

Template for
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:

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|--|---|-------|---|--|--------------------------------|-------|-----------------------|
| Name of the Institution | Rosary College of Commerce & Arts | | | | | | |
| Head of the Institution | Prof. Helic M. Barretto | | | | | | |
| Contact Details | Email: principal@rosarycollege.org | | Cell No. 9422387629 | | Office: 0832-2736864 / 2701564 | | |
| College Website | www.rosarycollege.org | | | | AISHE Code: C-30852 | | |
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| NAAC Accreditation Status | 1 st Cycle: 79.10 | | Grade: B+ | | 2 nd Cycle: 3.21 | | Grade: A |
| | 3 rd Cycle: 3.29 | | Grade: A | | 4 th Cycle: 3.21 | | Grade: A |
| NIRF Ranking | 2020-21: Participated | | 2019-20: Participated | | 2018-19: Participated | | 2017-18: Participated |
| UCG Recognition | 2(f) | Yes ✓ | No | | 12 B | Yes ✓ | No |
| NBA accreditation | Yes | | No ✓ | | | | |
| Financial Status | Government /Aided: ✓ | | | | Self-Finance: ✓ | | |
| Under National Education Policy (NEP 2020), would your institute prefer to be: | i. Constituent college of the State University. ii. Autonomous degree granting College. iii. Part of Higher-educational institution (HEIs) cluster. ✓ | | | | | | |

Please note that, there is no space limit. Thus, if required, you may expand any of the following sections

1.2. Institutional SWOC Analysis

Strengths:

- Supportive and growth-oriented management with a long-standing presence in the field of education, managing 66 Primary schools, 57 High schools, 1 Special School, 2 ICSC schools, 12 Higher Secondary schools, 2 seminary schools, 2 Colleges, 1794 staff members, and 46,796 students in Goa.
- Proactive, qualified, and committed teaching faculty.
- Diligent administrative and support staff.
- State-of-the-art infrastructure designed for the inclusion of *divyangjan* students.
- Infrastructure is used optimally and is constantly upgraded.
- Well-equipped, fully automated, web-OPAC enabled library with books (23,967), books in braille (20), Ph.D. theses (6), magazines (44), CDs/DVDs (792), local newspapers (6), national newspapers (4), research journals (64), access to e-journals, periodicals, kindles (7), i-ball tablets (10), computers and reprographic facilities.
- Access to UGC N-LIST, DELNET, and National Digital Library India (NDLI).
- Innovation, Incubation, and Ideation Centre facilitates entrepreneurship ideas and guides upcoming entrepreneurs.
- Transparency and efficiency in the academic and administrative processes through e-governance.
- Regular Faculty Improvement Programs to train and equip the staff with modern teaching and learning methods.
- Focus on student-centric learning pedagogies like experiential learning, field and industrial visits, project work, and internship.
- Value-based education for the holistic growth and development of students.
- Nurturing and fostering students' talents by way of co-curricular/extra-curricular, and sports activities.
- Numerous Clubs and Cells to stimulate the social and intellectual development of students.

Weaknesses:

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

Opportunities:

- The support of the Government and the Management can foster the institution's progress by introducing additional programmes and courses.
- Online platforms have increased the College's visibility, which could pave the way for collaborations with reputed institutions within the county and internationally.
- The growing Rosary Alumni Family could contribute more to the institution's growth.
- Qualified and experienced faculty could seek recognition as Ph.D. guides through a Cluster system and establish research centers in multiple programmes.
- The Manohar Parrikar Indoor Stadium recently set up in the vicinity, could further support the sporting ambitions of our students.

Challenges:

- The College is bound by the norms and framework of the affiliating university with limited practical academic autonomy.
- The semester schedule limits students' opportunities for co/extra-curricular activities.
- Motivating industry/employers to conduct campus recruitment drives for the conventional programmes.
- The institution, being managed by a charitable organization, need to mobilize its funds for Enhancing / improving infrastructural facilities and organizing various co-curricular/extra-curricular events.
- To motivate faculty to apply for major and minor research projects and consultancy services with external agencies.
- Availability of land and escalating real estate prices hamper the expansion of the College campus and facilities.

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

2.1. Vision

An Educative Community marked by Justice, Cooperation, and Integrity.

2.2. Mission

To empower young women and men, especially the underprivileged, as responsive citizens through Holistic Education.

2.3. Goals and Objectives

- Provide academic and socio-economic support for the underprivileged and economically weaker students.
- Initiate measures for developing entrepreneurial skills among the students.
- Use technology to improve teaching and learning environment.
- Monitoring the students and faculty to achieve the learning outcomes.
- Develop healthy relationship with the stakeholders.
- Foster national self-esteem and pride.

