



VIVEK P.G. MAHAVIDYALAYA, KALWAR, JAIPUR

Affiliated to University of Rajasthan & Govt. of Rajasthan
(NAAC Accredited with CGPA 2.89)

Tel: 0141-2589596, 2589665 | Mob.: +91-9928144609 | Email: info@vivekpgcollege.com



INSTITUTIONAL DEVELOPMENT PLAN



5

2025-26

**VIVEK PG
MAHAVIDHYALAYA,
KALWAR, JAIPUR**



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PREFACE

It is with a deep sense of purpose and pride that we present the Institutional Development Plan (IDP) of **Vivek PG Mahavidyalaya, Kalwar Jaipur**. Since its inception in the academic session 2025–26 under the visionary Public–Private Partnership (PPP) model, the institution has emerged as a beacon of higher education for women in the region. The college is committed to social responsibility and community empowerment, fostering a transformative educational environment for young women.

The college was established with a clear vision: to empower women through quality education, holistic development, and a nurturing environment that instills values alongside knowledge. Over the years, the institution has steadily expanded its academic and co-curricular dimensions, fostering intellectual curiosity, social responsibility, and professional readiness among its students. The sustained progress of the college stands as a testament to the strong foundation laid by the management, the dedication of the faculty, and the enthusiasm of our students, who are the true stakeholders in this journey.

The Institutional Development Plan serves both as a roadmap and a reflective document. It outlines the strategies, priorities, and aspirations that will guide the college in the coming years. Anchored in the core values of inclusivity, academic excellence, innovation, and community engagement, the IDP seeks to channel resources and efforts toward creating a dynamic learning ecosystem. It emphasizes strengthening infrastructure, advancing digital learning, fostering a research culture, expanding vocational and skill-based education, and ensuring holistic growth through cultural, sports, and extension activities.

In preparing this plan, we have drawn upon the collective insights of our stakeholders—management, faculty, students, alumni, and community representatives. Their perspectives have enriched the document and ensured that it reflects both institutional aspirations and societal needs. The IDP envisions not only academic progression but also the development of character, confidence, and leadership among young women, preparing them to become agents of positive change in society.

We acknowledge with gratitude the constant guidance and support of our management, whose commitment has been the bedrock of this institution's growth. We also place on record our appreciation for the dedicated faculty members whose academic rigor and mentorship continue to shape the lives of our students. Most importantly, we commend our students, who bring vitality, curiosity, and promise to the college, making it a vibrant hub of learning and development.

As we move forward with renewed determination, this Institutional Development Plan is not merely a document of intent but a call to action. It embodies our aspiration to position **Vivek PG Mahavidyalaya** as a center of academic excellence, cultural enrichment, and social responsibility—an institution that nurtures empowered women leaders for the future.



MESSAGE FROM THE CHAIRMAN

Dear Colleagues,

Welcome to Vivek P.G. Mahavidhyalaya. We believe that our teachers, administrative staff, and employees are the heart of institution. Their dedication and hard work play a vital role in achieving academic excellence and the overall development of our students. Our people are the true strength of the institution and the key to its growth and success.

The Human Resources Policy has been created to ensure a fair, respectful, and supportive work environment for everyone. It explains clear rules related to recruitment, performance, training, employee welfare, and workplace behaviour. This policy reflects our values of honesty, equal opportunity, transparency, and continuous improvement. I request all employees to understand and follow these guidelines in their daily work. Together, let us build a culture of trust, cooperation, responsibility, and excellence, and continue to make our institution a place we are all proud to be part of.

Regards

Padam Singh Dhaka

(Chairman)

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MESSAGE FROM THE DIRECTOR

Dear Colleagues,

Welcome to Vivek P.G. Mahavidhyalaya. Our Mahavidhyalaya is built on the dedication, integrity, and collective efforts of its teachers, administrative staff, and employees. You are the driving force behind our academic excellence, institutional discipline, and the holistic development of our students. Your commitment and professionalism form the foundation of our continued progress and reputation. The Human Resources Policy has been carefully developed to establish a fair, inclusive, and supportive work environment. It provides clear and transparent guidelines related to recruitment, performance management, professional development, employee welfare, and workplace conduct. This policy reflects our institutional values of integrity, equality, accountability, and continuous improvement.

I urge all employees to familiarize themselves with these guidelines and uphold them in their daily work. Let us work together with mutual respect, cooperation, and a shared sense of responsibility to strengthen our academic culture and take Vivek P.G. Mahavidhyalaya to greater heights of excellence.

With best wishes,

Mr. Vishal Dhaka

(Director)

Vivek P.G. Mahavidhyalaya



MESSAGE FROM THE Principal

Dear Colleagues,

Welcome to Vivek P.G. Mahavidhyalaya. Our Mahavidhyalaya firmly believes that teachers, administrative staff, and employees are the foundation of our academic community. Your dedication, sincerity, and hard work play a vital role in achieving academic excellence and supporting the holistic development of our students. The growth and success of the Mahavidhyalaya depend greatly on the commitment of its people.

The Human Resources Policy has been formulated to ensure a fair, respectful, and supportive working environment for all. It provides clear guidelines related to recruitment, performance appraisal, professional development, employee welfare, and workplace conduct. This policy reflects our core values of integrity, equality, transparency, and continuous improvement.

I request all employees to carefully read, understand, and follow these guidelines in their day-to-day responsibilities. Let us work together to build a culture of trust, cooperation, responsibility, and excellence, and continue to make Vivek P.G. Mahavidhyalaya a place we are all proud to be part of.

With best wishes,

Principal

Vivek P.G. Mahavidhyalaya



VISION AND MISSION

Vision

We strive to create a dynamic learning environment and encourage high quality research in the thrust areas of regional and social relevance and aspire to be known as an institution where academics are combined with a holistic approach to quality education.

