

Institutional Development Plan

A long-term strategic plan/policy is a must for every institute to move forward in the right direction. The plan is important because it provides a baseline for specifying the institution's future direction, priority setting, program development, resource allocation, and evaluation. Such an Institutional Development Plan (IDPs) forms the backbone on which the plan of action can be taken to bring positive and dynamic changes in the lines of the National Education Policy (NEP). The mission of our institution is to make it a sustainable and render it to fulfill the aims and objectives of the future generations with regard to higher education. Accordingly, a plan needs to be framed for A.K.P Degree College for the next 15 years in consultation with teaching and non-teaching staff, the students of the institution and the Internal Quality Assurance Cell (IQAC). Following these discussions, a committee to prepare the plan was constituted by the Principal. After compilation of data inputs, the Committee has defined specific long- and short- term goals as per NEP-2020 to chart the 15 year perspective plan. The future plan would take into account more flexible, holistic and multidisciplinary approach creating multiple entry and exit points as proposed by NEP 2020. Inputs were taken on various aspects on perception of a good institute and their views on the present status of A.K.P Degree College. Moreover, suggestions were invited from different stakeholders including alumni, well-wishers, academicians, etc. The prepared IDP of this institution focuses on achieving and improving quality and self-governance of the same. The plan in accordance with NEP-2020 would strive for a provision of liberal and multi-disciplinary programme with emphasis on research.

The suggestions include steps needed to be taken to improve student support, curriculum and infrastructure of the institute. Teaching faculties of the college have also submitted their academic plan as well as requirement of resource and infrastructure for academic expansion. The Institutional Developmental Plan has thus been prepared to give a road map for both the horizontal and vertical development of the college for the next fifteen years.

We, the committee would thank all the teachers of the college along with the other stakeholders who have supported us by responding to our request. Hope this plan will guide the future of the college.

About The College

“Abeunt Studia in mores”

The foundation of A.K.P Degree College Khurja, the first women's college of district Bulandshar is committed to women's education was laid on August 12, 1966. A.K.P Degree college, khurja is continuously moving towards making the girl students self-reliant by integrating the values of Maharishi Dayanand Saraswati and providing quality education and skills. The college is registered under 2 (F) and 12 (B) of UGC Act 1956. The college's vision is to transform human resources into human capital and to serve society as a centre of excellence in providing high-quality higher education. The institution holds a leading position in Bulandshahr district as a single faculty arts college. The foresight and insight of the Principal of the college, Prof. Dimpal. Vij has developed a small seed into a huge tree. At present about 1100 girls are registered in the college for graduation, post-graduation and research in the subject Hindi. At present there are 14 research scholars in the Hindi

department and out of them 04 are U.G.C JRF's. In both postgraduate and undergraduate programs, the college has fully implemented the NEP 2020 under the semester system with a credit-based awarding structure. NEP 2020 is being applied rigorously, allowing students to pursue multidisciplinary education across multiple faculties and institutions. The college has signed MOUs with various institutions, organizations, and centres to facilitate skill-based learning. Currently, 19 skill courses are offered, alongside state-aided self-employment courses and several value-added courses that include industry internships.

The college boasts a lush green campus spanning 3.1 acres, equipped with excellent infrastructure. It features multiple classrooms, including smart classes, administrative offices, and various specialized labs such as computer, psychology, and home science labs. Additional facilities include a music room, open gym, indoor and outdoor sports areas, a recreation room, medical room, girls' common room, IIC cell, and skill centres. The college has a robust and rich library which at present maintains 23319 books, journals magazines and newspapers of various disciplines in both English and Hindi languages; which caters to the need of the students, research scholars and faculties. Apart from this the college has also the subscription of NLIST to help the research scholars and faculties to avail this facility. The Library also has a Book Bank where anyone can donate or loan study materials. The college is a pioneer in the district of Bulandshahr, introducing a range of skill, self-employment, and value-added courses along with training of SDRF, SPEL under NSS and Rovers Rangers Unit for the students. Additionally, it offers free coaching for competitive exams such as NET, JRF, IAS, PCS, NDA, and NEET. To ensure the success of these programs, the college has partnered with various organizations, institutions, and industry leaders.

