



Government College for Women (Autonomous)

Sambasivapet, Guntur
Andhra Pradesh

INSTITUTIONAL
DEVELOPMENT PLAN
(2022-2032)



FORMULATED AND ADOPTED UNDER THE PROVISIONS OF
NEP-2020

Foreword



Message from the Principal's Desk

Greetings and welcome to Government College for Women (Autonomous), Guntur

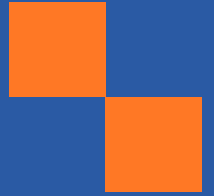
I feel it a privilege and a great opportunity to share the Institutional Development Plan (IDP) of our institution with our esteemed stakeholders. This prestigious institution of great reputation formulated a strategic plan as per the provisions of the NEP-2020. This IDP envisages various strategic goals which help the institution to stride forward in the evolving dynamics of educational landscape. These goals were set keeping in view the vision of NEP-2020, that of the institution, SDGs and the National Credit Framework (NCrF).

The IDP will be a guiding light for the institution in the coming 10 years and helps the institution contribute substantively to the dream demographic dividend of the country by empowering the students with skills for employment and entrepreneurship. This strategic road-map has been tailored distinctly with respect to SWOC analysis outlined in the plan. The implementation of the IDP will be monitored, reviewed and customized with the changing needs.

Best Wishes

Dr V Rama Jyotsna Kumari
Principal

**INSTITUTIONAL DEVELOPMENT PLAN (IDP 2022-2032)
(As part of the implementation of the NEP-2020)**



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2.4 Executive Summary



Institutional Basic Information

INSTITUTIONAL PROFILE:

Government College for Women (A), Guntur was established in 1942, in 10.85 acres of land in the prime locality of the city. The College was previously known as Lady Hope College and came into existence in 1942 under the management of Guntur municipality. The college was established with the aim of providing higher education to women and this college brought joy and hope into the hearts of millions of women living in Guntur and surrounding districts.

In 1947 the college was taken over by the then composite Madras state and was renamed as Government College for Women, Guntur. The college was recognized by the UGC on 01-06-1956. The college was bifurcated in 1996 into Junior and Degree Colleges. Presently the college is affiliated to Acharya Nagarjuna University and is functioning with 2400 students offering 34 programmes (UG) and 4 (PG). The college has nearly 100 well qualified teaching faculties. The college was granted autonomy in the year 2014 and is given extension of autonomy in 2020. The college was recognized as a Centre with Potential for Excellence in the year 2016 and also received grants worth Rs.2 crores under RUSA for the development of infrastructure.

The college completed its third cycle of accreditation by NAAC and scored 2.92 CGPA (B++ Grade) in the year 2019. It has completed 82 years of committed service enabling the rural women students in terms of education and employability. It is equipped with 6 laboratories and 20 ICT enabled classrooms.

The College has 23 departments including the latest subject areas like Biochemistry, Microbiology and Biotechnology. The Institution provides hostel accommodation for the poor students and takes special care of the physically challenged students with adequate support services like ramps.

This institution is a Nodal Resource Centre. As such, it offers training to teachers from the neighboring colleges in student-centered pedagogical methods and the latest aspects of domain knowledge.

The college has a separate Job Placement Cell, Jawahar Knowledge Centre (JKC), which trains the students in Communication Skills and Soft Skills and helps students get placed in jobs through linkages and campus interviews. The institution has MOUs with employment agencies for regular campus drives.

Vision & Mission



VISION OF THE INSTITUTION

To empower women students from predominantly rural, semi educated, and marginalized sections with 21st century skills as global citizens with values and a holistic personality

MISSION OF THE INSTITUTION

- 01** Imparting knowledge, skills, and values through socially, and globally relevant, and evolving curriculum employing student-centered teaching methods
- 02** Facilitating research temper, critical and creative thinking skills among learners through teacher facilitated and digital learning environment
- 03** Providing an objective and participatory atmosphere that facilitates the development of self-confidence, self-esteem, entrepreneur, and employability skills leading to economic and individual self-reliance.
- 04** Promoting student responsibility through community engagement and nurturing employability skills by providing real world exposure through Internships/ OJT.
- 05** Creating an eco-friendly ambience through green practices and offering value-based education through community help and extension activities.
- 06** Instilling the values of integrity, accountability, dedication and commitment among the teaching and non-teaching staff and the students through transparent and participative administration.



