

INSTITUTIONAL DEVELOPMENT PLAN (IDP)



**LATE SHRI P.N.BORICHA EDUCATION TRUST MENDARDA SANCHALIT
LATE P.N.BORICHA COMMERCE COLLEGE,
DEVGADH
Opp. Shiv Mandir, Ajab Road, Devgadh
SELF FINANCE**



BHAKTA KAVI NARSINH MEHTA UNIVERSITY, JUNAGADH

**Duration Years: 2025-2030
Date of Submission: 08/01/2026**



DEVELOPING FOR IDP

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INSTITUTIONAL BASIC INFORMATION

A	Name of the Institution:	LATE SHREE P.N.BORICHA COMMERCE COLLEGE DEVGADH, DIST:JUNAGADH
B	Type of Institution:	SELF FININCE
C	Category:	Co-education
D	Location: (urban / rural):-	RURAL
E	Website Address of the College:	www.commercecollegedevgadh.org
F	Name of Head of Institution :	VIJAY BABARIYA (I/C Principal)
G	Mobile Number:	9898689814
H	E-mail Address :	devgadhcommercecollege@gmail.com
I	Establishment Details:	2017-18
J	Name of University to which Affiliated :	Bhakta KaviNarsinh Mehta University Junagadh.
K	NAAC Accreditation:	nil

Introduction to IDP:

Formulation of Institutional Development Plan(IDP) is one of the first steps towards implementation of the New Education Policy-2020.Institutional Development Plan lays down the roadmap of various provisions of NEP in a time bound manner outlining the needs, constraints, targets and timelines for an institution. Further, IDP is a documentary framework through which an institution can develop its own indicators, fix achievable targets, prioritize actions, assess financial needs and overcome its constraints towards implementation of NEP.

The National Education Policy 2020 aims to develop good, thoughtful, well-rounded, and creative individuals. According to it, HEIs need to enable an individual to study one or more specialized areas of interest at a deep level and also develop character, ethical and constitutional values, intellectual curiosity, scientific temper, creativity, spirit of service, and 21st-century capabilities across a range of disciplines Including sciences, social sciences, arts, humanities, languages, as well as professional, technical, and vocational subjects. Keeping this view in the front,Commerce College Devgadh decides to have a plan to materialize the all-round development of all of its stakeholders, namely the students, faculties, staff, and as a whole of the larger society. The plan, named as Institutional Development Plan (IDP), has been prepared by the unit ‘NEP Task Force’ of the college by designing different development aspects as per the ‘UGC Guidelines for Institutional Development Plans for Higher Education, February, 2024’ for a period of ten years commencing from the Academic Year 2025-26 to 2035-36.

The IDP needs to reflect an integrated, comprehensive and holistic approach that is mindful of the institution’s unique vision and mission, context, location, character, resources,

environment, target group of students/learners, other stakeholders and overall aspirations. The overarching objectives of the IDP is to achieve excellence and holistic growth.

It aims at –

- Aligning the vision and mission of the institution with the National Education Policy 2020.
- Assessing institutional developmental needs through wide consultative processes.
- Identifying the institutional capability (human, material and financial) and organizational gaps in the context of the institutional goals and priorities.
- Developing Annual Capacity Building initiatives to build capacity and remove gaps.
- Improving the quality of Education through updated curricula, teaching methods and faculty development initiatives.
- Expanding academic programmes and interdisciplinary approach, introducing new undergraduate and post graduate programmes that align with job markets and students interest.

(INFRASTRUCTURE AND LEARNING RESOURCES)

It had 416.12 Sq. Mt. of built up area in a campus of only 5.18 acre. Main building had 03 classrooms with a common staff room, one small room for administrative office. Library had a carpet area of 470 sq. ft. in which reading room facility for 20 students was available. The facility of computers, Internet, Printer are available in the library. The trust maintains the college building. The library is managed through a Library Advisory Committee. It had 1150 books (management grants) of were purchased and added in last two years from college funds. The College had only 5 computers but there was no computer lab only.

The management has extended the existing building on the first floor. Now total built up area is 400 sq.mts.

