HOLY CROSS COLLEGE (AUTONOMOUS), NAGERCOIL
INSTITUTIONAL DEVELOPMENT PLANS (IDP)

1.GOVERNANCE ENABLERS

'All great journeys begin with small steps', thus said Lao Tse, the Zen philosopher. Our endeavour has been to transform our institution in sync with the changing realities in technology driven educational needs, growing aspirational expectations and rapid strides witnessed in pedagogical dimensions. We commit ourselves to be future ready through the measured steps envisaged below in consonance with the vision and mission of the college. It is envisioned to create excellence on the strength of the unique features of the college by following the nine enablers proposed by the UGC. These enablers help the institution to be accessible, affordable and accountable to all the stakeholders in the society.

SHORT TERM PLANS (WITHIN TWO YEARS)

- To decide the theme for the academic year 2024-2025 as Networking, Research grants and Skill Enhancement.
- To start new courses in the first year B.Sc. Data Science and Artificial Intelligence, B.A. English with Media Communication and B. Com Corporate Secretaryship
- To start B.Sc. Food Science and Nutrition, B.Sc. Visual communication and B.Com. Entrepreneurship, B.A. Psychology, B.Lib.Sci. (Library Science) in the forthcoming year
- To start Diploma in Medical Coding
- To build the chemistry research lab in the first floor.
- To construct a guest house for the college.
- To publish a minimum of 75 research papers in top tier journals.
- To obtain at least 25 patents per year.
- To procure 30 more additional computers for students' usage.
- To boost financial concession to the poor and sports students.
- To offer skill development courses and training to local women who are school dropouts, illiterates and house wives to become entrepreneurs.
- To bring in 10 reputed companies for recruitment.
- To help students of self-financed courses to apply for scholarship in the Government and private agencies such as Sitaram Jindal Foundation and Reliance Foundation
- To submit data for AISHE, ISO, NIRF and NAAC
- To get minority certificate from the Government
- To bring in shift system for Aided and Self-Financing streams
- To organize programmes for non – teaching and administrative staff to develop their skills and also encourage them to do short term courses to be more effective in their work.

MEDIUM TERM PLANS (2- 5 YEARS)
ACADEMIC EXCELLENCE
- To secure NIRF rank within 100.
- To establish international study centres for collaborative programmes.
- To secure tie-ups with national and international Universities and institutions of repute for staff and students exchange programmes.
- To begin job and self-employment oriented Diploma courses to be started, such as,
    - Diploma in Horticulture (Botany)
    - Diploma in Agro- produce value addition (Botany)

- o Diploma in photography, videography and video editing (Mathematics)
- o Diploma in Fashion Designing (FD)
- o Diploma in Make-up and grooming arts (FD)
- o Diploma in Computer Application (Computer Science)
- o Diploma in Physical Education (Physical Director)
- To change the Diploma, Certificate and Value added courses periodically as per the changing trends in employability.

RESEARCH EXCELLENCE
- To motivate the research scholars and faculty to get as many patent rights through their research,
- To insist and promote publications among the faculty members and research scholars.
- To initiate research collaboration with central universities and nationally acclaimed institutions
- To motivate the faculty to apply for grants from DST, NGC, TNSCST, DBT and other funding agencies.
- To encourage the staff and students to publish the results of their projects in standard journals
- To stimulate the research centres to enhance visibility for referral and consultation by other institutions and industry
- To construct a central museum.

FACULTY EXCELLENCE
- To equip all faculty with Ph.D before 2027
- To encourage the faculty to undertake post-doctoral studies, if possibly abroad
- To prompt the faculty members to become subject experts for MOOC and NPTEL as part of targeted mission of the college
- To promote LMS usage by students and faculty
- To organize staff and student forum meet (Staff-Twice and Students-Once)
- To persuade the faculty to constantly update and be capable for e-content development

STUDENT ENHANCEMENT
- To revamp the common room for students
- To establish a counsellor room and a three-tier mechanism to attend to students' issues
- To make it mandatory for all the students to complete online courses in the curriculum and internship wherever necessary
- To implement *Earn while you Learn* for the students
- To secure minority scholarships for students from the Self – Financed streams
- To strengthen value education and orientation to enhance the Emotional Quotient (EQ) of the students

ENTREPRENEURSHIP EXCELLENCE
- To foster skill - oriented learning environment in the campus, wherein their learning experiences shall be channeled towards application and innovation of their acquired knowledge for entrepreneurial ventures.
- To create an 'Alumni - Student Entrepreneur Network' for leveraging expertise of the practicing entrepreneurs and sharing their ideas for rendering directional support.
- To implement a comprehensive entrepreneurship guidance initiative within the institution targeting 100 interested students to enable them as young entrepreneurs.
- To provide a permanent platform (time and space) for student entrepreneurs to showcase their innovations & products and facilitate marketing of them in the campus.

- To create a 'Neighborhood Women Entrepreneurship Mission' through which the student entrepreneurs would provide skill development and hands-on training to women in the neighbouring villages as well as to others for enhancing their livelihood means.
- To recognize and reward best ideas and innovative ventures of the students with prizes/awards and to extend financial support for scaling up their operations.

ECO- FRIENDLY INITIATIVES
- To install solar panels and replace power hungry equipments and bulbs through progressive use of solar energy for computer labs and for lighting
- To install sensor based water taps.
- To establish a plastic recycling unit as part of waste management initiative.
- To set up a green park as part of green campus initiative.
- To construct of a college green guest house.
- To create Miyawaki forests in all the adopted villages.

FINANCE AND FUNDING
- To organize a fund raiser in the month of March to enhance the visibility of the institution
- To tap additional financial resources from alumnae, stakeholders, industry, well-wishers and benefactors through fund-raising programmes

OTHER STRATEGIES
- Professionals from the cultural field like choreographers, directors, musicians and performers to be invited to train and guide students to execute well in cultural activities
- Visiting the schools of our district as well as other districts with the view to promote admission
- Neighbourhood and rural liasioning to be initiated for villagers in Kanyakumari, Tirunelveli, Tenkasi and Tuticorin districts to let them be aware of the learning opportunities available in the institution

LONG TERM PLAN (2025-2040)
- To create a corpus fund of 5 crores of rupees.
- To enter into Collaboration with five foreign universities.
- To achieve a students' strength of 5000 in the year 2040.
- To accommodate international students and reconstructing the hostel building
- To provide corporate training to the staff members to enhance their communication skills, team building and leadership skills
- To promote more use of e-vehicles among the staff and students
- To appoint two AI teachers (humanoids).
- To introduce battery operated vehicles inside the campus.
- To create 500 research related patents.
- To reach 750 published research papers in top-tier journals.
- To transform 1000 women as entrepreneurs.
- To procure 10 more buses for transport.
- To prepare students with the 21st century skills such as critical thinking, creativity, communication, problem solving, team work, information literacy, media literacy, cultural awareness, flexibility, adaptability, etc.
- To offer 6 months internship for the outgoing students of Computer Science, Artificial Intelligence and Data Science and B.Com. Corporate Secretaryship.

- To modernise the campus through enhancements to the library, computer labs, and recreational areas to meet evolving standards.
- To offer dual-degree programs with reputed international institutions to attract global talent.
- To build an international hostel for foreign and affluent students.
- To establish a B-Schools encompassing all the commerce, management and other professional courses that need AICTE approval like BBA, BCA, MBA, MCA and the like courses in 2031.

ROAD MAP

From the plans envisaged above (short, medium & long term) the following are identified as milestones that would stand out in the road map for the college.

- Ten Undergraduate courses and three PG courses
- Constructing a guest house
- Introducing shift system
- Securing NIRF rank within 100
- Tie up with 5 international Universities
- 50 new entrepreneurs to be made every year.
- Securing 25 patents every year.
- Securing funding assistance for research and innovation from entities like DBT, DST.
- Campus modernisation
- Hostel for international students
- Establishing a corpus Fund
- Obtaining university Status.

Sl. No.	Indicators	Details	Time lines	Person in charge
1	BOG/ Statutory and Non-statutory Bodies	Governing body	Once a year	Principal
		Board of Management	Every month	Mother Superior of the College Community
		Administrative heads	Once in 2 months	Principal
		Staff Council	Every Month	
		HoD's Meet	Every week	
		Academic Council	Once in 6 months	Dean of Academic Affairs
		Planning and Evaluation Committee	Once in 6 months	Principal
		Finance Committee	Once a year	
		Purchase Committee	Every month	
		Examination and award Committee	Once in 6 months	Controller of Examinations
		Research Advisory Committee	Once in 3 months	Dean of Research
		IQAC	External meet - once in 6 months Internal meet – Once a week	Director of IQAC
		IIC	External meet - once in 6 months Internal meet – Once a week	Convenor of IIC
		HCIIC	Once a year	Secretary of the Society