CORE VALUES

1. Values And Ethics
2. Accountability
3. Inter Disciplinary Collaboration
4. Women Empowerment
5. Community engagement and Diversity
6. Excellence



INSTITUTIONAL DISTINCTIVENESS

1. Inclusive Environment for Holistic Education
2. Fostering Academic Heterogeneity
3. Boon to bonus credits
4. Sustaining Merit with Financial Assistance
5. Incorporating 21st Century Themes
6. Financial and Entrepreneurial Literacy
7. Health Literacy
8. Global Awareness
9. Environmental Literacy
10. Civic Literacy

1.2 INSTITUTIONAL SWOC ANALYSIS

INSTITUTIONAL STRENGTHS

1. Greater Academic flexibility provided by autonomy for the uplifting of academic Standards
2. Diversity of programmes and courses along with a 10-month internship caters to the students of many backgrounds exposing the students to a wide range of knowledge and skill bases.
3. Periodic updating with respect to the continuation, addition of programs and courses keeping in view of the demand and utility.
4. Adoption of blended mode ensures increased student engagement and efficient use of time for an extended period.
5. Good scaffolding for student learning with guest lectures, workshops, seminars, bridge courses, remedial courses, certificate courses, job-drives, ward counseling, awards/rewards for academic performance, internships etc.
6. Structured Continuous Internal Assessment (CIE) assures student engagement with learning as well as formation of learning while standardized question paper format in the Semester End Examinations (SEE) ensures UGC recommended equitable, non-biased, and objective assessment of students' performance across all programmes.
7. Award of additional credits for achievement in co-curricular and extracurricular activities like certificate courses, MOOCs, NSS, NCC and Sports and the provision of ABC (Academic Bank of Credits).
8. A computerized library equipped with Soul software and vast library resources with the latest editions of books, INFLIBNET for accessing millions of online books and journals.
9. Adequate sports facilities and faculty lend huge encouragement for participation in the sports events resulting in success at state, inter university and national levels.
10. Assured student welfare through scholarships, free-ships, exam and limited hostel fees waiver for orphan students, grievance redressed cell, women empowerment cell and internal complaints committee.
11. ICT integrated student-centric initiatives in almost all the aspects such as admissions, instruction, assessment, publishing of results, attainment of the learning outcomes, administration and finance resulting in the efficient and effective functioning of the whole institution.

12. Institutional recognition with NAAC accreditation, NIRF ranking and certification by ISO.

13. Securing considerable CSR funds because it is a reputed institution in the city.

14. Empowering more women students are with higher education and thus contributing to societal inclusiveness by being a Women's college,

15. Proximal and strategic geographical location of the institution for easy access from bus and railway stations and affordable fee structure.

16. Decentralized administration with the involvement of statutory committees for shared responsibility.

17. Regular recruitment of faculty helps the maintenance of the quality in various aspects of the teaching, governance, and management of the institution.

18. More than 90% of the faculty is NET/SET qualified while 50% of the faculty is doctorates who can carry out research and guide research ensuring excellent qualitative teaching

19. Conducive administration for continuous faculty development for effective teaching and professional advancement through online and offline mode.

INSTITUTIONAL WEAKNESSES

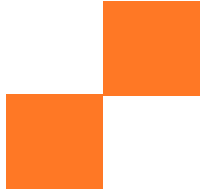
1. Dependence on the policies of government for academic and administrative reforms and implementation.
2. Limited freedom for the administration to utilize available funds to maintain and improve infrastructure of college campus.
3. Limited association with premier academic and R&D organizations.
4. Few research publications from the faculty due to lack of research facilities, and research funding.
5. Budgetary allocations are not increasing with the rising cost of needed resources for various courses where technologies and practices are changing at a fast pace.
6. Only 50% classrooms and laboratories are ICT enabled such as LCD Projector/Digital classroom/Virtual Classroom
7. Lack of advanced laboratory facility with high output equipment and sufficient power back up system.
8. Absence of training for the administrative staff in ICT and non-availability of technically skilled staff in the laboratories.
9. Under-utilization of land resources for the required additional classrooms and labs due to paucity of funds.
10. Increasing burden of non-academic activity and administrative work affects quality academic schedule.
11. Poor enrollment of students in certain programs due to misconceptions in the public about these restructured and applied programmes.

