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## **THUNCHATH EZHUTHACHAN MALAYALAM UNIVERSITY**



# **INSTITUTIONAL DEVELOPMENT PLAN (IDP)**



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## **SOCIAL AND ACADEMIC MISSION OF THUNCHATH EZHUTHACHAN MALAYALAM UNIVERSITY**

Universities serve as pillars of their communities, fostering inclusivity, promoting diversity, and addressing societal challenges through outreach and partnerships. Academically, universities are dedicated to teaching and learning, providing students with knowledge, critical thinking skills, and professional preparation. They advance knowledge through research and innovation, contributing to scientific discoveries and solutions to global issues. Upholding academic freedom, universities nurture intellectual curiosity, support open inquiry, and cultivate leadership among students and faculty. Together, these missions underscore the university's commitment to societal advancement, ethical conduct, and the pursuit of knowledge for the betterment of individuals and communities alike. In short, the social mission of a university extends beyond academic excellence to encompass community engagement, cultural enrichment, public service, and ethical responsibility.

According to the UGC guidelines, every higher education institution should have an Institutional Development Plan (IDP). As per the guidelines, Indian higher education must elevate its commitment to quality to a significantly higher level, by implementing measures to achieve, validate, and ensure sustainable quality. The challenges and demands arising both domestically and internationally within the context of higher education's globalization necessitate a robust and coordinated response. The dedication of all stakeholders engaged in generating, exploring, sharing, connecting, and applying knowledge bodes well for fostering a genuinely Indian approach to enhancing the quality and ensuring quality assurance within our higher education ecosystems. Enabling the Higher Educational Institutions (HEI) to undertake the Academic and Professional Excellence journey in pursuance of: Higher level goals set in line with the vision of, National Education Policy (NEP) 2020, Sustainable Development Goals (SDGs), National Credit Framework (NCrF), Integration with Academic Bank of Credits (ABC), Kerala State Higher Education Council etc. Research (IISER), IIST, Indian Institute of Management (IIM), and Indian Institute of Technology (IIT), Central University of Kerala, DBT institutes like RGCB among others, further solidifies Kerala's reputation as a hub for higher education and research.



## **INSTITUTIONAL DEVELOPMENT PLAN**

Thunchath Ezhuthachan Malayalam University was formed as a Language University with an aim to create, assimilate and impart education in Malayalam and to make the language an interface for generating and transacting scientific knowledge. The aim of the University is to work towards sustainable excellence in global standards of academia, technology-centric learning in Malayalam, healthy research ecosystem, institutional distinctiveness, and harmonious social diversity. In order to fulfil its Vision and Mission, the University has developed its institutional strategic plan.

The University has divided its strategic plan into three sections: Academic, Administrative, and Infrastructure. The plan has been formed after exhaustive brain-storming with the various visionaries attached with the University and the authorities of the institution. The strategic plan aims at coalescing its various schools and administrative units, in order to navigate them towards holistic and sustainable development.



## ABOUT THE UNIVERSITY

### **Vision**

Thunchath Ezuthachan Malayalam University envisions to enrich and develop the aspects of Malayalam language and culture in a contemporary milieu, to participate in the intellectual enrichment and critical knowledge dissemination through the Malayalam language, along with global technological advancement, and to formulate people centric developmental initiatives with regional significance.

### **Mission**

- To cultivate intellectual and skilled human resources capable of leading Kerala's holistic development.
- To offer rigorous programmes in Malayalam Medium at the undergraduate, postgraduate and research levels spanning diverse academic disciplines.
- Emphasise research integrating knowledge and social development to strengthen Kerala's transition into a knowledge society.
- Participate in fostering human resource development that meets the global demands of various job sectors including industries, and services.
- Mould a generation committed to upholding and advancing Kerala's equanimity and secular traditions.
- Enable individuals to acquire expertise that drives the holistic advancement of Malayalam language, harmonising with modern technological advancements.



