

**INSTITUTIONAL DEVELOPMENT PLAN (IDP 2022-2032)**  
**FOR HIGHER EDUCATIONAL INSTITUTIONS IN GOA**  
*As part of the implementation of National Education Policy 2020*

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## 1. Institutional Basic Information

### Institutional Profile:

Name of the Institution	Sateri Pisani Education Society's Goa Multi-Faculty College, Dharbandora-Goa.				
Head of the Institution	Prof. (Dr) Shaikh Mohammad Parvez Al-Usmani				
Contact Details	Email: <a href="mailto:gmfcgoa2013@gmail.com">gmfcgoa2013@gmail.com</a>	Cell No. 749918491	Office 749918491		
College Website	<a href="http://www.gmfc.ac.in">www.gmfc.ac.in</a>		AISHE Code:		
Name of the IQAC Coordinator	Mrs. Sonam Gondlekar	Email: <a href="mailto:gondlekar.sonam@gmail.com">gondlekar.sonam@gmail.com</a>	Cell No. 7588441040/9309837285		
Name of the NEP Coordinator	Mrs. Sonam Gondlekar	Email: <a href="mailto:gondlekar.sonam@gmail.com">gondlekar.sonam@gmail.com</a>	Cell No. 7588441040/9309837285		
Name of the RDI Coordinator	Dr. Subasish Mohanty	Email: <a href="mailto:subasish.147@gmail.com">subasish.147@gmail.com</a>	Cell No. 9767655550/9161255550		
Name of the TLET Coordinator	Mrs. Nilaxi Chari	Email: <a href="mailto:nc.nilaxichari@gmail.com">nc.nilaxichari@gmail.com</a>	Cell No. 8308901523/7972447202		
NAAC Accreditation Status	1 <sup>st</sup> Cycle: -	Grade: -	2 <sup>nd</sup> Cycle -	Grade: -	
	3 <sup>rd</sup> Cycle -	Grade: -	4 <sup>th</sup> Cycle -	Grade: -	
NIRF Ranking	2020-21:	2019-20:	2018-19:	2017-18:	
UCG Recognition	2(f)	Yes	No	12 B	Yes No
NBA accreditation	Yes		No		
Financial Status	Government /Aided: <b>Govt. Aided</b>		Self-Finance:		
Under National Education Policy (NEP 2020), would your institute prefer to be:	i. Constituent college of the State University ii. Autonomous degree granting College. iii. <b>Part of Higher-educational institution (HEIs) cluster.</b>				

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



## **2. INSTITUTIONAL SWOC ANALYSIS**

### **Strengths:**

- Rural setting, green, eco-friendly, pollution free campus providing conducive environment for academic pursuit.
- Catering to the educational needs of economically weaker and marginalised section of the society.
- Judicious use of existing space; optimum use of facilities.
- Only college in Goa offering Grant-in-aid BBA and BCA courses.
- The teaching staff of the institution is well qualified with many of them either possessing or pursuing doctoral qualification in respective areas of specialisation. Several members of the teaching staff also have professional qualifications in the areas of management, commerce and computer application.
- Availability of mentoring facility for students
- Well qualified, efficient and computer savvy administrative staff.
- The institution has strong alumni comprising of entrepreneurs, professionals, academicians, and social activists.
- Proper documentation (of activities / processes) and maintenance of records
- Availability of Internet, Computer Laboratories
- Supportive, interactive and enabling environment.
- Overwhelming response for admissions to B.B.A and B.C.A Courses.
- Healthy teacher-student ratio that is suitable for effective teaching-learning process.
- Excellent academic performance and employability rate of students.
- Focus on holistic development of students through wide range of activities.

### **Weaknesses:**

- Catchment area for the college is limited. Dharbandora, being a rural area and not well connected by buses is not able to attract more students from different parts of Goa.
- Limited physical infrastructure restricting the scope for academic expansion to introduce new courses and augment the existing ones.

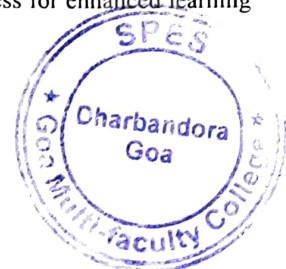


- Contractual appointments of teaching faculty due to state policy limits the delegation of authority for institutional initiatives and is a disincentive for full fledged academic participation.
- The scope for industry academic interaction is limited as there are not many large scale industries in the vicinity.
- The sports infrastructure needs upgradation.
- No institutional mechanism, infrastructure and facilities for attracting International students.
- No optimum utilisation of start up grant for faculty to kick start his/her research.
- Lack of complete alumni information for follow-up
- Seats for B.Com course admission not being filled upto full intake capacity.