Our Mission-

- To foster a dynamic learning environment that equips students to lead as morally upright, creative, and internationally aware individuals.
- To ensure intellectual stimulation and best support for quality education.
- To improve society and further the common good by fostering sustainable practices and civic engagement.
- To equip personal development and change in addition to the acquisition of knowledge.
- To enable each and every one of our students to realize their greatest potential and lead honest, fulfilling lives.



1. GOVERNANCE ENABLERS

Governance enablers play a significant role in promoting transparency, accountability, and participative decision-making. These mechanisms ensure that institutional policies and practices remain aligned with the vision and mission of the college. Effective governance encourages leadership at all levels, stakeholder participation, and continuous quality improvement, thereby supporting academic excellence, institutional sustainability, and compliance with regulatory requirements.

1.1 Board of Management, Academic Council & Other Statutory Bodies

The college functions through a clearly defined and well-documented governance structure comprising statutory bodies such as the Board of Management, Academic Council, and Board of Studies. These bodies include representatives from management, faculty, and external experts, ensuring inclusive and balanced decision-making.

Short-term Goals

- Strengthening digitization of administrative and academic processes to improve efficiency and transparency.
- Enhancing student support systems through functional help desks and grievance redressal mechanisms.
- Gradual transition towards paperless administration by effective utilization of the ERP system for academic, administrative, and financial records.
- Development and implementation of the Institutional Development Plan (IDP) in accordance with UGC and University of Rajasthan guidelines, with periodic monitoring through internal review committees.

Mid-term Goals



- Seeking academic and administrative guidance from reputed institutions, universities, and professionals at the state and national level.
- Organizing structured stakeholder consultations involving faculty members, students, alumni, and external experts for informed policy decisions.

Long-term Goals

- Periodic assessment of the impact of the IDP on institutional growth to ensure sustained alignment with strategic objectives and quality benchmarks.

1.2 Quality Assurance

Short-term Goals

- Strengthening the HR mechanism to support recruitment, orientation, mentoring, and training of teaching and non-teaching staff.
- Reviewing the admission process to identify vacant seats and improve outreach, particularly in nearby rural areas.
- Conducting Academic and Administrative Audits along with Green, Environmental, and Energy Audits at regular intervals.
- Making consistent efforts to fill vacant teaching and non-teaching positions as per norms.

Mid-term Goals

- Introducing interdisciplinary and value-added courses alongside existing UG and PG programmes to enhance academic flexibility.



- Encouraging quality research publications and academic writing among faculty and PG students.

Long-term Goals

- Developing a robust governance mechanism to strengthen academic and administrative quality systems.
- Achieving higher levels of automation in administrative functioning through continuous upgrading of digital modules.

1.3 Financial Sources and Management

Short-term Goals

- Approaching government agencies, NGOs, trusts, and philanthropic organizations to mobilize funds for academic and infrastructure development.
- Strengthening the Shri Ratanlal Kanwarlal Patni Foundation to effectively utilize CSR and community-supported funding.
- Designing certificate and skill-oriented programmes for UG and PG students to enhance employability and institutional revenue.
- Implementing strategies to increase enrolment from nearby villages and semi-urban areas.

Mid-term Goals

- Establishing linkages with local industries and organizations for internships, consultancy, and sponsored academic activities.



- Promoting cost-effective sustainability initiatives such as solar energy usage, rainwater harvesting, and waste management under the Green Campus initiative.

Long-term Goals

- Establishing a structured consultancy and extension coordination mechanism within the college.
- Strengthening the endowment and internal revenue generation systems to ensure long-term financial stability.

1.4 Leadership

Short-term Goals

- Organizing Faculty Development Programmes for continuous professional development of teaching and non-teaching staff.
- Adopting an outcome-based planning approach, encouraging departments to prepare annual academic and administrative plans.

Mid-term Goals

- Conducting periodic meetings between staff and college administration to promote participative governance and effective problem-solving.
- Entering into MoUs with reputed academic and management institutions for leadership and administrative training.

Long-term Goals



- Exploring collaborations with professional bodies such as FICCI, ASSOCHAM, and government agencies for leadership exposure and institutional networking.

1.5 IT / Web-based Management Information System (MIS)

Short-term Goals

- Implementing an online feedback mechanism for students, faculty, alumni, and parents to support data-driven decision-making.
- Strengthening campus safety through the expansion of CCTV surveillance.
- Establishing a secure data server and record management system.

Mid-term Goals

- Issuing smart identity cards to students and staff for accessing library, IT, and campus services.

Long-term Goals

- Deployment of advanced security and data management systems.
- Integration of digital tools and virtual platforms to supplement classroom teaching.

1.6 Risk Management Analysis

Short-term Goals



- Conducting institution-wide risk identification and assessment related to academics, administration, infrastructure, and IT systems.
- Organizing cyber safety and digital awareness programmes for staff and students.

Mid-term Goals

- Formulating institutional policies for systematic risk management and disaster preparedness.
- Conducting environmental awareness programmes to reduce ecological risks.

Long-term Goals

- Gradual transformation of the campus into an environmentally responsible and plastic-free institution.

1.7 Student Feedback

Short-term Goals

- Organizing orientation and sensitization programmes to highlight the importance of student feedback in quality enhancement.
- Establishing a structured mechanism for regular collection of student feedback.

Mid-term Goals



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- Constituting a feedback analysis committee to review feedback and recommend corrective measures.
- Utilizing feedback to strengthen teaching-learning practices and student support services.

Long-term Goals

- Systematic analysis of feedback data to identify priority areas for improvement, ensuring student-centric institutional development.



2. FINANCIAL ENABLERS AND FUNDING MODELS

The financial planning framework focuses on ensuring sustainable resource generation, transparent utilization of funds, and long-term institutional development. The college aims to strengthen internal revenue sources while maintaining accountability and alignment with academic priorities.