INSTITUTIONAL OPPORTUNITIES

1. MOUs with the objective of leveraging consultation, research, extension etc. are to be planned and executed.
2. The research experience of PhD faculty can be tapped for the conduct of research and the same can be published.
3. Establishment of Central Research Facility may be taken up with the available funds.
4. Available land can be utilized to build additional classrooms, more laboratories, additional hostel facilities, and research establishments.
5. The competencies of the faculty can be utilized to offer MOOCs courses, in giving coaching for competitive exams like NET and SET. Consultancy can be offered in this respect and such coaching will meet the needs of the students in the city.
6. Optimal utilization of Z space technology and Studio for the creation of LMS.
7. Leveraging social media for showcasing the activities and competencies of the institution. This can generate income and help in the creation of publicity.
8. More number of PG Programs that meet the students' diverse demands can be offered.
9. The institution with diverse departments can take advantage of specialized knowledge, shared resources, and interdisciplinary nature of investigation, if collaboration is taken up with reputed academic institutions and industry.
10. Engaging the huge alumni in improving the facilities in the college as well as in utilizing their intellectual resources for student capacity building.
11. Autonomy gives the opportunity to design and offer courses and programmes with a potential for entrepreneurship and employment.
12. Locational advantage aids in development and in seeking a greater number of admissions as it enjoys the reputation of being a very old and well-established institution with commitment to women's education.
13. Utilization of educational tools from open sources presents an opportunity to enhance the quality of teaching, learning, and evaluation.



INSTITUTIONAL CHALLENGES

1. Research funding is not available due to the absence of such an outlay from the government.
 2. Affiliating university does not provide research guideship to qualified teachers.
 3. Non-sanctioning of regular faculty for PG programmes.
 4. Technically ill-equipped non-teaching staff hampers the optimal utilization of laboratory resources leading to the wastage of time for the instructors.
 5. Inordinate delay in admissions due to government's policy of centralized on-line process.
 6. Lack of complete autonomy in the aspects of academics, administration, and finance.
 7. Improving the employability of the students in the current scenario of the rapidly changing technology and industrial requirements.
 8. Insufficient computer labs for better promotion of ICT.
 9. Retention of qualified faculty due to the general transfer policy of the government.
 10. Inadequate Budget Allocation for campus and infrastructural advancement.
 11. The high dropout ratio presents a significant challenge that could not be negated due to socio-economic backwardness of students and their families.
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Vision & Mission of IDP



2.1 Vision of IDP

Provisioning of requisite resources to keep pace with the evolving educational landscape

2.2 Mission of IDP

- 01** Providing technology based resources for teaching, learning and evaluation
- 02** Integration of skills into the academic education
- 03** Provisioning of advanced infrastructure and conducive environment for research
- 04** Promoting collaboration for skilling and conducting research
- 05** Fostering community engagement to address the social issues
- 06** Procurement of funding for research and additional infrastructure



Strategic Goals

Goal 1: Academic Excellence

Goal 2: Expansion of infrastructure

Goal 3: Promoting Research, Innovation and Entrepreneurship

Goal 4: Deepening engagement with the community

Goal 5: Improving Collaboration with Industry and Research Establishments

Goal 6: Excellence in Governance & Management

Goal 7: Model Institution for Green and Sustainable Campus Environment

Goal 8: Excellence in Student Support

Each goal is divided into measurable and achievable elements/sub-goals with time-lines as given below:

Short term sub-goals: 0-2 years

Medium term sub-goals: 3-5 years

Long term sub-goals: 6-10 years

Goal 1: Achieving Academic Excellence

Sub-goal 1	Sub-goal 2	Sub-goal 3	Sub-goal 4	Sub-goal 5
Curricular reforms	Technology integration into pedagogy	Faculty development	Improvement in rankings	Examination & Evaluation

Sub-goal 1(Curricular Reforms): Key initiatives

Short term Initiatives:

1. New program in Clinical Nutrition & Dietetics (Home Science) (2023-24)
2. Introduction of 23 Honors Programs (2023-24)
3. Adoption of OBE (2022-23)

Medium term initiatives

1. Introduction of Single Major Programs in Biotechnology, History, MLT, Analytical Chemistry, Retail Management and Artificial Intelligence(2024-2025)
2. Creation of MOOCs
3. Introduction of new viable PG programs in Commerce and Computer Science
4. Introduction of 4th year Research Program (2025-26)
5. Enhancing PO Benchmarks

Long term initiatives

1. Introduction of ODL/Dedicated Online Teaching Platform
2. Introduction of BSc Education and BA Education
3. Introduction of BPEd
4. Introduction of a new program in Indian classical music and dance in collaboration with Govt. School of Music & Dance, Guntur.
5. Introduction of a new program in Journalism
6. Effective coaching for NET/SET/GATE/DBT, ICMR JRF, GAT-B, JAM etc.
7. Introduction of program in computational biology

