



# **INSTITUTIONAL DEVELOPMENT PLAN (IDP) 2022-27**



**DAYANAND MAHILA MAHAVIDYALAYA**

**SALAPUR ROAD, KURUKSHETRA**

**NAAC ACCREDITED GRADE 'A'**

## **COLLEGE PROFILE**

Dayanand Mahila Mahavidyalaya, Kurukshetra, was established in 1982 in the sacred memory of Maharishi Dayanand Saraswati with the aim to provide quality education to the girls of the region so that they may learn in healthy environment. Some visionaries of Arya Samaj came together and had the initiative to open a girl's college where value – based and knowledge – based education could be imparted to the girls to make them meet the challenges of life. To promote cultural, social and moral awareness amongst students, every Monday, assembly is held and Yajna is performed. For the last 40 years, the college has been successfully fulfilling its aim, reaching new heights every year. The college provides different courses in the streams of – Arts, Commerce, Science and Tourism at under graduate level and post graduate courses in English and Commerce. Students are given the facility to join add-on courses at certificate, diploma and advanced diploma level, simultaneously with their regular courses. In addition to regular courses three add-on-courses and 23 value added courses are being run by the college to enhance skills of the students. The college has its own double-storeyed building with 28 class rooms, 17 labs, 8 smart room, one NCC room, one NSS room, an ICT equipped seminar Hall, a fully air-conditioned ICT equipped Seminar and Conference Hall, a spacious Management Room and a Guest Room, one Medical Aid Room, a Common Room, a well-furnished Canteen and a Gym, and its own Playground having Volleyball, Handball, Basketball courts and Kho-Kho ground. The college has a well-stocked computerized Library named “Sardar Arjun Singh Memorial Library”. The library has a remarkable facility of “Digital Resource Centre” for e-accession for students and faculty. One part of the library comprises “Research Corner” where research journals subscribed to by the college are kept for open accession. Another vital section created in the library is “Knowledge Bank” where teachers’ research work is kept for open accession by the students and faculty to update their knowledge. The college has a well-stocked “Guru Virjanand Dandi Reference Library” which acts as a source for Vedic Research centre and Vedic Literature. Along with this, the post-Graduation departments of the college have their own departmental library. College takes pride in mentioning that DMM girls have also marked their place in university merit list every year. DMM girls also excel in sports & co-curricular activities also the college brings many laurels by winning at State, University and National Level. Sincere efforts are being put by career guidance & placement Cell of the college to make girls students aware about career opportunities and get them place in reputed organizations. The college Managing Committee takes every measure to provide better

infrastructure to improve standards of teaching and to promote co-curricular activities for overall development of the students. Lush green lawns outlined with flower beds and royal palm trees present a picturesque view in the eyes of the visitors. Our most distinctive feature is to march ahead taking along both tradition and technology.

## **VISION**

To build a premier institute of higher education for women in the region, by following the educational philosophy of Rishi Dayanand with a holistic approach towards the development of its pupils and to equip them well to face social, cultural and global challenges.

## **MISSION**

- To provide Vedic and modern value-based higher education.
- To provide an effective, supportive, safe, secure and accessible teaching-learning environment.
- To direct the students towards an incessant quest for new knowledge and its dissemination.
- To cater to the needs of diverse sections of the society by providing equal opportunities to all, without discrimination on the basis of caste, creed, religion, region or on any other ground.
- To act as a catalyst in nation building by imparting quality education and developing morally strong, socially concerned, intellectually well-informed and culturally conscious empowered women.

## **INSTITUTIONAL SWOC ANALYSIS**

### **STRENGTHS:**

Dayanand Mahila Mahavidyalaya, Kurukshetra has many incredible and distinguished features to its credit.

- Harmonious relationship among the members of the management, Principal, Staff, Students and Parents.
- The college has a progressive, supportive, visionary, protective, dynamic, and benevolent Governing Body.
- Experienced, dynamic, innovative, vigilant, cooperative, dedicated and workaholic Principal.
- Illustrious and experienced faculty dedicated to student-centered teaching and Proactive in online teaching-learning techniques, e.g., video lectures, google classroom, google meet, lectures on YouTube, PPTs and smartboards etc.
- High success rates in the results of examinations as compared with university results.
- Excellence in sports at university level, State level and National level also.
- Robust Mentor-Mentee System to counsel students at various levels.
- Healthy practice of performing Yajna on every Monday/Important days to inculcate moral values, environment consciousness, communal harmony, religious tolerance among students and staff.
- Active in providing/offering professional courses like BTM, B.COM Vocational.
- Vigorous in providing counseling to the students to redress their problems with the aim of developing their personality and critical thinking.
- Proactive Career Guidance and Placement Cell for student support and progress.