2.1 Financial Policies

Short-term Goals

- Formulation of clear financial policies to support academic activities, student welfare, and routine infrastructure maintenance.
- Ensuring transparent budgeting, accounting, and utilization of funds through regular internal monitoring.
- Strengthening fee collection and financial record management through digital modes.
- Establishing a basic alumni coordination mechanism to encourage voluntary contributions for student support and campus development.

Mid-term Goals

- Increasing capital investment gradually to meet growing infrastructure and academic needs.
- Framing guidelines to support self-financed academic initiatives such as certificate courses, skill programmes, and short-term training courses.



- Encouraging departments to plan cost-effective academic activities within allocated budgets.

Long-term Goals

- Introduction of new academic and value-added programmes to strengthen internal revenue generation.
- Planned expansion of classrooms, laboratories, and common facilities in line with student intake and programme growth.
- Encouraging alumni and well-wishers to support scholarships, learning resources, and infrastructure development.

2.2 Action Plan and Budgets

Short-term Goals

- Regular maintenance, verification, and audit of physical and financial assets to ensure accountability.
- Aligning annual budgeting with academic calendars, examination requirements, and student support activities.
- Improving stock and inventory management to minimize wastage and ensure optimal utilization of resources.
- Promoting reuse and responsible disposal of outdated assets wherever feasible.

Mid-term Goals



- Aligning financial planning with institutional priorities such as inclusivity, quality enhancement, and student-centric initiatives.
- Periodic review of expenditure patterns to ensure efficient utilization of available resources.
- Adoption of basic sustainability practices to reduce operational costs.

2.3 Harnessing Different Sources of Revenue

Short-term Goals

- Encouraging faculty members to participate in funded seminars, workshops, and academic activities that enhance institutional visibility.
- Generating additional income through short-term courses, coaching support, extension lectures, and community-oriented programmes.

Mid-term Goals

- Identifying locally relevant and feasible revenue-generation opportunities in collaboration with nearby institutions and organizations.
- Developing modest institutional partnerships for internships, training support, and sponsored academic events.

Long-term Goals

- Gradual strengthening of alumni contributions and internal funds to support academic development.



- Exploring consultancy and extension-based academic services suitable to the institutional capacity and regional needs.

2.4 Income Generation Activities (IGA) at Department Level

Short-term Goals

- Encouraging departments to organize certificate courses, workshops, and training programmes aligned with their subject expertise.
- Promoting student participation in skill-based and employability-oriented activities.

Mid-term Goals

- Motivating faculty members to develop academic content, learning material, and training modules for institutional use.
- Supporting departmental initiatives that contribute to modest income generation without compromising academic quality.

Long-term Goals

- Enabling departments to gradually build internal support funds through academic activities, alumni assistance, and institutional support.



3. ACADEMIC ENABLER

3.1 Courses Catering to Professional / Future Requirements

The college follows a well-structured curriculum framed in accordance with the guidelines and academic framework of the University of Rajasthan, Jaipur, while also aligning with the objectives of NEP 2020. The institution strives to offer courses that address professional competencies, future career requirements, and holistic student development.

Short-term Goals

- The college aims to effectively implement the latest curriculum prescribed by the University of Rajasthan, Jaipur, ensuring relevance to contemporary academic and professional needs.
- Departments shall develop clear academic pathway flowcharts for each programme, outlining progression routes, skill development components, and potential employment opportunities.
- The professional relevance and employability potential of courses shall be communicated to students through orientation programmes, workshops, and seminars conducted in collaboration with industry experts and academicians.
- Skill enhancement through value-added and certificate courses focusing on communication skills, digital literacy, and basic professional competencies shall be strengthened.
- The effectiveness of the mentor-mentee system shall be periodically reviewed.
- Interdisciplinary courses and electives shall be introduced to enable students to acquire diversified skills across multiple domains.



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- Faculty members shall be encouraged to adopt innovative teaching methodologies, including experiential learning, project-based learning, and field-based activities.

Mid-term Goals

- Regular academic reviews of programmes shall be conducted to ensure continuous improvement and alignment with evolving industry and societal requirements.
- Structured academic advising and career guidance mechanisms shall be developed to assist students in informed academic and professional decision-making.

Long-term Goals

- The college shall focus on strengthening academic excellence by gradually introducing future-oriented courses addressing emerging fields and global trends.
- Digital learning resources, including MOOCs, blended learning modules, and ICT-enabled teaching tools, shall be integrated to enhance student engagement and learning outcomes.
- Sustainability, ethics, and social responsibility shall be embedded within the curriculum to promote responsible citizenship and inclusive development.
- Long-term collaborations with industries, research institutions, and professional bodies shall be established to support internships, placements, and collaborative academic initiatives.
- A comprehensive repository of academic resources, including recorded lectures and study materials developed by experienced faculty members, shall be created for student support.



3.2 Curriculum Aligned with Industry Requirements

The curriculum is designed to integrate academic knowledge with practical exposure by incorporating research, innovation, and extension activities. The college endeavours to align its curriculum with contemporary industry needs by adopting best practices, industry inputs, and skill-oriented learning approaches.

Short-term Goals

- Introduce Add-on Courses and Value Added Courses (VACs) focusing on industry-relevant skills such as basic analytics, entrepreneurship, communication skills, and digital applications.
- Develop structured skill-oriented modules to enhance students' digital competence and workplace readiness.
- Organise expert lectures, industrial talks, and interaction sessions to familiarise students with current industry practices and expectations.
- Encourage departments to map curriculum outcomes with industry requirements and employability skills.

Mid-term Goals

- Collaborate with industry professionals and academic experts to identify gaps in the existing curriculum and suggest timely academic enhancements.
- Conduct periodic curriculum reviews across departments to ensure alignment with emerging industry sectors and long-term workforce needs.