## MILESTONES

### Genesis of TEMU

- Promulgation of University Act-2012
- 2F Certification-2013
- First Statute - 2019
- First Ordinance
- Commencement of five programmes- 2013
- Inauguration of Akshram Campus- 2013
- Commencement of 5 programmes-2014
- 12 B Accreditation- 2018
- Commencement of programme- 2019
- Commencement of programmes- 2021
- Foundation stone laid for permanent campus- 2023



## CORE VALUES

- **Academic Excellence:** Commitment to high standards of teaching, research, and learning outcomes.
- **Integrity:** Upholding honesty, transparency, and ethical conduct in all academic and administrative activities.
- **Diversity and Inclusion:** Valuing and respecting people from diverse backgrounds, fostering an inclusive environment.
- **Innovation and digital up gradation:** Encouraging creativity, research, and new ideas that contribute to knowledge and societal progress.
- **Student-Centeredness:** Prioritizing the holistic development and success of students through support and resources.
- **Global Perspective:** Promoting international awareness, cross-cultural understanding, and global citizenship.
- **Sustainability:** Committing to environmental stewardship and sustainable practices in operations and education.
- **Leadership:** Cultivating leadership qualities among students, faculty, and staff to make positive impacts in society.
- **Respect for Academic Freedom:** Supporting intellectual freedom, critical inquiry, and the pursuit of knowledge without undue interference.
- **Community Engagement:** Collaborating with local and global communities for mutual benefit and social responsibility.



## INSTITUTIONAL STRATEGIC GOALS

The strategic goals of university of Kerala are articulated across the following themes:

### **Student Support and Empowerment**

Higher education departments are integral to fostering a supportive and empowering environment for students. Their roles extend beyond traditional academic instruction, encompassing a broad spectrum of services and initiatives such as academic advising, mentorship, tutoring and mentorship, scholarships, skill development, career counselling etc., designed to enhance student success and well-being of the student community.

### **Faculty Support and Empowerment**

In higher education institutions, faculty support and empowerment are crucial for fostering an environment conducive to academic excellence, research innovation, and effective teaching. Higher education departments play a significant role in supporting and empowering faculty members through various initiatives and resources such as professional development and training. Institutions provide robust professional development programs, including workshops and seminars, to help faculty stay current with emerging teaching methodologies, research advancements, and technological innovations. Support for research is also a key focus, with access to grants, funding opportunities, and research facilities that enable faculty to pursue and expand their scholarly work.

### **Smart Infrastructure**

It is inevitable to incorporate smart technologies for energy management, security, and facility maintenance in order to improve efficiency sustainability and safety of the campus environment. Further we are upgrading the electrical facilities with sensor aided equipment, smart lighting systems etc., are being implemented gradually. For instance, smart buildings can adjust lighting and temperature based on occupancy, reducing energy costs and creating a more comfortable environment for students and staff. Additionally, smart infrastructure facilitates real-time monitoring and data collection, supporting informed decision-making and enhancing the effectiveness of campus resources.

### **Research, Innovation and Consultancy**

To promote challenge-led research and we encourage and support translational research that is directly aligned with addressing specific societal, environmental, or technological challenges.





Instead of pursuing research for purely academic or theoretical purposes, this approach emphasizes the importance of addressing real-world problems and generating solutions that have practical applications, and tangible impacts.

### **Digitally Empowered Campus**

TEMU always attempt to build a digitally empowered campus that focused on digital technologies to enhance various aspects of campus life, learning, and administration. This concept encompasses the integration of digital tools, platforms, and resources to create a more connected, efficient, and innovative environment. It provides opportunities for exploring new teaching methods, conducting online experiments, and collaborating on interdisciplinary projects. Currently we employ Learning Management System, LMS- Moodle to enhance teaching and learning infrastructure.

### **Women Empowerment**

The need for women empowerment in higher education institutions is essential for fostering a diverse and inclusive academic environment that reflects the broader societal values of equality and opportunity. Empowering women within these institutions helps to address historical imbalances and barriers, ensuring that female students, faculty, and staff have equal access to resources, leadership opportunities, and career advancement. By implementing targeted initiatives such as mentorship programs, leadership training, and policies that support work-life balance, higher education institutions can create an environment where women thrive, ultimately leading to greater innovation, equity, and success across the academic community.

