INSTITUTIONAL DEVELOPMENT PLAN

2025
Govt. College Sector-9, Gurugram

Vision

To nurture globally competent, socially responsible, and ethically strong individuals through quality education and innovative practices.

Missions

Deliver high-quality education and research opportunities to foster students' intellectual, professional, and personal growth, helping them realize their full potential.

Focus on academic excellence by adopting outcome-based education that aligns with evolving educational and industry standards.

Build strong industry-institution collaborations to bridge the gap between academic learning and practical application.

Encourage research, innovation, and entrepreneurship to create a dynamic and forward-thinking academic environment.

1. Institutional Basic Information

1.1.   Institutional identity:

- Name of the Institution   : Govt. College Sector-9, Gurugram
- Types of Institution   : Govt. College
- Status of Institution   : Govt. Co-Ed College
- Accreditation   : Government College, Sector 9, Gurugram
  is accredited 'B' with overall 2.5 score value by NAAC

- Name of Head of Institution and Project Nodal officers

Head and Nodal officer	Name	E-mail Address
Head of the Institution	Dr. Neelam Dahiya	gpgcsec9@gmail.com
RUSA Institutional coordinator	Dr. Surender Sharma	Surendersharma117@gmail.com
Academic Activities	Dr. Vandana Dangi (NEP coordinator) Dr. Sanjay Katyal (Registrar)	vandanashoora@gmail.com katyalsanjay2@gmail.com
Civil Works including Environment Management	Dr. Satish Yadav	yadavcricket@gmail.com
Financial aspects	Dr. Mukesh Sharma	Mukeshkumarsharma1973@gmail.com
Internal Quality Assurance Cell	Dr. Meenakshi Dalal	Meenakshidalal137@gmail.com

1.2   Academic Information:

- **UG/PG/PhD programs offered in Academic year**

Sr. No.	Title of programs	Level (UG, PG, Ph. D)	Sanctioned annual intake	Total student strength
1	B.A Multidisciplinary 1st	UG	400	398
2	B.A Pass 2nd	UG	400	292
3	B.A Pass 3rd	UG	320	205
4	B.A Major Economics 1st	UG	80	71
5	B. A Economics 2nd	UG	80	51
6	B.A Economics 3rd	UG	80	47
7	B. A Major English 1st	UG	80	72
8	B.A Honors English 2nd	UG	80	57

9	B.A Honors English 3rd	UG	80	61
10	B. Com Pass 1st	UG	340	328
11	B. Com Pass 2nd	UG	260	210
12	B. Com Pass 3rd	UG	260	201
13	B. Com Honors 2nd	UG	80	68
14	B. Com Honors 3rd	UG	80	60
15	B.C.A 1st	UG	120	119
16	B.C.A 2nd	UG	120	105
17	B.C.A 3rd	UG	120	83
18	B.B.A 1st	UG	60	59
19	B.B.A 2nd	UG	60	45
20	B.B.A 3rd	UG	60	55
21	BTTM 1st	UG	50	42
22	BTTM 2nd	UG	50	31
23	BTTM 3rd	UG	50	24
24	BTTM 4th	UG	50	28
25	B. Sc. Physical Science 1st	UG	80	70
26	B. Sc. NM 2nd	UG	80	43
27	B. Sc. NM 3rd	UG	80	41
28	B. Sc. Life Science 1st	UG	80	74
29	B. Sc. Medical 2nd	UG	80	33
30	B. Sc. Medical 3rd	UG	80	17
31	BAJMC 1st	UG	60	12
32	BAJMC 2nd	UG	60	24
33	BAJMC 3rd	UG	60	18
34	MCA 1st	PG	60	59
35	MCA 2nd	PG	60	56
36	MA Economics 1st	PG	50	38
37	MA Economics 2nd	PG	50	33
38	M. Com 1st	PG	50	49
39	M. Com 2nd	PG	50	47
40	M. Sc. Maths 1st	PG	40	40
41	M. Sc. Maths 2nd	PG	40	35
42	M. A Sociology 1st	PG	40	24
43	M.A Sociology 2nd	PG	40	14

1.3 Faculty Status

(Number of faculty in each department)

Department	Professor	Associate Professor	Assistant Professor	Extension Lecturer
English	0	1	1	1
Hindi	0	0	1	1
Mathematics	0	0	2	3
Computer Science	0	0	4	8

