



ISLAMIAH WOMEN'S ARTS AND SCIENCE COLLEGE

Permanently Affiliated with Thiruvalluvar University
Recognized by UGC u/s 2 (f) and 12 (B) of the UGC Act 1956
Accredited by NAAC with "B++" Grade
Approved by the Government of Tamil Nadu

INSTITUTIONAL DEVELOPMENT PLAN

(2024–2025 - 2029-2030)

***Managed by Vaniyambadi Muslim
Educational Society (VMES), Vaniyambadi***

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1. Introduction to IDP:

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, Islamiah Women's Arts and Science College 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, for a period of Five years commencing from the Academic Year 2024-25 to 2029-30.

2. Objective of IDP:

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.
- Establishing a transparent system for holistic, inclusive growth through the application of relevant tools, technological integration and opportunities (esp. Digital Technologies) for ensuring optimal utilization of resources for overall balanced growth.
- Fostering research and innovation by providing necessary support and establishing linkages.
- Improving infrastructure and upgrading campus facilities for conducive learning environment.
- Expanding students' service to enhance students' life to inculcate the ethos of holistic lifelong learning and an operative framework to promote better employability and entrepreneurship.
- Promoting inclusivity and diversity among students, faculty and staff.
- Developing soft skills, leadership ability and employability.
- Developing an operative framework for collaboration and internationalization of education, academic and cultural exchange of faculty and students.
- Promoting community engagement through outreach programme and partnership, service learning community
- Strengthening alumni relations to create supportive network.
- Enhancing governance and leadership to ensure effective decision making and strategic planning to quantify the institution's goals using Indicators and Time-Bound Targets, and Implementation Plans.
- Undertaking Periodic Reviews and appropriate measures for continuous course corrections and further improvements.
- Seeking diversify funding sources, efficient resource management and credible

financial practice to achieve financial sustainability.

- Encouraging and ensuring meaningful engagement of all stakeholders in materializing the IDP

3. The Institution at a Glance

- Islamiah Women's Arts and Science College is a self-financing college, established in 1997 with the aim of imparting higher Education for Women. The Institution is Maintained and Managed by Vaniyambadi Muslim Educational Society (VMES), Vaniyambadi. The College is approved by the Government of Tamil Nadu and recognized by UGC, u/s 2(f) and 12(B) of the UGC Act 1956. It is permanently affiliated with Thiruvalluvar University.
- The College extends across 9.9 acres of lush green in the heart of Vaniyambadi town with student strength of 2171. The college offers 16 Under Graduate, 7 Post Graduate, 3 M.Phil and 3 Ph.D Programmes.
- The college was accredited by the NAAC in 2024 II Cycle with 'B++' Grade.
- The College has established state of the art laboratories, ICT enabled class rooms, Seminar Halls, Fully Automated Centralized AC Auditorium, Central library, Sports and Games facilities.

4. Guiding Principles of IDP:

While formulating the IDP the following guiding principles are kept in mind.

➤ VISION OF THE COLLEGE

To empower women through quality higher education, equipping them with knowledge, skills, values, and leadership to face global challenges and contribute meaningfully to society.

➤ MISSION OF THE COLLEGE

- To offer holistic education that nurtures intellectual, moral, and social development.
- To foster research, innovation, and a scientific temper among students and faculty.
- To promote inclusive education with a focus on the economically and socially marginalized.
- To instill ethical values and a sense of responsibility among students.

➤ **OBJECTIVES**

- To enhance access, equity, and quality in higher education for women.
- To promote employability through skill-based and interdisciplinary programs.
- To improve research and innovation capacities.
- To foster linkages with industry, academia, and the community.
- To upgrade physical and digital infrastructure to global standards.

➤ **Institutional Goals**

- Attain NAAC “A++” Grade or higher within the next accreditation cycle.
- Introduce at least 5 new UG/PG programs aligned with NEP 2020 within 5 years.
- Achieve 100% ICT integration in teaching-learning processes.
- Improve graduate employability by 50% through focused training and industry partnerships.
- Increase student enrollment and retention, particularly from underrepresented sections.

5. Development Objectives

Area Development Objective

- Curriculum Revise and restructure curricula in line with NEP 2020 and local needs
- Faculty Strengthen academic and research capabilities through continuous professional development
- Infrastructure Expand classrooms, labs, library, and ICT infrastructure
- Governance Enhance transparency, decentralization, and participatory management
- Research & Innovation Establish a Research & Innovation Centre to promote publications and funded projects
- Student Services Strengthen mentoring, counseling, career guidance, and placement support

- Community Engagement Deepen outreach through NSS, environmental, and women empowerment initiatives

6. Operationalization Strategy

Domain Strategy

- Academic Introduce CBCS, MOOCs, internships, bridge courses, and value-added programs
- Faculty Development Organize FDPs, sponsor faculty for higher studies, support minor/major research projects
- Infrastructure Mobilize funds through UGC, RUSA, alumni, CSR, and state schemes; implement a master campus development plan
- ICT Integration Implement LMS, ERP, virtual classrooms, online examinations, and digital library
- Governance Strengthen IQAC, Departmental Councils, and Stakeholder Committees; regular audits and feedback loops
- Research & Extension Incentivize research output; form partnerships with NGOs, industries, and HEIs
- Monitoring & Evaluation Create a Strategic Implementation Team to track KPIs, submit annual reports, and conduct mid-term reviews

7. Monitoring Indicators

- Student progression rates
- Faculty qualification & publication index
- Placement percentage
- Research project grants received
- Community outreach hours logged
- Infrastructure development milestones

8. SWOC analysis:

The Islamiah Women's Arts and Science College has identifies its Strength, Weakness, Opportunity and Challenges (SWOC) in its journey towards excellence.