### **Extension and Community Outreach**

Extension and community outreach are vital components of higher education institutions, bridging the gap between academic knowledge and societal needs. By engaging with local communities through outreach programs, institutions extend their expertise beyond campus, addressing pressing social, economic, and environmental issues. This engagement fosters reciprocal relationships, where academic research and resources can directly benefit community projects and initiatives, while institutions gain valuable insights and real-world perspectives. Additionally, community outreach helps to fulfil the social responsibility of higher education, promoting civic engagement among students and faculty, and enhancing the institution's role as a catalyst for positive change.



## **Green Initiatives**

The need for green initiatives in higher education institutions is increasingly critical as institutions seek to address environmental challenges and promote sustainability. Implementing green initiatives, such as energy-efficient buildings, waste reduction programs, and sustainable campus practices, not only reduces the institution's ecological footprint but also serves as a powerful educational tool. By integrating sustainability into the campus infrastructure and operations, institutions set an example for students and staff, fostering a culture of environmental stewardship and responsibility. These initiatives also contribute to long-term cost savings through energy efficiency and resource management, and enhance the institution's reputation as a forward-thinking and socially responsible entity.

## **Quality and Value Based Education**

TEMU has a curriculum which does the process of redesigning restructuring an educational curriculum to improve its efficiency, importance and alignment with current educational standards, goals and needs. It includes updating course content, integrating IT enabled teaching methods, updating assessment strategies, mentor-mentee facility, feedback from different streams of stakeholders etc. Principally, it is about enhancing the quality and impact of the educational process.



## INSTITUTION DEVELOPMENT PLAN (IDP)

This comprehensive plan outlines key objectives, initiatives, and strategies aimed at enhancing the institution's academic quality, research capabilities, infrastructure, and community engagement. The IDP typically involves a thorough analysis of current strengths and weaknesses, identification of emerging opportunities and challenges, and the establishment of measurable goals and benchmarks. It may encompass areas such as curriculum development, faculty recruitment, student services, technology integration, and financial planning. The IDP gives focus on the following: academic, administrative and infrastructure development

### 1. Academic:

#### Far Reaching Objectives

We have developed strategies to enhance academic quality, curriculum innovation, teaching excellence, and student learning outcomes. This includes faculty development initiatives, curriculum redesign, accreditation efforts, and quality assurance mechanisms. We have credit and semester system (CSS), Centre for Under Graduate Studies (CUGS), Board of Studies, Academic council, Syndicate and Senate for approving policies related to academic excellence.

**Research and Innovation:** The research wing of a university, headed by a director, serves as a pivotal hub for advancing the institution's research agenda, fostering innovation, and contributing to academic excellence. Here's a description of the key components and responsibilities typically associated with such a role:

**Leadership and Vision:** The director of the research wing provides strategic leadership and vision for the research activities of the university. They set clear goals, priorities, and objectives aligned with the institution's mission and strategic plan.

**Research Strategy and Planning:** The director develops and implements a comprehensive research strategy and plan that outlines the priorities, focus areas, and targets for research initiatives. This includes identifying emerging research trends, fostering interdisciplinary collaboration, and promoting a vibrant research culture across the university.

**Resource Allocation:** The director oversees the allocation of resources, including funding, facilities, and personnel, to support research activities. They work closely with funding agencies, donors, and stakeholders to secure research grants, contracts, and other sources of funding to support faculty research projects and initiatives.



**Faculty Support and Development:** The director provides support and guidance to faculty members engaged in research activities. This may involve facilitating research collaborations, providing mentorship and professional development opportunities, and assisting with grant writing and research proposal development.

**Infrastructure and Facilities:** The director is responsible for managing and maintaining research infrastructure and facilities, such as laboratories, research centres, and specialized equipment. They ensure that these facilities meet the needs of faculty researchers and comply with relevant safety and regulatory standards.

**Partnerships and Collaborations:** The director fosters partnerships and collaborations with external organizations, industry partners, government agencies, and other universities to enhance research opportunities and maximize the impact of research outcomes. This may involve establishing research consortia, joint research projects, and technology transfer agreements.

**Ethics and Compliance:** The director ensures that research activities adhere to ethical standards, regulatory requirements, and institutional policies. They oversee the research ethics review process, promote responsible conduct of research, and address any compliance issues or concerns.

