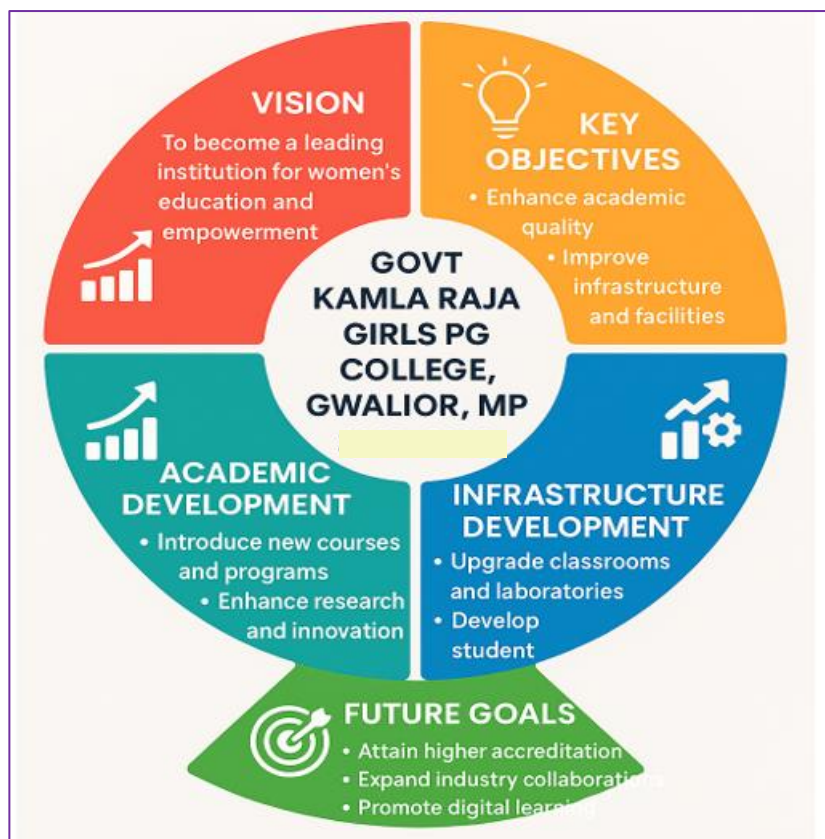




# Institutional Development Plan

## (2025-2035)



**Govt. Kamla Raja Girls Post Graduate Autonomous College**

*(Affiliated to Jiwaji University, Gwalior)*

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# Institutional Development Plan:2025-2035

## *I. Introduction*

Govt. Kamla Raja Girls Post Graduate (Autonomous) College (KRGC), Gwalior, Madhya Pradesh, founded in 1937, is a premier women's higher education institution affiliated with Jiwaji University. Accredited by NAAC with 3.18 in 2024, KRGC serves over 12,000 students with more than 150 faculty members across multidisciplinary UG, PG, and doctoral programs in Arts, Science, Commerce, Law, and Home Science. The college has held autonomous status since 1995. The Institutional Development Plan (IDP) aims to enhance the quality of teaching and learning processes, fostering the holistic development of girl students in alignment with UGC regulations and the vision of NEP 2020, in pursuit of our institutional vision.

## *2. Vision, Mission, and Objectives*

### *VISION:*

“To emerge as a nationally recognized autonomous institution fostering academic excellence, research innovation, and empowered leadership by 2035.”

### *MISSION:*

- Provide multidisciplinary and inclusive education with a focus on women's empowerment.

- Foster cutting-edge research and community engagement.
- Strengthen ICT-enabled learning and examination systems.
- Promote transparent governance and outcome-based education.

### *3. values:*

Integrity, inclusivity, innovation, empowerment, and sustainability.

### *4. objectives:*

- Achieve NAAC A++ accreditation within the next cycle.
- Strengthen 10 interdisciplinary research clusters by 10th yr
- Increase student strength to 15,000, ensuring 20% representation from underrepresented groups.
- Integrate SWAYAM/Indigenous MOOCs for 30% course credits by 2028.

### *5. SWOC Analysis*

#### *Strengths:*

- Historic legacy and NAAC 'A' accreditation.
- Diverse programs across 6 streams.
- Sprawling campus (53714.60 sq.m.) with extensive library and hostel facilities.
- Longstanding autonomous status enabling academic flexibility.

#### Weaknesses:

- Placement not up to the mark and
- Need for enhanced ICT infrastructure and smart classrooms.
- Limited industry linkages and research output.
- Adverse teacher - taught ratio.

#### *Opportunities:*

- Alignment with NEP 2020 and CBCS system.
- Rising demand for women's education and skill-based learning.
- Industry partnership opportunities in Gwalior and beyond.

#### *Challenges:*

Confronted with the challenges of bridging gap between textual knowledge and the practical world.

