

CMRJ Govt. College, Mithi Sureran, ENB (Sirsa)

Affiliated to Chaudhary Devi Lal University, Sirsa

Website: gcellenabad.ac.in



Institutional Development Plan (IDP) -2024 (Five Years)

Submitted to

Department of Higher Education, Haryana

1.1 About College

CMRJ Govt. College, Mithi Sureran, Ellenabad affiliated to CDLU, Sirsa was established in 2010 with an aim to impart and foster quality education to the needs of the rural area students. It has 14 years long tradition of pursuing excellence in humanities, science and commerce. The college supports innovation in academic programmes, scholarship and teaching. The self Contained campus has enabled computer lab, Physics lab, Chemistry Lab, Psychology Lab, Geography Lab, Sports ground and NSS unit among others. The college located at a distance of 07 kms from the Town Bus Stand, offers undergraduate programs in Arts (240 seats) and Commerce (40seats) and Science(40 seats) whereas the NEP 2020 has been implemented from UG 1st w.e.f. 2024-25 session. This college dedicated to providing quality, value-based education, supported by a well-qualified and dynamic faculty. Having sufficient infrastructure sufficient the institution focuses on co-curricular activities through various clubs, and subject societies, promoting social responsibility among students. The Internal Quality Assurance Cell (IQAC) is actively involved in documentation and quality development efforts.

1.2 Vision

CMRJ Government College in Mithi Sureran, Ellenabad aims to become a benchmark for institutional excellence in higher education, positioning itself alongside the top institutions in India. As a multidisciplinary college, it promotes outstanding teaching, community engagement, capacity development, and the cultivation of socially responsible leaders through a diverse and sustainable methodology.

1.3 Mission

- 1 In alignment with its vision, CMRJ Govt. College in Mithi Sureran, Ellenabad, aims to create a stimulating and intellectually rewarding educational experience for its students.
- 2 To enhance accessibility to nationally recognized higher education in the rural region of Sirsa district.
- 3 To guarantee that higher education is accessible to all individuals without discrimination based on caste, class, religion, gender, or any other factor.
- 4 To cultivate a spirit of inquiry and a scientific mindset among students.
- 5 To raise students' awareness of contemporary socio-economic and political issues at international, national, and local levels.
- 6 To foster social responsibility and moral integrity in students, enabling them to become valuable contributors to society and the nation through strong character.
- 7 To create an environment that encourages democratic values and fosters creativity.
- 8 To instill sensitivity towards issues related to gender, individuals with disabilities, economically disadvantaged groups, and marginalized communities.
- 9 To promote practices of civic ecology on campus and beyond, ensuring a sustainable connection between the human community and the natural world.

1.4 Core Values

- 1 Pursue Excellence in Academics
- 2 Uphold Integrity and Ethical Standards
- 3 Promote Inclusivity and Diversity
- 4 Focus on Student-Centered Education
- 5 Foster Community Involvement
- 6 Encourage Collaboration and Teamwork
- 7 Embrace Lifelong Learning

1.5 Strength, Weakness, Opportunity, and Challenges (SWOC)

Institutional Strength

- 1 Experienced Faculty: The college boasts a highly qualified and experienced teaching staff who are committed to offering students a thorough education. They possess expertise in their fields and remain readily accessible to assist learners.
- 2 Diverse Course Offerings: The college provides a variety of undergraduate in the Arts, Science and Commerce disciplines. In line with the National Education Policy (NEP), it offers students numerous options tailored to their interests and career aspirations.
- 3 Sports and Extracurricular Activities: The college prioritizes sports and extracurricular pursuits, enabling students to demonstrate their talents in various areas, including culture, athletics, and social service. This focus is crucial for the holistic development of students, preparing them to become responsible and productive citizens.
- 4 Laboratory and Library: The college features a Computer lab, Physics lab, Chemistry Lab, Psychology Lab, Geography Lab and a library that equip students with hands-on experience and access to cutting-edge technology and resources.
- 5 Supportive Atmosphere: The college fosters a supportive atmosphere that enhances teaching and learning.
- 6 Emphasis on Discipline: Discipline is a defining characteristic of this college.
- 7 Commitment to Comprehensive Education: The college promotes comprehensive education by offering academic flexibility due to its newfound autonomy.