- Integrate contemporary areas such as data handling, sustainability awareness, and technology-enabled learning within existing courses.
- Implement faculty development initiatives to help teachers incorporate industry-relevant content and practical examples into classroom teaching.

Long-term Goals

- Strengthen sustained collaborations with industries and professional organisations to facilitate internships, field projects, and industry-linked academic activities.
- Establish a systematic mechanism for curriculum enrichment through regular consultation with industry experts and academic bodies.
- Embed experiential learning components such as internships, live projects, and field-based assignments within the curriculum framework.
- Ensure that the curriculum remains flexible, future-oriented, and responsive to technological advancements and changing market demands.

3.3 Curriculum Embedded with Employability Skills

The college emphasizes the integration of employability skills within the curriculum to ensure that students are academically competent as well as industry-ready. Along with subject knowledge prescribed by the University of Rajasthan, Jaipur, the institution focuses on developing transferable skills that enhance students' career prospects and adaptability in a dynamic job market.

Short-term Goals



- Organise skill-based workshops, guest lectures, and training sessions focusing on communication skills, teamwork, problem-solving, and professional ethics.
- Introduce practical learning components such as case studies, presentations, role plays, and project-based assignments across programmes.
- Encourage faculty members to adopt innovative teaching strategies that promote analytical thinking and real-world application of knowledge.
- Provide exposure to basic digital tools and platforms relevant to academic and professional environments.
- Strengthen collaborations with industries, professional bodies, and local enterprises to support internships, training, and hands-on experience.

Mid-term Goals

- Conduct systematic reviews of academic programmes to ensure employability skills are embedded at various stages of learning.
- Expand interdisciplinary learning opportunities that enhance critical thinking, adaptability, and innovation.
- Develop institutional guidelines for integrating core employability skills such as leadership, decision-making, and digital literacy into the curriculum.

Long-term Goals

- Make employability skills an integral component of all academic programmes with continuous refinement based on evolving job market trends.
- Establish a dedicated centre or cell to promote industry-academia interaction focusing on skill development, internships, and career readiness.



- Introduce lifelong learning and upskilling opportunities for students and alumni to support continuous professional development.
- Ensure graduates possess a balanced combination of academic excellence, practical competence, and professional skills suitable for diverse career paths.

3.4 Faculty / Teaching Staff

Faculty members play a crucial role in shaping the academic quality and holistic development of students. The college recognises the importance of competent, motivated, and professionally updated teachers in achieving institutional academic goals in alignment with the curriculum.

Short-term Goals

- Encourage faculty members to participate in Faculty Development Programmes (FDPs), workshops, seminars, and conferences to enhance subject knowledge and pedagogical skills.
- Promote the use of innovative teaching methods such as ICT-enabled teaching, experiential learning, and student-centric classroom practices.
- Support faculty in the preparation of quality teaching plans, lesson notes, and learning resources for effective curriculum delivery.
- Motivate teachers to engage in academic mentoring and guidance activities for students.

Mid-term Goals



- Encourage faculty members to undertake research, publish in reputed journals, and participate in collaborative academic activities.
- Introduce a structured feedback and appraisal mechanism to support continuous professional growth of teaching staff.
- Promote inter-departmental collaboration and knowledge sharing among faculty members.

Long-term Goals

- Facilitate training programs on research methodology, academic writing, outcome-based teaching, and assessment techniques.
- Develop a sustainable faculty development framework focusing on academic excellence, research productivity, and leadership development.
- Support faculty members in obtaining higher qualifications, professional certifications, and academic recognitions.
- Encourage faculty leadership in curriculum enrichment, research initiatives, and institutional development activities.
- Create a conducive academic environment that fosters innovation, lifelong learning, and professional ethics among teaching staff.

3.5 Non-Teaching Staff Development

Non-teaching staff form the backbone of the institutional support system and play a vital role in the effective functioning of administrative, academic, and student services. The college acknowledges the importance of continuous capacity building of non-teaching staff to ensure efficiency, transparency, and quality service delivery.



Short-term Goals

- Organize orientation programmes to familiarize staff with institutional rules, procedures, and administrative responsibilities.
- Provide basic training in computer applications, office automation, record maintenance, and digital communication.
- Sensitize staff towards student-friendly services, work ethics, and time-bound task completion.
- Encourage participation in in-house training sessions related to day-to-day administrative functions.
- Conduct skill enhancement programmes focusing on communication skills, documentation, financial procedures, and grievance handling.

Mid-term Goals

- Introduce performance-based appraisal systems to motivate efficiency and accountability.
- Promote familiarity with e-governance practices, online portals, and digital record-keeping systems.
- Encourage non-teaching staff to attend external training programmes organized by universities or government agencies.

Long-term Goals

- Encourage lifelong learning through certification courses and professional development programs.



- Create a supportive work environment that promotes teamwork, responsibility, and institutional commitment.
- Strengthen the overall administrative framework by building a competent, skilled, and motivated non-teaching workforce.

3.6 Session-wise Teaching Plan

To ensure systematic coverage of the syllabus and effective transaction of curriculum, the college emphasizes structured academic planning through session-wise teaching plans. These plans help maintain uniformity, academic discipline, and timely completion of courses as prescribed by the University of Rajasthan, Jaipur.

Short-term Goals

- Each department shall prepare session-wise and unit-wise teaching plans at the beginning of every semester.
- Teaching plans shall clearly specify course objectives, unit distribution, teaching methods, and assessment strategies.
- Faculty members shall align teaching plans with the academic calendar and university examination schedule.
- Departments shall ensure proper documentation and record maintenance of teaching plans.

Mid-term Goals

- Periodic monitoring of teaching plans shall be undertaken by department heads to ensure syllabus completion within the stipulated timeframe.
- Student feedback shall be collected to assess the effectiveness of teaching pace and content delivery.