**Research Output and Impact:** The director, research, monitors and evaluates the research output and impact of the university's research activities. This includes tracking publications, patents, citations, and other metrics of research productivity and impact, and communicating these achievements to internal and external stakeholders. Foster a culture of research, scholarship, and innovation by investing in research infrastructure, supporting faculty research initiatives, promoting interdisciplinary collaboration, and facilitating technology transfer and commercialization activities.

**Student Success and Support:** Implement initiatives to enhance student retention, graduation rates, and overall academic success. This may involve providing academic advising, mentoring programs, career counselling, financial aid, and support services for students from underrepresented or disadvantaged backgrounds.

**Technology Integration:** Integrate technology into teaching, learning, and administrative processes to enhance efficiency, accessibility, and innovation. This may involve upgrading IT infrastructure, implementing learning management systems, and promoting digital literacy among faculty, staff, and students.



**Community Engagement and Partnerships:** Strengthen partnerships with local communities, industry partners, government agencies, and other stakeholders to address societal needs, promote economic development, and enrich the university's academic and research programs.

**Financial Sustainability:** Develop strategies to ensure the financial sustainability of the university through diversified revenue streams, efficient resource allocation, fundraising efforts, and prudent financial management practices.

**Governance and Leadership:** Enhance institutional governance structures, leadership development programs, and accountability mechanisms to promote transparency, integrity, and effective decision-making.

**Monitoring and Evaluation:** Establish mechanisms for monitoring progress, evaluating outcomes, and revising strategies as needed to ensure the successful implementation of the institution development plan.

#### **Immediate Objectives:**

- Revising the Curriculum as per the global standards to make Malayalam as the corridor of academic and scientific knowledge.
- Promoting student diversity, equity and inclusion of Sustainable Development Goals.
- To organize seminars, webinars, and workshops pertaining to concerned academia.
- Ensuring effective implementation of NEP 2020.
- Building digital capacities and skills of each student enrolled in the campus to improve employability.
- Making provision for MOOC/ online courses in the University portal besides offline courses in the curriculum across different programmes to help slow paced learners and for those opting for better combinations.
- Building a corpus to provide financial support to research scholars for publications and conferences.
- Encouraging the faculty members to make productive use of technological infrastructure
- Inspiring and supporting the faculty members towards quality publications.
- Inspiring faculty for participation in more FDP's and workshops in the near future.
- Motivating the faculty members to float Value- Added Courses.



- Promoting experiential learning by inducting adjunct/contract faculty members from industry.
- Enriching and empowering the University's Innovation culture and to promote entrepreneurship among students.
- All India Survey on Higher Education (AISHE)
- Unnath Bharath Abhiyan (UBA)
- Implementation of National Academic Depository Academic Bank of Credits
- Implementation of Samarth Platform
- Execution of Deeksharimbh
- Execution E-Samadhaan
- Implementation Viksit Bharat @2047
- Pradhan Mantri Uchchar Shiksha Abhiyan (PM-USHA)
- Undertaking Transformative Strategies and Actions in Higher Education (UTSAH)
- Inculcation of Human Values and Professional Ethics in Higher Education Institutions (Guidelines on Mulya Pravah)
- National Higher Education Qualifications Framework (NHEQF)
- Guidelines for Promotion at HEI
- Guidelines for Training/Orientation of Faculty on Indian Knowledge System (IKS)
- National Credit Framework (NCrF)
- Fostering Social Responsibility & Community Engagement 2.0 UBA
- Guidelines for Innovative Pedagogical Approaches Evaluation Reforms
- Curriculum and Credit Framework for Undergraduate Programmes

#### **Far Reaching Objectives:**

- Introducing more certificate courses under skill development program
- Considerable enhancement in research funding through linkages with alumni and industry
- Creating International Research Centre for attracting international student and faculty for Kerala based research.
- Establishing interdisciplinary centres of learning for generating student appreciation for different domains of study
- Holistic digitalization of academic and research- oriented work



## 2. Administrative

### Immediate Objectives:

- Restructuring of administrative departments for effective use of staff and other resources.
- Digitization of the entire examination setup.
- Infusion of ICT in all aspects of administrative work with e- office setup for removing bureaucratic hurdles
- Decentralization of administrative and financial work by giving required autonomy to academic departments
- Reinforcement of Library Automation and Digitization
- Development of various Museums, manuscript and science laboratories.
- Training of the faculty members towards optimum utilization of recently installed interactive boards besides developing other digital capacities
- Enhancement of contribution by the Internship & Placement cell
- Increased production and use of solar energy
- Move towards paper-less administrative set-up