		ISO	External meet - once in 6 months Internal meet – Every Month	Principal
2	Quality Assurance	NAAC accreditation	Once in 5 years	IQAC
		ISO certificate	Once a year	ISO in charge
		Annual Performance Index of Faculty (API)	Every year	Secretary
		360 degree Annual Score Card for Faculty	Every year	Principal & CHRDC Coordinator
		Assessment of learning outcome	Every semester	Controller of Examinations and the respective heads
		Research output (Publication, Citation, grants and awards)	Per staff - One publication every year	Dean of Research
		Employment and Progression	Every Year – outgone students	Respective Departments & Placement Officer
		Infrastructure and Resources (Laboratories, Libraries and IT)	As and when need arises	Management
		Academic Administrative Audit	Once in 3 years	IQAC and Office team
		Internal Audit	Every year	IQAC
		ISO Audit	Every Year	Coordinator of ISO
3	Financial Autonomy	Preparing Financial budget	Every year	Principal & Office Superintendent
		Purchase committee	Once in 3 months	Principal
		Evaluation Committee	Once in 6 months	
		Consultancy service/seed money	Need Based	
		Managing with own contributions	Need Based	Management
		Internal Fund raising	Need Based	Principal
		Writing projects	Need Based	Every Staff
		Funds from government/non-governmental/corporate agencies	Need Based	Staff
4	Leadership	Decentralisation (Organogram)	Continuous	Principal
		Participative management	Continuous	
		Selection of leaders based on efficiency	Continuous	
		Student Council	Once a year	
		Promoting Student Leadership	Continuous	
5	Vision, Mission and Roadmap for HEI	Vision & Mission, Plans and Policies, Road map (Refer website)	Continuous	Principal
6	Close Monitoring by IT/Web based Management Information System	Centralised Data base (ERP)	Once a month	Principal & ERP Team
		Customized reporting	As and when required	Principal
		Learning Management System	Continuous	IQAC
		Examination Management System	Continuous	COE

		Integrated Library Management System	Continuous	Librarian
		Security and Accessible control (CCTV)	Continuous	Principal & System Admin
7	Risk Management Analysis	Preventive risk management and Risk Identification/(financial risk, operational risk, Compliance risk, reputational risk, strategic risk, natural disaster)	On going	Principal
		Risk assessment		
		Risk mitigation		
		Monitoring and Review		
8	External Advisory Boards	Industry Experts	Continuous	Heads of all departments & Staff In charge
		Networking partners		
		Academic Administrative bodies		
		Project Advisors /Academic Peers Employers		
9.	Student Feed back	Entry Survey	Beginning of the year	Deans of Academic Affairs
		Curriculum	Once a semester	
		Course instruction	Once a semester	Staff In charge
		Performance of faculty	Once a year	Secretary
		SLOC	Every semester	IQAC
		Assessment Method	Once a semester	Controller of Examinations
		Informal feedback (Students forum)	Continuous	Principal, Heads of all departments and faculty
		Student Satisfaction Survey	Once a year	IQAC
		Exit Survey	End of the academic year	Controller of Examinations

2.FINANCIAL ENABLERS & FUNDING MODELS

Finance is the backbone which ensures uninterrupted forward momentum for modern higher education institution. Establishing long term financial stability through effective budgeting, fund raising and investment strategies is the key to minimize resource crunch for the seamless functioning of the institution. Such strategies are envisaged through the following objectives:

- To design a comprehensive financial roadmap for the future
- To estimate possible financial inflow through Tuition fees, Government funding, Endowments and Donations, Research grants, Revenue from auxiliary services, investment income, earnings from lateral activities like continuing education programme, online and distance education, sponsored research and consultancy licensing, etc.
- To leverage all the revenue sources for greater sustainability of the institution and for desired flexibility in the usage of such resources
- To establish guidelines for allocation of funds for recurring overheads as well as assets acquisition as and when required, the criteria for which is prioritizing of the needs.

SHORT TERM PLAN (1-2 YEARS)

- To identify areas of inefficiency and streamlining expenses
- To organize fundraising events such as alumni meets, cultural and Sports tournaments to generate funds
- To identify and apply for grants from government bodies, NGOs and Corporate foundations
- To assess the current fee structure to ensure it is competitive yet sustainable, considering the financial backgrounds of students and the operational costs of the college
- To conduct workshops for staff and students to enhance financial literacy and promote responsible financial management within the College community.

MEDIUM TERM PLAN (3 – 5 YEARS)

- To establish endowments through alumni donations, retirees, corporate sponsorship and philanthropic contributions to provide a stable source of income for the college
- To explore opportunities to diversify revenue streams by offering new courses, establishing research centres and renting college facilities for events and conferences
- To invest in infrastructure development to enhance the college's appeal to prospective students and faculty, thereby increasing enrolment and revenue
- To collaborate with industries to facilitate internships, research projects and sponsorship opportunities

LONG TERM PLAN (ABOVE 5 YEARS)

- To implement sustainability initiatives such as renewable energy projects, waste reduction programs and green building practices to reduce the operating costs and environmental impact.
- To launch a capital campaign to raise significant funds for major projects such as campus expansion, infrastructure upgrades, and academic innovation initiatives.
- To establish a dedicated fund to support research and development activities, encouraging faculty and students to pursue innovative projects with potential commercial applications.
- To foster international collaborations with universities and research institutions abroad to access funding opportunities, attract international students, and enhance the college's global reputation.
- To continuously evaluate the effectiveness of financial strategies and adapt them as per evolving market conditions and technological advancements
- To procure electric buses.

ROAD MAP:

From the above the following would be the milestones regarding financial enablers.

- Funding from research grants and assistance from Government ministries by five time, from the present level in five years.
- Introducing 10 new programmes and Diploma Courses.
- Launching of capital collection campaign such as donation drives, collaborative mission & Fund raising events
- International tie ups for academic programmes.

List of Ministries / Agencies that provide funding support

S.No	Name of the Ministry/ Departments/ Agency	Portal Link
1.	Department of Science and Technology	http://onlinedst.gov.in/
2.	Department of Bio Technology	http://dbtepromis.nic.in/
3.	Atal Innovation Mission – NITI Aayog	http://aimapp2.aim.gov.in/
4.	Department of Chemicals and Petrochemicals	http://cpds.chemicals.gov.in/
5.	Ministry of Culture	http://csms.nic.in/
6.	Ministry of Environment, Forest and Climate Change	http://www.moefngo.nic.in/ngo/
7.	Department of Higher Education	http://ncmei.gov.in/
8.	Development Commissioner Handicrafts	http://handicrafts.gov.in/
9.	Department of Consumer Affairs	https://gama.gov.in/cwf_proposal/Secure/Login.aspx
10.	SFURTI - MSME	https://sfurti.msme.gov.in/
11.	Solar Rooftop Project (M/o New and Renewable Energy)	https://solarrooftop.gov.in/login
12.	Ministry of Information and Broadcasting	https://ngo.mib.gov.in/
13.	Department of Economic Affairs	https://mofapp.nic.in/deagrants
14.	Ministry of Food Processing Industries	https://sampada-mofpi.gov.in/
15.	Jan Shikshan Sansthan – Ministry of Skill Development	https://jss.gov.in/
16.	Department of Pharmaceuticals	http://ngogrant.pharmaceuticals.gov.in/
17.	Department of Empowerment of Persons with Disabilities	http://grants-msje.gov.in/
18.	Ministry of Electronics and Information Technology	http://ngo.meity.gov.in/
19.	National Water Mission - Ministry of Jal Shakti	https://jsactr.mowr.gov.in/ngogrant/pages/Account/login.aspx
20.	Ministry of Statistics and Programme Implementation	https://mplads.gov.in/ngo_darpan/main.aspx
21.	Ministry of Ayurveda, Yoga and Naturopathy Unani, Siddha, Homoeopathy (AYUSH)	https://ngo.ayush.gov.in/register

S. No.	Indicators	Details	Time Line	Person in charge
1.	Financial Policies	Developing comprehensive financial policies based on the IDP	Annually for short term and once in five years for	Principal/ Secretary/Finance Officer

			extended duration	
2	Action Plan and Budgets	Action Plan as guided by IDP	Continuous	Principal/Finance Officer
		Budget line items as income like tuition fees, grants, research projects, endowments CSR funds, donations, etc. and expenses such as salary, utilities, maintenance, etc.	Continuous	Principal/Secretary/Finance Officer/HODs/Project Investigators
		Capital budgets	Every year	Principal/ Secretary/Finance Officer
		Budget for recurring and non-recurring expenditures		Principal/Finance Officer
3	Main sources of revenue to be developed	Tuition fees and other fees, grants, donations, and collaborations	Continuous	Principal/Finance Officer
		Consultancy fees and overheads earned from projects, CSR funds, Royalties from Copyrights and Patents		Principal/Finance Officer/ Treasurer/ HCIIC/ IIC convenor
		Assistance from Ministries Government of India, Corporate & International agencies	Continuous	HOD's/ Project Directors
		Non conventional income sources: Rent for building, hall, Campus usage	Continuous	Principal/Finance Officer
		Stakeholder sources: Donations, Philanthropic contribution, staff and PTA contribution, Endowment fund &Alumni Support		
		Income from Investments: Fixed Deposits, investments in mutual funds etc.		
		Special fund raising drives		
4	Close liaison with GOI ministries/ agencies and others for funding and Access to	Funding agencies	Continuous	Dean of Research
		Consultancy		Department Heads

	external grants and funding			
5	Institutional Research Grant (IRG) scheme in each department	Commercial utilization of lab equipments/ instruments for external use		Heads of Science Departments/Coordinator of DST lab/ Dean of Research
		Funding from external funding agencies		Dean of Research/ Principal/ Investigators
6	Financial/ Investment Committee	Finance Committee	Continuous	Principal/Finance Officer
		Purchase Committee		Principal/Secretary/ Finance Officer
		Research Committee		Dean of Research
		Start-up and Entrepreneurship		Dean of Entrepreneurship Development
		Institution Innovation Council		IIC Convenor
		Holy Cross Innovation and Incubation Committee	Continuous	Treasurer of HCIIC
		Holy Cross Alumni Association		Treasurer of Alumni Association, PTA
7	Staff providing financial services	Student welfare Fund	Continuous	Co-ordinator of Student welfare / HODs

3. ACADEMIC ENABLERS

Quality Higher Education aims to develop ethically responsible individuals. The challenges which are emerging in higher education demand impactful responses. Higher Educational Institutions undertake the Academic and Professional journey for a sustainable development, focusing on skill-based education to meet the needs of the individuals in the society. The academic enablers aim to promote and strengthen holistic education through multi-disciplinary and inter-disciplinary programme, facilitating the learning community with necessary inputs to achieve key learning outcomes from the core learning of a discipline and its prescribed curriculum.