Sub-goal 2(Technology enabled pedagogy): Key initiatives

Short term initiatives:

- vCreation of digital content repository on LMS platform (2023-24)

Medium term initiatives

- vPreparation of animations for abstract concepts (Current - Nil)

Long term initiatives

- 1.vCreation of virtual labs (Currently nil)
- 2.vCreation of content for competitive exams (Nil)

Sub-goal 3(Faculty Development): Key initiatives

Short term initiatives

- 1.ToT on Internship & Apprenticeship and LMS (2022-23)
- 2.ToT on Poultry farming (2022-23)
- 3.Workshop on OBE (2022-23)
- 4.Day ToT for UNESCO Certificate Course on SEEK & SEL (2023-2024)
- 5.ToT on Zoology, Biochemistry and Biotechnology Single Major ((2023-24)
- 6.FDP on English Medium of instruction (2023-24)
7. Day ToT on Content Delivery and Assessment on ICT (2023-24)

Medium term initiatives

- 1.Workshops on ODL (Current status - Nil)
- 2.Training in the creation of MOOCs (Currently - Nil)
- 3.FDPs in the creation of advanced LMS (once a year)
- 4.Awareness programs (Workshop/Seminar/Training) on patenting (Currently - No Initiatives)

Long term initiatives

- 1.Training the faculty in the conduct of research and preparation of quality research proposals
- 2.Research Methodology workshops (Handling advanced research equipment/Sample Preparation etc)
- 3.Creating awareness on the availability of funds with the funding agencies (Once a year)

Sub-goal 4 (Improvement in rankings): Key initiatives

Short term initiatives

Improving grades in Academic audits (2023-2024)

Medium term initiatives

Achieving A+ or above grade in NAAC 4th cycle of accreditation (2024-2025)

Long-term initiatives

- 1.Improving the position in NIRF Rankings (2026-27)
- 2.Participating in other reputed accreditation processes (2029-30)

Sub-goal 5 (Examination and Evaluation reforms) : Key initiatives

Short term initiatives

- 1.Adoption of Academic Bank of Credits (2023-24)
- 2.Additional credits for NPTEL courses (2023-24)

Medium term initiatives

- 1.Acquiring OMR, Answer sheet & Cutter and Bar-code Scanner for Exam Cell (2024-25)
- 2.Question bank system for all the semesters (current status - first semester)
- 3.Online evaluation to 50 percent extent (Currently for internal assessments but negligible)
- 4.Enhanced integration of AI in examination (currently for question paper generation)
- 5.Customization of CIA/SEE pattern to suit competitive exams like PG Entrance

Long-term initiatives

- 1.100% online evaluation
- 2.Enhancing the extent of online examination

Goal 2: Expansion of Infrastructure

Sub-goal 1	Sub-goal 2	Sub-goal 3	Sub-goal 4
Building Infrastructure	Research Infrastructure	Academic Infrastructure	IT Infrastructure

Sub-goal 1: Building Infrastructure

Short term initiatives

Additional hostel Building (constructed) additional four classrooms constructed.

Medium term initiatives

- 1.Raising 20 additional aesthetic and eco-friendly classrooms (Current - total rooms 132 out of which 75 are classrooms)
- 2.Construction of exclusive PG Block (classes are conducted in the respective departments)
- 3.Separate waiting hall for students

Long term initiatives

- 1.Additional accommodation for the library (Exclusive reading room required. Currently, the reading room is inadequate and it is by the side of the walkway to the book racks. The readers face the problem of distraction due to the movement of students and staff)
- 2.Mini indoor stadium (current - nil)
- 3.Construction of an exclusive block for Central Research Lab (currently - nil)
- 4.Improvement in canteen accommodation

Sub-goal 2: Research Infrastructure

Short-term Initiatives

1. Purchase of basic equipment such as hot air oven and digital balance
2. Acquiring Centrifuge and Master Cycler Gradient
(The aforementioned equipment was proposed with approximate allocation of Rs. 25 Lakhs under NIRF funds)

Medium-term Initiatives

1. Purchase of flow-cytometer
2. Purchase of advance microscopes for histopathology research
3. Applying for FIST under Level 'A' Academic PGC
4. Securing access of RI and Services from local establishments (Access to experts, technicians, samples, data, data analysis tools, equipment/research facilities such as highly sophisticated microscopes etc)

Sub-goal 3: Academic infrastructure

Short-term Initiatives

1. Addition of latest books to the Library (2023-2024)
2. Establishing studio for the creation of MOOCs and LMS Studio established with 24 lakhs.