### Far Reaching objectives

- Enhancing partnership with industries for more funding
- Ascertaining more MOUs with industries and other academic institutions for maximising collaborative learning
- Ensuring University-Alumni collaboration to build a Corpus for endowments to ensure funding and resource generation
- Delegating financial powers to school directors with accountability and ownership for routine expenses in the departments
- Ensuring timely follow-up actions after policy formulation by University administrative bodies such as Executive council, Academic council and examination committee
- Empowering committees such as grievance redressal committee, student council, internal complaint committee, and student welfare for better management of day-to-day affairs



### **3. Infrastructure**

#### **Immediate objectives**

- Enhancing the infrastructure for the differently-abled, including lavatory facilities
- Constructing more classroom and allied facilities for physical development.
- Renovation of administrative building and other administrative facilities to make them ergonomically adaptive
- Refurbishment of Laboratories with state-of-the-art equipment and development of additional Central Instrumentation facility
- Developing adequate facilities for accommodating new academic programmes introduced every year
- Establishing Multidisciplinary Research Centre for promotion of interdisciplinary research.
- Establishing a water testing lab to identify water quality of the district
- Establishing an air and soil testing laboratory to prescribe measures for improvement.

#### **Far Reaching Objectives**

- Improving networking facilities for effective utilisation of digital facilities.
- Starting a University Health Centre at the campus.
- Expansion of residential facilities for students on the campus.
- Expansion, implementation and maintenance of an effective waste and E-waste management programme across all campus facilities.
- Expansion of Innovation and Incubation Cell to create physical spaces for incubation of start-ups.





## STAKEHOLDERS' EXPECTATIONS

<b>IQAC</b>	<ul style="list-style-type: none"> <li>• Top ranked state university</li> <li>• Faculty</li> <li>• Competent faculty</li> <li>• Internal revenue sources</li> <li>• External funding sources</li> <li>• Skill development and employability of students</li> <li>• High performance in accreditation</li> <li>• Students and faculty exchange programme</li> <li>• International Collaboration</li> </ul>
<b>Students</b>	<ul style="list-style-type: none"> <li>• Good academic and research ambience</li> <li>• Career growth, research facility, placement</li> <li>• Scholarships</li> <li>• Internships</li> <li>• Academic independence</li> <li>• Skill development and employability</li> <li>• Students exchange programme</li> </ul>
<b>Teachers</b>	<ul style="list-style-type: none"> <li>• Good academic and research ambience</li> <li>• Career growth, research facility</li> <li>• Internal research and travel grant</li> <li>• Research projects</li> <li>• Academic independence</li> <li>• Faculty exchange programme</li> <li>• Skill development and employability</li> </ul>
<b>Parents</b>	<ul style="list-style-type: none"> <li>• Placements</li> <li>• Quality teaching and learning</li> </ul>



	<ul style="list-style-type: none"> <li>• Ethics and value</li> <li>• Skill development</li> </ul>
<b>Alumni</b>	<ul style="list-style-type: none"> <li>• Strong industry-institute interactions</li> <li>• Job fair and placements</li> <li>• Continuing education activities</li> <li>• Academic support</li> </ul>
<b>Industry</b>	<ul style="list-style-type: none"> <li>• Strong industry-institute interactions</li> <li>• Skilled students</li> <li>• Practical knowledge</li> <li>• Good attitude</li> </ul>
<b>LSG</b>	<ul style="list-style-type: none"> <li>• As a knowledge centre</li> <li>• Expertise and guidance</li> <li>• Collaborations with university</li> <li>• Eminent faculties</li> <li>• Skilled students</li> <li>• Extension programmes</li> </ul>
<b>Society</b>	<ul style="list-style-type: none"> <li>• As a centre for knowledge production.</li> <li>• National and international expertise.</li> <li>• Social service activities by the university.</li> <li>• Value based education.</li> <li>• Extension programmes.</li> <li>• Skill enhancement and entrepreneurship facility for the local residents.</li> </ul>