**Opportunities:**

- Developing a formalized faculty and student exchange programs with institutions of higher learning within and outside India.
- Deepening industry linkages and building formats of collaborations for the benefit of students, faculty and the industry.
- To collaborate with community, organizations, NGOs and government organizations to provide greater outreach in terms of extension services.
- To get further feedback from industry/market with regards to requirements for student employability; and using the same wherever possible to mould student capabilities.
- To further engage alumni in terms of active contribution vis-à-vis organization of programmes, provision of periodic orientation with reference to market expectations, and assistance in job placements.
- To network with external experts as resource persons for more effective engagement of the curriculum.
- Conduct of more Post Graduation/Online/add-on courses to promote better outcomes and progression.
- Collaboration with industries, organizations and employment agencies to increase employment prospects.
- Developing consultancy services in emerging fields to generate resources.
- To integrate ICT more effectively into Teaching-Learning process for enhanced learning experience.

Goa State Higher Education Council, Government of Goa



**Challenges:**

- Socio-economically challenged background of students.
- To develop a culture of social responsiveness.
- To offer meaningful / new academic programmes through continuous 'updatation' of the curriculum, pedagogy and research methodology to suit the changing needs.
- To enhance the employability of the conventional courses.
- To leverage the strengths and networks of the alumni to the fullest potential.
- Promoting / encouraging innovations in an environment often short of funds.
- Emergence of new colleges with diversified courses.
- To generate adequate financial resources for enhancing/improving infrastructural facilities.





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

### 2.1. VISION

Sustainable development through education in an environment that values diversity, individuality, mutual respect and free exchange of ideas.

### 2.2. MISSION

To provide high quality, student centered education and lifelong learning opportunities for the communities we serve.

### 2.3. GOALS AND OBJECTIVES

- To offer undergraduate education at affordable cost to students hailing particularly from marginalized and rural communities.
- To encourage meaningful engagement and interaction between various communities.
- To promote an attitude of social responsibility and help students develop into ideal citizens.
- To initiate measures for promoting research, innovation and self-employment.
- To enhance entrepreneurial skills among students so that they can emerge as job creators instead of job seekers
- To provide support for SC, ST and minority community students to facilitate their access to employment opportunities.
- To inculcate, among students, respect for themselves, for the larger community around them and also the environment by creating a culture of open dialogue and mutual understanding.
- To enrich students' personality and enhance their natural talents by encouraging their participation in curricular and extracurricular activities.

### 2.4. EXECUTIVE SUMMARY

Sateri Pisani Education Society's, Shri Gopal Gaonkar Memorial, Goa Multi-Faculty College is a passionate dream-come-true of Dr. Ganesh Gaonkar, a visionary institution builder and an able first generation, self-made entrepreneur. The Goa Multi-Faculty College envisages SPES's great vision of Sustainable Development through Education, by aiming to empower under-privileged children both in rural and remote areas by providing them the opportunity of modern education for their sustainable and holistic development. With collaborative efforts of Management Committee, Principal, Faculty Members and all its stakeholders; Goa Multi-Faculty College has come a long way in a very short span of time since its inception in the year 2013. GMFC has so successfully carved out its own place and identity among the student community with an impressive all round growth that students from far and wide seek admission into this college.



GMFC being the only college in Goa offering Grant-in-aid B.B.A, B.C.A courses is offering undergraduate education at affordable costs to students hailing particularly from marginalised, rural and minority communities. College has constituted a dedicated team help these students avail benefits of varied scholarships and schemes of Government. College also aims to collaborate with various industries for academic scholarship through CSR funds for the betterment of these students. Through placement cell, college also has plans of grooming them for various competitive exams and develop self sustenance.

Throughout the year, wide range of activities are organised to ensure that their is a meaningful engagement and interaction between various communities. College has vision of closely working with all its stakeholders namely alumni, parents, students and incorporating their suggestions for academic excellence. We strive to organise various educational and cultural meets so as to give apt platform to all the communities to exchange their ideas.

Being a socially responsible institution through its NSS and Extension Cell college is rigorously involved in organising varied awareness, educational, recreational program for betterment of community. We aim to continue doing so by collaborating with Self Help Groups, Panchayats, Government bodies to work on pertinent societal issues like Women Empowerment, Health, Hygiene, Voter Awareness etc.

We at GMFC strongly believe that inquisitiveness is the mother of invention. Hence, college is striving to create a culture of research, innovation and entrepreneurship by organising activities through Institution Innovation Council, Research & Development Cell. In the long run, college has plans of collaborating with various Incubation Centres like CIBA, FIIRE to give boost to innovative and entrepreneurial activities.