SHORT TERM PLANS (1-2 YEARS)

- To introduce three undergraduate programmes
- To integrate online courses per programme
- To conduct intercollegiate faculty training programme every year
- To offer new certificate courses every year
- To collect curriculum feedback from the stakeholders through online mode
- To introduce skill development-based value-added courses as separate component to be taught by industry experts or professionals
- To offer training and skilling, Emotional Quotient Enhancement Courses, Certificate and Value-added courses will be changed periodically as per the changing trends in employability

MEDIUM TERM PLANS (2- 5 YEARS)

- To offer modularization of curriculum to enable Multiple Entry- Multiple Exit options
- To introduce three multidisciplinary programmes
- To establish international study centres for collaborative programmes
- To introduce five employability-based Diploma and Vocational education
- To offer courses to strengthen the Emotional Quotient of the students
- To integrate into curriculum, courses based on Constitutional values, Citizenships, Career Development and Goal Setting, Financial and Legal Literacy
- To introduce programmes to suit industry needs for the present context and for future readiness.

LONG TERM PLAN (5-15 YEARS)

- To prepare students to become 21st century professionals through Cross-cultural competencies, New media literacy, Virtual collaboration, Decision Making and, Conflict resolution and negotiations
- To extend internship duration to a semester for the needed programme
- To offer dual-degree programs with reputed international institutions to attract global learners
- To provide international exposure scheme for the faculty members of the institution.
- To get AICTE approval for BBA, MBA, BCA and MCA programmes.

ROAD MAP:

From the plans envisaged above (short, medium & long term) the following are identified as milestones.

- Need-based new courses for value added and certificate courses
- Multiple exit entry
- Multidisciplinary collaborative programmes
- Dual-degree programmes
- Foreign exposure to faculty.

Sl. No.	Indicators	Details	Timelines	Person In-charge
1	Courses catering to professional / future requirements	Choice Based Credit System	Continuous	Deans of Academic Affairs
		Learning Outcome based Credit Framework		
		Elective Courses		
		Courses with Open Option – MOOCs		
2	Curriculum- updated as per industry requirements	Curriculum is updated regularly	Once in three years BoS every year	Deans of Academic Affairs
		Curriculum Steering Committee Meetings	Twice in a semester	
		Programmes to suit the industry requirements - Artificial Intelligence and Data Science, English with Media Communication and B.Com. Corporate Secretaryship	Academic Year 2024-2025	
		Industry linked / internship embedded programmes - Certificate Courses, Generic Value-added Courses, Internships and Field Projects	Continuous	
3	Curriculum embedded with Employability Skill	Basic Skills- Skill Enhancement Courses, Specific Value-added Courses, Generic Value-added Courses	Continuous	Deans of Academic Affairs
		Inclusivity and Diversity including Gender sensitization - Gender Equity Studies		
		Digital Literacy/ Skills - Digital Fluency		
		Communication and English Skills-Practice in Language lab, Take off with English	Continuous	Department of English
		Start-up management and Entrepreneurship – 50 Start-steps and 2 start-ups	Continuous	Dean of Entrepreneurship
		Placement Drives Coaching for competitive exams	Continuous	Placement Officer
		Critical thinking and problem solving; Creative thinking and innovation; Analytical Thinking; Adaptive Thinking – Core Courses, Value Added Courses	Continuous	Course Instructor, HoDs, Deans of Academic Affairs
		Design Thinking & Creativity, Computational thinking, Social intelligence- Idea contest, Research activities	Continuous	IIC and HCIIC Convenors and Dean of Research, Dean of Entrepreneurship
4	Curriculum embedded with Skill	HEIs in education & skilling ecosystem - Core Courses, Digital	Continuous	HoDs, Institution Innovation

	Enhancement Courses	Fluency, Entrepreneurial Courses, Generic Value-added Courses, Certificate Courses		Council, Deans of Academic Affairs
5	Curriculum embedded with emerging technologies to be integrated with future of work	Elective Courses, Courses addressing Industry 5.0 & 6.0	Continuous	Course Instructors, Dean of Academic Affairs. Media Centre
		E-content development using Media Lab and Artificial Intelligence		
6	Centre for Curricular & Life Skills Development (CCLSD)	Development of centre that will continuously upgrade the curriculum	Continuous	Dean of Academic Affairs
7	Faculty/ teaching Staff	Full strength as per sanctioned post	Continuous	Secretary
		Qualified, Experienced, and committed faculty		
		Regular upgradation of knowledge – Seminars, Workshops, Conferences, Short-term Courses, Faculty Development Programmes, Professional Development Programmes	Continuous	IQAC, Crossian Human Resource Management Centre, Crossian Research Forum, Controller of Examinations, Dean of Academic Affairs
		Focus on research activities and motivate students to involve in research to create new knowledge or to do innovations- Seed Money for Research Projects, Patent Filing	Continuous	Dean of Research, IIC & HCIIC Convenor, Dean of Entrepreneurship
8	Centre for Faculty Development (CFD)	Faculty Exchange, Internship programmes with industries to cross pollinate skills	Continuous	Crossian Human Resource Development Centre, Dean of External Affairs
		Facilities to learn from the best in the world, with appropriate tools for research as well as tools for imparting new age education		
9	Non-teaching staff	Appropriate non-teaching staff to support the organization.	Continuous	Secretary, Principal, Management
10	Session wise teaching plan	Systematic planning in teaching and learning process - session wise teaching plan and following such teaching plan.	Continuous	Dean of Academic Affairs, HoDs and Course Instructor
11	Learning material like Study books	Provide study books prepared as per the syllabus of the subject.	Continuous	Common Courses - Dean of Academic Affairs, Specific – Departments
		Relevant and updates course material and books		
		Provide equal amount of essential information to all the students in a class		

12.	Question bank	A resource pool of all possible questions is prepared as per the examination pattern.	Continuous	Course Instructor, HoDs and Controller of Examinations
13	Assignments	Periodic assignment submission with due date	Continuous	Course Instructor, HoDs and Controller of Examinations
		Internal assessment for assignments to do work in time bound manner.		
14	Assessments	Mode of assessment -online, offline or blended	Continuous	Course Instructor, HoDs and Controller of Examinations
15	Value added, Skill Enhancement Courses	Skill development, value- added courses- Certificate Courses, Generic Value-added Courses	Continuous	Dean of Academic Affairs and Industry Experts
16	Pedagogy	Blended mode of learning, learner centric	Continuous	Principal, HoD and Course Instructors
		Experimental learning and experiential learning- real environment, virtual environment		
		Blend of traditional and modern methods		
17	Other activities as part of learning	Activities which develop additional skills, cultural and traditional skills - Fine arts and Inter-collegiate competitions, Campus Bazaar, Zumba, Yoga	Continuous	Dean of Extension
		Activities in team or group related to social work and social contribution – Reaching the Unreached Neighbourhood, Community Engagement Activity		
18	Earn while learn facility & flexibility	Support students who are from financially challenged background - Campus Bazaar, Data entry, Entrepreneurial ventures	Continuous	Dean of Entrepreneurship, HoDs and Class In charges
19	Flexibility and Multi-disciplinarity	Design and implement UG/PG programmes to suit the requirement of students at various levels, and offering additional certificate programmes	Continuous	Principal, Dean of Academic Affairs
		Flexible Curriculum for departments		
		Multiple Entry- Exit System		
20	Opportunities to develop & utilize Research & innovative thinking skills.	Individual or team work- UG & PG research projects, paper presentation and publications	Continuous	Project Guides, Research Guides, Dean of Research
		Enhancing the innovative ability of students	Continuous	Convenor of IIC

		Organising Hackathons and other similar competitions		
		Filing Patents Participating in Hackathons and Prototype Design Competitions	Continuous	Convenor of IIC
21	International Exposure	International Collaboration- Overseas Exchange programs, Foreign Faculty (visiting) -	Within 2 years –1 Within 5 years –4, Within 10 years – 15	Dean of External Affairs
		International Conferences	Continuous	HoDs
		Staff -Student Exchange Programme Admitting foreign students	Within 5 years	Principal, Administrative Heads and Academic Heads

4. RESEARCH AND IPR ENABLERS

Higher educational institutions play a crucial role in fostering research and innovation, leading to the generation of intellectual property (IP) that can benefit society. To enhance the research capabilities and promote a culture of innovation, the institution needs to develop comprehensive plans that address key aspects such as infrastructure, funding, collaboration, and IP management. This Institutional Development Plan aims to provide the roadmap for enhancing research and IP activities in the institution.