The institution aims at educational programme beyond the limits of the academic curriculum. A motivating environment conducive to the growth of students prevails in the campus. They are trained and molded in such a fashion that they become responsible citizens of our progressive nation. The motto of the college is to strive for perfection and take the institute to great heights of success through perseverance, organized planning and diligence. The staff of the college keeps in pace with the ever-expanding horizons of knowledge and the trends prevalent in the spheres of Commerce. The students are given utmost priority and their suggestions and grievances are attended immediately by the college authorities.

Vision

To become one of the best higher educational Institutes in Bhakta KaviNarsinh Mehta University by providing qualitative education to youth, especially to those who live in surrounding and remote rural areas and prepare them to the context of social and economic needs, as well as supplementing them necessary assistance.

Mission

- The mission of the institution is committed to the cause of empowerment of rural youth through access to education, particularly higher education, enabling them to develop as

- To celebrate national festivals, to canvass Indian culture and to give their knowledge.
- To prepare the youth for social welfare and healthy environment activities and extend help to them.

SWOC analysis

Strengths:

Our Strengths are given below.

- An able, visionary and participative management of the college.
- The management has constructed new first floor of building.
- Our Career Counselling is very helpful to the students because it not only prepares them for competitive examinations but also helps them to develop their soft skills.
- The Institution provides insurance coverage to all students. This policy is given from BKNMU University.
- Healthy relationship between teachers and students.

Weaknesses:

We have certain weaknesses.

- Frequent failure of electricity is a hurdle for developing IT zone in the institute.
- Experts are not available around the district for various services.
- This district is financially and educationally backward.
- Most of the students are getting education not for employment, but just for finding good match.
- There is lack of well connected transportation facilities for rural students from the remote areas.
- No Hostel facility available for the Students.

Opportunities

We have some opportunities as well.

- Starting of add on/vocational courses.
- Starting of PG courses.
- Making the existing college ICT enabled.
- Can be the guiding force towards bringing positive change in the society.
- To provide quality education to rural students. It is one of the important institution in rural area.
- To introduce more value-added courses regarding Human Values and Ethics following the guidelines of NEP-2020.

Challenges:

There are some challenges before the institution. They are:

- Devgad is a small village. In this area, there are two colleges. The other one is a self-finance and one is grant in aid college. If we do not impart quality education, the students might divert towards self finance college.
- Rural and rustic catchment is another challenge for the institution because they have the tendency not to go for higher education.
- Economically backward area, so students are not sound in online path i.e. android mobile are not sufficient as required in online process, but we try to compensate the gap.
- Lack of sufficient provision of Transport facility.
- Drop-out ratio of the students.

Parameter wise Strategic Plan:

(A)Governance Enablers:

SR. No.	Type of Parameter	Current Status Strategy/Plan	Strategy/Plan	Timeline to Fullfill		
				ST (2 - Yrs)	MT (5 - Yrs)	LT (10- Yrs)
1	Leadership	<ul style="list-style-type: none"> ➤ Effective leadership ➤ Strategic management ➤ Effective Trainings program 	<ul style="list-style-type: none"> ➤ Prevalent of Leadership through both hard work and smart work ➤ Promote and motivate for leadership qualities through workshops and personality development trainings 	√		
2	Vision, Mission and Roadmap for the HEI perspective plan	<ul style="list-style-type: none"> ➤ Well defined vision mission and objectives ➤ Detailed discussion with stakeholders for improvement of the institutions in terms of quality and quantity ➤ Well developed 	<ul style="list-style-type: none"> ➤ Encourage to follow and persuade upon the plans for development of the institution 	√		

3	Close monitoring by IT/Web-based management information system	<ul style="list-style-type: none"> Parameters are defined from UGC/affiliated University 	<ul style="list-style-type: none"> Plans to develop an IT/Web-based management information system for close monitoring 		√	
4	Risk Management Analysis	<ul style="list-style-type: none"> meeting with stakeholders to discuss scenarios for mitigating risks at regular interval 	<ul style="list-style-type: none"> Promote meeting with stakeholders to mitigate risks at regular interval 		√	

(B) Finance Enablers and Funding Models (Resource Generation):