Institutional Weaknesses

- 1 Insufficient Teaching Personnel: The college lacks permanent instructors, as all faculty members are on temporary assignments, which disrupts the standard teaching process.
- 2 Inadequate Infrastructure: The college operates out of a temporary facility and encounters numerous issues related to both infrastructure and staffing. There is a pressing need for enhanced facilities and resources to meet student requirements.
- 3 Limited Global Partnerships
- 4 Insufficient Industry Training for Faculty
- 5 Scarcity of National and International Students and Staff
- 6 Absence of Faculty and Student Exchange Programs

Institutional Opportunity

1. Course Expansion: The college can broaden its course selections by introducing new, innovative programs that meet the needs of the contemporary job market. This initiative could not only draw more students but also improve the institution's overall reputation.
2. Investment in Technology and Innovation: The college has the opportunity to invest in advanced technology and innovative solutions, elevating the quality of education and offering rural students access to the most current resources and tools.
3. Commitment to Quality Education: The institute's forward-thinking strategies demonstrate a dedication to providing high-quality education and fostering the comprehensive development of its students.
4. Implementation of the NEP.

Institutional Challenge

1. Operating out of a temporary structure with few resources presents difficulties for improving and carrying out the plan as intended.
2. The academic atmosphere is negatively impacted by the shortage of instructors and those on deputation
3. Keeping up with Industry expectations: The institution may have trouble keeping up with changes in the labor market and industry expectations, which could have an effect on how relevant an education is for students.
4. Obstacles in project work, internships, and placement.
5. To motivate students to work on projects with an emphasis on practical applications or social impact.
6. To provide personnel with training on stakeholders, capacity building, and the evolving demands of higher education.
7. Implementation of NEP

2.1 Strategic Objectives 2024-2029

1. To clearly state the institution's vision and mission and to make sure that it is in line with the SDG, NCRF, National Education Policy 2020, the institute's research and educational endeavors, and social goals.
2. To work with pertinent, well-known institutions to design and evaluate the courses and programs offered with an emphasis on knowledge, skills, and employability in order to satisfy international standards.
3. To create an open system for the college's inclusive, holistic growth and development using a variety of teaching-learning approaches, tools, and opportunities particularly digital technologies in order to guarantee the best possible use for balanced, all-around growth.
4. To improve consulting, innovation, and research orientation.
5. To create yearly plans for capacity building and activities to improve the institute.
6. To guarantee that all stakeholders are meaningfully involved in the creation and execution of its IDP.
7. Create a culture of comprehensive lifelong learning and a functional framework for entrepreneurship and increased employability by incorporating skill development into higher education.
8. Using various cells and clubs, to educate the pupils about human values, gender sensitization, ethics, culture, and tradition as well as environmentally beneficial activities.
9. After the institute has been in operation for more than five years, get it ready for NAAC (Binary certification).

2.2 Goals

1. Launching new programs, courses, and value-added courses with an emphasis on employability, entrepreneurship, and skill development to address local, national, and international demands.
2. Create a strong academic environment with qualified teachers that is accessible, inexpensive, and transparent, with an emphasis on equality, skill development, and the accomplishment of learning objectives.
3. Create an environment that is sustainable for innovation and research.
4. Foster a sense of belonging, respect for cultural diversity, a connection to the natural world, and student advocacy.
5. Promote holistic development by emphasizing learning, research, social responsibility, and environmental awareness while taking a broad stance that supports each stage of personal development.
6. Reinforcing the infrastructure to provide a favorable setting for teaching, learning, and research, including classrooms, labs, libraries, and IT infrastructure.
7. Boost the organization's standing and ranks on a regional and worldwide scale.
8. Establish an Eco-Friendly Campus.

DEVELOPMENTAL PLAN TO ACHIEVE STRATEGIC GOALS

Goal 1: Introduction of new Value-added Programmes/Courses to meet the regional/national/global needs focusing on skill, entrepreneurship employability.