SHORT TERM PLANS (WITHIN TWO YEARS)

- To organize International and National collaborative workshops, seminars, and training programs on research methodology, IP management, technology transfer, and entrepreneurship.
- To create awareness among faculty, research scholars and students about the importance of IP protection and commercialization.
- To upgrade research facilities and laboratories to enhance research capabilities.
- To purchase DrillBit every year - a plagiarism detection software for quality research publication.
- To apply proposal for DST-Women PG Colleges under CURIE and DST-FIST 2024.
- To encourage faculty to seek external funding from government agencies, industry, and philanthropic organizations.
- To identify key research areas and encourage the faculty to collaborate on interdisciplinary and multidisciplinary research projects.
- To foster partnerships with industry, government agencies, and other institutions for collaborative research projects, technology transfer, and commercialization.
- To publish a minimum of 75 research papers in top tier journals.
- To implement a rewards system to incentivize faculty and students for their contributions to research and IP.
- To develop a comprehensive IP policy that outlines the procedures for commercialization and licensing.
- To develop metrics to evaluate the impact of research and IP activities, including patents, licenses, start steps, and societal benefits.
- To create an innovation ecosystem that supports the development and growth of start steps
- To establish collaborations with local industries for joint research projects and technology transfer initiatives.
- To implement a technology scouting program to identify promising research findings with commercialization potential.
- To foster a culture of research, innovation and entrepreneurship among faculty, students, and staff.
- To create a mentorship program for faculty and students interested in entrepreneurship and start step creation.

MEDIUM TERM PLANS (2-5 YEARS)

- To upgrade research facilities and laboratories to international standards.
- To provide access to state-of-the-art equipment and technology platforms.
- To increase the quantity and quality of research outputs, including patents, publications, and inventions.
- To strengthen collaboration with industry, government agencies, and other institutions for research and technology transfer.
- To establish funding programs to support research projects, patents, and commercialization efforts

- To enhance the capacity of faculty and students in IP management, technology transfer, and entrepreneurship
- To develop metrics to evaluate the impact of research and IP activities on society and the economy
- To establish a Technology Transfer Office (TTO) to manage IP, facilitate technology transfer, and support entrepreneurship among faculty and students
- To expand the TTO's services to include patent landscaping, market analysis, and business development support
- To enhance the institution's reputation as a leader in research and IP by winning prestigious awards and grants
- To promote the creation of start steps and spin-off companies
- To establish partnerships with venture capital firms and angel investors to fund start step ventures based on university research
- To launch - own publishing houses to publish Crossian Resonance, Books, Proceedings, Magazine, Souvenir, Newsletter, etc.
- To launch separate website for Crossian Resonance.

LONG TERM PLANS (5-15 YEARS)

- To create a technology park or innovation hub on campus to attract startups and foster a culture of innovation.
- To establish a reputation for producing high-impact research and valuable intellectual property.
- To generate revenue through licensing agreements, royalties, and equity stakes in start steps
- To contribute to economic development by translating research into products, services, and solutions that address societal challenges.
- To establish a spin-off company incubation program to support the growth and development of new ventures.
- To develop collaborative research centers with industry partners to address complex societal challenges.
- To expand international collaborations and research partnerships to enhance the institution's global impact.

ROAD MAP

From the plans envisaged above (short, medium & long term) the following are identified as milestones that would stand out in the road map for the college.

- Publishing 50 articles in SCI/SCIE/SSCI/Scopus/Web of Science every year.
- Publishing 50 books/book chapters every year.
- Filing, publishing and granting 25 patents every year.
- Creating 50 new entrepreneurs every year.
- Securing funding assistance for research and innovation from international/ national academia and industrial agencies.

Sl. No.	Indicators	Details	Time lines	Person in charge
1.	Quality Research	Research based curriculum for UG and PG students	Once a Semester - BoS	Deans of Academic Affairs BoS – Chairperson and Department members
		Quality research projects for UG and PG students	Continuous	Research Guides and Faculty members
		Portfolio approach to research projects, facilities and labs	Once in 6 months	Heads of the Research Centres
2		Self-sustaining model	Once in a year	

	Research oriented experienced faculty members	Basic and applied research	Continuous	Management, Dean of Research and Heads of the Departments
		Disruptive and affordable technologies	Continuous	
		Research inclined and adaptive mind-set	Continuous	
3.	API based faculty compensation	API based faculty compensation	Continuous	Secretary
4.	Targeted research and collaborative research	Targeted research and collaborative research	1 per year	Dean of Research and Project Implementation Team
5.	More Ph.D. & Post-doctoral research scholars	Research scholars as per the guidelines of M.S. University	Twice a year	Research Supervisors
		Emeritus professors as supervisors	Need based	Secretary
		Post-doctoral research programmes	5-10 years	Management
6.	More faculty members with Ph.D.	Increase the proportion of Ph.D. holders	Continuous	Management
		Guideship and admit research scholars	Continuous	Management
7.	Faculty encouragement for Book Publications, Research Publications and Patents	Incentives, awards and seed money	Every year	Crossian Centre for Research and Development, IIC & HCIIC
8.	More conferences	Collaborative International/National conferences	Continuous	Heads of the Departments
9.	Student involvement in Research	Innovative research by students	Continuous	Crossian Centre for Research and Development, IIC and faculty members
10.	Industry and institutional collaboration & Consultation	Industry and institutional collaboration-based research and consultation	Continuous	Dean of External Affairs and Heads of the Departments
11.	Incubation centres	Holy Cross Innovation and Incubation Centre	Continuous	Dean of Entrepreneurship Development
12.	Publication through its own press	Own publishing house	2030	Management
13.	Publications & Citation service	Publication and citation services	Continuous	Crossian Centre for Research and Development and Librarian
14.	Target patent claim for UG & PG projects in Professional subject areas	Assistance for patent filing	Continuous	IIC
15.	Faculty Ranking (Annual) system	Best Performer, Contributor Award Best Researcher Award	Yearly	Principal, Coordinator of CHRD and Crossian Centre for Research and Development

16.	Chief Technology Officer (CTO) Research Monetisation	Centralized office	Continuous	Crossian Centre for Research and Development
		Technology transfer office (TTO)	2-5 years	IIC
17.	Value added skills enhancement Papers	Value added and skill enhancement courses	Continuous	Deans of Academic Affairs
18.	Other activities as part of learning	Design thinking and innovation	Continuous	IIC
		Value based education	Continuous	Heads of the Departments and Faculty members
19.	Earn while learn facility & flexibility	Earn while they learn scheme	Continuous	Management, Heads of the Departments and Faculty members
20.	Flexibility and multi-disciplinarity	Inter-disciplinary and multidisciplinary courses	Continuous	Deans of Academic Affairs and Departments
21.	Opportunities to develop & utilize Research & innovative thinking skills	Hackathons, idea presentation and Innovation contests	Continuous	IIC

5. HUMAN RESOURCE AND SUPPORTIVE – FACILITATIVE ENABLERS

The Human Resource Enablers integrate a cohesive HR strategy by fulfilling the needs of the diverse stakeholders by fostering education and research. The adoption of comprehensive HR practices thereby cultivates an environment where every member of the institution can thrive and contribute to the mission of the college.

SHORT TERM PLANS (WITHIN TWO YEARS)

- To launch a merit-based scholarship program for students from underprivileged backgrounds from alumni contribution among others
- To develop and implement a performance management system with clear department-specific goals (aligned with IDP) and bi-annual feedback meetings by March 2025
- To provide corporate type training to faculty and staff for capacity building, performance enhancement and for fulfilment of expectations
- To organize more workshops on ICT Pedagogy, AI Tools for the teaching staff
- To organize more workshops on Communication skills, Soft Skills and Tally for the non – teaching staff
- To implement a robust performance management system to evaluate staff performance effectively by assessing their overall performance (360 degree) and acknowledging their contribution with an appreciation letter and a trophy (for the top five faculty) so as to acknowledge and appreciate the deserving staff members based on their performance which would be done by a scrutinizing committee of external members
- To ensure job rotation among the teaching, non – teaching and administrative staff (once in three years) so as to give equal opportunity
- To ensure job rotation among the administrative team thereby giving a short break from assuming any other responsibility, thus ensuring equal opportunity for all
- To organize staff forum once a semester
- To regularly obtain Health Insurance for all the students
- To encourage faculty and staff to pursue higher education, certifications, and specialized training programs to enhance their expertise and contribute effectively to the college's mission
- To design and implement a comprehensive staff development programme tailored to the specific needs such as technology integration, pedagogical training, research skills and leadership development
- To provide opportunities for continuous learning and professional growth through workshops, seminars, conferences and online courses relevant to the faculty and staff's roles and responsibilities
- To organize feedback meetings with student representatives, faculty and staff clubs, and alumni associations at the end of each semester
- To offer promotion and career advancement for the staff in the Self – Financing stream
- To partner with Nagercoil Chamber of Commerce (NCC) to organize an industry interaction day for final year students (including company presentations and internship opportunities).

MEDIUM TERM PLAN (3 – 5 YEARS)

- To strengthen Project Development Cell within the college with funding databases, proposal templates and expert guidance
- To maintain a copy of the projects submitted in the library
- To identify potential partner universities in Asia (based on programme offerings and cultural similarities)
- To develop a pilot student exchange program with one partner university and allowing 5 students from each institution to participate in a semester-long exchange
- To include a "Contemporary Global Issues" course in the curriculum (programme specific) taught by a faculty member who has participated in an international forum
- To implement a phased classroom technology upgrade plan (starting with interactive whiteboards and projectors in all classrooms)
- To enhance partnership with Government organizations for collaborative activities on Extension services.