Keeping pace with the changing times, new career oriented certificate courses have been started in the college for skill development and value addition programmes under B.A degree in accordance with the New Education Policy-2020. At present 19 skill and 8 self-employment courses are being conducted in the college under the efficient management of the Principal of the college. For the successful conduct of courses, the college has signed MOUs with various organizations and colleges like Sleepwell Foundation, Sanskrit Bharti Meerut Province, Sun 19 Farms, D.N. P.G College, Gulavati, I.I.M.T College, Greater Noida, DPPS College, Anoopshahr, Vidya Bridge, L.N.I.P Gwalior, State Fruit Preservation Department, Bulandshahr, U.P.S.D.M, C.G.C.R.I, Khurja and others. Taking another step towards making the students self-reliant; from the year 2022 itself, the students of the college are being trained under SDRF training centre at Lucknow. Till now 3 batches have been trained. At present these trained students are leading as Master Trainers in various colleges of Bulandshar district and are also helping district administration in different areas, especially villages. In the year 2023-24 under the Rural Self Employment Scheme, a free beauty parlour and tailoring course were run in the college. Apart from this every semester girls from the college undergo ceramic and pottery trainings at CSIR-C.G.C.R.I, Khurja; along with computer skills.

Further, it is to be mentioned that the college is an active participant of the scheme Unnat Bharat Abhiyan, run by the Ministry of Human Resource and Development, Govt. of India. By the year 2023 the college has adopted 5 villages of Khurja block; and is actively working for their upliftment of socio-economic and health issues.

The college is also a centre of Muskurayega India Wellness campaign of UNICEF, PFHI, Uttar Pradesh. The centre provides mental health counselling to the students of the college and the dedicated coordinator is also bonafide counsellor with 1090 of Uttar Pradesh Govt. The college is also providing Experiential Learning programmes in collaboration with U.P Police under the Department of Youth Affairs, Government of India. Further, the college is home to two NSS units and two Rover Ranger Units, offering specialized training like SDRF and SPEL.

The college's mission goes beyond providing higher education; its goal is to transform not only its students into empowered women, equipped with market-relevant skills to earn a livelihood and thrive in all aspects of life but also needy women and girls of Khurja and U.B.A adopted villages. To foster overall development of students, the college conducts various co-curricular and extra-curricular activities such as Yuva Mahotsav, Sanskrit Saptah, and various competitions.

As latin saying goes, “Abeunt studia in mores” that is studies passes on to our character. Therefore, the motto of this institution is to uplift women by not just education but also through providing life skill training so that they can create a niche for themselves.

The college takes pride in its alumni, who have achieved success in various fields as IPS officers, professors, government servants, entrepreneurs, and business owners.

A.K.P College at a Glance:

Name of Institution	A.K.P Degree College, Khurja
Year of establishment	1966
Address of the institution	Kila Road, Khurja, District Bulandhshar
Name of the Affiliating University	C.C.S. University, Meerut
Status of Affiliation	Permanent
Nature of the Institution	Arts Degree College
Approval of the Institution	Registered under section 2(f) and 12 (B) of U.G.C Act 1
NAAC Accreditation	No
AISHE	Submitted every year since 2013
NIRF Ranking	Applied

Name of the Head of the Institution and Task force Coordinators:

Name	Position	Email Address	Mobile No
Prof. Dr Dimpal Vij	Principal	akppgcollege@gmail.com	07055617841
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	Extension Activities		
Smt Ekta Chauhan	Assistant Professor, Academic Activities & Student Welfare	ektatomar1979@gmail.com	09690042940
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Dr Manu Arya	Assistant Professor, Coordinator Plan Implementation	manuarya303@gmail.com	09411879561
Mr Sudhir	Coordinator Financial Aspect	sudhir.singh.akp@gmail.com	09457273197

Academic Information of the institution : Programmes offered by the college in the Academic Year 2024-2025 (Data as on 01/07/2024)

