Dayanand College, Hisar

Under DAV College Managing Committee, New Delhi
Affiliated to Guru Jambheshwar University of Science & Technology, Hisar

INSTITUTION DEVELOPMENT PLAN

(SHORT TERM AND LONG TERM PLANS)

2023-2028

Institution Development Plan & Road Map of Dayanand College, Hisar

Planning is the process of thinking regarding the activities required to achieve a designed goal. It is an intellectual process that is concerned with deciding in advance what is to be done, how it is to done, when it is to be done and who is to do it. Planning is a very important part for any higher education institution for implementation of effective curriculum, infrastructure development, student support, progression and employability, research innovation and extension, good governance etc.

Criteria-I - Curricular Aspects Key Indicators

Sr. No.	Particulars	Action taken by the Institution	Outcome Achieved
1.	Curriculum Planning and Implementation	1. The College, through the recommendation of IQAC prepares the Academic Calendar and directs Deans/HODs/Faculties to prepare the following individual documents : • Department Academic Calendar • Lesson Plan • Programme Outcome, Course outcome and programme specific outcome. • All these documents are duly displayed on notice boards and college website • Since the new regulations given by NEP-2020 are to be implemented soon in all the college so all the departments through IQAC are recommended to keep the required changes in their perspective plans.	• Every year all these guidelines are followed in toto. (Short Term Plan) • Departments are ready to implement the new guidelines of NEP-2020. (Long Term Plan)
		2. The IQAC through the College Advisory Council guides the department to plan the following activities at the beginning of the session. • Academic Activities • Examination/Assignments • Cultural	Academic activities like National /International Webinars, Workshops, FDP's etc. were conducted by the various departments. Likewise activities were also conducted by various cells and societies. (Short Term Plan)

		• Sports • ICT Workshop/Webinars		For Smooth conduct of examinations, ICT facilities have been improved and website is regularly upgraded.(Short Term Plan)
		3. The College started online classes through G-Suite during COVID-19. It was recommended by the IQAC that the online classes be still continued to some extent (20%), keeping in mind the recommendation of NEP-2020. • IQAC recommended the teachers to register themselves on NPTEL portal.		• Inspite of offline teaching mode, teachers continued taking partial online classes also. • Registration of teachers on NPTEL portal has started. (Long Term Plan)
2.	Academic Facility	To Provide : • Flexibility to students in choosing courses of their choice. • Additional courses like Computer Level – I and Environmental Studies. • To Enrich the curriculum by Diploma/Job Oriented/Certificate Courses etc. • To Introduce Skill Development.		• Various Workshops and Participation at District/State/National levels was initiated among students in both cultural and Sports. (Short Term Plan) • 32 New Certificate courses were started. • Registration in certificate courses started in the session 2022-23. • Students enrolled in certificate courses in session 2022-2023. • To Start more PG and Honours Courses.
3.	Curriculum Enrichment	• Inclusion of ICT, in all academic and administrative endeavors. • Participative learning through debates seminars, communication skills workshops.		• College installed its own G-Suite (Google Suite) for online classes. (Long Term Plan) • N-Computing (thin client) lab has been built. (Long Term Plan) • Regular upgradation of ICT.

			(Long Term Plan)
4.	Feedback System	• Up gradation of feedback system from stake holders. • To increase experiential learning through field visits, projects, industrial visits and internship etc.	• Regular feedback from stakeholders is taken and college has switched from offline feedback mode to online feedback mode. (Short Term Plan) • A committee has been setup to analyse and implement on the basis of feedback given by students, teachers and alumni. (Short Term Plan)

Criteria II – Teaching Learning & Evaluation

Sr. No.	Particulars	Action taken by the Institution	Outcome Achieved
1.	Student Enrollment and Profile	• To install New ERP software. • With the ongoing digitalization and technology upgradation, the college plans to go online for admissions. All the information regarding seat matrix, admission rules and reservation policy will be uploaded on college website. • To allow students to utilize their maximum potential by providing adequate academic, sports, cultural facilities and environment.	• Continuing the tradition, all admission process will be carried out online and information is displayed on college website using ERP. (Long Term Plan) • The more workshops for cultural events will be organized and conducted. (Long Term Plan) Professionals and Coaches will be engaged to train the sports persons. (Long Term Plan)
2.	Catering to students diversity	• To provide more hostel facilities to students from outside. Special security and facilities for girls students. • Facilities for differently abled students will be improved further.	**Further improvement and enhancement in :** • Facilities of dispensary in girls' hostel. (Long Term Plan) Additional facilities in Girls common room. (Short Term Plan) • CCTV and 24 hours security. (Long Term Plan) • Sanitary vending machine. (Long Term Plan)
3.	Teaching Learning Process	• The modern teaching aids like projectors, visualizer and smart boards facilities will be increased. • To introduce online teaching in the form of Google	