LONG TERM PLAN (5 – 15 YEARS)

- To institute a college-funded research grant program to support faculty research projects aligned with the college's strategic areas
- To conduct a skills gap analysis with potential employers in Nagercoil by June 2027 to identify in-demand skills for graduates
- To offer comprehensive wellness programmes, refresher programmes for rejuvenating the employees at the end of each academic year to support staff physical and mental health
- To offer health insurance schemes for the staff members fostering a supportive and compassionate work environment in the Self – Financing stream.

ROADMAP:

From the plans envisaged above (short, medium & long term) the following are identified as milestones that would stand out in the road map for the college.

- Establishing paperless administration to enable all the faculty and staff to be tech - savvy
- Developing career development, diversity, inclusion and succession planning initiatives through performance appraisal system
- Organizing regular training programmes, workshops and seminars to promote professionalism among the staff
- College – funded research grant scheme
- Mandatory national/ international student and faculty exchange.

S. NO.	Indicators	Details	Time Line	Person in Charge
1.	Student and Learner Enablers	**Holistic Admissions Framework – Admission Committee** (Selection process based on merit and equity ensuring	Annually	Principal, Heads of all the Departments

		diversity and inclusion) extracurricular talents – sports)		
		Merit and Equity – based Financial Aid. **Scholarships and financial aid** (BC/MBC/SC/ST/Uzhavar/ Minority Scholarship, Ist Generation learner/ Pudhumai Penn/ Management scholarship/ Sports scholarship/ Student Welfare Fund/ CSR Scholarship)	Annually	Principal, Office Superintendent
		Academic Success Programs Student Induction Programme/Tutoring/Mentoring/ Remedial/Career Guidance - tailored support from entry through graduation, ensuring learners can navigate their educational paths successfully	Continuous	IQAC/ Course Instructor/ Heads of all the Departments/ Placement Officer/
2.	Staff Empowerment Enablers	**Competency based Recruitment approach** that aligns with institutional goals, promoting a culture of performance and shared values.	Need Based	President/Secretary/ Principal/ College Management
		Professional Development and Growth Establish clear career pathways and continuous professional development opportunities that encourage staff growth, satisfaction, and retention	Continuous	IQAC/ Dean of Academic Affairs/ CoE/ Dean of Research/ CHRDC Coordinator
		Inclusive Induction Protocol Ensuring a seamless integration of new staff with comprehensive induction fostering a sense of belonging and commitment to the HEI's mission.	Beginning of the academic year	Management/ IQAC/ CHRDC Coordinator
3.	Faculty and Researcher Enablers	**Transparent Recruitment and Appointment** Prioritizing excellence, diversity in educational backgrounds, research expertise and pedagogical skills	Need based	Secretary
		Continuous Professional and Pedagogical Development Offering fellowships and development programs for faculty to advance their pedagogical skills, research methodologies, and leadership capabilities.	Continuous	Management, IQAC, Dean of Academic Affairs, Controller of Examinations, Dean of Research, CHRDC Coordinator
		Tenure and Promotion Mechanism	Continuous	Secretary, Principal

		Creating equitable tenure and promotion mechanisms that recognize diverse achievements in research, teaching, service, and community engagement, motivating faculty to pursue long-term careers within the institution. (Term of office – Heads 3 to 5 years; members of the Administrative team – 2 to 5 years; Coordinators of Clubs and Committees – 5 years)		
4.	Cross – Functional Enablers	**Recognition and Reward System** Research innovation, exceptional mentorship, community service and transformative leadership	Continuous	Dean of Research, CHRDC Coordinator
		Resilience and Well – being Programs Organizing retreats, workshops focussing on mental health support services	Continuous	Management, Campus Animation Team, CHRDC Coordinator
		Leadership and Collaborative Opportunities Develop leadership programs and collaborative platforms that allow staff and faculty to lead initiatives, drive change, and engage in cross-disciplinary projects	Continuous	IQAC, Dean of Research, Dean of External Affairs, CHRDC Coordinator
5.	Strategic Funding and Emotional Support Enablers	**Innovative Funding Strategies** Cultivating funding strategies and incubation grants that empower early career researchers and attract pioneering projects, enhancing the institution's research profile	Continuous	Principal, Project Manager Dean of Research and IIC Convenor
		Emotional Intelligence and Support Networks Embedding emotional intelligence training and establish support networks to aid students, staff, and faculty in managing the demands of academia with resilience.	Continuous	Management, CHRDC Coordinator and Counsellor
6.	Enablers for Pedagogical Innovation	**Pedagogical Excellence Initiatives** Promoting teaching excellence through innovative curriculum design with latest educational technologies	Continuous	Principal, IQAC, and Dean of Academic Affairs

6. SUPPORTIVE – FACILITATIVE ENABLERS

Higher education institutions are designed to be grounded in facilitative leadership principles, it is crucial to cultivate effective management and leadership practices by promoting self- management and enhanced communication for creating an environment conducive to learning, innovation, and holistic development. This institutional development plan would serve to strengthen the institution's capacity, enhance stakeholder engagement, and drive excellence in education and research, ultimately contributing to the collective advancement of society.

SHORT-TERM GOALS (0-2 YEARS):

- To designate office hours for administrative heads to provide accessible consultation opportunities for students and faculty.
- To utilise a college owned LMS/WhatsApp Channel/Community to streamline communication fromacademic and administrative heads to the entire college community.
- To initiate a Buddy Mentor System, pairing senior students with new students to provide guidance and support.
- To organize regular general assemblies and in-house department meetings to foster communication and collaboration among students and faculty.

MEDIUM-TERM GOALS (2-5 YEARS)

- To strengthen mental, emotional, spiritual and physical performance evaluation systems for faculty and staff to maintain high etiquettes and standards of professionalism and excellence.
- To enhance transparency and accountability with stakeholders through regular updates of audits and evaluations of institutional policies and procedures.
- To enhance informal feedback mechanisms and grievance redressal systems to address concerns promptly.
- To implement safety audits and preventive measures to ensure a secure campus environment for all stakeholders.

LONG-TERM GOALS (5-10 YEARS)

- To establish a central resource facility to support online learning initiatives and provide
- guidance to students and faculty.
- To centralise Museum and Hall of Fame for showcasing the heritage of the college.
- To create a Centre for Online / MOOC Courses for aspirants who wish to take up
- online courses and also as an alternate strategy for regular courses.

ROAD MAP (MILE STONES)

- Institutionalising specified office hours for administrative heads for enhanced accessibility.
- Regular security patrols across campus grounds to maintain a visible presence and deter potential threats.
- Comprehensive evaluative mechanisms and systems for faculty and students
- Centralised Museum and Hall of Fame for showcasing the heritage of the college.

Sl. No	Indicators	Details	Timeline	Person-in-Charge

1	Accessibility/ Proximity	Collective & Shared Team-Leadership Decentralised responsibilities	Continuous	Principal, Administrative & Academic Heads
		Designated office hours for administrative heads to provide accessible consultation opportunities for students and faculty.	Continuous	Principal
		Buddy-Mentor Program pairing senior students with freshers to provide guidance and support.	Beginning of the Semester	Dean of Students, Heads of all Departments, Class In charges
		Centralize the offices of administrative heads to facilitate proximity and accessibility during the working hours.	Continuous	Principal
2	Rich Communi-cation	College owned LMS to streamline communication to the entire college community.	Continuous	Principal, Academic and Administrative Heads
		Staff and Student Forum	Bi-annually	Principal, StaffClub, Dean of Students
		Administrators Meet General Body Meet Faculty Forums HoDs Meet	Need Based	Academic and Administrative Heads
		Robust informal feed-back mechanism & Efficient Grievance redressal systems.	Continuous	Principal, Faculty, Heads of all Departments
		Regular General Assemblies once a month/ Department	Monthly	Principal, Dean of
		In-house meetings during Hour of Blossom.		Students, Heads of all Departments
		Monthly Plan Calendar Plan Action plan per semester	Continuous	Principal, Hand Book Committee
		Open door Policy		Academic & Administrative Heads

3.	Role Model	Invite successful entrepreneurs, women in business and famous personalities to share success stories	Continuous	Dean of Entrepreneurship, Dean of Students, Placement Officer, Alumni Association Coordinator
		Organise celebrity shows and workshops by real-time industry experts.	Continuous	Dean of Students, Dean of Entrepreneurship
		Time Management, Maintenance of Punctuality & Issuance of ID Card	Continuous	Principal, Vice Principals, Faculty
		Mentorship program pairing students with successful alumni	Periodically	Alumni Association Coordinator
4.	Institutional Values (Core Values)	Orientation on institution's core values during Student Induction & Faculty Induction Programme.	Continuous	Principal, IQAC
		Core values incorporated into the moral and value education curriculum.	Continuous	Campus Animation Team, Coordinator
5	Vision	Strategic short term, medium term and long term goals outlining the college's vision, involving inputs from all stakeholders.	Annually	Administrative and Academic Heads
6	Trust among stakeholders and outsiders	Feedback mechanism to collect input from students, faculty and staff on issues relating to loyalty and trust	Continuous	Principal, IQAC, Dean of Students, Academic Deans
		Organize team-building activities to foster trust and camaraderie among stakeholders.	Annually	Principal, IQAC, CHRM, Dean of Students
		Maintaining transparency with stakeholders and outsiders in deeds and action through websites, News Channel and WhatsApp.	Continuous	Principal, Media centre In-charge, Social Media In-Charge
7	Institutional Tradition Rituals	Feast Day, Founders Day, Communal Harmony Day, Traditional celebrations and Festivities	Continuous	Dean of Students Coordinators of Clubs and Committees