Sl.No	Title of Programme	Level	Duration	Year of starting	Sanctioned Intake	Total
B.A (1 st Year)	B.A	U.G	3	1966	429	
B.A (2 nd Year)	B.A	U.G	3	do	429	
B.A (3 rd Year)	B.A	U.G	3	do	429	1287
M.A Hindi	P.G	P.G	2	1986	132	
M.A Pol.Science	P.G	P.G	2	1992 2005(Permanent Affiliation)	132	264
Ph.D				1991	18	14

Introduction of Different programmes

Subject	Year	
English (U.G)	1967	
Hindi (U.G)	1967	Hindi (P.G) 1986 Hindi (Ph.D) 1991
Sanskrit	1967	
History	1967	
Political Science	1967	Pol.Science (P.G) 1992 (2005 Permanent Affiliation)
Economics	1967	

Psychology	1967	
Music (Vocal)	1971	
Home Science	2005	2008 Permanent Affiliation
Physical Education	2007	
Library Science	2018	

Posts of the Institution (As on 01/07/2024)

Rank/Faculty	Number of sanctioned post	Highest Qualification		Number of Regular Staffs in Position	Total Vacant post in position	Guest Lecturer
Principal	1	Ph.D		1	0	
Professor	By CAS promotions	Ph.D				
Asso. prof	By CAS promotions	Ph.D	M.Phil			
Asst . Prof	18	9	3	12	06	
Total	18			12	06	05
Non Teaching Class III	06	U.G		04	02	
Non Teaching Class IV	11	Class VIII		07	04	

Mission , Vision and Goal

Vision

The vision is to serve the society as a centre of quality of higher education and excellence to develop human resources into human capital and prepare its students future ready with the temperament to accept and face challenges so that they may prove an asset to the nation and society.

Mission:

1. To attract a vast student population of down trodden or socio economically weaker sections alongside middle class girls students for higher education to impart them skills and learning that are useful for their life
2. To attract a high qualified faculty and staff and to develop them according to our mission
3. To ensure all infrastructure facilities to support our current needs and growth

4. To Continuously bring more relevant career options and impart training to rural girls students to uplift their economics status
5. To inculcate high quality values and life skills through higher education among students and to encourage them for innovation
6. To strive to work hard, holding high standards in higher education and work up to or beyond expectations of student, teachers and community.
7. To develop social responsibility among students through various co -curricular and extracurricular activities to make them a responsible citizen of the country full of compassion,humanity and patriotic fervour.

Goals of the College: The college has divided its institutional development plan on the basis of three kind of goals- short, mid and long term.

Short Term Goals: These goals are to be achieved within three years of its implementation.

1. The college aims to participate in NIRF rankings.
2. The college aims to participate and get NAAC accreditation.
3. The college aims to get the ISO certification for higher educational institutions.

Mid Term Goal: The college plans to achieve this goal within a period of 3-5 years.

- 1 To strengthen the college as an institute of skill oriented learning centre apart from imparting education on traditional courses.
- 2 To strengthen the outreach programme for students with special focus on placement.
- 3 To start research in each discipline either independently or in multidisciplinary collaborative manner .
- 4 To equip its skill centres to impart trainings in skill courses as well as self employment courses for all needy women of Khurja along with the women and girls of adopted villages.
- 5 To bring open and distance learning education centre in college.

Long term goal: These goals are meant for achieving over a span of 10-15 years.

1. Horizontal and vertical expansion of the institution by introducing multidisciplinary programmes.
2. Strengthen the research activities of the institute by establishing Research Laboratories to cater the needs of the region.
3. Develop it as a Skill Intensive University/institute by establishing well equipped skill laboratories or centres.

There are basically three components which necessities the formulation of an Institutional Development Plan for this institution for the next 15 years which are discussed below.