Development Plan:

1. Perform a thorough needs assessment to find gaps in the current courses and programs using feedback from stakeholders and industry academic notes. Then, develop a flexible curriculum and introduce transdisciplinary learning.
2. Create new courses or programs that are in line with the needs and objectives that have been identified by creating learning objectives, curriculum frameworks, and assessment techniques that place an emphasis on experiential learning, practical skills, and real-world applicability.
3. Create and provide certificate programs and value-added courses in a variety of interdisciplinary fields.
4. Modify current curricula to include skill- and attribute-based learning outcomes that are in line with academic standards that are associated with NEP 2020 and NCeF as well as industry requirements.
5. Work together with pertinent parties, including government organizations, business associates, academic institutions, former students, and neighborhood associations.
6. Set aside funds for the creation of curricula, teaching aids, technological infrastructure, and marketing.
7. Give faculty members the chance to grow professionally and receive training to increase their knowledge in cutting-edge fields.

Goal 2: Establish a robust academic environment ensuring accessible, affordable, and transparent student admissions emphasizing equality, skill development, and achievement of learning objectives.

Development Plan:

1. Specify, quantify, achieve, relevant, and time-bound (SMART) goals (POs, PEOs, PSOs, and COs) and let everyone involved know what they are.
2. Create a thorough system to keep a close eye on the teaching-learning process and evaluation practices in order to guarantee that educational goals are met.
3. Give the student experience top priority by implementing cutting-edge, student-centric pedagogy, immersive learning, experiential learning through field trips, industry visits, internships, and faculty skill development for improved student results.
4. Put an emphasis on differentiated instruction to meet the various requirements of your students.
5. Promote digital learning and teaching methods by utilizing LMS and ERP to distribute course materials and manage educational procedures.
6. Promote entrepreneurship and give teachers and students the chance to learn about cutting-edge, internationally significant topics.
7. As needed, modernize and enlarge the physical infrastructure, including study areas, labs, classrooms, seminar halls, and libraries.
8. To boost teacher-student interaction and start peer mentoring, expand the mentorship program.
9. Request highly trained and experienced instructors from the government and work to keep the student-teacher ratio at its optimal level.
10. Give professors opportunities for professional growth.

Goal 3 Develop a sustainable research and innovation environment.

Development Plan:

1. Implement a comprehensive plan to help teaching faculty become more research-savvy.
2. Assess the institution's current infrastructure, resources, and research capabilities and improve them to facilitate cutting-edge research.
3. Offer monetary assistance and investigate grants from governmental and financing organizations to expand assets and knowledge for cultivating a culture of research.
4. Provide professors and students rewards for publishing their work in UGC-accredited publications.
5. To provide courses on research methodology across all programs, host networking events, workshops, and seminars on IPR, research projects, research techniques, and networking. These activities will help to promote cooperation between researchers from various fields.
6. As part of initiatives to advance research ethics, to purchase a subscription to plagiarism detection software.
7. Encourage academic staff and students to present their research at conferences hosted by the college or other organizations and to publish their findings in respected journals.
8. To promote and publicize each department's and faculty's strengths in print and social media in order to draw consulting work and improve interactions with outside stakeholders.

Goal 4: Cultivate a sense of community, cultural appreciation, nature connection, and student advocacy.

Development Plan:

1. Examine the requirements and difficulties faced by the communities aiming to adopt villages.
2. For the purpose of societal development, strengthen current relationships and forge new ones with local governments, NGOs, and corporate entities in order to adopt at least one village, make sure that all adopted villages have access to the necessary facilities, and take part in government initiatives such as Unnat Bharat Abhiyan.
3. Create a thorough fundraising plan to draw in more money for outreach initiatives.
4. Raise awareness among students participating in outreach initiatives by providing them with the necessary information and skills through capacity-building programs.
5. Raise public knowledge of environmental issues by planning awareness campaigns and adding environmental studies courses to the curriculum.
6. Make recycling materials a top priority. You should also embrace alternative energy sources and make the transition to eco-friendly technologies.
7. To quantify the success of village adoption activities and information dissemination campaigns and to guide ongoing efforts at continuous improvement, conduct regular impact assessments and stakeholder feedback surveys.

Goal 5: Champion holistic development by focusing on academic research, social responsibility, and environmental consciousness, while adopting a comprehensive perspective that nurtures every aspect of individual growth.