Medium-term Initiatives:

1. Procurement of additional computers to the library (2024-2025)(current-10)
2. Installation of Air Condition to the digital library block (2024-25) (Currently nil)
3. Procurement of additional Book racks/ Almirahs for the library (2023-24)

Long-term Initiatives

Installation of digital equipment for all classrooms (Current status - 20 classrooms and laboratories)

Sub-goal 4: IT's Infrastructure

Short term initiatives

1. Installation of Soul 3.0 software (2023-24)
2. Acquiring deQ Software for OBE (2023-24)
3. Acquiring latest educational technology such as AR/VR (2023-24)
4. Office Automation Software for Administrative Office and Examination Cell (2023-24)

Medium term initiatives

1. Enhancing the vibrancy of the YouTube Channel (Current - available)
2. Purchase of Plagiarism testing software (Current status - Nil)
3. Student Information System: An SIS manages student data, enrollment, academic records, and financial information. (Currently - No such software)

Long term initiatives

1. Enhancing the number of Signal Distribution Devices for seamless connectivity (Current Hotspots but some signal shadow areas are there)
2. Purchasing Software for data analysis such as IBM SPSS Statistics 29 (Currently nil)
3. Installation of RFID Technology in the library (Manual methodology - current)

Goal 3: Promoting Research, Innovation and Entrepreneurship

Sub-goal 1	Sub-goal 2	Sub-goal 3
Creation of Suitable Environment	Training in Research, Publishing & Patenting	Skilling, Entrepreneurship Development and Establishing Incubation Centre

Sub-Goal 1: Creation of Policy Environment

1. Securing research guideship to all the eligible faculty (Current - 3 faculty members)
2. Constitution of Institutional Academic Integrity Panel (UGC Regulations 2018) (Ethics committee is in existence)
3. Financial support to the faculty for attending conferences/seminars etc. (registration fee payment/reimbursement) (Currently a few members are provided with such assistance)
4. Rewarding faculty for publishing, patenting etc .

Sub-goal 2 (Training in Research, Publishing & Patenting) : Key initiatives

Short term initiatives

1. Financial support to faculty for participation in national/international conferences and seminars
2. Start up initiatives in mushroom cultivation and Vermi composting (2022-23)

Medium term initiatives

1. Institutional funding assistance to for research (2026-27) (Currently - no funding)
2. Training in research monetization and IP protection (1 per year)
3. Conduct of workshops with the publishers (1 per year)
4. Increasing the publications to 40% of the faculty (current 30%)
5. Minimum 10 book publications per year (current 5 per year)
6. Incentives for publishing quality research papers (currently nil)
7. In-house publication opportunity for students (currently nil)

Long term initiatives

1. Securing funds from external agencies (10% faculty)
2. Providing consultancy to other organizations in terms of expertise and facilities available with the institution
3. Securing patents and copy right (2 per year)
4. Increasing publications equal to 50% of the faculty number per year (current 30%)
5. 20 book publications per year (Current 5 per year)

Sub-goal 3 (Skilling, Entrepreneurship development and Establishment of Incubation Centre): Key initiatives

Short term initiatives

- 1.Pre-incubation services (training in Ideation; converting ideas into viable businesses, methods in securing funds etc)
- 2.Workshops on fostering business skills (Current - few conducted)

Medium term initiatives

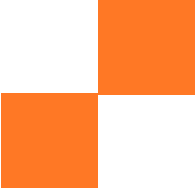
- 1.Arranging mentor and promoter meetings (2 per year)
- 2.Assistance for preparing business plan and setting up a company
- 3.Networking with other entrepreneurs, customers and support agencies (through collaboration)
- 4.Industry-Institute Partnership Programs (1 dedicated program per year)
- 5.Business breakthrough workshops for entrepreneurship (In depth business & financial analysis; preparation of custom-made strategic action plan) to foster startup culture

Long term initiatives

- 1.Helping to promote the products through institutional media and permitting the stalls once in a while in the institution

Goal 4: Deepening Engagement with the Community

Sub-goal 1	Sub-goal 2	Sub-goal 3
Outreach	Improving community engagement	Branding of the institution