By the year 2039 A.K.P Degree College will be a 73 year-old institution. At this juncture we have planned to see the institution as an excellent academic knowledge hub attracting students from different parts of Western Uttar Pradesh. To fulfil this need both vertical and horizontal expansion of the institution is required. Introduction of Post Graduate courses in various other departments apart from the existing ones is a important factor for this. Hence, openings for Ph.D programmes are also highly advisable. Along with this, there is an urgent need to increase the number of faculty

members in each department to smoothly run the newly introduced courses. For this the ratio of vacant positions according to Roaster has been submitted to the Directorate of Higher Education, Government of Uttar Pradesh timely. Accordingly, a major thrust is needed to develop the existing infrastructure of the college to accommodate these new courses. A.K.P Degree College, is planning to transform itself into a Teaching and Skill Intensive University as per the provision of NEP 2020. For this it requires the interest, support and grant from the Government of Uttar Pradesh . In this respect the next five years are crucial to prepare the required ground work for a smooth transition. Being at the top of the ladder of higher educational institutions, a university requires a massive investment both in human and material resources. Hence, by the time it acquires a university status improved infrastructure and enhanced faculty strength have to be put in place.

The National Education Policy (NEP) 2020 envisages a forward-looking vision for India's higher education system. The NEP 2020 demands a complete restructuring of the existing educational system of India to develop good, well behaved, thoughtful, cultured and creative citizens. To implement this policy A.K.P Degree College needs to accommodate flexible curricular structure with a large pool of multidisciplinary courses. With multiple entry and exit system in the curriculum, more skill based vocational courses are to be implemented in line with National Vocational Education Qualifications Framework (NVEQF) and National Skills Qualifications Framework (NSQF) along with innovative research..

To achieve these goals there is a need by the Directorate of Higher Education to fill all the vacancies of teaching and non-teaching staffs of the college and to help for the development of infrastructural support and affiliations to impart quality education as this is the only girls college of district Bulandshar which is not only increasing gender parity in higher education of this area but also empowering rural girls of Khurja Tehsil and surrounding villages in higher education.

Baseline Data of the Institution

Sl.No	Parameters	Value
1	Total strength of the college in the year 2023-2024	1062 + 14 (Ph.D)=1076
2	Total women students in the college for the year 2023-2024	1062 +6 = 1068
3	Total SC students of the college for the year 2023-2024	313 +5 = 318
4	Total OBC students of the college for the year 2023-2024	260+3 = 263
5	Number of fully functional computers in the college for the year 2023-2024	19
6	Total number of books in the library of the college for the year 2023-2024	23,319
7	Teacher Student ratio for the year 2023-2024	1:62

8	No. of research publication in the refereed journal in the year 2023-2024	34
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SWOT Analysis carried Out:

Methodology SWOT Analysis:

Over the period of time after discussion with the core committee of the college headed by the Principal, IQAC, financial coordinators and other stake holders the following components were used to study the SWOT Analysis.

1. Information of data related to academic and administrative affairs
2. Students opinion on the way of feedback
3. Parent- Teacher meeting feedback
4. Non- Teaching Staff feedback
5. Faculty feedback
6. All other stockholders feedback

Strength of the Institutions:

A.K.P Degree College, is situated in tehsil Khurja of Bulandshar district. The area is mostly surrounded by rural territory. The urbanization of the tehsil is in gradual process with the inauguration of a new airport, specifically Noida International Airport, Jewar, Gautam Buddha Nagar; which is only 34 kms away from the college the college expects to attract semi urban student population in the near future with the development of better connectivity. Presently almost 90% of the student population constitute of girls from rural and socio- economically weaker sections of the society constituting SC, OBC, OBC Minority and SC Minority. Therefore, the college provides as an ideal location to fulfill the college mission of empowering the students and the vicinity.