		Class Room or whatsapp groups. • To further initiate the NPTEL Chapter, Dayanand College, Hisar.	
4.	Teacher Profile and Quality	• To appoint full time facilities according to the workload. • To provide facility and environment to the faculties for teaching and research. • To start **Incubation Centre** in the college. • Proposal to provide seed money for teachers carrying out research in the college	• Since the government is not providing the sanctioned posts, the college appoints duly qualified full time faculties for every session keeping in mind the workload and strength. (Short Term Plan) • The teachers are given duty leave, registration fee, TA/DA etc. to attend seminars/conference/workshops/RC/OC and FDP etc. (Short Term Plan) • Teachers are given permission to proceed for their research work and higher studies. (Long Term Plan) • FDP, webinars and Computer Excel workshops were organized in the campus on the recommendations of IQAC for the updation of facilities. (Short Term Plan)
5.	Evaluation Process and Reforms.	• To prepare College Academic Calendar at the beginning of the session every year (2023-2028). • To prepare session wise College Events and Activities Calendar also as per schedule given in university calendar w.e.f. 2023 to 2028.	• College Academic Calendar for the session 2023-2024 was prepared and uploaded on the college website, notice boards and also distributed in various departments. (Short Term Plan) • College Events and Activities Calendars for the session 2023-2024 was prepared

			and uploaded on the college website, notice boards and also distributed in various departments. (Short Term Plan)
6.	Students Performance and Learning Outcomes.	• To make the students aware about prgoramme outcome (PO), Programme Specific Outcome, (PSO) and Course outcome (CO) and about Employment opportunity keeping in view NEP-2020.	• Programme Outcome and Course Outcome were discussed in classes and displayed on the website for 2022-23 and 2023-24. (Short Term Plan)
7.	Students Satisfaction Survey.	• To collect feedback from students on academics, infrastructure, library resource and other activities of the institution using Google form/online mode w.e.f. 2023 to 2028.	• Feedback analysis for the session 2023-24 will be done at the end of session. (Long Term Plan)

Criteria III – Research, Innovation and Extension

Sr. No.	Particulars	Action taken by the Institution	Outcome Achieved
1.	Resource Mobilization for Research	To make research development committee for promoting research work in college :- • To provide financial aid in the form of TA/DA/Registration fee etc. to the faculty. • To grant financial help for organizing conference/seminars/webinars etc. • To take out research journal of the college. • It was proposed to increase the financial help for research w.e.f. session 2022-2023 onwards.	The College has a research development committee since 2014. • Some Amount is given to the faculties as TA/DA/Registration fee for the webinars, seminars, FDP, Conferences etc. • A Sizable amount has been spent to conduct various online/offline events 2022-2023 also and it will continue from session 2023 onwards. • There was expenditure in publishing and printing of college multidisciplinary refereed research journal "Enlightened Voice" in 2023 and it will continue from session 2023 onwards. (Long Term Plan)
2.	Innovation Ecosystem	• To introduce new MOU's and Collaborations with various education institutes and Industries from 2023 to 2028. • To generate industry oriented exposure and training to the students for innovation ideas from 2023-2028. • To enhance community impact programmes individually and in association with local bodies.	• An MOU was signed with Lala Lajpat Rai University of Veterinary and Animal Sciences and Department of Biotechnology, Dayanand College, Hisar for Projects, Training and Academic Visit of UG and PG Students of Biotechnology. • MoU of Botany department of our college with Baba Mastnath University, Asthal

		• To promote more faculty for sending proposals for minor/major research projects. • To start Incubation Centre in the college.	Bohar, Rohtak in the session 2023-2024. (Long Term Plan)
3.	Research Publications and Awards	• To publish more research papers in peer reviewed refreed and UGC listed journals. • To publish more books and book chapters. • To promote the faculty to attend maximum number of Workshops, Training, Refresher/ Orientations Courses, FDP, Seminars, Conferences, Webinars of National and International level. • To organize webinars/seminars/conferences/FDP at the college level from 2023 to 2028.	• The faculty published papers and book chapters in the session 2022-23 and will continue publishing in the coming sessions. • The webinars/conference/FDP were conducted in 2022-23. (Short Term Plan)
4.	Extension Activities	• To organize more extension activities for the exposure of the students and benefit of the society in rural areas and slum areas from 2023 to 2028.	• A total number of 144 extension activities were conducted from 2017 to 2022 in which 20,265 students and 313 teachers participated. (Long Term Plan)
5.	Collaborations	• To Sign more MOU's and collaboration etc in 2023 to 2028.	• 43 MoU's were signed in session 2022-23 (Long Term Plan)
6.	Resource Mobilization for Research	• To arrange funds for research activities, conducting seminars, webinars, conference etc.	• It has been suggested by IQAC to allocate funds for Ta/DA to be given teachers.VI (Long Term Plan)