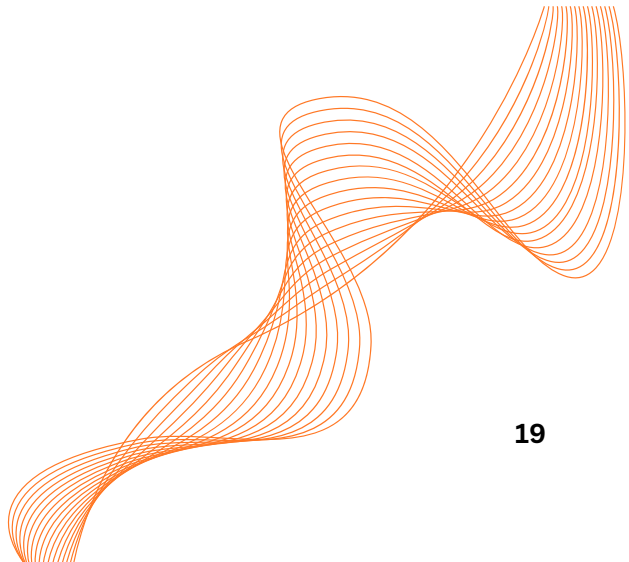
Sub-goal 1: Outreach

- 1.Enhancing the community outreach programs of the NSS and NCC in the local community (current - 17)
- 2.Fostering volunteerism that further strengthens community relations and partnerships (Programs for students at least once a year)
- 3.Establishing the online community engagement portal for sharing of the stories about the experiences of people with GCW (A) Guntur
- 4.Sensitization programs on fostering environmental responsibility (02per year)
- 5.Awareness programs on energy conservation and rain-water harvesting (02 per year)
- 6.Organizing medical camps and blood donation camps (02 per year)

Sub-goal 2: Partnership with community organizations

- 1.Continuous engagement with the alumni (2 times Alumni meetings)
- 2.Identifying the non-profit organizations or NGOs to have close engagement
- 3.Conduct of research in collaboration with NGOs
- 4.Engagement with community fora such as Service Health Organization, Community and Rural Development Society etc.

Sub-goal 3: Branding of the institution

1. Communicating the values of the institution through various platforms such as YouTube, social media etc
 2. Consistent use of brand elements such as logo, colors, typography, song on signboards of the college and all communication channels
 - 3.Usage of visual templates for pamphlets, presentations, e-mail newsletters, academic publications and social media posts
 - 4.Sharing success stories of the faculty, students and alumni for creating an emotional connection with the institution
 - 5.Creation of an appealing narrative that communicates institution's history, values, and vision.
 - 6.More dynamic and attractive website (Current status - Good)
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Goal 5: Improving Collaboration with Industry and Research Establishments

Short term initiatives

- 1.To forge a collaboration with the local industries such as aqua-hatcheries
- 2.MOU with IPSR Software Solutions, Kottayam, Kerala for Question Bank Development (2023-24) (Qn Smarti Software)

Medium term initiatives

- 1.To have a tie-up with the Govt Hospital and Govt Medical College for research
- 2.To work closely with the Govt. audit departments
- 3.To establish an MOU with the local research institutes such as CTRI

Long term initiatives

- 1.To collaborate with the Govt. entrepreneurship promotion agencies like APIIC District Industrial Centre
- 2.To engage with the Govt. School of Music and Dance, Guntur
- 3.Tie-up with Beverages companies, Guntur area (For internship, research, employment etc) (Currently - we have a few MOUs)



Goal 6: Excellence in Governance and Management

Short term initiatives

1. Frequent review of the functioning of existing statutory committees and bodies of the institution (Every 6 months)
2. Reviewing policies and sharing the policy documents for feedback with stakeholders

Medium term initiatives

1. Enhancing the extent of paperless administration
2. Online grievance filing and redressal system
3. Online Counseling and Advising Platforms: Offer convenient access to academic advising, career counseling, and mental health support.
4. Conduct of need analysis of faculty and administrative staff as per the new programs and work-load (yearly once)
5. Technology assisted implementation of citizen charter for speedy delivery of services (Citizen charter exists)

Long term initiatives

1. Adoption of Technology for governance with (Data Analytics Tools: These tools help institutions analyze student data to identify trends, improve student success initiatives, and make informed decisions)
2. Governance of the institutional interface with Social Media and Website Management Tools. (These tools help manage the institution's online presence, engage with stakeholders, and share important updates.)