As an institution, focussing on holistic development of student community, college is putting in required efforts to inculcate right values and ethics among students. In the years to come college, aims to continue doing so through value education programs, sensitisation programs, celebration of days of national and international importance and by adopting democratic and open participation practices.

College has been continuously striving to enrich students' personality and enhance their natural talents by encouraging their participation in curricular and extracurricular activities. However, in the long run college has plans of creating varied student led clubs and developing additional skills by offering various add-on/certificate/online courses .



## **2.5. DEVELOPING MOTIVATED AND ENERGIZED FACULTY**

### **SHORT TERM (02 YEARS)**

- Providing enriching environment for the faculty to pursue their research , write and adopt innovative pedagogical and curriculum practices.
- An enabling and participative culture characterized by equity and respect for the value and dignity of each member through organization of various staff engagement activities.
- Empowering the faculty to conduct innovative teaching and research as that will enable them to do truly outstanding, creative work.
- Encouraging faculty members to upgrade their educational qualifications with a specific emphasis on research oriented degrees like Doctorate or Post Doctorate.
- Supporting faculty members to undertake collaborative research.

### **MID TERM (05 YEARS)**

- Introducing incentives/awards/citation for conducting an outstanding work in the field of academics and/or research.
- Seed money for teaching staff to encourage and promote research.
- Empowering faculty members by organising FDPs, Motivational Trainings, Seminars, Workshops and Outbound activities by inviting experts from varied domains.

### **LONG TERM (10 YEARS)**

- The teaching staff of the College shall be motivated to develop research acumen through provision of international travel grants for presenting papers in international seminars and conferences.
- Annual Free health check-up for staff above the age of fifty.
- Financial assistance for Faculty development for visiting other institutes.





## 2.6. TEACHING, LEARNING AND EDUCATION TECHNOLOGY

### **SHORT TERM (02 YEARS)**

- Pedagogies will be aligned with POs, PSOs and COs.
- POs, PSOs and COs will be displayed on institutional website and reiterated in classroom sessions.
- Conformity to academic lesson plans drafted at the start of each semester will be checked to monitor timely and methodical curriculum implementation.
- Enhanced learning experiences will be fostered through hybrid methodologies.
- Special remedial classes will be conducted for slow learners.
- Creating awareness drive about programs offered through Swayam among students and people from the community.

### **MID TERM (05 YEARS)**

- Attainment of the OBE will be channelled through effective curriculum-delivery, beyond-curriculum skill-development, industry academic interface, extension activities, research culture and innovation ecosystem.
- Supplement to exam-based evaluation schemata, attainment levels of POs, PSOs and COs as per Bloom's Taxonomy will be checked through informal assessment modes such as debates, group discussions, paper presentations, quizzes, exhibitions and intra-college activities.
- Experiential learning will be promoted by guiding students to work on innovative topics for Third-Year project component prescribed by Goa University.
- Beyond curriculum internship programs will be facilitated in all the Departments.
- Advanced learners will be encouraged to participate in national and international level events.
- Formulation of Focussed Groups of teachers and students for the preparation of various competitive examinations.
- Co-creation of study materials based on regional language for better understanding.



- Academic progression will be facilitated by formal and informal assessment modes. Cooperative learning strategies shall be deployed through group-discussions, debates, theatre, role-play, field-visits, presentations, and annual exhibitions in science and entrepreneurship.
- Offering multidisciplinary program through cluster of colleges.
- Student registration on ABC for credit mobility after obtaining permission from respective statutory bodies.
- Collaboration with reputed institutions offering courses through ODL so that Goan community reaps maximum benefit of the same.
- Introducing various skill based vocational courses for increased skill enhancement and employability.
- Equipping classrooms with access to latest educational technology that enables better learning experiences, which includes and not limited to Audio-Visual aids, Smart Boards etc.

#### **LONG TERM (10 YEARS)**

- The impact of these efforts (Outcome Based Education) will get reflected in the performance of advanced learners in national and state-level events and through their excellence on professional front.
- Regular feedback on curriculum-aspects will be procured from stakeholders. Appropriate action will be initiated after analysis.
- Student-led seminars will be conducted to foster advancement of learners in verticals of research, innovation and communication.
- Collaboration with other institutions for offering single/dual degrees.