Commerce	2	2	2	17
Sociology	0	0	1	1
Political Science	0	0	0	0
Physics	0	0	1	2
Chemistry	0	0	0	3
Economics	1	0	2	5
History	0	1		
Psychology	0	0	2	0
Tourism	0	0	3	1
Geography	0	0	2	1
Mass Communication	0	0	1	0
Physical Education	0	0	1	0

1.4 Campus Area and Infrastructure

The Govt. College Sec-9, Gurugram is a premier higher education institution of Government of Haryana having a very large campus. There is adequate facility of classrooms and laboratories for fulfilling teaching-learning needs. The ICT facility is an integral part of teaching learning activities in the college. There are good facilities for organizing cultural activities and sports events in the college and students enthusiastically participate in these activities.. The infrastructure for cultural and sports activities is such that many inter college and university level competitions are organized in the college every year.

Table below provides a brief overview of the college infrastructure for various facilities:

Name of Facilities	Number
Classrooms	28
Smart Classrooms	15
Laboratories	8
Computer Labs	11
E-Resource Lounge	01
Playground	01
Seminar Hall	01
Multipurpose Hall	01
Main Library (including 02 Fully AC Reading Hall)	01
Girls Common Room	01
Creche for Staff's Children	01

2. Assessment

In alignment with the National Education Policy (NEP) 2020 and the evolving demands of higher education, the institution is committed to reforming its assessment practices as part of a broader agenda for institutional development. This initiative is grounded in a comprehensive need assessment based on a SWOC (Strengths, Weaknesses, Opportunities, and Challenges) analysis, and is aligned with the University's Vision, Mission, and Core Values.

1. Curriculum, Pedagogy, and Assessment

Curriculum Design and Implementation:

- *Holistic Curriculum:* Develop a curriculum that supports the all-round development of students, incorporating NEP 2020 principles such as flexibility, inclusiveness, and diversity.
- *Content Relevance:* Regularly review and update programs and courses based on feedback from stakeholders and an analysis of local, regional, and global needs.
- *Alignment with SDGs:* Ensure that program content actively contributes to achieving the 17 UN Sustainable Development Goals (SDGs).

Pedagogical Approaches:

- *Learner-Centric Methods:* Adopt teaching strategies that foster student engagement, critical thinking, and creativity.
- *Diverse Learning Activities:* Blend lectures, tutorials, fieldwork, projects, and internships to provide a rich learning experience.
- *Technology Integration:* Integrate technology to enhance teaching, learning, and assessment.

Assessment Framework:

- *Continuous Assessment:* Combine formative assessments with traditional summative evaluations to ensure ongoing student progress.
- *Varied Evaluation Methods:* Employ diverse assessment tools such as problem-based assignments, lab reports, and presentations.
- *Academic Bank of Credits:* Implement a flexible credit system to facilitate student mobility and lifelong learning.

Faculty Development and Innovation

- *Promoting Excellence:* Cultivate a supportive environment that enables faculty to excel in teaching, research, and service.
- *Community Engagement:* Involve community leaders in teaching to enhance the real-world relevance of academic programs.

2. Research Ecosystem

Strengthening Research Infrastructure:

- *Facility Enhancement:* Invest in advanced infrastructure to support high-quality research and capacity building.
- *Empowering Researchers:* Provide faculty with essential resources and tools to drive impactful research.

Multidisciplinary and Collaborative Research:

- *Collaborations:* Strengthen existing partnerships and forge new collaborations within the college and with external institutions.
- *Research Networks:* Expand research partnership.

Research Commercialization and Innovation:

- *IPR and Commercialization:* Offer support for intellectual property rights, technology transfer, and commercialization of research.
- *Fostering Start-ups:* Encourage entrepreneurship and innovation through targeted incentives and support structures.

3. Student Support Systems

Comprehensive Support:

- *Mental Health, Fitness, and Ethics:* Establish systems that promote mental well-being, physical health, and ethical values among students.
- *Equity and Inclusion:* Design support structures that is inclusive and responsive to the needs of students from underrepresented and disadvantaged backgrounds.

Effective Support Services:

- *Personalized Assistance:* Offer customized support services to address the unique needs of diverse student groups.