Goal 7: Model Institution for Green and Sustainable Campus

Sub-goal 1	Sub-goal 2	Sub-goal 3
Green Campus	Energy Management	Water Management

Sub-goal 1: Green Campus

Short term initiatives

- 1.Awareness program on green campus and sustainable practices to the faculty
- 2.Systematic and Continuous waste management measures (Current status is partial management)
- 3.Enhancing Inter-departmental and official e communication to reduce the use of paper

Medium term initiatives

- 1.Reducing plastic usage (No such comprehensive policy and monitoring currently)
- 2.Complete ban on polythene (No ban currently)
- 3.Educating students on climate change and sustainability (Integrated in the curriculum)

Long term initiatives

- 1.E waste disposal measures and awareness
- 2.Observance of campus sustainability week
- 3.Revisiting the green campus policy (Policy exists)



Sub-goal 2: Conservation and Efficient use of energy/Energy Management

Short term initiatives

Awareness on energy conservation, efficiency (2 programs per year on the use of power-appliances for energy conservation)

Medium term initiatives

Increasing the number of LEDs & CFLs (Currently good number)

Long term initiatives

Installation of solar power station of 10 KW and net metering (Currently no such systematic plant available)

Sub-goal 3: Water management

Short term initiatives

Clean drinking water for the institution (regular quality testing wrt TDS/microbial load etc is non-existent)

Medium term initiatives

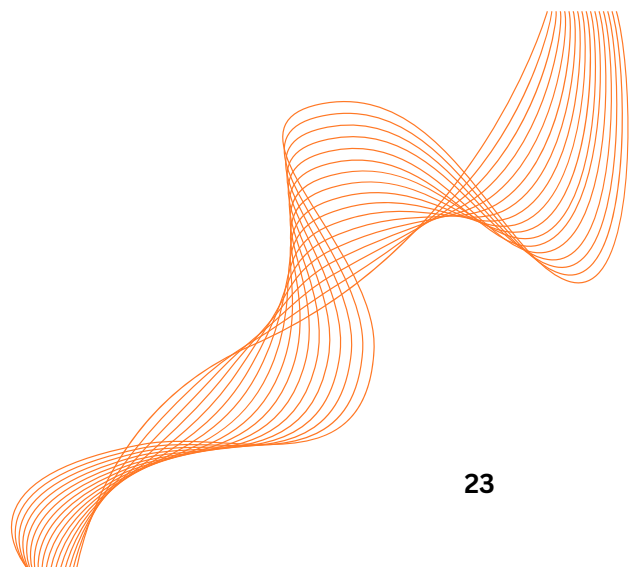
Increasing the number of rain-water harvesting structures and removing blocks in them (A Few are there)

Efficient maintenance of water distribution system in the college (Inspection on leakages and regular maintenance to be enhanced) (Currently leakages at few points)

Long term initiatives

Efficient system of waste water distribution to the campus garden (Partially present)

Installation of Sewage Treatment plant (No such plant exists)



Goal 8: Student Support

Sub-goal 1	Sub-goal 2	Sub-goal 3
Training/Skilling and Placement	Counseling	Safety & Security

Sub-Goal 1: Training & Skilling

Short term initiatives

- 1.Training of students in project selection, conduct and preparation of the report (2 times a year)
- 2.Training in business skills (4 times a year)
- 3.Programs in skills that bridge the gap between institute and industry (twice)
- 4.Creation of permanent placement cell in the institution (Accommodation and full-time in charge)

Medium term initiatives

- 1.Programs under P M Kaushal Vikas Yojana (2 programs a year)
- 2.Programs for enhancing existing skills (suitable number)
- 3.Conduct of placement drives 3 times a year

Long term initiatives

- 1.Programs in business planning, marketing, and financial management etc (5 Programs a year)
- 2.Conduct of programs in collaboration with Govt. agencies like DIC, APIIC etc (One program with each a year)
- 3.Ensuring 25% Progression to higher studies

Sub-Goal 2: Counseling

Short term initiatives

1. Comprehensive personal and psychological counseling (Once a week) (Current Ward Counseling is happening)
2. More focus on Psychological assessment on personality, aptitude, vocational interest etc for those who seek it (Twice a year for the freshers)

Medium term initiatives

1. Orientation for hostel students on coping the home sickness (Current - 2 per year)
2. Increasing the motivational programs by experts (currently - 1 per year)
3. Increasing the institutional scholarships basing on merit and financial status (current - 100)

Long term initiatives

Establishment of permanent counseling facility (A separate room with privacy for confidential conversation)

Sub-Goal 3: Safety & Security Systems

Short term initiatives

1. Swift response to the grievances of the students (weekly review)
2. Conduct of regular awareness programs on women safety and relevant legislations (yearly twice)

Medium term initiatives

1. Deployment of women police and increasing institutional security at the college (Currently - no woman police is deployed)
2. More number of First Aid Boxes for the students.
3. Installation of fire extinguishers in the college and hostel (currently - 2 extinguishers only)

Long term initiatives

1. Increasing the number of surveillance cameras, access control, and emergency notification systems (currently good number of cctv cams are there)
2. Making available the books on self-help for women at the counseling centre and library (currently - exclusive literature is unavailable)

Conclusion:

This Institutional Development Plan provides a road-map to the Govt. College for Women (Autonomous), Guntur, to achieve its goals and fulfill its mission. We are confident that by working collaboratively, we can create a brighter future for our students and the communities we serve.