Development Plan:

1. Financial Aid and Scholarships: Appropriate execution of various government stipend and scholarship programs.
2. Offer comprehensive career guidance and placement services, encompassing industry projects, internships, and help with job placement.
3. In partnership with organizations and other agencies, plan frequent seminars on soft skills, leadership, and industry-specific knowledge to help students get ready for successful lives and jobs.
4. Mentoring Programs: Create programs that match students seeking advice and assistance with professionals, educators, or former students.
5. Holistic Development: Establish resources for sports, fitness, artistic expression, and health; they should include mental health services like counseling and wellness centers.
6. Forge closer links with nearby companies, alumni associations, and business leaders to offer internship and placement possibilities.
7. Assist students with mentoring by involving teachers, alumni, and community people, creating meaningful connections and providing support outside of the classroom.
8. Improve your capacity for design thinking by honing your traditional and cultural abilities.
9. Vary extracurricular and co-curricular offerings to cater to a broad spectrum of student interests and passions and to promote students' holistic development to improve their competency and self-assurance in the face of adversities.
10. More students are participating in the EarnWhileYou Learn program, which helps them meet their financial necessities while also improving their employment abilities.

11. Give kids credit for their accomplishments in extracurricular and academic pursuits.
12. Observing national and religious holidays to protect cultural heritage, remember historical events, and build awareness and unity to encourage inclusivity and respect between other populations

Goal 6 Upgrade infrastructure facilities including classrooms, laboratories, libraries, and IT infrastructure to create a conducive environment for teaching, learning, and research.

Development Plan:

1. Perform a thorough evaluation of the infrastructure facilities currently in place and rank the areas that need the most urgent attention.
2. The government will be asked for more funding, especially for sports facilities and other infrastructure improvements.
3. To meet the demands of both new and current programs, establishing a new NSE simulation lab and increasing the number of systems in existing labs.
4. Adding reading rooms, stock places for books and journals, and an online information access feature to the library as part of the expanded campus.
5. Digitization of the library and, through partnerships with national and international digital libraries, provision of digital library membership to all college stakeholders, granting them continuous access to books, periodicals, study materials, magazines, annual/yearbooks of organizations, and journals in digital format.
6. Modernizing campus safety and security protocols, wireless access, high-speed internet connectivity, and instrumentation and network infrastructure while incorporating digital technology.
7. Creating study resources in text, audio, and video formats in accordance with the curriculum and making them available to interested students online to supplement the teaching-learning process in the classroom.
8. Improving Learning Management Systems (LMS) and Enterprise Resource Planning (ERP) systems to promote faster admissions processes, improve instruction and learning opportunities, enable effective evaluation procedures, and maximize administrative duties.
9. Improve the accessible amenities for the disabled to create a barrier-free atmosphere.

Goal 7: Enhance the institution's National/Regional stature and rankings.

Development Plan:

1. Sufficient faculty.
2. The creation of a special advisory group to supervise the creation and execution of the Institutional Development Plan, made up of eminent scholars, researchers, administrators, and business leaders.
3. List and rank the current and potential new financing sources for the creation of financial enablers, including grants from the government, project overhead, research consulting, patents, alumni contributions, collaborations with the commercial sector, and fundraising initiatives.
4. Create, evaluate, and execute administrative policies on a regular basis to guarantee their openness at all College levels.
5. To make sure that teachers, staff, and students are up to date on the newest instructional techniques, subject matter expertise, and infrastructure technologies and facilities, invest in ongoing training and development programs.

- 6 Boost the quantity of memorandums of understanding and functional collaborations with other institutions.
- 7 Involve all stakeholders to strengthen the participative management process.
- 8 Regularly carry out academic and administrative audits.
- 9 Create a strong data management system to facilitate efficient oversight, assessment, and decision-making.
- 10 Sturdier staff and student welfare protocols.

Goal: 8 Create an Eco-Friendly Campus

Development Plan:

- 1 Energy Efficiency: Using energy-saving techniques to lower energy expenses and carbon footprint, such as solar energy, LED lights, and energy-efficient HVAC systems.
- 2 Trash Management: To reduce trash output and encourage sustainable practices, comprehensive recycling programs, composting facilities, and a reduction in single-use plastics should be established.
- 3 Green Spaces: To enhance air quality, develop and preserve green spaces to strengthen the green initiatives.
- 4 Environmental Education: Teaching workers, instructors, and students about sustainable practices and environmental issues through workshops, awareness campaigns, and curriculum integration.
- 5 Start the environment, energy, and green audit.
- 6 Cut back on paper use by promoting digital communication, double-sided printing, and cloud-based document storage.
- 7 Provide furniture and computers as donations to schools and other organizations.


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