Student Progression and Placement:

- *Exposure and Guidance:* Organize workshops and counseling sessions to provide students with insights into academic institutions and programs at both national and international levels.
- *Skill Development and Industry Collaboration:* Equip students with additional skills and training through partnerships with industry to enhance their employability and career readiness.

4. Institutional Governance

Governance Model:

Executive Council: Establish an Executive Council as mandated by NEP-2020.

Professional Development and Monitoring:

Continuous Development: Implement professional development and succession planning for academic and administrative staff.

5. Skill Development & Training
- Organize **workshops and counseling sessions** focused on career readiness, soft skills, interview techniques, resume building, and competitive exams.

- Conduct **domain-specific training sessions** in collaboration with reputed training institutes.

Industry Collaboration

- Partner with industries for **short-term certifications**, **project-based internships**, and **pre-placement talks**.

- Host **industry-academia meets**, inviting professionals to interact with students.

Alumnae Engagement

- Strengthen the alumnae network to serve as mentors and advisors and provide career guidance and internship referrals.

- Conduct **alumnae talks and career panels** to share real-world insights and success stories.

Student-Led Placement Committee

- Establish a **student-led placement cell**, where selected student representatives will:

    o Collaborate with companies and HR personnel.

o Chalk out the **placement calendar** and coordinate events.

o Track placement data and feedback from recruiters and peers.

3. Strategic Goals

1. Enhancing Academic and Teaching-Learning Quality

This college is committed to transforming its educational landscape through a comprehensive strategy that promotes multidisciplinary, holistic learning, equity, inclusion, and internationalization. The goal is to create a vibrant academic environment that nurtures excellence, embraces global perspectives, and integrates India's rich cultural heritage.

1.1 Multidisciplinary and Holistic Education

Curriculum Development:

- *Revised Curriculum:* Update curricula to promote multidisciplinary and holistic learning, aligned with NEP-2020's principles of flexibility and inclusiveness.
- *Integration of Disciplines:* Seamlessly blend arts, sciences, and technology, with a strong focus on Indian knowledge systems and value-based education.
- *Flexible Learning Paths:* Implement multi-entry/multi-exit options and systems such as Academic Bank of Credits (ABC) and National Academic Depository (NAD) to cater to diverse learning needs.
- *Interdisciplinary Courses:* Offer a wide range of academic and vocational programs for comprehensive student development.

Key Activities:

- Design programs that cultivate creativity, critical thinking, and global citizenship.
- Continuously update programs based on stakeholder feedback and evolving local, national, and global needs.

Proposed Academic Sessions:

2025-26 to 2029-30:

- Launch revised curricula and new interdisciplinary programs.
- Introduce additional programs and update existing ones based on feedback and emerging trends.

1.2 Equity and Inclusion in Higher Education

Action Points:

- Promote gender balance in admissions and foster gender sensitivity among all members of the university community.
- Strengthen grievance redressal systems and enforce anti-discrimination policies.
- Offer scholarships and financial aid to encourage innovation and entrepreneurship among students.

Key Activity:

- Implement robust support systems for students from diverse and disadvantaged backgrounds.

Proposed Academic Sessions:

2025-26 to 2029-30:

- Launch gender sensitivity programs and initial support systems. Expand outreach initiatives and enhance support mechanisms to improve equity.

1.3 Assessment and Academic Quality

Action Points:

- Introduce continuous and comprehensive assessment methods combining formative and summative evaluations.
- Ensure fair, transparent, and flexible examination processes, including exams on request.
- Implement the Academic Bank of Credits and NAD to recognize diverse learning achievements.

Key Activities:

- Develop a robust assessment framework using varied evaluation tools.
- Regularly review and refine assessment practices to uphold academic standards.

Proposed Academic Sessions:

2025-26 to 2029-30:

- Introduce new assessment frameworks and review mechanisms. Continuously refine and strengthen assessment strategies.

1.4 Technology Integration

Action Points:

- Develop and incorporate e-content and digital tools in teaching and learning.
- Upgrade infrastructure to support advanced educational technologies.

Key Activities:

- Create and maintain high-quality digital resources.
- Offer technological support and training for faculty and students.

Proposed Academic Sessions:

2025-26 to 2029-30:

- Begin e-content initiatives and infrastructure upgrades. Continuously expand and enhance digital tools and support systems.