Executive Summary

It highlights key aspects such as the college's vision and mission, strategic goals, key initiatives, and expected outcomes. Govt. College for Women (Autonomous) is committed to providing a transformative educational experience that empowers students with 21st century skills to succeed in a rapidly changing world. This Institutional Development Plan outlines our strategic direction for the next decade, focusing on the elevation of academic standards with integration of skills into academics; creation of policy environment for research and innovation; promoting collaboration and community engagement.

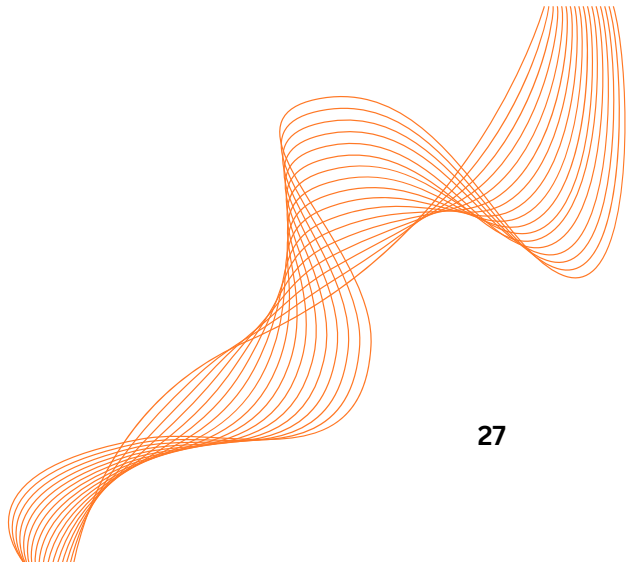


VISION

Provisioning of requisite resources to meet the needs of evolving educational landscape

MISSION

Ensuring the provision of advanced technological resources for the up gradation of academics, research, and skilling; promoting collaboration with industry and close engagement with the community.





Strategic Goals

Strategic Goals

Goal 1: Academic Excellence

Goal 2: Expansion of Infrastructure

Goal 3: Promoting Research, Innovation and Entrepreneurship

Goal 4: Deepening Engagement with the Community

Goal 5: Improving Collaboration with Industry and Research Establishments

Goal 6: Excellence in Governance & Management

Goal 7: Model Institution for Green and Sustainable Campus Environment

Goal 8: Excellence in Student Support

Important initiatives

Goal 1: Academic Excellence

Introduction of new single major programs; viable PG programs

Establishing dedicated online teaching platform as part of ODL

Adoption of OBE

Enhancing PO Benchmarks

Continuous faculty development

Goal 2: Expansion of infrastructure

Additional classrooms; Central Research Lab; Reading room

Acquiring research equipment - flow cytometer, microscopes for pathology etc

Purchasing software for managing Student information, RFID, social media management tools etc.

Goal 3: Promoting Research, Innovation and Entrepreneurship

Training in research monetization and IP protection

Securing guideship for research; funding for research; rewarding for publication and patenting

In-house publication opportunity for students

Goal 4: Deepening engagement with the community

Increasing the community outreach; research on social questions; reaching out to the community through digital platforms etc

Engaging with the community organizations

Goal 5: Improving Collaboration with Industry and Research Establishments

To forge a collaboration with Govt. entrepreneurship agencies

To work with medical college and hospital for the utilization of research services

To collaborate with Govt. school of music and dance for promoting Indian indigenous culture and knowledge

Goal 6: Excellence in Governance & Management

Online grievance filing and redressal system

Technology assisted implementation of citizen charter

Governance of the institutional interface with Social Media and Website Management Tools

Enhancing the usage of e-office

Goal 7: Model Institution for Green and Sustainable Campus Environment

Increasing the number of LEDs & CFLs

Establishing sewage treatment plant

Installation of solar power station of 10 KW

Goal 8: Excellence in Student Support

Training in business project selection

Comprehensive counseling

Deployment of women police