		Museum as a Heritage entity	Continuous	Heads of all Departments, Librarian
		Alumni and Parent-Teacher Association contributing to uphold the institutional traditionality.	Continuous	PTA and Alumni Association Coordinator
8	Alternative strategy & Support	Contingency plans for conducting online classes and Learning Management Systems online, in case of emergencies or disruptions.	Continuous	Deans of Academic Affairs, Controllers of Examination, Vice Principals
		Establish a central resource facility to provide support and guidance to students and faculty for online learning, Online applications and MOOCs.	Continuous	Deans of Academic Affairs, Controller of Examinations, ERP Admin
		Result announcements - online	Continuous	Controllers of Examination
		E-Content and Digital Learning for alternative learn educational support.	Continuous	Faculty, Media Centre Incharge, ERP Admin.
9	Goal setting in every student	Goal-setting / orientation workshop to help students identify their interests and work towards their academic and personal goals.	Continuous	Dean of Entrepreneurship, Dean of Students, Placement Coordinator
		Orientation on Goal Setting during Mentor – Ward Program and Buddy Mentoring	Continuous	Faculty Mentors, Heads of all Departments
		Student Council Elections where leaders set goals for their tenure	Annually	Dean of Students
10	Safety & Security	Safety audits and Preventive Safety measures in laboratories	Every Semester	Dean of Research, Heads of all Research Centres
		Measures to ensure safety in college buses	Continuous	Principal, Vice Principals, Transportation In-charge,
		Safety within the campus premises and surrounding environment of the college	Continuous	Principal, Vice Principals, Office Superintendent
		Provide self-defence training	Continuous	Dean of Students, Vice Principals

		CCTV Cameras	Continuous	System Admin
		Anti-ragging, Anti-drug, Complaint Registry	Continuous	Vice Principals
		Emergency response training & Fire and Disaster Management Training for students and faculty.	Continuous	Dean of Extension Activities
11.	Search for proximity	Initiate Buddy System for new students to integrate into campus life.	Annually	Dean of Students, Heads of Departments,Faculty
		Student induction program aimed at promoting proximity by incorporating activities that facilitate interaction and fostering interconnectedness within the college.	Continuous	IQAC
		Canteen with traditional food to provide a convenient space for social interaction, proximity and bonding.	Continuous	Principal, Vice Principals
		Establish student clubs like cycling, butterfly watching, birdwatching, and philatelic clubs to foster connections based on shared interests.	Continuous	Student Council and Dean of Students
12	Legacy of the system	Preserve and promote college traditions through annual events and alumni interactions.	Continuous	Dean of Students, PTA Coordinator and Alumni Association Coordinator
		Hall of Fame that highlights past events and achievements since the college was founded.	Continuous	Principal, Vice Principals
13	Respect & perception	Recognize and celebrate achievements of students, faculty, and staff to boost morale and perception.	Continuous	Principal, Secretary, Dean of Students and Heads of all Departments
		Conduct perception surveys among stakeholders and address any negative perceptions promptly.	Continuous	Principal, Secretary, Vice Principals, Deans of all offices
		Hospitality and respect accorded without any discrimination	Continuous	Academic and Administrative Heads, Faculty andStaff

14	Openness in terms of information	Publish annual reports to maintain transparency in the operations of the college.	Continuous	Principal
		Open-door policy in administrative offices and student-admission policies for transparency and accessibility.	Continuous	Administrative and Academic Heads
		Department newsletters, student magazines, and college news channel to communicate ongoing events and developments within the institution to the wider audience.	Continuous	Heads of all Departments, Deans of Students, Media Centre In- charge
15	Ability of the institution to deliver on promises	Strong grievance redressal mechanism to deliver solutions to the concerns raised by students and faculty in every platform.	Continuous	Principal, Vice Principals
		Resolve issues connected to the University or Directorate	Continuous	Principal, Secretary
		Conduct regular reviews to ensure timely delivery of commitments and promises promptly.	Every Semester	Principal, Secretary, Heads and Faculty
16	Accountability measures	Implement performance evaluation systems for faculty and staff to ensure their accountability in attitude, emotional stability, behaviour, language, teaching and research.	Continuous	Principal, Secretary and Academic Heads
		Conduct Internal and External audits to ensure the accountability of the institution and departments towards adhering to the policies and procedures.	Continuous	IQAC
17	Mental Health	Counselling centre to organize awareness programs for promoting mental health, drug evasion and ragging among students.	Continuous	Principal, Counsellor

		Training to faculty and staff on identifying signs of mental-health issues and offering immediate support.	Continuous	Principal, Counsellor, Campus Medical Team Coordinator

7.NETWORKING AND COLLABORATIONS ENABLERS

"No man is an island and no man lives alone", thus spoke the great English poet John Donne highlighting on the interdependent characteristic of human existence. Considering the rapid strides that are being witnessed in the higher education scenario it has not only become necessary but imperative to collaborate and forge partnership with other institutions within and across borders and centers of excellence in the field. This enables pooled use of educational resources, sharing of expertise and in flow of ideas for growth. Implementation of such collaborative network models need to be thoughtfully structured involving peers and higher education forums, industry representatives, entrepreneurs and prominent alumni so as to make the endeavor of the institution to be contemporary, meaningful and outcome oriented, all for the greater benefit of learners who throng the portals of this institution.

SHORT TERM PLAN (1 - 2 years)

- To recognize more industries for promoting internships and industrial visits
- To identify different areas for industrial and institutional collaboration and networking
- To encourage collaboration with more NGOs.
- To publish the works with collaborative institutions

MEDIUM TERM PLAN (3 – 5 YEARS)

- To ensure commitment to educational excellence with the aid of Professor of Practice
- To coordinate with industries to substitute internships
- To ensure upskilling programs for faculties to remain current with industry practices.
- To leverage placement cells to have 3 placement drives through networking
- To involve in international collaborative research endeavor
- To participate in government programs
- To ensure and implement Dual Degree Program

LONG TERM PLAN (Above 5 years)

- To continuously evaluate and renew and other necessary amendments in the existing MOUs once in two years
- To empower staff with international workshops, training sessions, FDPs/PDPs within inter disciplinary and multi-disciplinary research domains
- To value faculty and student exchange by nurturing talent, in line with global standards
- To ensure multiple Entry and Exit of students.

ROAD MAP

- International collaborative arrangements for faculty development, academic programs and interdisciplinary and multidisciplinary research
- Greater emphasis on placement drives through tie ups
- Establishing topnotch digital backbone to support and ensure collaborative communication and executing joint tasks

- Mandatory internships for all academic programs to ensure hands on experience.

Sl.No.	Indicators	Details	Timeline	In Charges
1.	Strategic Collaborations	Forging partnerships across industries, academia involving collaborative multidisciplinary seminars, collaborative publications, curriculum framing involving every department and engaging in community engagement activities through MoUs with NGOs	Continuous	Dean of External Affairs, HOD
		Conducting alumni meets annually and monthly meetings department wise to develop strong networks and establishing different chapters. Involving prominent alumni and getting guidance in fundraising, counselling and extending emotional support to students.	Need Based	Dean of External Affairs, HOD, Coordinator, Alumni Association
		Collaborate with industrial experts during curriculum revamping at the beginning of every odd semester, enabling internships	Continuous	Dean of External Affairs, Dean of Academic Affairs, HOD
2.	Academic and Research Excellence	Pursuing academic collaborations for conducting National and International Research Conferences, developing curricula as members of BOS between the institutions of partnership.	Continuous	Dean of Research
		Offering MOOC Courses, promoting intermobility and enabling dual degree programs among the students of the associated institutes,	Need Based	Dean of Academic Affairs

		Creating a consortium for shared databases and giving access for library visits to the students of partnership institutions as well as other colleges and thereby availing e-resources facilities.	Continuous	Dean of Research Librarian HODs
		Publishing collaborative research papers to drive innovative outcomes	Continuous	Dean of Academic Affairs Dean of Research
3.	Practical Exposure and Experience	Integrating practical skilling with theoretical learning by providing opportunities and involving Professor of Practice (POP) through industry consultations.	Continuous	Dean of External Affairs HODs
		Extending live project opportunities through internships and Industrial Visits	Continuous	Dean of Academic Affairs
		Allow students to engage in internships and rendering their service on campus need based	Quarterly	HOD Class Teachers
4.	Community Engagement and Service	Collaborating with NGOs and social service organizations for rural outreach and fieldwork involving RUN, UBA, Clubs and Committees	Continuous	Dean of Extension
		Engaging with local bodies and communities to foster sustainable development	Continuous	
		Implementing field-based educational programs by rendering services through NSS, NCC, Rotaract, Eco-Club, YRC and through Clubs and Committees	Ongoing	Coordinators of Clubs and Committees, NSS, NCC
5.	Professional Development and Employment	Networking with industry-based sectors for internships and job placements,	Continuous	Placement Officer HOD Dean of Academic Affairs
		Promoting faculty-led consultancy of knowledge sharing	Continuous	Placement Officer

		Enhance industry-institute relationships	Continuous	HOD Principal
6.	Quality and Credibility	Establishing connections and securing recognition from national and international accreditation bodies to enhance the institution's brand value.	Ongoing	Director, IQAC Principal
7.	Innovation and Entrepreneurship	Establish incubation centers, funding avenues, and ideation networks from HCIIC to support startup initiatives wherein the management contributes 1% of the total income generated and to foster a vibrant entrepreneurial ecosystem	Continuous	Dean of Entrepreneurship Development HCIIC - Secretary
		Providing a strong digital backbone to support startup activities, including access to digital resources	Continuous	Dean of Entrepreneurship Development Principal System Admin

8. PHYSICAL ENABLERS

The physical enablers plan outlines a comprehensive strategy to transform the campus into a sustainable and innovative learning arena. Physical enablers facilitate learning, collaboration and innovation in higher education institutions. Such enablers include classrooms, libraries, laboratories and recreational spaces aimed at academic success and personal growth. These spaces provide the atmosphere for learning and research, incorporating technological advancements relating to learning tools as well as the requirements for quality research. Physical enhancements include green building standards, renewable energy infrastructure, improved transportation options, and upgraded facilities like canteen, common rooms, infirmary, yoga centre and Zumba fitness hall and hostels. These initiatives align with global sustainability goals and demonstrate a commitment to environmental stewardship and student well-being.