2.4. Executive Summary

The vision of the Institution is to build an educative community marked by justice, cooperation, and integrity. The institution continues to provide academic and socio-economic support to the students especially the underprivileged and economically weaker section of the society. The institution intends to add activities to achieve the goals laid in this Institutional Development Plan. The main priority of the institution is to provide a platform for the students and the faculty members to showcase their talents and skills, acquire knowledge and promote a holistic approach to teaching and learning. The college intends to extend the campus area to introduce technologically viable tools for better teaching and learning.

In our institution, the faculties practice effective teaching pedagogy to monitor the academic performance of the students which is conducted through our mentorship program. The college intends to frame a feedback mechanism for the same. The college has numerous cells namely Research and Development Cell, Skill Development Cell, Placement Cell, Centre for Ideation and Incubation Cell, Student's Welfare Cell, Language Cell, Heritage Cell, etc. through which various activities are organized. The college intends to recruit a Public Relations Officer (PRO) who will help the institution to build a stronger relationship among the stakeholders and aid the institution in improving student placements.

The institution offers remedial classes, e-resources, certificate courses and flipped classrooms to the students and plans to improve the teaching-learning experience by providing techno-savvy training blended with subjects/courses taught by the faculty. The institution plans to convert the traditional classrooms to smart classrooms by equipping with smart boards, e-podiums, visualizers, etc. The general labs will be upgraded to virtual labs. The institution intends to upgrade the multimedia studio for the faculty to develop MOOC's and ODL courses by faculty.

The institution understands the importance of teaching in regional language and for this we intend to train faculty to deliver lectures in regional languages. The Non-Teaching staff will be trained to use regional language along with English for all official correspondence. The institution focuses on promoting diversity by offering language courses like Sanskrit, Konkani, and Marathi.

We plan to offer skill-based certificate courses to the general public. Our major focus is to motivate all teaching faculty to register for Ph.D. and guide them to publish articles in peer-reviewed UGC-Care listed journals. To support the faculty, the institution will purchase necessary tools and licensed software's for research development. The institution plans to felicitate the faculties by providing monetary and non-monetary rewards for better academic performance.

2.5. Developing Motivated and Energized Faculty

Short Term (2 Years):

1. Depute faculty to attend professional conferences to network, to develop research ideas, and to present research papers.
2. Depute faculty to attend seminars related to teaching, pedagogical techniques, assessing learning, writing syllabi, and engaging students.
3. Conduct Faculty Development and Training Programmes.

Mid Term (5 Years):

1. Monetary & Non-monetary Incentives for self-financed staff.
2. To introduce performance assessment system to provide recognition to faculty.

Long Term (10 Years):

1. Deputing faculty for training programs.
2. Deputing faculty to foreign universities to train and learn and implement the same in the institution.

2.6. Teaching, Learning and Education Technology

Implementation of Outcome Based Education (OBE)

Short Term (2 Years):

- To Frame COs, POs and PSOs for all the programmes.
- To create learner-centric course contents.
- To provide scope for innovation in teaching learning process

Mid Term (5 Years):

- To update and incorporate new trends in higher education.
- Introduce courses of contemporary relevance such as Gender studies, Community Learning, Theater Management, Photography etc.

Long Term (10 Years):

- To implement necessary teaching learning process and skill development activities for respective courses
- To standardize student evaluation based on strategies of outcome-based education, wherein the attainment of course outcome is measured based on student performance in each criterion of the course outcome.

Enhancement of Students Progress

Short Term (2 Years):

- Provide pool of certificate courses that will enhance the capability of the students to make then job ready.
- Facilitate the opportunity for students exchange programme.

Mid Term (5 Years):

- Provide new and alternative career options.
- Introduce innovative and skill based vocational course such as Visual Media and Communication.

Long Term (10 Years):

- Install a work culture among students by making internships as a part of curriculum.
- Engage students in research studies and motivate them to optimize publication, Patent and design-based project.

Multidisciplinary Teaching

Short Term (2 Years):

- Introduce Multidisciplinary courses to break the current rigid system of education into the flexible and holistic learning.
- To provide holistic and tangible understanding of the real world.

Mid Term (5 Years):

- Implementation of Collaborative Teaching – Learning Method.
- To provide skills like language and communication, critical thinking, problem solving, life skills and multidisciplinary capabilities.
- Motivate faculty to acquire skills in multidisciplinary fields to enhanced teaching.

Long Term (10 Years)

- Under multidisciplinary, curriculum combines with computer knowledge (Through practical, field work, internship, workshop and research projects), which will help to understand the relevance of real world.

MOOC's and ODL

Short Term (2 Years):

- Depute faculty to attend MOOC courses.

Mid Term (5 Years):

- Development of MOOC's Courses.

Long Term (10 Years):

- Have tie up with universities to have ODL / satellite campus.

2.7. Research Development and Innovation

Attracting Research Funds

Short Term (2 Years):

- Partnership with the Government agencies, Private industries for funding.