- Teaching plans shall be reviewed and refined based on academic outcomes and feedback.
- Integration of ICT tools, case studies, and experiential learning components shall be reflected in teaching plans.

Long-term Goals

- Develop a standardized institutional framework for session-wise academic planning across all programmes.
- Align teaching plans with outcome-based education and learner-centric approaches.
- Ensure continuous improvement in teaching practices through regular review of academic planning mechanisms.
- Strengthen academic accountability and quality assurance through systematic and transparent teaching plan implementation.

3.7 Learning Resources for Students

The college is committed to providing adequate and updated learning resources to support effective teaching-learning processes and academic growth of students. Availability of quality learning resources plays a crucial role in enhancing subject understanding, independent learning, and academic performance.

Short-term Goals

- Strengthen the library by procuring prescribed textbooks, rare books, reference books, and competitive examination materials.



- Ensure easy access to library resources for students through proper scheduling and user-friendly services.
- Encourage faculty members to recommend standard reference materials and reading lists for each course.
- Facilitate sharing of class notes, presentations, and study materials by teachers for students' academic support.

Mid-term Goals

- Develop departmental resource corners containing subject-specific books, journals, and previous years' question papers.
- Improve access to digital learning resources such as e-books, online journals, and educational websites.
- Create a repository of internal notes, assignments, and model answers for student reference.
- Promote the effective use of library and learning resources through orientation and awareness programs.
- Establish a well-organized digital repository for academic resources, including study materials, question banks, and project reports.

Long-term Goals

- Continuously upgrade learning resources in accordance with curriculum revisions and academic advancements.
- Encourage self-learning and research-based learning through improved access to diverse academic resources.



- Strengthen the role of the library as a learning hub supporting teaching, research, and academic innovation.

3.8 Assignments and Assessments

Assignments and assessments are designed to strengthen conceptual clarity, analytical ability, and subject understanding.

Short-term Goals

- Ensure that internal assignments are given regularly as per the academic calendar.
- Clearly communicate assignment guidelines, submission timelines, and evaluation criteria to students.
- Encourage subject-based written assignments, class tests, and oral assessments.
- Provide timely feedback to students to help them improve their academic performance.

Mid-term Goals

- Introduce diverse assessment methods such as presentations, seminars, group discussions, and case studies.
- Promote continuous internal assessment to reduce dependency on end-semester examinations.
- Maintain proper records of internal assessment marks in a systematic manner.



- Align internal assessments with learning outcomes prescribed in the syllabus.

Long-term Goals

- Adopt outcome-based assessment practices focusing on knowledge, skills, and analytical abilities.
- Integrate project-based and research-oriented assignments into the evaluation system.
- Use assessment outcomes for academic planning and teaching improvement.
- Strengthen transparency and fairness in evaluation through periodic review mechanisms.

3.9 Pedagogical Teaching Methods

The college adopts learner-centric and participative teaching methods to enhance academic engagement and improve learning outcomes. Teaching strategies are designed to encourage critical thinking, interaction, and practical understanding among students.

Short-term Goals

- Encourage interactive classroom teaching through discussions, question-answer sessions, and seminars.
- Use traditional teaching methods supported by ICT tools such as PPTs, charts, and audio-visual aids.
- Promote regular classroom participation to improve communication and confidence among students.



Mid-term Goals

- Introduce blended teaching methods combining classroom teaching with online academic resources.
- Encourage problem-solving, case-based learning, and subject-specific demonstrations.
- Motivate faculty to adopt innovative teaching practices suited to course requirements.

Long-term Goals

- Gradually implement Outcome-Based Education (OBE) to improve learning effectiveness.
- Organize faculty training programmes on modern pedagogical tools and methodologies.
- Create a teaching-learning environment that supports creativity, innovation, and independent learning.

3.10 International Exposure to Students

The college aims to enhance global awareness among students by gradually introducing opportunities for international exposure through academic interactions and virtual platforms.



Short-term Goals

- Organize online lectures and webinars by experts from international institutions.
- Encourage students to participate in online international academic events and competitions.

Mid-term Goals

- Promote student participation in international conferences, workshops, and certification programmes (online mode).
- Facilitate interaction with foreign academic institutions through virtual exchange programmes.

Long-term Goals

- Explore academic collaborations and MoUs with international institutions.
- Promote global perspectives in curriculum delivery and academic activities.
- Prepare students for global academic and professional opportunities.

3.11 Innovation and Entrepreneurship

The college encourages the development of innovation, creativity, and entrepreneurial skills among students to promote self-employment and problem-solving abilities relevant to society and the economy.



Short-term Goals

- Organize awareness programmes, workshops, and talks on entrepreneurship, innovation, and start-ups.
- Encourage students to develop innovative ideas and small project proposals related to their disciplines.
- Promote participation in government and university-level entrepreneurship initiatives.

Mid-term Goals

- Establish an Innovation and Entrepreneurship Cell to coordinate related activities.
- Conduct skill-based training programmes in collaboration with local industries, entrepreneurs, and agencies.
- Integrate entrepreneurship-related activities into academic programmes and project work.
- Encourage interdisciplinary student projects focusing on real-life problems and solutions.

Long-term Goals

- Develop institutional support mechanisms for start-up guidance and mentorship.
- Promote linkages with local industries and successful entrepreneurs for continuous mentoring.



4. Research and Intellectual Property Enablers

College is committed to strengthening a sustainable culture of research, innovation, and intellectual property creation. The institution actively encourages faculty members, postgraduate students, and undergraduate students to participate in research activities that address societal issues, regional development needs, and emerging areas of academic importance. The college emphasizes collaborative research, ethical practices, interdisciplinary approaches, and application-oriented outcomes that contribute to knowledge creation and community development.