- Infrastructure upgradation under financial constraints.
- Competition from private universities to retain acclaimed faculty.
- Effective implementation of digital reforms.

#### *6. Existing Academic and Physical Infrastructure Resources*

- Programs: 63 CBCS-aligned UG/PG programs.
- Faculty: 150 (100 permanent, 50 contractual),
- 60% Ph.D.-qualified.

- Central library (100,000 books), INFLIBNET access, 10 discipline-specific labs, 100-computer labs, language lab. Digital Platforms:
- Partial use of Moodle; Wi-Fi-enabled campus.
- Physical: 50 classrooms, 5 seminar halls, 1 auditoriums, 2 hostels, sports ground, 50 Mbps internet.

## *7. Ten-Year Strategic Plan (2025-2035)*

The strategic development of KRGC over the 10-year period will be implemented in two progressive phases:-

### ***5.1 Phase I: Foundation and Expansion (2025–2030)***

#### **5.1: A Academic Goals:**

- Introduce 10 new programs including interdisciplinary and skill-based courses
- Integrate MOOCs/SWAYAM for 20% of total course credits
- Align curriculum with NEP 2020 and Outcome-Based Education (OBE) frameworks

#### **5.1B: Faculty Development:**

- Conduct annual Faculty Development Programs (FDPs)
- Initiate digital pedagogy and research skill enhancement workshops

### 5.1C: Student Development:

- Increase enrollment to 13,000 with 15% representation from underrepresented communities
- Offer 200+ scholarships to socio-economically disadvantaged students.
- Establish a Career Guidance and Internship Cell with industry support.
- Implement digital evaluation and online examination processes
- Pilot AI-based proctoring and result automation systems
- Reduce result processing time to 20 days

### 5.1D: Infrastructure Development:

- Establish 15 smart classrooms
- Modernize 5 major laboratories with ICT tools and research equipment
- Begin expansion of hostel capacity and sports facilities

### 5.6 IE: IT and Digitalization:

- Initiate ERP system for academic and administrative functions
- Fully adopt Moodle LMS with partial SWAYAM integration

### ○ 5.7 Financial Mobilization:



- Mobilize ₹25 crore through grants, alumni, and consultancy services
- Set up seed funding for the institutional endowment
- 5.8 Governance Strengthening:
- Revamp internal governance mechanisms to ensure participatory decision-making
- Align institutional review systems with NAAC and NIRF parameters

### ***Phase II: Consolidation and Excellence (2030–2035)***

#### **5.2A Academic Excellence:**

- Launch 10 more advanced programs including dual degrees and global collaborations
- Achieve full integration of MOOCs/SWAYAM for 30% of total credits
- Institutionalize interdisciplinary centers for research and innovation

#### **5.2B: Faculty Empowerment:**

- Train/add 50 additional faculty with a focus on emerging domains
- Implement incentives for research, patents, and consultancy
- Establish internal research grants and sabbatical policies.

#### **5.2C: Student Advancement:**

- Raise enrollment to 15,000 with 20% from underrepresented groups
- Offer 300+ scholarships annually
- Launch international student and faculty exchange programs

#### **5.2D: Examination Reforms:**

- Fully implement AI-based proctoring
- Achieve blockchain-enabled secure result declaration
- Ensure results are declared within 15 days

#### **5.2E: Infrastructure Excellence:**

- Add 10 more smart classrooms
- Establish 5 new domain-specific research labs
- Complete expansion of hostels, sports complex, and innovation hubs

#### **5.2F: Full Digitalization:**

- Achieve 100% digital administration and student services
- Expand LMS integration to include e-content, attendance, assessment, and feedback loops

#### **5.2G: Financial Sustainability:**

- Mobilize an additional ₹25 crore through national/international funding and partnerships
- Build an endowment corpus of ₹10 crore
- Institutional Autonomy & Recognition:
- Attain NAAC A++ accreditation
- Secure top-100 NIRF ranking
- Position KRGC as a model autonomous women's institution in India.

## *8. Monitoring & Evaluation:*

- Annual review by IQAC and Academic Council.
- KPIs: academic outcomes, research productivity, student progression, infrastructure metrics.
- Reports to be published on the institutional portal annually.

## *9. Risk and Mitigation:*

- Digital transition resistance → Phased training & incentives.
- Faculty retention → Research incentives, welfare measures.
- Funding gap → Diversified revenue model and partnerships.

## *10. Conclusion:*

KRGC seeks continued autonomous status to deepen its academic mission and align institutional strategies with UGC norms and NEP 2020. This IDP presents a clear, actionable framework for excellence in education, innovation, and inclusivity. Renewal of autonomy will empower KRGC to continue its legacy as a pioneering women's institution in India's higher education ecosystem.