Mid Term (5 Years):

- Collaborate with Central/State Govt. Agencies for research projects.

Long Term (10 Years):

- Collaborate with foreign universities for research projects.

Improving quantity and quality of research publication.

Short Term (2 Years):

- To develop Institutional Research Policy to increase quantity and quality of research papers.
- Inviting resource persons to aid faculty to publish research paper.

Mid Term (5 Years):

- Study circles of Departmental faculty will be formed with reputed faculty members from other colleges.

Long Term (10 Years):

- Collaboration with excellent researchers to take up research publications.

Training faculty and students for research

Short Term (2 Years):

- Organize workshops.
- Organizing students research paper presentation seminars.
- Deputing faculty to other institutions for research related workshops and seminars.

Mid Term (5 Years):

- Acquire research related licensed software's.

Long Term (10 Years):

- Collaboration with excellent researchers to take up research publications.

Developing environment conducive for research

Short Term (2 Years):

- Encourage study leave and maximum support to teachers for completing their research.
- Provision of financial assistance for research advancements.

Mid Term (5 Years):

- Acquiring research related tools.

Long Term (10 Years):

- Development of Research Lab

2.8. Industry-Academic Partnership

Including industry experts in the Board of Studies (BoS)/ academics

Short Term (2 Years):

- Establish Academic Alliance Programme.
- Invite industry expert as visiting faculty

Mid Term (5 Years):

- Courses selection through consultancies with industry experts.
- Organize activities in collaboration with industry.

Long Term (10 Years):

- Introduction of Skill Based Courses in collaboration with National Skill Development Corporation as per the NSQF Guidelines.

Industry Internship for Faculties/ Students

Short Term (2 Years):

- Compulsory internship for students.

Mid Term (5 Years):

- Internships for faculty to update their knowledge.

2.9. Institution's Placement Plan for Students

Short Term (2 Years):

- Identifying and inviting companies for campus recruitment.
- Involving alumni to improve placements.

Mid Term (5 Years):

- Conducting job fairs and hosting Recruitment drives

Long Term (10 Years):

- Appointment of Public Relation Officer (PRO)

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| 2.10. Achieving the Target for Accreditation Action plan of participating and/or improving in NAAC & NIRF Short Term (2 Years): <ul style="list-style-type: none"> • Apply for ISO 21001:2018 and TQM Certification. Mid Term (5 Years): <ul style="list-style-type: none"> • Introduce more skill oriented and multidisciplinary programmes. Long Term (10 Years): <ul style="list-style-type: none"> • Expansion of campus area. • Setting up virtual classroom |
| 2.11. Incubation and Start-up Action plan to have incubation centre and Start-up Short Term (2 Years): <ul style="list-style-type: none"> • Create a forum of Alumni entrepreneurs for motivational support. Mid Term (5 Years): <ul style="list-style-type: none"> • Organizing events to tap new business ideas for college students. Long Term (10 Years): <ul style="list-style-type: none"> • Provide seed capital to support sustainable entrepreneurship ventures. |
| 2.12. Alumni Engagement/ Activities plan Alumni engagement strategic plan. Short Term (2 Years): <ul style="list-style-type: none"> • To involve alumni in college activities. • Felicitation of prominent alumni. Mid Term (5 Years): <ul style="list-style-type: none"> • Conduct events by alumni. Long Term (10 Years): <ul style="list-style-type: none"> • Tie up with alumni for professional services. |

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| 2.13. Basic Infrastructure Development plan |
| <p>Action plan of improving the physical infrastructure</p> <p>Short Term (2 Years):</p> <ul style="list-style-type: none"> • Upgradation of language labs. <p>Mid Term (5 Years):</p> <ul style="list-style-type: none"> • Purchase of Licensed software's. • Upgradation of computer and psychology labs. • Upgradation of library resources. <p>Long Term (10 Years):</p> <ul style="list-style-type: none"> • Establishing 100% smart classrooms and virtual labs. • Expansion of campus area |
| 2.14. Skill Development of Non-teaching Staff |
| <p>Action plan for enhancing skills of non-teaching staff</p> <p>Short Term (2 Years):</p> <ul style="list-style-type: none"> • Management capacity enhancement programmes. <p>Mid Term (5 Years):</p> <ul style="list-style-type: none"> • Training programmes in advanced computer skills and business communication. |
| 2.15. Any Other Initiatives for the Student's and Institutional Growth |
| <p>Short Term (2 Years):</p> <ul style="list-style-type: none"> • Training centre for UPSC, GPSC, CA-CPT, and IBPS coaching classes. <p>Mid Term (5 Years):</p> <ul style="list-style-type: none"> • Offering training in Indian and Foreign languages. <p>Long Term (10 Years):</p> <ul style="list-style-type: none"> • Introduce Konkani/ Marathi for administrative purpose for the students. |

