and workshops.</i></li> </ul>
<p><i>Mid Term – 5 Years</i></p>	<ul style="list-style-type: none"> <li>• <i>Collaborative research in association with industry.</i></li> <li>• <i>Placing teachers in school for training.</i></li> </ul>
<p><i>Long Term – 10 Years</i></p>	<ul style="list-style-type: none"> <li>• <i>Tapping CSR funds for funding research infrastructure in the institution.</i></li> <li>• <i>Acting as a bridge between institution, school and society.</i></li> <li>• <i>Collaborative associations with the industry.</i></li> <li>• <i>Placing teachers in school for training.</i></li> </ul>

## 2.9. Institution's Placement Plan for Students

<i>Timeline</i>	<i>Plan of Action (Activities)</i>
<i>Short Term - 2 Years</i>	<ul style="list-style-type: none"><li>• <i>Conducting personality development and self enhancement programs.</i></li><li>• <i>Introducing skill-based and job-oriented course.</i></li><li>• <i>Collaborations with Placement Agencies and Industries</i></li></ul>
<i>Mid Term – 5 Years</i>	<ul style="list-style-type: none"><li>• <i>Placement target 20%.</i></li></ul>
<i>Long Term – 10 Years</i>	<ul style="list-style-type: none"><li>• <i>Placement target 30%.</i></li></ul>

## 2.10. Achieving the Target for Accreditation

<i>Timeline</i>	<i>Plan of Action (Activities)</i>
<i>Short Term - 2 Years</i>	<ul style="list-style-type: none"><li>• <i>To work towards participating in NAAC.</i></li><li>• <i>To maintain proper records on day to day basis at all level.</i></li></ul>
<i>Mid Term – 5 Years</i>	<ul style="list-style-type: none"><li>• <i>To work toward achieving A++ grade in the next cycle of NAAC.</i></li><li>• <i>To feature among top colleges in NIRF ranking.</i></li></ul>
<i>Long Term – 10 Years</i>	<ul style="list-style-type: none"><li>• <i>To maintain the NAAC grade and NIRF Ranking.</i></li><li>• <i>Quality enhancement at all level.</i></li></ul>

### 2.11. Incubation and Start-up

#### *Timeline Plan of Action (Activities)*

*Short Term - 2 Years* •workshops for new students

- Organization of lectures of entrepreneurs
- To training sessions.

*Mid Term – 5 Years* • To utilize the service of the Alumni for the placements of the students.

- Involvement of alumni in college development.

*Long Term – 10 Years* • To extend all the facilities to the Alumni Association to make it a vibrant part of the college.

### 2.12. Alumni Engagement/ Activities plan

<i>Timeline</i>	<i>Plan of Action (Activities)</i>
<i>Short Term - 2 Years</i>	<ul style="list-style-type: none"> <li>•2-Yearly Program (Get together)</li> <li>•Social media presence of Alumni.</li> <li>•Policy for compulsory life-time registration.</li> <li>•Alumni feedback for curriculum development.</li> </ul>
<i>Mid Term – 5 Years</i>	<ul style="list-style-type: none"> <li>•Skill development/training workshops from any field by alumni.</li> <li>•National Conference on Value of Education in the contemporary world. •Alumni Sponsorship for non-academic contribution.</li> <li>•Office for Alumni Association</li> </ul>
<i>Long Term – 10 Years</i>	<ul style="list-style-type: none"> <li>• Acquisition of additional fund land and construction of additional buildings in the present premises.</li> </ul>

<b>2.13. Basic Infrastructure Development plan</b>	
<i>Timeline</i>	<i>Plan of Action (Activities)</i>
<i>Short Term - 2 Years</i>	<ul style="list-style-type: none"> <li>•Upgradation of smart classroom with interactive panels – 40%.</li> <li>•Setting up recording studio.</li> <li>•Upgrade computer systems in phased manner.</li> <li>•To bring 30% of campus area under CC TV surveillance.</li> <li>•Setting up digital library.</li> <li>•Upgradation of Internet facility.</li> <li>•Energy consumption from renewable sources – 30%.</li> </ul>
<i>Mid Term – 5 Years</i>	<ul style="list-style-type: none"> <li>•Upgradation of sports infrastructure.</li> <li>•Upgradation of smart classroom with interactive panels – 60%.</li> <li>•Procure advance research instruments.</li> <li>•Upgrade computer systems in phased manner.</li> <li>•100% Drip Irrigation coverage.</li> <li>•Energy consumption from renewable sources – 45%.</li> <li>•To bring 45% of campus area under CC TV surveillance</li> <li>•Upgradation of digital library.</li> <li>•Increase in green coverage.</li> </ul>
<i>Long Term – 10 Years</i>	<ul style="list-style-type: none"> <li>•Upgradation of college playground – basketball court.</li> <li>•Construction of administrative block.</li> <li>•Upgradation of smart classroom with interactive panels – 100%</li> <li>•Upgrade computer systems in phased manner.</li> <li>•To bring entire campus area under CC TV surveillance.</li> <li>•Setting up of Central Instrumentation facility.</li> <li>•Upgradation of digital library.</li> </ul>

<b>2.14. Skill Development of Non-teaching Staff</b>	
<i>Timeline</i>	<i>Plan of Action (Activities)</i>
<i>Short Term - 2 Years</i>	<ul style="list-style-type: none"> <li>•Training in Soft Skills, Personality Development, IT skills, Library maintenance.</li> </ul>
<i>Mid Term – 5 Years</i>	<ul style="list-style-type: none"> <li>•Regular skill development programs.</li> </ul>
<i>Long Term – 10 Years</i>	<ul style="list-style-type: none"> <li>•Regular skill development programs.</li> </ul>

<b>2.15. Any Other Initiatives for the Student’s and Institutional Growth</b>	
<i>Timeline</i>	<i>Plan of Action (Activities)</i>
<i>Short Term - 2 Years</i>	<ul style="list-style-type: none"> <li>•Courses on family values and ethics, programmes on lifelong learning.</li> <li>•Formation of Cluster for Promotion of multi-disciplinary and inter-disciplinary education including Indian languages, art, culture, etc.</li> </ul>
<i>Mid Term – 5 Years</i>	<ul style="list-style-type: none"> <li>•Implementation of cluster.</li> <li>•Paid internship for students.</li> <li>•Set up transport facility for students.</li> <li>•Increase in green coverage of the campus.</li> <li>•Collaboration with other higher education institution and universities.</li> </ul>
<i>Long Term – 10 Years</i>	<ul style="list-style-type: none"> <li>•Establishment of Virtual Classrooms.</li> <li>•Tie-up with reputed foreign universities.</li> </ul>