SHORT TERM PLANS (WITHIN TWO YEARS)

- To conduct energy audits to identify areas of improvement and invest in energy-efficient technologies such as LED lighting, occupancy sensors, and smart thermostats to reduce energy consumption.
- To implement recycling plants for paper and plastic waste across campus.
- To introduce composting facilities for organic waste from dining halls and campus gardens.
- To promote the regular bicycle users by awarding them
- To install low-flow faucets, toilets, and showers to reduce water consumption.
- To implement water-saving landscaping practices such as oxidation pond and rainwater harvesting.
- To lay pedestrian infrastructure sidewalks and crosswalks
- To modify the canteen and create two stalls to reduce the crowding.
- To construct a stage for sports related meetings.
- To provide water outlets at convenient locations within the sports facilities to ensure hydration and prevent dehydration.
- To provide cabins for speakers, performers, or organizers to prepare before delivering speech or conducting the events.
- To renovate the hostel mess.
- To install emergency alert systems in the hostel.
- To establish a feedback system to gather input from guests, visitors and resource person
- To organize entrepreneurial skill seminars, trainings and workshops for outsiders through WISE programme.
- To continue campus-wide events, workshops, and campaigns to raise awareness and engage students, faculty, and staff in sustainable practices.
- To collect different types of plants, encompassing both native and exotic species, while designing themed gardens like herbal, medicinal, succulent, and butterfly gardens, all integrated into a cohesive whole.
- To provide maps and way finding signage to help visitors to navigate the garden easily.

MEDIUM TERM PLANS (3- 5 YEARS)

- To invest renewable energy sources such as solar panels.
- To explore opportunities for partnerships with local utilities or community solar projects through UBA programmes.

- To adopt green building standards such as LEED (Leadership in Energy and Environmental Design) for new construction of the guest house.
- To establish community gardens or partner with local farmers to support regional agriculture.
- To integrate sustainability concepts and methods into the curriculum across various disciplines and offer courses on environmental science, sustainable design, and social responsibility.
- To construct separate wings for research scholars and teachers in the hostel.
- To create an e-commerce platform for student entrepreneurs to market their production and to generate revenue for the college.

LONG TERM PLAN (10-15 years)

- To construct new buildings or retrofit existing ones to achieve net-zero energy consumption.
- Electrifying campus vehicles and shuttle buses, and investing in electric vehicle charging infrastructure.
- Enhance campus green spaces to support local biodiversity and robust ecosystem by planting native vegetation, creating wildlife habitats, and preserving natural areas on campus.
- New Community outreach initiatives for UBA, RUN and Clubs and committees.
- Cubicles for HoDs.
- Separate blocks for Science, Arts and Commerce.
- Separate cabins for all the staff in the office.
- Gallery structure for audience in the playground.
- Creating one conference hall for each building.
- Providing Elevators, or lifts wherever necessary.

ROAD MAP

- Conduct of energy audits and begin implementing energy-efficient technologies.
- Establishing recycling programs and composting facilities.
- Adoption of green building standards for new constructions.
- Providing separate wings for research scholars and teachers in hostels.
- Achieving net-zero energy consumption in buildings and electrify campus vehicles.
- Enhanced green spaces and biodiversity on campus.
- Support system for student and faculty -led innovation and entrepreneurship initiatives focused on sustainability.

Sl. No.	Indicators	Details	Time lines	Person-in charge
1	Smart Campus	Installing advanced camera technology equipped with real-time analytics	Continuous	System administrator
		Implementing IoT sensors and devices throughout the campus to collect data on energy usage, occupancy levels in buildings, parking availability and air quality	Within 5 years	Principal

		Shuttle services with real-time tracking, bike-sharing programs, and electric vehicle charging stations	Within 2 years	Eco-Club
		Campus-wide Wi-Fi and connectivity- across the campus	Continuous	System Administrator
		Electronic tracking of attendance through RFID and face recognition systems	Within 5 years	Principal
		Implementing fingerprint attendance systems in every classroom	Within 6 years	
2.	Green/ Sustainable building and Guest Accommodation	Installing intelligent lighting systems that adjust brightness based on natural light levels and occupancy, reducing energy consumption and enhancing security.	Within 5 years	Principal
		Construction of green building (Guest house) with AC, five-star lights, surrounding with trees	Within a year	
		Construction of an Air-Conditioned High-tech building for tech hub	Within 10 years	
		Establishing a feedback system to gather input from guests	Within a year	Vice- Principal
		Installing a solar thermal system that yields immediate energy savings while contributing to a greener, more sustainable future by reducing carbon emissions	Continuous	Principal
		Production of biomass and composting Food waste to produce nutrient-rich soil	Continuous	
		Preserve natural resources and invest in water conservation measures using appropriate technologies translating into zero discharge campus	Within 2 years	Management
		Planting more trees in the campus and adopted villages	Continuous	
		Pedestrian Infrastructure-Sidewalks, crosswalks.	Continuous	Principal & Vice Principal
		Public and private transportation to urban and rural areas.	Continuous	Principal
		Traffic management such as traffic signals, signs, sensors, cameras, and intelligent transportation systems (ITS) that monitor and control traffic flow Different Sign board on the campus.	Within 10 years	
3.	Administrative Block (Admission & Counselling Area)	Separate room for administrative activities like admission and counselling	Continuous	Principal
		Cubicles for Head of the Departments	Within 15 years	

4.	Library / Digital resource Centre	Providing documentation, tutorials, FAQs, and user assistance channels (e.g., email, chat, or phone support) stakeholders	Continuous	Librarian
		Suitable reading rooms	Continuous	
		Stock rooms for books and journals		
		Feedback from users (Create an App)		
5.	Lecture Complex, Tutorial rooms, Classrooms and Meeting Rooms	All class Rooms are smart classroom with audio and video. Classrooms with whiteboards, online resources, and collaborative learning tools.	Continuous	Faculty
		Lecture halls with audio visual equipment such as projectors, screens, and sound systems	Continuous	Departmental Staff
		Accommodating students with disabilities, including wheelchair access	Continuous	
		Incorporating breakout areas or discussion zones outside lecture halls	Continuous	Principal
		Classroom to accommodate different teaching methods, group sizes, and activities	Continuous	Principal, HoDs and All Professors
6.	Examination branch	Provide secure storage areas for examination papers, answer sheets, and other assessment materials	Continuous	Controller of Examinations
		Fixing surveillance cameras in the controller of Examinations section to oversee examination wing		
		Designating waiting area		
		Implementing access control measures such as ID checks, ticketing systems, and electronic locks to regulate entry to examination		
		Conducting regular inspections, maintenance, and cleaning of examination venues		
		Designating waiting areas or break rooms for examination staff, invigilators, and administrators to rest, prepare, or coordinate logistics session		
		Maintain records of attendance, exam papers, and assessment results for audit and archival purposes.		
7.	Facilities to Faculty and Staff	Providing well-equipped offices including desks, chairs, filing cabinets, and storage units, to facilitate administrative tasks, research, and collaboration and Technology infrastructure	Continuous	Principal

		Designating meeting rooms, conference rooms, for team meetings, discussions, and brainstorming sessions		
		Provide on-site or nearby childcare facilities	Continuous	Principal, vice Principal and Management
		Establish dedicated spaces for workshops, seminars, training sessions and professional development activities	Continuous	Principal
8	Office Rooms	Ample storage space for documents Filing cabinets, drawers, shelves, and bookcases	Continuous	Principal
		Cabin for each staff	Within 10 years	Principal and Secretary
		Reliable internet connectivity	Continuous	System administrator
		Telephone, intercom, WhatsApp for communication with colleagues, clients, and stakeholders	Continuous	Principal, Academic and administrative Heads
		Display boards for posting announcements, reminders, schedules, and brainstorming ideas.	Continuous	Principal, Vice Principal and System Administrator
		Fire extinguisher, first aid kit, and emergency exit signage,	Continuous	Office Superintendent
		Smoke detector	Within 2 years	Department of Physics
9.	Laboratories and Research Centres	Research Lab for PG Chemistry and Computer Lab for PG Computer Science	Continuous	Principal and Head of the Departments
		Common Computer lab and Language Lab for students		
		Separate research centres for each department		
		Chemical storage cabinets with proper labelling, segregation, and ventilation		Head of the Departments
		Equipment		
10.	Computer Centre/ Multimedia Studios	Create mobile equipment kits with portable cameras, microphones, tripods, and lighting kits	Continuous	Media Centre
		Investing in high-quality audiovisual equipment, including cameras, microphones, lighting rigs, green screens, and studio monitors		
		Establishing editing suites with powerful computers, graphic design software, video editing software, audio editing software.		
		Implement in robust storage and network-attached storage (NAS) systems, cloud-based storage	Continuous	Media Centre