Strengths of the College:

1. Permanent Affiliation from NAAC accredited A++ graded university.
2. 2 (f) and 12 (B) recognition by U.G.C
3. Applied for NIRF
4. Healthy enrolments of students
5. Motivated Principal and Staffs
6. Sufficient own land for infrastructural development
7. A rich and robust library with NLIST facility
8. Sports facility along with open gym for students to participate in university, inter-district and open tournaments. All sports kits are available.
9. Motivated staffs to promote social responsibility among students
10. Students counselling and student grievance cell to address the needs of students
11. Students friendly-teaching learning environment.
12. A supportive system encouraging faculty participation in FIP, seminars, refresher courses, research activities and publications
13. Divyang friendly atmosphere with infrastructure and wheel chair facility.
14. Sufficient computers
15. Proper barbed-wire boundary wall
16. Adoption of villages under UNNAT BHARAT ABHIYAN

17. All extra and cocurricular activities along with NSS, Rovers Rangers and SDRF and SPEL Training.
18. UNICEF Muskareyega India Centre for Mental Health Counselling
19. 1090 helpline counselling for girls.
20. IAS/PCS/NEET Free coaching under Mukhyamantri Abhyudaya Yojana
21. 19 Skill courses and 8 self employment courses for the students along with the participation from unemployed women and girls of Khurja vicinity, alumuni and Unnat Bharat Abhiyan adopted villages.
22. Various Value Added courses with CGCRI, Khurja and training to all students free of cost.
23. First Aid and Medical Room for all
24. Recreation room for students
25. Total WIFI campus.

Weakness of the college:

1. No NAAC accreditation
2. Lack of sufficient and up to date infrastructure
3. Lack of auditorium, conference hall.
4. Lack of hostel accommodation for girls
5. Lack of sufficient ICT enabled classrooms
6. Shortage of Teaching and non-Teaching staffs
7. No proper placement Cell
8. No E-studio
9. No Indoor Stadium
10. No International MOU

Opportunities of the institution

1. Sufficient scope for providing quality higher education to socio-economically backward and disadvantaged rural students
2. MOU opportunities with various colleges, government agencies and NGO's.
3. Possibility to undertake innovative and skill development based activities (SWAROJGAR opportunities) among the students as well as among the women of the neighbouring rural areas to harness local talents.
4. Sufficient vacant palace for creating new infrastructure.
5. Placement opportunities as Noida International Airport is going to be operational and this will create job opportunities in air aviation, airport management, hospitality and food and traveling businesses.

Threats/ Challenges of the Institutions:

1. Creation of modern infrastructure
2. Lack of prospects to generate government grants and affiliations for uplifting the college
3. Lack of education among the guardians and unwillingness of parents to send their wards regularly to the college and paying their educational fees.
4. Lack of introduction of modern curriculum according to the need of time.
5. Lack of demand of Arts Courses.

6. Lack of AI enhanced skill courses
7. Ever-growing competitiveness in various examinations and placement opportunities and demanding eligibility criteria for recruitment in various services; which the students lack because of being from the socio-economic weaker sections and lack of technological knowledge.
8. Lack of willingness of among parents and alumni to participate in college development activities.

Strategic Plan for institutional Development based on SWOT Analysis:

1. To introduce new courses based on needs and demand of the time, so that girl students of rural areas get the opportunity of upgrading their skills and getting placed in high end jobs.
2. To introduce more updated skill focussed courses according to the demand of the employment industry.
3. To improve current infrastructure facilities.
4. To make teaching learning process more effective by introducing more ICT enabled classrooms and trained faculty in innovative teaching methodology
5. To improve and strengthening training by the Placement cell.
6. To improve social responsibility and awareness among students.
7. To make more collaboration (MOUs) with industry, skill centres of India and Foreign HEIs.

Action Plan for Implementation of Proposals of Institutional Development Plan of the Institution:

Sl.No	Domain	Time Required in Years	Projected Budget	2024-2025 to 2028-2029	2029-2030 to 2034 -2038	2035-2036 to 2038-2039	Total budget in lakhs
1	Auditorium	1-5	1-1.5 crore	100-150 lakh	0	0	150
2	Theatre	1-10	30 lakh	20	10	0	30
3	Library Automation	1-5	2-5 lakh	5	0	0	5
4	Laboratory	1-5	1-3 lakh	3	0	0	3
5	Conference Hall	1-5	50 lakh	50	0	0	50
6	Health Centre	1-10	1 crore	50	50	0	100
7	Indoor Stadium	1-5	1 crore	80	20	0	100
8	Emanation Hall with computers	1-5	50 lakh	50	0	0	50
9	Cafeteria	1-5	50 lakh	50	0	0	50
10	RO water coolers	1-5	3 lakh	3	0	0	3
11	Guest House	1-5	30 lakh	30	0	0	30