## **2.7. RESEARCH DEVELOPMENT AND INNOVATION**

### **SHORT TERM (02 YEARS)**

- Training workshops will be conducted to promote ethical and quality research.
- Teacher Fellowships by UGC and Study Leave by DHE will be facilitated to encourage doctoral pursuits.
- Institutional innovation ecosystem will be adapted to meet job-market demands. Regular visits to industry, talks and training programmes by industry-personnel will be organised.
- Events and exhibitions like young innovator will be organised to train students in ideation, designing and implementation.
- Conducting innovation based activities and promoting startup through Institution Innovation Council.
- Developmental programs will be arranged for staff and students on topics relating to research, statistics and publication like research methodology, statistical software packages etc.
- Students will be deputed to attend Think Fests where eminent national / international scientists / researchers deliver scientific lectures.
- Awareness programs on Publication Ethics.

### **MID TERM (05 YEARS)**

- Faculty members will be encouraged to undertake research projects funded by bodies such as UGC, ICSSR and DST.
- Students will be guided to do paper presentations and publish articles in national and international journals.
- After every study tour/field trip, students will be required to submit reports on the same, followed by in-house assessment.
- Assignments/Assessments/Projects with research involvement shall be assigned as a part of curriculum.
- Students will be encouraged to make presentations at Students Seminars; the best presentations will be awarded.
- Starting in-house publication (Journal/Edited Book) to promote research activities among staff and students.
- Subscribing to various research databases.

### **LONG TERM (10 YEARS)**

- Research activities will be promoted by providing travel grants for participation in international conferences.
- Setting up Research Centres.
- Global research interfaces will be fostered through MoUs with International Universities.
- Research activities will be aligned/mapped to Sustainable Development Goals (SDGs)
- Identify & conduct research (specialised area/interdisciplinary) in areas redressing societal needs.



## **2.8. INDUSTRY-ACADEMIC PARTNERSHIP**

### **SHORT TERM (02 YEARS)**

- Mandatory internship of atleast 1 month in a year for students of all the departments.
- Inviting Industry Personnel to deliver sessions on industry pertinent contemporary topics.
- Industry visits for students so that they understand operational aspects and working of an industry.

### **MID TERM (05 YEARS)**

- As a yearly activity, inviting experts from industries, curriculum will be critically evaluated and necessary changes will be incorporated to make it more industry relevant. Efforts will be put in to develop the skills highlighted by industry experts through various assessment activities.
- Faculty members from each department shall visit atleast 2 industries related to their domain area and deeply understand current industry practices for specified period.

### **LONG TERM (10 YEARS)**

- Collaboration with nearby Industries for Skill Upgradation and Placement Purpose
- Industry based Consultancy Projects will be undertaken depending on expertise of faculty members.
- Live Projects and Industry based research projects to be adopted as a part of the curriculum.
- Initiate Industry Exchange program whereby our students get opportunity to be absorb themselves in tied up situations and the existing staff of the industry get adequate training from the teaching resources.





## 2.9. INSTITUTION'S PLACEMENT PLAN FOR STUDENTS

### **SHORT TERM (02 YEARS)**

- Mandatory Internship for students of all departments.
- Self Assessment and Career Aptitude Testing of students at the First Year Level.
- Workshops for students on Resume Building at the Second Year Level.
- Short Term Course on Campus to Corporate for Final Year students developing requisite interview facing skills among students through series of mock interview sessions.
- Enrolment of students for free certificate courses offered by IBM SkillBuild, IIT Bombay Spoken Tutorial.
- Notifying about Job Openings to students through Placement WhatsApp Groups.
- Entrepreneurial Lecture Series by inviting budding entrepreneurs from the locality.

### **MID TERM (05 YEARS)**

- Creating awareness among students about various startups like ENTRI, NAVGURUKUL etc. offering skill based and employment oriented certificate courses.
- Encouraging students towards enrolment for certificate courses offered by BSE, NSE etc.
- Collaboration with Institutions offering coaching for Competitive Exams like NET, CA, CS etc to groom students for Entrance Exams and Government Jobs.
- Collaboration with Industry Professionals Associations like GMA, GCCI, GSIA etc. for Internship and Placement Assistance.

### **LONG TERM (10 YEARS)**

- Offering full fledged On campus placement drive by inviting companies of great repute.
- Collaboration with reputed national and international universities/institutions for skill upgradation, Short Term Courses.
- Collaborating with other institutions for Students Exchange Program.





## 2.10. ACHIEVING THE TARGET FOR ACCREDITATION

### **SHORT TERM (02 YEARS)**

- Applying for 12 B
- Preparation for NAAC Accreditation

### **MID TERM (05 YEARS)**

- Working towards improvement of NIRF Score

### **LONG TERM (10 YEARS)**

- Improvement in NAAC Rating/Grade

## 2.11. INCUBATION AND START-UP

### **SHORT TERM (02 YEARS)**

- Establishing Centre of Innovation, Incubation and Entrepreneurship
- Regular visits to industry, talks and training programmes by industry-personnel to be organised.
- Organising innovation based activities through Institution Innovation Council like Business Plan Events, Bootcamps etc.