1.5 Promotion of Indian Knowledge Systems

Action Points:

- Promote Indian languages, arts, and culture through dedicated academic programs and scholarships.
- Establish Centres focused on preserving and advancing Indian knowledge systems and cultural heritage.

Key Activities:

- Launch Indian language studies and research initiatives.
- Engage local artists and scholars in enriching academic programs.

Proposed Academic Sessions:

2024-25 to 2027-28:

- Initiate programs promoting Indian languages and culture.
- Broaden initiatives and deepen integration of Indian knowledge systems.

2. Advancing Research Excellence and Innovation

Govt. College Sec-9 is dedicated to building a vibrant research ecosystem that fosters innovation and societal impact. The strategy focuses on enhancing research quality through multi- and trans-disciplinary approaches, securing funding, and strengthening collaborations positioning the college as a leader in impactful knowledge creation and technological advancement.

2.1 Strengthening the Research Ecosystem

Strategic Initiatives:

- Develop state-of-the-art research infrastructure and establish research Centres aligned with strategic priorities.
- Invest in training programs to build research capacity among faculty and scholars.

Key Activities:

- Set up specialized research Centres focused on priority areas.
- Facilitate cross-disciplinary collaborations and national/international partnerships.
- Secure external funding and promote industry-sponsored research.

Proposed Academic Sessions:

- *2025-26 to 2029-30:*
- Initiate capacity-building initiatives.
- Expand collaborations and enhance funding efforts.
- Strengthen industry partnerships and launch industry-sponsored research chairs.

2.2 Enhancing Research Quality and Impact

Strategic Initiatives:

- Encourage quality publications in high-impact journals.
- Promote research excellence in priority areas, ensuring active contribution from UG and PG students through publications or patents.

Key Activities:

- Set clear targets for faculty and students for high-quality publications and conference participation.

2.3 Fostering Research Innovation and Extension

Strategic Initiatives:

- Establish programs that promote student-led innovation and design thinking.
- Set up a Centre for Corporate Training and Consultancy to bridge academia and industry.

Key Activities:

- Make research and innovation projects mandatory for students, aiming for publications and patents.
- Build corporate partnerships to ensure research relevance and provide consultancy opportunities.

4. Metrics and Targets

Section	Component	Details / Targets	Timeline / Remarks
Vision & Mission	Institutional Vision	To become a center of excellence in higher education, promoting inclusive growth, innovation, and ethics.	Long-term (5–10 years)
	Institutional Mission	- Provide quality education across disciplines - Foster holistic student development - Encourage research and community engagement	Continuous
Infrastructure	Academic Infrastructure	Well-equipped laboratories, libraries, ICT-enabled classrooms for programs like BCA, MCA, BSc, MSc	Ongoing upgrades planned
	Physical Infrastructure	Adequate classrooms, seminar halls, staff rooms, restrooms, and common areas	Renovation/expansion where required
	Digital Infrastructure	Campus-wide LAN, smart classrooms, ERP systems, computer labs	To be upgraded within 18–24 months
	Green Campus Initiatives	Rainwater harvesting, solar panels, paperless administration	Implement in phases
Assessment	Current Challenges	Over-reliance on summative exams, lack of skill-based evaluation	Identified for revision
	Reform Strategy	- Introduce formative assessments (projects, presentations) - Program-specific methods - Use of rubrics & LMS	Pilot in select departments
	Faculty Capacity Building	Workshops on modern assessments and digital tools	Biannual
Strategic Goals	Network Infrastructure	Increase bandwidth, provide Wi-Fi campus-wide, upgrade IT labs	12–24 months
	Research & Collaboration	Enable access to online research platforms, join NKN	18 months
	Sustainable IT	Implement green IT practices; reduce paper usage by 60%	24 months
	Wi-Fi Coverage	100% of academic blocks, libraries, and hostels	Within 18 months

	Smart Classroom Ratio	50% classrooms digitally enabled with projectors/boards	Within 24 months
	Faculty LMS Usage	75% faculty actively using digital platforms and LMS tools	Within 12 months
	IT Helpdesk	Functional IT support system with ticketing	Within 6 months
	Green Campus Initiatives	Rainwater harvesting, solar panels, paperless administration	Implement in phases
	Ecologically sustainable	Ecologically sustainable by increasing solar power cover	Within 24 months