12	Seminar Hall	1-5	50 lakh	50	0	0	50
13	Incubation centre	1-10	1 crore	50	50	0	100
14	Solar Power Generator 15 watt 30 watt	1-5 years 1-10 years	10 lakhs 20 lakh	10	10	0	20
15	NKM Connectivity	1-5 years	5 lakhs	5	0	0	5
16	NMEICI	1-5 years	5 lakhs	5	0	0	5
17	Rain water and Harvesting	1-5 years	10 lakh	10	0	0	10
18	Waste Recycling Chambers	1-5 years	5 lakhs	5	0	0	5

Result of SWOT analysis key activities proposed institutional Development plan linked with the result of SWOT analysis

Sl.No	Key Activities	Whether Linked to SWOT Analysis	Requirements	Budgetary Allocation in Lakh
1.	Introducing New courses	Yes	Infrastructural Facilities-class rooms, more	

			rich library	
2	Improving Employability	Yes	Smart Class rooms and computer facility for examination	
3	Improving infrastructure	Yes	Library automation, auditorium, theatre, laboratories, conference hall, health centre, indoor stadium, cafeteria	
4	Enhancing quality and teaching and learning programmes	yes	ICT integration and smart classrooms	
5	Improving social responsibility civic awareness among students and student support activities	Yes	regular interactions and programs with social organisations managing and setting up collaborative proposals with NGOs, institutes and conducting special camps and student support activities	
6	Faculty development and enrichment	yes	Faculty development programmes	
7	E-governance	Yes	Office and library automation, upgradation of website and software support	
8	Research Support	Yes	Conducting	

			research activities	
9	Enhancing sports activities	Yes	Creating students sports facilities	

Specific Objectives and Expected Results of the Proposal:

1. To receive the NAAC accreditation
2. To come under the purview of NIRF Rankings.
3. To strengthen the institution by enhancing the existing capacity
4. To develop demand driven courses to increase employability
5. To develop more smart class rooms
6. To strengthen the library and e-resources facility.

Relevance and Coherence of Institutional Development with NEP

1. The need of an IDP in alignment with National Education Policy 2020, NCRF, SDG for providing infrastructural support and modernizing administration .
2. The IDP also helps to access institutional development need and for identifying organizational gaps.
3. To establish a wholistic lifelong learning to promote better employability and entrepreneurship by integrating skills into Higher education.
4. To undertake periodic reviews and accordingly appropriate measures for continuous course upgradation and further improvements.

Participation of faculty in IDP Preparation

Action plans are made for the proper coordination with faculties of various departments. A proper integrated and coordination mechanism with different committees are being made to arrive to the steps involved in achieving the goals.

- i. brainstorming session organised by IQAC to conduct this SWOT analysis
- ii. Student feedback constitutes crucial in component in the SWOT analysis
- iii. Having identified the key areas the objectives for the IDP are made after much contemplation and discussions held with the faculty number and other stakeholders.
- iv. Administrative staff support are needed at specific junctures during the preparation and execution of the plan.

Institutional project implementation arrangements:

Based on the analysis and discussion with a core committees and other members, institutional level bodies is being formed and the proper responsibilities are being assigned to each body. The detail functions of each body are follows:

1. Policy and decision making body

2. Supervision and Guiding various committees
3. Ensuring proper utilisation of funds and timely submission of Reports.
4. Monitoring progress with transparency
5. Monitoring achievement of targets and monetary audits

Board Members:

1. Prof. Dr Dimpal Vij – Chairman.
2. Smt Neelu Singh
3. Dr Rekha Choudhary
4. Smt Ekta Chauhan
5. Dr Swarnali De
6. Dr Manu Arya

A.K.P Degree College, Khurja