7.	Innovation Ecosystem	• To organize more workshops webinars, seminars, FDP etc on IPR, Entrepreneurship and Research Methodology w.e.f. 2023 to 2028.	• The college takes keen interest in making sure that the seminars, workshops, webinars and conferences be conducted to promote research and enrich our faculties. (Short Term Plan)

Criteria IV – Infrastructure & Learning Resources

Sr. No.	Particulars	Action taken by the Institution	Outcome Achieved
1.	Physical Facilities IT Infrastructure Maintenance of Campus Infrastructure	• A Complete face lift of the open area in front of administrative block is proposed in the session 2023-2024. • Renovation and Paint work, keeping in mind the NAAC Visit in the session 2023-2024. • To Start the construction of new college building in the hostel campus, which has been approved by DAV College Managing Committee, New Delhi. • To Instal one more solar panel. • To make Mahatma Hans Raj Hall Fully Air Conditioned. • Renovation and Up gradation of Laboratories. • To Purchase new furniture as per requirement. • Renovation of Staff quarters and girls hostel whenever required. • Repair and Maintenance of Hostel Campus Wall. • To Construct a new ICT enabled air conditioned conference room.	• Face lifting plan has been implemented. (Long Term Plan) • Renovation and Paint work has been started in 2023-2024. • Construction of New College Building will start in the Session 2024-25. • Air Conditioning of Mahatam Hans Raj Hall will be completed in March, 2024. • Repair and Maintenance of Hostel wall will be done in February, 2024. • ICT enabled conference from completed in 2022-2023. (Long Term Plan)
2.	Library as a learning Resources	• Complete Automation of the Library to be done by the end of session 2022-2023.	• Automation of Library was completed in session 2022-2023. (Long Term Plan)

3.	ICT Infrastructure and Facilities	• To get new institution ID so as to bring all the students and staff on one platform. • To purchase new computer for office and students. • To increase the internet and Band width • To Install ERP- Software. • To reactivate NPTEL Chapter of Dayanand College, Hisar and motivate the teachers to register for the Courses. • =	• Institutional ID of Staff and Students are prepared in every session (2023-2028). (Short Term Plan) • Computers will be purchased as per requirement (2023-2028). (Short Term Plan). • Bandwidth increased as per requirement. (Short Term Plan) • ERP – Software will be installed in 2023-2024 session. (Long Term Plan).
4.	Library as a Learning Resources	• To purchase new books, reference books, e-books for the college library and Research Journals. • To take membership of National Accessible Library (NAL) and British Council Library (BCL). • To take International membership for the College Library. • To Increase the Accessibility to online books and journals for Students and Staff.	• How Books and Journal will be purchased as per requirements (2023-2028). Long Term Plan) • The BCL membership has been taken. (Long Term Plan)

Criteria V – Student Support and Progression

Sr. No.	Particulars	Action taken by the Institution	Outcome Achieved
1.	Student Support	• To organize Alumni meet every year (2023-2028) • To Increase the number of students during admission. • To give maximum financial benefits to the students in the form of scholarship, fee concession cash prizes etc, w.e.f. 2023 onwards. • To start skill enhancement and capacity building for students w.e.f. 2023 onwards. • To maintain discipline in the campus and to keep strict vigil on the students in coming sessions.	• The College has a registered alumni association. The meetings of the association are organized regularly in the college. (Long Term Plan) • The Alumni are invited for all the major function like Convocation, Prize Distribution, Sports Meet etc., by the college. (Short Term Plan)
2.	Students Progression	• To provide practical training and experiential learning to students. • To Guide the students for competitive exams. • To invite placement agencies and other agencies. • To promote students for project work, field visits, industrial visits. • To Guide students to appear in competitive exams like NET, GATE, UPSC etc.	• The Career guidance and placement cell of the college is quite active. (Long Term Plan) • The Cell organizes pre placement trainings, lectures and programmes from time to time for helping the students in their placements and progression (2023-2028). (Long Term Plan) • The college library will be enriched with all kinds of competitive exam books to help the students (2023-2028). (Long Term Plan)