4.1 Quality Research Programmes to be Introduced

The college shall focus on developing innovative, relevant, and quality research initiatives across all academic programmes. These initiatives shall be aligned with current academic trends, national priorities, local community needs, and technological advancements so that research activities contribute meaningfully to teaching-learning processes as well as social development.

Short-Term Goals

- By providing access to essential laboratories, basic research equipment, library resources, computers, internet facilities, and reference materials to promote early-stage research engagement.
- Revise the existing Research Policy into a comprehensive Research Promotion Policy that clearly defines institutional support, incentives, responsibilities, and ethical guidelines for research activities.

Mid-Term Goals



- Strengthen structured mentorship mechanisms where faculty members guide students in identifying research problems, selecting appropriate methodologies, preparing research proposals, and developing research reports.
- Encourage departmental-level research activities such as minor research projects, survey-based studies, fieldwork, and interdisciplinary research initiatives.

Long-Term Goals

- Establish a comprehensive research ecosystem covering undergraduate, postgraduate, and departmental research activities under a coordinated institutional framework.
- Promote research in thrust areas such as environment, sustainability, rural development, women empowerment, waste management, smart infrastructure, and biodiversity, addressing regional and national concerns.
- Gradually position the college as a recognized centre for quality research and innovation at state and national levels.

4.2 Research-Oriented Experienced Faculty Members

Research-oriented faculty members are central to the advancement of knowledge and innovation. The college shall identify, nurture, and support faculty members who demonstrate interest and potential in research through systematic capacity-building initiatives.

Short-Term Goals

- Establish a structured faculty mentorship programme that pairs junior faculty members with experienced researchers for continuous guidance and motivation.



- Organize training programmes and workshops on research methodology, proposal writing, data analysis, publication ethics, plagiarism awareness, and project management.

Mid-Term Goals

- Encourage collaborative research activities within departments as well as with external institutions, universities, and research organizations.
- Provide opportunities for research-oriented faculty members to take leadership roles in research committees, cells, and institutional research initiatives.

Long-Term Goals

- Support faculty members in achieving recognition through quality publications, patents, funded projects, and participation in national and international conferences.
- Introduce incentive mechanisms such as seed money for research, recognition awards, research leave, and reasonable workload adjustments for active researchers.

4.3 Industry and Institutional Collaboration & Consultation

The college recognizes that collaboration with industries and academic institutions enhances the relevance of research, promotes innovation, and improves student employability.

Short-Term Goals

- Strengthen the Placement and Career Guidance Cell to support industry interaction, internships, and career counselling.



- Sign Memorandums of Understanding (MoUs) with industries, research organizations, and academic institutions for joint research, training, and consultancy activities.
- Organize industry-led workshops, expert talks, and guest lectures for faculty and students.

Mid-Term Goals

- Secure industry-supported and institution-supported research projects in relevant disciplines.
- Implement structured internship, apprenticeship, and industrial training programmes in collaboration with partner organizations.

Long-Term Goals

- Develop a comprehensive career development and industry partnership framework that supports long-term collaboration.
- Establish sustained research collaborations with reputed institutions, universities, and organizations.

4.5 College Incubation Centre

Vivek PG Mahavidhalya aims to gradually develop an incubation and entrepreneurship support system to encourage start-up culture and self-employment.

Short-Term Goals



- Start pre-incubation and entrepreneurship awareness programmes for students of all faculties.
- Organize entrepreneurship workshops, orientation programmes, and boot camps.

Mid-Term Goals

- Develop a mentor pool consisting of entrepreneurs, industry experts, and alumni to guide students.
- Conduct annual start-up idea competitions and business plan contests at college level.

Long-Term Goals

- Integrate entrepreneurship and incubation activities into the curriculum through electives and project work.
- Create an alumni-supported funding and mentoring network for student start-ups.
- Explore national and international incubation and entrepreneurship development partnerships.



5. Human Resource and Supportive – Facilitative Enablers

College recognizes that its greatest strength lies in its human resources, including students, faculty members, and non-teaching staff. The institution is committed to promoting a culture of continuous professional development, skill enhancement, and capacity building. It strives to create a dynamic, inclusive, and supportive environment that empowers all stakeholders to achieve excellence in academics, administration, and personal growth. To achieve these objectives, the following measures shall be adopted:

Student and Learner Empowerment: Holistic Admission, Inclusivity, and Comprehensive Support System

Short-Term Goals

- Strengthen the existing admission portal to provide regular updates on application status, eligibility, selection criteria, merit lists, and intake capacity.
- Augment existing scholarship and freeship, and endowment schemes to support economically disadvantaged, first-generation learners, and marginalized students.
- Develop internship-oriented and job-focused counselling strategies, and pilot the appointment of career advisors in selected departments.
- Implement a system where leadership skills and teamwork abilities are encouraged by involving students in academic, administrative, and co-curricular assignments, making the teaching-learning process more meaningful.
- Create partnerships with schools and educational organizations to identify talented students from diverse backgrounds and provide them preparatory guidance for admission.

Mid-Term Goals



- Identify and engage alumni to mentor students in academics, career planning, and personality development.
- Appoint career advisors and organise workshops on interdisciplinary career opportunities, resume writing, interview preparation, entrepreneurship, and networking.

Long-Term Goals

- Assess students' academic progress, skill development, and extracurricular achievements to evaluate the effectiveness of holistic admission practices and refine selection criteria.
- Continuously strengthen mentorship programmes by addressing gaps and aligning support with students' academic and professional goals.
- Build a well-established career counselling infrastructure that adapts to industry changes and supports smooth transition of students into the workforce.

5.2 Faculty Recruitment and Responsibilities

Short-Term Goals

- Strengthen the centralized Human Resource (HR) portal to facilitate communication between the institution and prospective candidates.
- Ensure transparent and timely communication with applicants at every stage of the recruitment process.
- Strengthen a structured rotation system where faculty members periodically switch roles in committees, cells, and societies to ensure equitable distribution of responsibilities.