SR. No.	Type of Parameter	Current Status Strategy/Plan	Strategy/Plan	Timeline to Fullfill		
				ST (2 - Yrs)	MT (5 - Yrs)	LT (10 - Yrs)
1	Staff providing financial services	<ul style="list-style-type: none"> The Accountant appointed is responsible for the documentation of the resource mobilization and the records are audited by a local Audit and CA at the end of every financial year 	<ul style="list-style-type: none"> To continue the process 	√		

(C) Academic Enablers:

SR. No.	Type of Parameter	Current Status Strategy/Plan	Strategy/Plan	Timeline to Fullfill		
				ST (2 - Yrs)	MT (5 - Yrs)	LT (10 - Yrs)
1	Courses catering to professional/future requirements	<ul style="list-style-type: none"> The Institute provide a varied choice of relevant programs as designed by the parent university along with a few Add-on courses designed by the faculties Multidisciplinary courses 	<ul style="list-style-type: none"> Increase the number of Add on courses Design multidisciplinary courses to meet the 	√		

		and skill based courses are provided to meet the demands of the present time	demands of the current time.			
2	Curriculum updated as per industry requirements	<ul style="list-style-type: none"> ➤ The curriculum is prepared by the Parent University and gets updated with time. ➤ The current curriculum is developed by the university in consideration with the National Education Policy 2020 	<ul style="list-style-type: none"> ➤ Multiple Entry-Multiple Exit options are to be provided to the students as per NEP 2020 ➤ To work on industry linked/internship/apprenticeship programs 	√		
3	Curriculum embedded with Skill Enhancement Courses	<ul style="list-style-type: none"> ➤ The curriculum tries to foster critical thinking and problem solving; innovation and creative thinking; analytical thinking; adaptive thinking; social intelligence and cross-cultural competency; Conflict resolution and negotiation etc. 	<ul style="list-style-type: none"> ➤ Expand the number of skill based courses 	√		
4	Curriculum embedded with emerging technologies to be integrated with future of work	<ul style="list-style-type: none"> ➤ There is a lack of industry-linked courses as per the current age. 	<ul style="list-style-type: none"> ➤ To introduce industry-linked courses as per the requirements of the present time 		√	
5	Learning material Like Study books	<ul style="list-style-type: none"> ➤ Number of relevant and updated course materials are provided by the teachers ➤ The libraries also provide for relevant books for the specified programme 	<ul style="list-style-type: none"> ➤ Frequent updating of study material as per the syllabus ➤ To prepare and collect 	√		

			study materials for different competitive examinations of state and national level.			
6	Question bank	<ul style="list-style-type: none"> ➤ A collection of old question papers is provided at the Central Library as well as Departmental Libraries ➤ Teachers also provide for all the possible question of a specific topic/area 	<ul style="list-style-type: none"> ➤ To increase the resource pool of all subjects concerned ➤ A model question repository for the various competitive examinations 	√		
7	Assignments	<ul style="list-style-type: none"> ➤ Relevant assignments of varying types and nature are conducted 	<ul style="list-style-type: none"> ➤ Increase field-based assignment to better learning outcome 	√		
8	Assessments	<ul style="list-style-type: none"> ➤ Assessments are conducted as per the guidelines of the Parent university 	<ul style="list-style-type: none"> ➤ Incorporate innovative ways of assessment 	√		

(D)Research, Intellectual Property, and Supportive Enablers:

SR. No.	Type of Parameter	Current Status Strategy/Plan	Strategy/Plan	Timeline to Fullfill		
				ST (2 - Yrs)	MT (5 - Yrs)	LT (10 - Yrs)
1	Quality Research	<ul style="list-style-type: none"> ➤ Encourage faculty members to quality research for knowledge. 	<ul style="list-style-type: none"> ➤ Fostering Research Culture ➤ Promote faculty members to have quality Research Project ➤ Inter-disciplinary Research Projects on 	√		