- Wide range of extension, co-curricular and outreach activities.
- Proper analyzation of feedback from various stakeholders to be used for improvement in all quality aspects.
- Emphasis on the publication of self-written articles by students in the college magazine.
- Due recognition in the form of awards/prizes/scholarships/freeships to students excelling in academics, sports, and cultural activities.
- Several value-added and add-on courses for the development of soft skills and job-oriented skills.
- Suitable infrastructure for differently abled students.
- ERP system for administrative purposes i.e., students' attendance, result record, staff attendance and leave record etc.
- The college has an active Advisory Council since inception and IQAC since 2012.
- Eco-friendly campus with rainwater harvesting, energy conservation and solid waste management system.
- CCTV Surveillance to provide a safe and secure environment to students and staff.
- Well-equipped infrastructure with air-conditioned Seminar Hall, Conference Room, Computer Labs, Science Labs and Library with E-resources and a Reference Library having rare books on Arya Samaj.

#### **WEAKNESSES:**

The path of growth features several constraints also, which have to be overcome through continuous and dedicated team efforts. As Winston Churchill has rightly put it: "Success is not final, failure is not fatal: it is courage to continue that counts". The college has its shortcomings and makes sincere efforts to achieve excellence in all

spheres of education. The following areas need more corrective and remedial measures:

- Space constraints for expansion.
- Fewer career-oriented girl students due to their socio-economic and rural background.
- Due to financial constraints, no transport and hostel facilities are available.
- Lack of a tracking mechanism for students after graduation ( The main reason being the marriage of girl students).
- The college being an affiliated one, no scope of revision/ change in curriculum, examination pattern, internal assessment and structure of courses.
- Lack of formal institutional-industrial linkages.

#### **OPPORTUNITIES:**

Opportunities are a reflection of the environment which prevails in the institution because of a set of principles, policies and standards under which the college works. Achievement of desired results depends upon planning and execution of the strategies of recognizing the opportunities and grasping them whenever they come. Dayanand Mahila Mahavidyalaya, Kurukshetra endeavours to convert its weaknesses into opportunities and to make them the strength of the institution with dynamic leadership and a dedicated team making sincere efforts.

- Scope for strengthening outreach programmes/job-oriented/value added/Add-on courses/ programmes/entrepreneurship practices/ personality development.
- Diversification in terms of more PG courses.
- Expanding Research, consultancy and innovation.
- Scope for more MOUs, collaborations and linkages with industries/institutions/universities/NGOs/organisations.

- Faculty enrichment by organising and attending more National/International Level Seminars, Conferences, Workshops, FDPs etc.

#### **CHALLENGES:**

When a challenge comes from any stakeholder, ever-changing technology and increasing competition, Dayanand Mahila Mahavidyalaya, Kurukshetra tries to overcome it with sincere, relentless, dedicated efforts and move ahead on the path of growth to expand beyond space constraints and to procure optimum utilization of resources.

- Keeping pace with the rapid changes in ICT based teaching methodology of higher education.
- To encourage and motivate postgraduate students for research centric learning and competitive exams in view of the rural and socio-economic background of students.
- To encourage girl students to involve themselves more intensely in various extension and outreach activities, as they are less involved due to paucity of time.
- To promote and popularize more skill-based/job-oriented courses.
- To encourage students to update themselves with fast technological advancements/increasing competition.
- To ensure better placement and employment.
- To promote entrepreneurship among girl students.
- To motivate and inspire parents to allow their daughters to become self-reliant.
- To overcome the limitation of the infrastructure by optimal utilization of available resources.

- To encourage post-graduate students for research promotions and competitive exams.



## **INSTITUTIONAL STRATEGIC PLAN**

Based on SWOC analysis, the strategic plan developed for the institutional development is as follows:

- Delivering satisfaction to all the stakeholders by assuring the best quality of educational service with the motto- Enter to learn and Exit to serve.
- Offering high quality academic programmes to empower students to achieve success.
- Strive for recognition as an Institution of Excellence/CPE by achieving high benchmarks in educational service through integrated modern education along with imparting traditional Indian values.
- Augmentation of class room facilities for expansion of academics.
- Use of modern pedagogy and technology for better teaching-learning experience.
- Encourage more research activities among teachers and students.
- Introduction of career/ job-oriented programmes.
- Expanding the range of Add-on/ Value Added skill development programmes.
- Regular career guidance, rigorous pre-placement coaching and training for the students.
- Special coaching for competitive examinations.