## SWOC ANALYSIS

### Strength

- Instruction medium is Malayalam
- Highly qualified and motivated faculties
- Highly motivated student community
- Fully equipped laboratory
- Well-equipped library
- Heritage Museum and manuscript archives
- Eminent visiting and adjunct faculties

### Weakness

- Lack of permanent Campus
- Lack of university owned Men's hostel
- Lack of University owned women hostel
- Lesser number of external funding resources
- Lack of permanent administrative staff

### Opportunities

- Instruction medium is Malayalam
- Educationally Backward and geographically sensitive location
- Develop scientific temper among local communities

### Challenges

- Lack of Permanent campus
- Lack of adequate infrastructure
- Lack of own fund generation



## STRATEGIC GOALS

1. Student support and empowerment
2. Faculty support and empowerment
3. Infrastructure Development
4. Research, innovation and consultancy
5. Digital Campus
6. Women empowerment
7. Extension and community outreach
8. Green Initiatives
9. Quality and value based education



## STRATEGIC GOAL I

### Student Support and Empowerment

<p><b>Short-term deliverables</b></p>	<ul style="list-style-type: none"> <li>• Strengthening of teaching learning process</li> <li>• Enhance the number of reference book, access to international journal, DELNET and KALNET</li> <li>• Effective dissemination of state and central scholarships.</li> <li>• Reintroduction of Nakshathra scholarships.</li> <li>• Implementation of mandatory internship.</li> <li>• Extension Programme.</li> <li>• Introduction of Young Innovators Programme.</li> <li>• Incentives for encouraging book publication</li> </ul>
<p><b>Mid-term deliverables</b></p>	<ul style="list-style-type: none"> <li>• Students exchange programme</li> <li>• Financial Support to students</li> <li>• Enhancement of research grants</li> <li>• Financial support for co-curricular activities</li> <li>• Institute Visits</li> <li>• Implementation of Job Fair</li> <li>• NET coaching</li> <li>• Linkage with industries</li> <li>• Financial support for paper presentation of students</li> </ul>
<p><b>Implementation team at the institution level</b></p>	<p>IQAC, Students welfare committee, school council, clubs and forum, syndicate and senate.</p>



<p><b>Measurable during implementation</b></p>	<p>Number of academic papers/books will be more, tapping of external funds will be more, number of participants in national/international conference/seminar will be high, annual budget allocation and utilisation, number of placements will be higher. Increase in number of students qualifying NET-JRF, GATE and other competitive exams.</p>
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## STRATEGIC GOAL II

### Faculty Support and Empowerment

<p><b>Short-term deliverables</b></p>	<ul style="list-style-type: none"> <li>• Faculty development programme</li> <li>• Financial support to faculty for national/international academic ventures.</li> <li>• MOOC/SWAYAM workshop.</li> <li>• LMS MOODLE Training.</li> <li>• Short term project funding</li> </ul>
<p><b>Mid-term deliverables</b></p>	<ul style="list-style-type: none"> <li>• To fill the existing vacant pots</li> <li>• To start MOOC/SWAYAM Courses</li> <li>• Initiate Short-term, add on courses</li> <li>• In an academic year the research funding availability can be open at multiple times</li> </ul>
<p><b>Implementation team at the institution level</b></p>	<p>IQAC, Research and Development Cell, MOU Committee, MOOC/SWAYAM committee, Project Committee, financial committee, senate and syndicate.</p>
<p><b>Measurable during implementation</b></p>	<p>Number of e-contents development will be more, number of courses offered will be more, Number of academic papers/books will</p>



	be more, number of participants in national/international conference/seminar will be high, annual budget allocation and utilisation
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### STRATEGIC GOAL III

#### Infrastructure Development

<b>Short-term deliverables</b>	<ul style="list-style-type: none"> <li>• Commencement of ladies retiring room</li> <li>• Execution of Seminar hall</li> <li>• Establishment of faculty room</li> <li>• Volleyball/ basketball court</li> <li>• Open gym</li> <li>• Ramp for differentially abled students</li> <li>• Tiling patchwork</li> <li>• Cabin arrangement for faculties and research scholars</li> </ul>
<b>Mid-term deliverables</b>	<ul style="list-style-type: none"> <li>• Tiling of courtyard and parking area</li> <li>• Installation of solar power plant</li> <li>• Upgradation of UPS system</li> <li>• Installation CCTV Facility</li> <li>• Classrooms for FYUGP</li> </ul>
<b>Implementation team at the institution level</b>	IQAC, Planning and development Cell, Technical advisory board, Engineering wing, financial committee, senate and syndicate.
<b>Measurable during implementation</b>	Improved infrastructure facilities, addition of class rooms and seminar halls, annual budget allocation and utilisation.