			<p>issues for survival</p> <ul style="list-style-type: none"> ➤ Conduct extension and proactive research programmes that would facilitate local developments in line with emerging global changes 			
2	Research oriented experienced faculty members	<ul style="list-style-type: none"> ➤ Research oriented faculty members ➤ Encourage to participation in quality research 	<ul style="list-style-type: none"> ➤ Incentivize faculty members for quality research ➤ Encourage to basic and applied research ➤ Development of technologies for rural masses 	√		
3	Student involvement in research	<ul style="list-style-type: none"> ➤ Students are engaged in research activities through curriculum 	<ul style="list-style-type: none"> ➤ Discipline wise project monitoring cell for guidance students project ➤ Involve students in IPR infrastructure 		√	
4	Industry and institutional collaboration & consultation	<ul style="list-style-type: none"> ➤ Organized seminars to promote collaboration based research for IPR 	<ul style="list-style-type: none"> ➤ Effort will be made for industry - academic research ➤ File patent 	√		
5	University Incubation	<ul style="list-style-type: none"> ➤ Organized programmes through IIC and 	<ul style="list-style-type: none"> ➤ Effort will be made for 			

	centers	Entrepreneur and Development Cell	innovative idea generation and patent			√
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(E) Human Resource and Supportive-Facilitative Enablers:

SR, No.	Type of Parameter	Current Status Strategy/Plan	Strategy/Plan	Timeline to Fullfill		
				ST (2 - Yrs)	MT (5 - Yrs)	LT (10- Yrs)
1	Academic Success Programs: Mentorship programme	➤ Institute has robust mentoring programs that provide tailored support to the learners so that they end-up educational paths successfully.	<ul style="list-style-type: none"> ➤ To organize Psychological counseling programs regularly. ➤ To continue this programme with adoption of more components. 	√		
2	Competency-Based Recruitment: Adoption of a competency-based recruitment approach that aligns with institutional goals, promoting a culture of performance and shared values.	➤ Staff are recruited as per their competency under Govt.'s existing guideline	➤ To continue the process	√		
3	Goal setting in every student	➤ The College has been working in this field by organizing awareness programs from time to time.	➤ To engage different cells like Career Counseling	√		

			cell, Entrepreneur Development cell, Placement cell etc. in a clear cut focused direction.			
4	traditions, cultures, and legacy through programs and festivals	➤ The College has been organizing such programs regularly to maintain these traditions.	➤ To make aware of these traditions by engaging students to organize programs on their own.	√		
5	Mental Health	➤ Through different forums and cells by way of counseling, this aspect is being looked into.	➤ To have a dedicated cell to look into this aspect.	√		

(F) Enablers for Networking and Collaborations:

SR, No.	Type of Parameter	Current Status Strategy/Plan	Strategy/Plan	Fullfill Timeline to		
				ST (2 - Yrs)	MT (5 - Yrs)	LT (10- Yrs)
1	Strategic Collaborat ions	<ul style="list-style-type: none"> ➤ To foster connections amongst alumni by holding alumni meets and alumni conclaves. ➤ Involvement of alumni in teaching learning process. 	<ul style="list-style-type: none"> ➤ Boost alumni engagement by keeping them informed about the institute and each other, as well as by encouraging generosity and alumni involvement in fulfilling the goals of the institute. ➤ Encourage, inspire, and organize the 	√		

			<p>alumni to advance their knowledge and participation in volunteer work.</p> <ul style="list-style-type: none"> ➤ Introduce student-alumni mentorship programmes. 			
2	MOU	<ul style="list-style-type: none"> ➤ with industries for internship programmes 	<ul style="list-style-type: none"> ➤ To boost industry based internship and apprenticeship. ➤ Industry partnership in the design of curriculum and content across the various curriculum. ➤ Strengthen ties between the academic and industry to provide more projects, training, and part-time and full-time internship opportunities. ➤ To conduct more number of placement drive. 	√		
3	Community Engagement and service	<ul style="list-style-type: none"> ➤ Rural outreach and Field work to raise awareness about the rural problems for the students and teachers. 	<ul style="list-style-type: none"> ➤ To boost the Rural outreach and Field work program to raise awareness 	√		

		<ul style="list-style-type: none"> ➤ Collaboration with government programs like Unnat Bharat Abhiyan for the above mentioned cause. 	<p>about the rural problems for the students and teachers.</p> <ul style="list-style-type: none"> ➤ Creating possibility for rural development internship. ➤ Collaboration with national, and international NGOs to identify the key areas which is need to be developed in the neighborhood and promote sustainable development. ➤ To motivate the students for their active participation in the rural development program such as camps and workshop. 			
4	Professional Development and Employment	<ul style="list-style-type: none"> ➤ To establish network with local, national and international industries for training, workshop and job opportunities for students. 	<ul style="list-style-type: none"> ➤ To establish network with national and international industries for training, workshop and job opportunities for students. ➤ Faculty based consultation must be encouraged as this makes 	√		