Mid-Term Goals

- Transition fully to a digital platform for job applications and recruitment processes.
- Develop personalized portal features that provide tailored guidance to candidates based on their qualifications and application status.

Long-Term Goals

- Encourage faculty members to assume responsibilities that align with their professional growth, academic interests, and leadership development goals.

5.3 Faculty Empowerment and Professional Development

Short-Term Goals

- Organise workshops and training programmes to enhance teaching methodologies, research capabilities, and digital skills.
- Encourage faculty members to attend professional development programmes, FDPs, seminars, and conferences, and provide institutional support for the same.

Mid-Term Goals

- Promote faculty exchange programmes in collaboration with national and international institutions for knowledge sharing and exposure.



- Encourage cross-departmental collaboration by involving faculty in interdisciplinary and multidisciplinary teaching and research initiatives.

Long-Term Goals

- Integrate leadership training and advanced certifications into career advancement and promotion frameworks.
- Allocate and channelise funds for faculty empowerment to enhance academic excellence, innovation, and research output.

5.4 Recruitment and Career Advancement for Non-Teaching Staff

Short-Term Goals

- Strengthen online recruitment processes to ensure quick, transparent, and paperless hiring.
- Clearly define job roles, responsibilities, and competencies for non-teaching positions to recruit suitable candidates.
- Promote diversity and inclusivity in recruitment by reaching out to underrepresented sections.
- Organise regular training programmes on digital tools, office software, and administrative systems to improve efficiency.

Mid-Term Goals

- Facilitate workshops that promote collaboration among departments for smoother communication and effective problem-solving.



Long-Term Goals

- Position the college as an employer of choice by highlighting professional development opportunities and staff welfare measures.
- Promote leadership and management training programmes for non-teaching staff to prepare them for supervisory and administrative roles.
- Upgrade training programmes in line with technological advancements and evolving administrative needs.

5.5 Holistic Wellness and Engagement Framework

Short-Term Goals

- Organise workshops and awareness programmes on stress management, mental health, emotional well-being, and work-life balance.
- Promote gender sensitisation and awareness through statutory bodies such as the Gender Sensitisation Committee and Internal Complaints Committee.

Mid-Term Goals

- Introduce virtual wellness sessions such as meditation, yoga, and stress management workshops, and expand wellness platforms to address holistic well-being.
- Form pilot peer-support groups for faculty and non-teaching staff to encourage informal discussions on workplace challenges and mental health.
- Regularly review and strengthen grievance redressal mechanisms based on feedback from faculty and staff.



6. Networking and Collaboration Enablers

Vivek PG Mahavidyalaya acknowledges the vital role of networking and collaborations in enhancing academic quality, research output, skill development, and employability. By expanding its engagement beyond the campus, the college seeks to build strong linkages with alumni, academic institutions, industries, community organizations, and government agencies. These collaborations shall provide enriched learning experiences, internship and placement opportunities, research exposure, and avenues for innovation and entrepreneurship.

6.1 Strategic Collaboration

Short-Term Goals

- Establish and operationalize an Alumni Cell to strengthen engagement between the college and its alumni.
- Create and maintain a comprehensive digital alumni database to enable systematic communication, networking, collaboration, and participation in institutional activities.

Mid-Term Goals

- Encourage the Alumni Association to support the college in forging strategic partnerships with industries, academic institutions, and community organizations.
- Pursue academic collaborations that promote joint research, shared academic resources, collaborative programmes, and student mobility between institutions.

Long-Term Goals



- Develop the Alumni Cell as a networking hub that facilitates collaborations in research, targeted funding, infrastructure development, and corporate, social, and cultural engagements.
- Encourage alumni to contribute to campus development initiatives and to promote a culture of collaboration and institutional growth.
- Strengthen digital infrastructure with alumni and stakeholder support to facilitate start-up activities and innovation, providing access to essential digital tools, platforms, and networks.

6.2 Academic and Research Excellence

Short-Term Goals

- Design activities and platforms where students and alumni can collaborate on academic and research projects.
- Involve alumni as subject experts and external evaluators for research-oriented and academic programmes.

Mid-Term Goals

- Encourage faculty members to apply for Faculty–Student Collaborative Grants that support multidisciplinary research and student participation in conferences.
- Engage alumni as mentors for student research projects, dissertations, and innovative assignments.



Long-Term Goals

- Establish incentive schemes that provide additional financial support and recognition for students producing high-quality research outputs.
- Promote service-learning projects in partnership with alumni, enabling students and alumni to jointly address community and societal issues.
- Involve alumni as mentors and advisors for consultancy and extension projects undertaken by the college.

6.3 Social Engagements and Services

Short-Term Goals

- Strengthen social engagement activities at undergraduate and postgraduate levels through extension programmes and community outreach.
- Encourage students to serve as volunteers and interns in social welfare and community development programmes, involving senior citizens, school alumni, and local residents for better coordination.
- Organize training programmes for students in collaboration with voluntary organizations and government agencies to promote social responsibility.
- Collaborate with local authorities to support sanitation, hygiene, and access to clean drinking water.
- Promote active participation of all departments in Unnat Bharat Abhiyan and adopt villages for holistic development.



- Ensure regular student participation in community engagement and extension activities.

Mid-Term Goals

- Register under national government schemes that provide grants for educational development, community projects, and sustainability initiatives.
- Implement capacity-building programmes to equip faculty members with skills to design and execute grassroots-level projects.
- Recognize community outreach efforts through certificates, credits, or weightage based on hours devoted to extension activities.
- Create a digital repository to document and showcase education, extension, and social welfare activities.
- Align community engagement initiatives with Sustainable Development Goals (SDGs).
- Work towards obtaining quality certifications for selected programmes and centres to ensure transparency, quality, and sustainability.