## **INSTITUTIONAL DEVELOPMENT PLAN**

### **ACADEMIC QUALITY:**

- To keep accreditation updated as per the time line given by NAAC.
- Regular Submission of AQAR.
- To participate in NIRF Ranking.
- To promote further quality culture in academics as well as in administration keeping in mind the vision and mission of college with high benchmarks so as to reach the level of 'College with potential for Excellence' by UGC.
- To make all possible efforts to attract maximum students for admission against the sanctioned seats.
- To attract maximum strength with high percentage by offering job-oriented skill-based programs, optimum infrastructure, highly qualified and experienced faculty.

### **COLLABORATIONS/STRATEGIC ALLIANCES**

- To motivate the faculty to participate as chair/panelists/rapporteur in State/National/International level seminars/workshops/conferences.
- To sign more MOU's with renowned State/National and International Institutions/Industry for partnering across various areas such as student/faculty development program.

### **EMPLOYABILITY**

- To conduct Skill based certificate courses (HTML, Animation).
- To conduct Pre-placement training in soft skills.
- To establish a coaching centre for competitive exams.
- To conduct capacity building Activities/Programs for students.
- To invite the Experts from Industry for extension lectures.
- Incubation centre for entrepreneurship.
- Internship planning & execution.
- To organise Workshops for hands on experience.
- To organise Pre-placement-Talks (Self-employed/ Entrepreneurship).

- To start more Add-on and Value-Added Courses to enhance the employability skills.
- To register the students with District Employment Office.
- To organise as well as to participate in On-campus/Off campus placement drives.
- Mechanism will be developed to collect the data regarding number of registered Start-ups/Businesses created by Alumni.

### **GOVERNANCE AND MANAGEMENT**

- To prepare Annual Perspective/Strategic plan as per the guidelines provided by UGC/DGHE and affiliating university. (Before starting of next session i.e., by 15<sup>th</sup> June, every year).
- To involve students in various cells like IQAC, Women Cell, NSS, NCC, Legal Literacy, Placement & Career Counseling Cells, Proctorial Committee etc.
- Upgrading (Online/Offline) feedback mechanism (Both for curriculum as well as overall aspects).
- Regular review for further improvements.

### **INCLUSIVITY, REPRESENTATION AND DIVERSITY**

- To strictly follow the Reservation policy in admission as per Govt. Rules.
- To adopt at least 5 villages under Unnat Bharat Abhiyan for various types of extension activities and social awareness programmes.

### **INFRASTRUCTURE (BUILDING/IT)**

- To increase the Smart Classrooms as per requirement.
- To upgrade existing Smart Classrooms, Classrooms and Auditorium/Seminar Halls.
- Upgrading the website regularly.
- Improving Library Infrastructure.
- Enrichment of College Library.
- Upgrading the equipments & Laboratories.
- Strengthening further the language lab for enhancing English Communication Skills.
- Upgrading to 24\*7 uninterrupted High Speed Broadband Connection.

- More computers to augment the existing ones.
- Procure Video/Audio equipment to facilitate creation of video lectures, recording and MOOCs etc.
- Use of ERP/LMS modules for students and faculty.
- To upgrade the Biometric attendance for students.
- To make available the facilities for E-content development for faculty.
- To encourage the staff to use mobile apps (Classroom, WhatsApp, Google meet etc.) for E-content delivery.
- To upgrade the subscriptions for leading Database/E-journals/Journals/E-books etc.

### **OUTREACH ACTIVITIES AND SOCIAL IMPACT**

- To increase/upgrade the extension and outreach activities through various cells like NSS, NCC, and Red Cross etc.
- By signing more collaboration agreements (MOUs) with Govt., Industry, Community and NGO's etc.
- To ensure more participation of students in these activities.

### **RESEARCH QUALITY AND IMPACT**

- To improve ICT infrastructure in the library for accession of E-resources for research purposes.
- To Encourage/Motivate the faculty to take up minor or major projects (sponsored or unsponsored) and get their Books/Research Papers published in Scopus/Peer reviewed Journals.
- To conduct seminars/extension lectures on research methodology and research analysis software training programme.

### **TEACHING AND LEARNING QUALITY**

- To ensure at least 90 teaching days in each semester.
- To prepare annual academic calendar, co-curricular activity calendar and keep it available on the website for stakeholders.
- To prepare Lesson Plans in each semester for efficient teaching.
- To offer more Job oriented/B.Voc/Add on Courses.
- To motivate all the faculty members to use Smart Rooms for delivering lectures.

- To motivate all the faculty members to create or use E-content/Digital Content to deliver lecture.
- To motivate the faculty to focus more on qualitative results of the students.
- Focus on retaining the students through quality education.