			<p>the faculty up to date with the present industrial practices.</p> <ul style="list-style-type: none"> ➤ To boost the quantity of consulting partnerships. ➤ To organize awareness program and workshops for professional development. 			
5	Quality and Credibility	<ul style="list-style-type: none"> ➤ By using best practices, the institute should raise the caliber of its services. ➤ The quality and credibility of the institute can be assessed by its recognition by national accreditation bodies. ➤ Certification, accreditation and ranking will indeed help in the upgrading the brand value of the institution and make it more aspirational for the students. 	<ul style="list-style-type: none"> ➤ Quality assurance frame work must be adopted by such agencies in order to raise internal standards and enhance learning outcomes. 	√		

(G) Physical Enablers:

SR, No.	Type of Parameter	Current Status Strategy/Plan	Strategy/Plan	Timeline to Fullfill		
				ST (2 - Yrs)	MT (5 - Yrs)	LT (10- Yrs)
1	Infrastruct ure to commute	<ul style="list-style-type: none"> ➤ Existence of designated signage, building sign and roadmaps 	<ul style="list-style-type: none"> ➤ Continuously monitor and maintenance 			

		<ul style="list-style-type: none"> ➤ Designated facilities and services for specially-abled 	<p>the effectiveness of the commuting infrastructure</p> <ul style="list-style-type: none"> ➤ Ensure the enhancement of the quantity of designated infrastructure and access for specially abled ➤ Promote Green Spaces and Landscaping for parking ➤ Encourage the usage of bicycle for commute to mitigate carbon emission 		√	
2	Administrative Block (Admission & Counseling Area)	<ul style="list-style-type: none"> ➤ Presence of designated administrative block for admission and counseling activities 	<ul style="list-style-type: none"> ➤ Expand departmental resources to enhance quality and service 	√		
3	Examination branch	<ul style="list-style-type: none"> ➤ Designated examination branch with strong room and security system 	<ul style="list-style-type: none"> ➤ Separate strong room for examination branch 			√
4	Parking	<ul style="list-style-type: none"> ➤ Separate parking spaces 	<ul style="list-style-type: none"> ➤ Expansion of parking space with shade ➤ Designated Parking space for female students 			√

(H) Digital Enablers:

SR, No.	Type of Parameter	Current Status Strategy/Plan	Strategy/Plan	Timeline to Fullfill		
				ST (2 - Yrs)	MT (5 - Yrs)	LT (10 - Yrs)
1	Internet Usage	<ul style="list-style-type: none"> ➤ Wifi- facilities ➤ Broadband Connectivity Facilities 	<ul style="list-style-type: none"> ➤ To provide more high speed service ➤ To setup a sophisticated Computer and Communication Centre ➤ To set up Data Backup Hub 			√
2	Website	<ul style="list-style-type: none"> ➤ A well maintained website has been providing the necessary information 	<ul style="list-style-type: none"> ➤ Adding more components for fast delivering information as well as maintaining database. ➤ To develop facilities for web designing and maintenance 			√
3	Social Media based promotion	<ul style="list-style-type: none"> ➤ The College have student Corner in website 	<ul style="list-style-type: none"> ➤ The College and various departments will be Facebook pages, X handles etc 		√	

FUTURE PLANS:

- To enrich the central library with the latest books & journals of all subjects.
- To train the staff with skills.
- To train the staff with basic English Language Skills.
- To train the teachers about proper documentations of their sanctioned research projects.
- To encourage students and staff about use of ICT.

Goals for the next 5 years of our college:

- **Establishment of laboratory**
- **Develop the classroom with ICT.**
- **Achieving academic excellence.**
- **Formation studio for video lecture recording.**
- **More Placement target.**
- **Development of playground.**
- **Make Eco Friendly Campus**
- **Aware the students for competitive exam.**