(a) Institutional Strength

- Eco-friendly campus with rich biodiversity.
- Inclusive, multicultural, and gender-sensitive environment.
- Cordial and peaceful campus atmosphere.
- Spacious campus that supports new initiatives and expansion.
- Strong coordination and active participation across various committees.
- Well-equipped library and laboratories.
- Availability of Undergraduate and postgraduate and Research programs, along with certificate courses at minimal cost.
- Consistent growth in student enrollment.
- Transparent internal assessment system and reliable examination process.
- Energetic and dedicated teaching staff familiar with modern teaching, learning, and evaluation methods.
- Regular professional development programs for faculty.
- Availability of value-added and add-on courses.
- ICT-enabled, learner-centric teaching and learning environment.
- Functional language laboratory for communication skill development.
- Remedial classes for slow learners and coaching for advanced learners.
- Value-based education through motivational talks, real-life experiences, and celebration of important days.
- Opportunities for students to showcase talents in sports, cultural events, and other co-curricular activities.
- Active Memorandums of Understanding (MOUs) with various institutions and organizations.
- Support from stakeholders in the physical and academic development of the institution —

(b) Institutional Weaknesses

- Limited postgraduate and research programs.
- Inadequate industry linkages for internships and placements.
- Need for modernization of ICT infrastructure and digital learning tools.
- Low faculty exposure to national/international research collaborations.

(c) Institutional Opportunities

- Scope for introducing NEP-aligned interdisciplinary and skill-based courses.
- Potential to establish MoUs with industries and research institutes.
- Government funding schemes like RUSA, UGC, CSR for infrastructure enhancement.
- Expansion of community outreach and women empowerment programs.

(d) Institutional Challenges

- Attracting and retaining students from remote or economically weaker sections.
- Adapting to rapid technological changes in education.
- Meeting accreditation standards (NAAC, NIRF) with limited resources.
- Ensuring employability in a competitive job market.

We need an institutional development plan for the next Five years, which will consolidate the gains made so far and truly put into practice the Motto of our institution. In the changing social context, women's role is changing from the boundaries of their homes they have stepped into a world that promises economic independence. This requires women to be equipped not with degree but also other skills. We believe knowledge, being the key to the future, must deploy a range of weapons from technology to good faculty. We must also ensure that it is accessible, affordable and allow the student to evolve into a responsible, sensitive and tolerant citizen, proud of her roots, yet willing to embrace and meet the challenges of tomorrow. Keeping in mind the above, the future plans have been drawn and definite goals are set.

9. Strategic Action Plan (2025–2030)

I. Academic Plan

- Launch postgraduate programs across all departments.
- Work towards achieving Autonomous College status.
- Establish a second campus dedicated to academics and residential facilities.
- Increase the number and variety of Add-on courses.

- Develop internship, industry-linked, and apprenticeship programs.
- Expand skill-based course offerings in line with market needs.
- Introduce industry-relevant academic programs.
- Encourage faculty enrollment in Ph.D. programs.
- Increase the availability of value-added and certificate courses.
- Seek collaborations with international agencies for academic and cultural exchange.
- Set up video recording studios for creating digital tutoring content.
- Strengthen alumni involvement in academic activities.
- Collaborate with SWAYAM and other platforms for MOOC courses.
- Implement a robust Learning Management System (LMS) for digital learning.
- Equip each department with Smart Boards.
- Adopt plagiarism detection software to ensure research integrity.
- Launch a peer-reviewed online academic journal.
- Engage renowned personalities to support institutional branding and visibility.

II. Research and Development

- Foster a strong research culture across departments.
- Provide incentives for high-quality faculty research.
- Encourage collaborative research and publications.
- Offer academic support for filing patents.
- Set up project monitoring cells in each discipline to guide student research.
- Establish an in-house publishing press for academic works.
- Actively seek government research funding and grants.
- Sign MOUs with industries, Institutes of National Importance (INIs), and research organizations to promote collaboration.

III. Skill Training and Employability

- Generate revenue through self-financed, skill development programs.
- Promote leadership development through workshops and training sessions.
- Integrate vocational training into the existing curriculum.
- Organize frequent campus placement drives.
- Conduct regular skill development workshops.

IV. Student Support and Progression

- Develop a model question bank for competitive exams.
- Offer regular psychological counselling and support programs.

V. Faculty Development Program

- Establish a *Centre for Faculty Development (CFD)*.
- Conduct training programs to enhance staff skills.
- Increase the frequency of professional development workshops.
- Set up a recognition and rewards cell for outstanding staff performance.
- Create a leadership development cell for faculty and staff.
- Form a dedicated cell to support student mental health and well-being.

VI. Physical Infrastructure

- Expand shaded parking facilities.
- Renovate common rooms for boys and girls.
- Upgrade and extend UG classrooms, digital classrooms, and library facilities.
- Strengthen the existing incubation center.
- Modernize the auditorium and language lab with soundproofing and advanced seating.
- Build a fully functional guest house on campus.
- Construct commercial shops for the benefit of the college community.
- Establish a state-of-the-art Computer and Communication Center.
- Enhance lab facilities and expand PG and skill-based course classrooms.
- Build a secure strong room for the examination department.
- Construct large-capacity meeting halls with smart technology and soundproofing.
- Create a separate research center for faculty and students with computing resources.
- Expand sports facilities and infrastructure.

VII. Governance and IT Infrastructure

- Form external advisory boards to guide institutional development.
- Enhance the college's web design and maintenance capabilities.
- Upgrade office software to transition to a paperless communication system.
- Establish a secure Data Backup and Recovery Hub.