		Integrating multimedia studios into academic programs and curricula		
		Providing training, workshops, and professional development opportunities for faculty, staff, and students		
		Implementing a regular maintenance to ensure that multimedia studios remain functional, up-to-date, and aligned with evolving technological trends.		
11.	Cafeteria/ Dining Room/ Mess Facility	Modernized Canteen	Within 15 years	Principal
		Elevation of canteen	Within 2 years	
		Certification from the food safety office	Continuous	Mess-in charge
		Implement meal plan options, payment methods, and cashless transaction systems to streamline dining operations		
		Providing staff break rooms, locker rooms, and restrooms for cafeteria workers,		
		Soliciting feedback from customers through surveys, suggestion boxes, or online platforms		
12.	Games and Sports facility	Stage for the sports meeting in the play ground	Continuous	Principal and Director of Physical Education
		Gallery system in the ground for audience	Within 10 years	Principal and Management
		Building locker rooms equipped with lockers, benches, showers, and changing facilities for athletes, coaches, and officials to store belongings	Continuous	Director of Physical Education
		Providing indoor sports facilities such as gymnasiums, indoor courts, or multi-purpose halls for sports activities		
		Properly marked playing fields for various sports such as soccer, basketball, tennis, volleyball, and Ball Badminton.		
		Water outlets at convenient locations within sports facilities to encourage hydration and prevent dehydration	Within 2 years	Physical director
		Wi-Fi connectivity and digital infrastructure to support live streaming, score updates, and online registration for sports events	Continuous	System administrator
13.	Auditorium add conference	Upkeep of the existing two auditorium and seven conference halls	Continuous	Principal and Management

		Establish each building with one conference hall	Within 5 years	
	rooms and Exhibition Hall	Sound systems, microphones, projectors, screens, and lighting equipment	Continuous	Principal
		Proper acoustic design to minimize echoes, reverberation, and external noise, ensuring clear audio	Continuous	System administrator
		Reliable high-speed internet access for live streaming, online presentations, or interactive sessions.	Continuous	
		Wheelchair accessibility, ramps, and designated seating for individuals with disabilities.	Continuous	Principal
		Private areas for speakers, performers, or organizers to prepare before or relax	Within a Year	
		Clearly marked emergency exits, fire extinguishers, first aid kits, and adherence to safety regulations.	Continuous	Office Superintendent
14.	Hostels Commercial Shops/ centres	Renovating the Hostel Mess	Within a year	Chief Warden
		Provide hostel for the distanced students	Continuous	Chief Wardens
		Research scholars and teachers have separate wing in the hostel	Within 2 years	
		Ensuring that the room is spacious enough to accommodate wheelchair movement and that doorways	Within 5 years	
		Design the bathroom to be wheelchair-accessible,	Within 5 years	
		Create shops stationary for students and staff to purchase essential items	Continuous	Principal
15.	Health and wellbeing/ Student recreation facilities/ International student centres	Establishing a health services centre on campus with Nurse	Continuous	Campus Medical Team
		Providing Reflexology and homeopathy treatment 24x7days		
		Offer counselling and psychological services to support students' mental health and emotional well-being.	Continuous	Principal and Counsellor
		Offer a variety of exercise equipment	Continuous	Director of Physical Education
		Conduct workshops on topics such as sexual health, substance abuse prevention, sleep hygiene, healthy relationships, and mindfulness practices.	Continuous	Campus Medical Team, Counsellor and Vice Principal
		Provide access to affordable health insurance plans	Continuous	Coordinator of CHRDC

		Create recreational spaces on campus where students can participate in leisure activities and hobbies	Continuous	Director of Physical Education
		Provide different tools to play for relaxation of mind	Continuous	Campus Medical Team and Physical Director
		Play music every day for one hour for the hostel students		
16.	Botanical Park/ Garden	Curate diverse collections of plants, including native and exotic species,	Within 2 years	Head of the Department of Botany
		Design themed gardens such as herb gardens, medicinal gardens, succulent gardens, butterfly gardens,	Continuous	
		Implement sustainable landscaping practices, such as water-wise gardening, organic gardening, and habitat enhancement for pollinators and biodiversity.	Continuous	
		Provide maps and wayfinding signage to help visitors navigate the garden easily.	Within 2 years	
17.	Incubation centre, Training and Skilling and research park	Entrepreneur skill seminars, trainings and workshops for outsiders (WISE project)	Continuous	Secretary-HCIIC Convenor –IIC, Deanery of Entrepreneurship Development
		Offer support services to early-stage startup with funding agencies		
		Provide guidance and support for protecting intellectual property rights, patent filing, technology licensing, and commercialization strategies for innovations and inventions		
		Create internships, apprenticeships, simulated workplace environments	Within 5 Years	Head of the Departments and Class teachers
		Forge strategic partnerships and collaborations with industry stakeholders, corporations, government agencies, and funding organizations	Continuous	Principal and Administrative Team

9. DIGITAL ENABLERS

Digitalization has instigated substantial transformation in the functioning of Higher Educational Institutions (HEIs). Information, Communication and Computation Technology (ICCT) has become an integral part of the academic, administrative and governance of HEIs. Digital enablers would contribute in transforming the quality of teaching learning process and operational efficacy with increased productivity and access information globally.

SHORT TERM PLANS (WITHIN TWO YEARS)

- To increase the speed of internet as per the demand.
- To update recent software as per the need of the administrative office and academics to provide online environment.
- To upgrade Education ERP with latest software.
- To provide online placements and internships in accordance with industry needs and project requirements.

MEDIUM TERM PLAN (2 – 5 YEARS)

- To provide Desktop/Laptop facility to all the stake holders.
- To develop e-content for a module or a complete course and upload in LMS or social media.
- To create a digital library facility in collaboration with other sites' and the National and Global level University's data bases
- To have an Online Admission Test for a ubiquitous facility for global admission.
- To adopt technologies like Artificial Intelligence (AI) , Big Data and Business Analytics (BA), Cloud Computing (CC), Digital Services (DS), Optical Computing (OC), Virtual Reality (VR) and Augmented Reality (AR) facilities in automating the services.

LONG TERM PLAN (5 – 15 YEARS)

- To establish the Crossian Press for digital publication of magazines, Research Journals and books.

ROAD MAP:

From the plans envisaged above (short, medium & long term) the following are identified as milestones that would stand out in the road map for the college.

- Utilization of latest academic and administrative software for better online environment and catering to the needs of the stakeholders.
- Systematic updating and development of content on each course and sharing with the stake holders and the public through Google sites, blogs and other platforms.
- Periodical updating of Campus News and all programs organized by the college and regular promotions through YouTube channel, twitter, LinkedIn, Facebook and other social media sites for global access.
- Establishment of the Crossian Press for digital publication.

Sl. No.	Indicators	Details	Timeline	Person-in-Charge
1.	Wi-Fi Campus, Internet Usage, Website	Global networking (Currently 160 MBPS internet speed available)	Continuous	Principal, System Admin, ERP, CoE, HoD, Class in

		WhatsApp groups - Online Messaging to Stakeholders'		charges, and Social Media Committee
		Institutional information to the public		
2.	E-content development And Online Classes	Studio for video recording	Continuous	HoD, Course in charge Media centre in charge
		Video Conference Facility		
		Learning Management System		
		Google classroom, Online Blogs & sites to provide course information		
		Online Courses	2-5 Years	
3.	Digital Library	Developing and updating digital library and providing digital library membership to every stakeholder for access of books, periodicals, study materials, magazines, annual/year books of organizations, journals in digital form.	2-5 years	Principal and Librarian
4.	Digital Publication	Own publication for books, newsletters, magazines, journals, proceedings, and printing question papers for examinations.	10 years	Principal & Management
		Online digital publication as open access publication		
5.	Paperless Office	Developing academic administrative software to cater the services of stakeholders.	Continuous	Principal & Office Superintendent
6.	Paperless Exam, Online Evaluation, Website Based Result Announcement	Adopting digital examination system, evaluation system and result publication	Continuous	CoE
		End Semester Examination	2-5 years	
7.	NAD Marks Cards Facility	A convenient and completely secure digital academic depository solution.	Continuous	CoE
8.	Online Admission Test	A ubiquitous facility for global admission	5 years	Admission Committee

9.	Education ERP	To integrate various departments for timely exchange & access of information.	Continuous	Principal, HoD, System Admin and ERP
10.	Plagiarism Software Facility	A software facility to check plagiarism content in the documents.	Continuous	Librarian & Dean of Research
11.	Online Digital Magazine & Student Publication	Online digital format	Annual	Dean of Research, Dean of Students, Magazine Committee & Librarian
12.	Online Placement (Project and Internship)	Online ubiquitous support.	Annual	Dean of Academic Affairs, Placement Officer & HoD
13.	Video Documentation of College and department on Online Public Platforms	Access information globally	Continuous	Media centre and Social Media Committee
14.	Social media-based Promotions	Information access & Brand building promotions	Continuous	Social Media Committee, Media centre
15.	Use of Information, Communication and Computation Technology (ICCT) underlying Technologies like Artificial Intelligence (AI), Big Data and Business Analytics (BA), Cloud Computing (CC), Digital Services (DS), Optical Computing (OC), Virtual Reality (VR) and Augmented Reality (AR)	Adopting present technologies in automating the services	Within 5 years	Principal & ICT Team