### **MID TERM (05 YEARS)**

- Collaborations with agencies like CIBA, FIIRE, I-Create for promoting entrepreneurship, startup and innovations among students.
- Encouraging students to take up mini live projects redressing societal needs.
- Working on varied requirements of ARIIA ranking.

### **LONG TERM (10 YEARS)**

- Encouraging students to take up innovative projects catering to societal needs and providing financial assistance wherever needed.
- Helping students to start profitable ventures and practice self-sustenance through collaborations with Goa State Innovation Council, CIBA, FIIRE etc.
- Exploring the option of setting up Atal Incubation Centre & Prototyping Lab.



## **2.12. ALUMNI ENGAGEMENT/ ACTIVITIES PLAN**

### **SHORT TERM (02 YEARS)**

- Collecting Alumni Information
- Organising Alumni Meet
- Formation and Registration of Alumni Association
- Pre-eminent alumni will be invited as resource persons to deliver talks and have interactive sessions on career guidance.
- Inviting alumni as Judges/Evaluator for Intra College events.

### **MID TERM (05 YEARS)**

- Organising friendly matches between the current students v/s the alumni team during Sports Events.
- Engaging alumni through cultural activities during Fun Week Celebration
- Feedback will be taken from the alumni on the relevance of existing courses in the context of industry/market needs.
- Well placed alumni will be invited to share their experiences with the students on job prospects and market requirements.

### **LONG TERM (10 YEARS)**

- Organising Annual Cultural and Educational Meet for Alumni and Existing students to give them a platform to interact and exchange ideas.
- Working in close ties with alumni for academic excellence by encouraging them to contribute towards scholarships/sponsorships etc.



## **2.13. BASIC INFRASTRUCTURE DEVELOPMENT PLAN**

### **SHORT TERM (02 YEARS)**

- Upgradation of existing infrastructure.
- Preparation of Master Plan.
- Commencement of construction of building.

### **MID TERM (05 YEARS)**

- Completion of construction of building along with development of allied infrastructure.

### **LONG TERM (10 YEARS)**

- Fully functional infrastructure.

## **2.14. SKILL DEVELOPMENT OF NON-TEACHING STAFF**

### **SHORT TERM (02 YEARS)**

- Non-teaching staff will be provided special training in different areas like: (i) Maintenance of office equipment/records; (ii) Organizational effectiveness; (iii) Communication skills and professionalism and (iv) Annual Performance Report

### **MID TERM (05 YEARS)**

- Training/Refresher Courses/Workshops for Administrative/Non-teaching Staff. Training for the purpose of enhancing efficiency and output, public relations / interaction, work code and ethics, aiming at developing overall professionalism.
- Workshop on Best Practices in Office Administration
- Basic/Advanced Computer Literacy Training Program & e-Administration
- Soft Skill Programs
- Intensive Course in Spoken English

### **LONG TERM (10 YEARS)**

- Performance Management System followed by Feedback Review Discussions & Preparation of Individual Development Plan.



**2.15. ANY OTHER INITIATIVES FOR THE STUDENT'S AND INSTITUTIONAL GROWTH**

**SHORT TERM (02 YEARS)**

- Placing due emphasis on English as well as Konkani while conducting teaching-learning related activities.
- Utilising institutional resources like Library, Laboratories for benefit of the community.

**MID TERM (05 YEARS)**

- Creating a culture among students wherein cultural heritage of our state is recognized and promoted by organising various events and assigning projects on this theme.
- Promoting the spirit of nationalism, patriotism by celebrating days of national and international importance.
- Handholding with educational institutions (Anganwadis/schools) in the vicinity and guiding them towards the path of excellence.

**LONG TERM (10 YEARS)**

- Attempting to redress pertinent issues confronting the society namely women empowerment, skill development, health, hygiene, voter awareness etc. by organising awareness drives and conducting educational programs benefitting the community and society at large.
- Collaborating with NGOs, Panchayats and closely working with them for betterment of society.
- Extending necessary help to the community in the times of adversity such as natural calamities etc.

*Grandkale*  
30/11/2022



*Prof. Dr. Shaikh Mohammad Parvez Al-Jemari*  
30.11.22

**Prof. (Dr.) Shaikh Mohammad Parvez Al-Jemari**  
**Professor and Principal**  
**SPES's Goa Multi - Faculty College**  
**Dharbandora - Goa**