| 3. | Student Participation and activities. | • To start more various cells, societies in college like Fine Art Club, Community Computer, NUKKAD NATAK MANCH etc. at National/International Level.
• To promote more sports activities and motivate students participating in sports in 2023-2028.
• To promote cultural activities in college and motivate students to participate in cultural events/competitions etc.
• To promote co-curricular and extracurricular activities in college like NSS/NCC/Road Safety Rallies, Environmental Awareness, Women Cell activities.
• To organize more Blood Donation, Camps and other Social Activities etc. from 2023 to 2028. | • Every department in the college has a subject society. Every subject society has student office bearers to organize functions, extension lectures, Quizes etc. (Short Term Plan).
• Apart from these subject societies there are other clubs and societies like Debating society, Red Ribbon Club, Eco Club Women Cell, legal Literacy Cell etc. (Short Term Plan)
• NSS, NCC and other Clubs/Societies organize blood donation camps, cleanliness drives and other such programmes for the society at large. (Short Term Plan)
• All these activities help the students in developing not only leadership qualities but also to meet the challenges of life. (Long Term Plan) |
| 4. | Alumni Engagement | • To involve maximum Alumni in Development of the institution from 2023 onwards.
• To invite funds from Alumni from 2023.
• In coming years i.e. 2023-2028 the alumni efforts will be made to increase donations/funds. | • The College has a strong alumni base in and outside the city. The Alumni association is registered and has a separate bank account for its funds.
(Long Term Plan)
• The Alumni contribute financially also apart from giving valuable suggestions for |

			the improvement of the institution. (Long Term Plan)

Criteria VI – Governance, Leadership and Management

Sr. No.	Particulars	Action taken by the Institution	Outcome Achieved
1.	Institutional Vision and Leadership. Strategy Development and Deployment Faculty empowerment strategies. Financial management and resource mobilization. Internal Quality Assurance System Leadership	• To have the faculty positions filled up. • To appoint teaching faculty on adhoc basis as per the workload. • To appoint atleast one lab staff in each lab. • To appoint security personal in hostel and college campus in every session. • To organize the Alumni meet every year (2023-2028). • To mobilize the alumni for providing funds and donations (2023-2028). • To approach UGC and other Government bodies for initiating funds. • To inculcate more leadership qualities among the students (2023-2028). • To decentralize the various responsibilities for smooth functioning of the college among Dean, HOD's, Convener/Co-ordinators, Co-convener and members of various committees w.e.f. 2023-2024. • To utilize 2nd installment of Rs. 1 Crores from RUSA Grant.	• Since the government is not sanctioning posts to us, the college and the DAV College Managing Committee take the full responsibility to fill up the teaching and non teaching posts at their own level. (Short Term Plan) • Not only are the salaries provided but also the PF is taken care of. Some of the non teaching posts are filled up at D.C. rates. (Short Term Plan) • Outsourcing is also done for security staff. • An Alumni meet will be organized every year (2023-2028). (Short Term Plan) • The College has an college Advisory Committee and College Development Council. (CDC). (Short Term Plan) • All the subject societies and other student bodies have their officer bearers to participate in organizing all the functions in college which will help inculcate leadership qualities. (Short Term Plan)

Criteria VII – Institutional Values and Best Practices

Sr. No.	Particulars	Action taken by the Institution	Outcome Achieved
1.	Institutional Values and Social responsibilities Best Practices Institutional Distinctiveness	• To organize Hawan on all important days from session 2023 onwards. • To organize blood donation camps, environment awakening rallies, poster making and slogan writing competition. • To organize self defense workshops, health awareness workshops and skill development workshops. • To create Legal Literacy and Legal Awareness • To adopt a village for psychological counseling of girl students. • To Inculcate more Social and Moral Values among the students keeping in view the NEP-2020.	• On start of each academic session, Hawan Yajna is organized in college. (Short Term Plan) • First working day of every month, Havan is organized. (Short Term Plan) • Hawan Yajna is be organized before start of each function, seminar, important college events etc. (2023-2028). (Short Term Plan) • NSS and NCC of the college organizes more blood donation camps, cleanliness drives, awareness rallies on environment from time to time. (Short Term Plan) • Women cell of the college will organize health checkups and self defence camps in each session. (Short Term Plan) • Skill development activities like communication skills are taken care by Debating society. (Short Term Plan) • Legal Literacy Cell is holds lectures more frequently to create legal awareness among students and staff. (Short Term Plan) • AIDS awareness rallies and programmes are organized by the Red Ribbon Cell. • The ASTHA society of department of Psychology adopted a village Badopatti.

			Distt. Hisar to help the females in handling their psychological issues. (Long Term Plan)
			• **Best Practices :-** Following best practices are adopted by the college. **2022-2023** 1. Participatory Management. 2. History Exhibition on Swami Dayanand Saraswati Teachings and Value based education. 3. Academics through Magnifying Glass of Digitalization. 4. The students are educated through various programmes and sensitized towards the marginalized section of the society. The teachers play a major role in guiding them as mentors so as to instill social compatibility and compassionate orientation.