Long-Term Goals

- Strengthen internships and collaborations through Corporate Social Responsibility (CSR) initiatives.
- Map and monitor student progress in community engagement and extension activities.



- Adopt a comprehensive, stakeholder-inclusive approach supported by a digital database for planning, monitoring, and evaluation.

6.4 Industry–Academia Collaboration

Short-Term Goals

- Expand the industry collaboration network to include diverse sectors relevant to the college's academic programmes.
- Formalize internship and apprenticeship pipelines by establishing partnerships with companies that provide hands-on training opportunities.
- Focus MoUs on internships, student placements, guest lectures, industrial visits, and short-term training programmes.
- Initiate Memorandums of Understanding (MoUs) with micro, small, and medium enterprises and other organizations.
- Promote small-scale industry-funded research projects focusing on applied research and emerging technologies.
- Encourage creation, protection, and commercialization of patents and intellectual property generated through industry-academia collaboration.
- Increase involvement of industry experts in curriculum design, teaching, and research guidance.
- Develop industry support mechanisms for student and faculty start-ups, including seed funding and mentorship.
- Identify corporate sponsors to support high potential ideas and invest in innovative and disruptive technologies emerging from the college.

7. Physical Enablers

Our College over the years, has developed a substantial physical infrastructure that reflects its commitment to academic excellence and institutional growth. The college takes pride in preserving its existing infrastructure while gradually modernising facilities to meet



contemporary educational requirements. Physical enablers are essential for creating an environment that supports effective teaching-learning, research, innovation, administration, and the overall well-being of students. The institution shall continue to strengthen and expand its physical resources in a planned and sustainable manner.

7.1 Role of Physical Enablers

Physical enablers within the college play a crucial role in supporting academic achievement, research advancement, innovation, and student welfare. Well-designed and adequately equipped classrooms, laboratories, libraries, and administrative spaces contribute to effective teaching and learning processes and enhance institutional efficiency.

Short-Term Goals

- Undertake renovation and regular maintenance of classrooms, laboratories, library spaces, offices, and common areas, along with improvement in Wi-Fi accessibility, smart classrooms, IT infrastructure, sports facilities, and cafeteria infrastructure.
- Strengthen educational environments by ensuring classrooms, laboratories, libraries, and lecture halls are equipped with contemporary teaching aids and digital tools to support diverse pedagogical approaches.
- Enhance availability of physical resources such as student activity centres, health facilities, recreational areas, and wellness spaces to support students' physical and mental well-being.
- Formulate and implement strategies for water and energy conservation, rainwater harvesting, expansion of green belt areas, and adoption of environment-friendly practices.

Mid-Term Goals



VIVEK P.G. MAHAVIDYALAYA, KALWAR, JAIPUR

Affiliated to University of Rajasthan & Govt. of Rajasthan
(NAAC Accredited with CGPA 2.89)

Tel: 0141-2589596, 2589665 | Mob.: +91-9928144609 | Email: info@vivekpgcollege.com



- Strengthen best practices related to eco-friendly buildings, energy-efficient systems, and sustainable operations with the aim of achieving reduced carbon emissions and partial self-sufficiency in energy.
- Implement the Smart Campus plan by integrating smart classrooms, automated systems, digital attendance, Learning Management Systems, smart library services, e-governance, paperless administration, and cashless transactions.
- Ensure seamless high-speed internet and Wi-Fi connectivity across the campus and promote technology integration in all academic and administrative functions.
- Strengthen cybersecurity measures and develop resilience mechanisms to safeguard institutional data and ensure continuity during system failures or cyber threats.

Long-Term Goals

- Develop appropriate infrastructure to support futuristic approaches such as lifelong learning models, modular and flexible courses, and emerging technologies.
- Create infrastructure that supports competency-based education, continuous assessment, project-based learning, and peer evaluation.
- Promote teacher augmentation and professional development infrastructure suitable for the age of artificial intelligence and digital transformation.
- Establish a smart, eco-friendly cafeteria aiming towards zero food waste and reduced emissions, powered by solar energy and energy-efficient equipment, while prioritizing health, hygiene, and sustainability.

7.2 IT Infrastructure

Short-Term Goals



- Strengthen network and connectivity through high-speed internet, campus-wide Wi-Fi coverage, LAN infrastructure, and VPN facilities for remote access.
- Install smart classrooms, digital attendance systems, adequate computer workstations, servers, and storage devices.
- Set up video conferencing facilities, Learning Management System (LMS), Student Information System (SIS), CCTV surveillance, biometric systems, and data encryption mechanisms.
- Strengthen institutional email, SMS services, smart library facilities, mobile application support, and establish a centralized data repository.

Mid-Term Goals

- Create technology-enabled smart classrooms with interactive displays, collaboration tools, and hybrid learning facilities.
- Establish advanced learning management platforms and explore AR/VR laboratories to provide immersive learning experiences.

7.3 Maintenance of Campus Infrastructure

Short-Term Goals

- Carry out routine maintenance of all academic blocks, administrative buildings, and common facilities.
- Maintain roads, gardens, green areas, classrooms, laboratories, IT infrastructure, electrical and electronic systems, CCTV and security systems, cafeteria, library, sports facilities, and conference halls.



- Ensure systematic maintenance of newly created infrastructure, including smart classrooms, laboratories, IT systems, and audio-visual equipment.

Mid-Term Goals

- Maintain sustainable infrastructure such as energy systems and emission control mechanisms.
- Strengthen maintenance of sports facilities, smart e-learning environments, and student-centric IT support systems.

Long-Term Goals

- Develop long-term maintenance plans for emerging technologies, research and innovation infrastructure, integrated LMS, digital transformation initiatives, AI integration, and security and privacy enhancements.
- Ensure sustainability and regular upkeep of green technologies, collaborative learning spaces, and subscription-based digital and streaming services.