## STRATEGIC GOAL IV

### Research, Innovation and Consultancy

<b>Short-term deliverables</b>	<ul style="list-style-type: none"><li>• Improvement of research infrastructure.</li><li>• Provision research facility in all the schools.</li><li>• Improving research reference section.</li><li>• MoU with national institutes, universities and industries.</li><li>• Encourage the enrolment of Ph.D students</li><li>• Promotion of funded research projects at PG level.</li><li>• Promotion of external research grants for Ph.D.</li><li>• Workshops on IPR, academic writing, research ethics and recent trends.</li><li>• Setting up of consultancy, IPR committee</li></ul>
<b>Mid-term deliverables</b>	<ul style="list-style-type: none"><li>• To enhance the number of Ph.D guides.</li><li>• To improve the industry – Media Linkage.</li><li>• Commissioning software's and other digital tools related to research enhancement.</li><li>• Enhance the number of publications.</li><li>• Maximum mobilisation of external research fund.</li></ul>





<b>Implementation team at the institution level</b>	IQAC, Research and development committee, Research Council, Academic Council, Syndicate and Senate.
<b>Measurable during implementation</b>	Academic papers produced, workshop and seminar conducted, participation in the workshop/seminar and training programmes from both faculty and students community, Tapping of external funding will be high.

### STRATEGIC GOAL V

#### Digital Campus

<b>Short-term deliverables</b>	<ul style="list-style-type: none"> <li>• Increase the number of smart Classes</li> <li>• Expansion of internet facility</li> <li>• Training programme on ICT enabled teaching and learning</li> <li>• Enhancement of editing lab facility</li> </ul>
<b>Mid-term deliverables</b>	<ul style="list-style-type: none"> <li>• Annual Maintenance Contract for all electrical goods</li> <li>• Regular updation of LMS</li> <li>• Promotion of e Content development by faculties</li> <li>• Regular software updating</li> <li>• Buying SPSS software</li> <li>• Google workspace License</li> <li>• Setting up of a E-office</li> <li>• Workshops related to e-office, LMS and ICT</li> </ul>
<b>Implementation team at the institution level</b>	IQAC, Research and development Committee, Syndicate, Senate
<b>Measurable during implementation</b>	Number of ICT infrastructure added, number of workshops, Improvement in academic and administrative procedures



## STRATEGIC GOAL VI

### Women Empowerment

<p><b>Short-term deliverables</b></p>	<ul style="list-style-type: none"> <li>• Strengthening the activities of gender justice forum.</li> <li>• Training programme, cultural activities, camps for women empowerment.</li> <li>• Gender awareness survey.</li> <li>• Gender auditing in the campus.</li> <li>• Counselling</li> <li>• Representation of girl students in various committees.</li> <li>• Sick room for girl students</li> <li>• Implementation of The Right of Women to Menstrual Leave and Free Access to Menstrual Health Products Bill, 2022.</li> <li>• Training on defence</li> <li>• Establishment of effective disposal system for sanitary pads</li> </ul>
<p><b>Mid-term deliverables</b></p>	<p>Institutional scholarship support for financially weak girl students.</p> <p>Institutional scholarship support for physically handicapped girl students.</p>
<p><b>Implementation team at the institution level</b></p>	<p>ICC, IQAC, Women Cell, Syndicate and Senate</p>
<p><b>Measurable during implementation</b></p>	<p>Number of women empowerment and entrepreneurship programmes, placement and progression of girl students</p>



## STRATEGIC GOAL VII

### Extension and Community Outreach

<p><b>Short-term deliverables</b></p>	<ul style="list-style-type: none"> <li>• More number of outreach programmes by NSS.</li> <li>• Extension and active planning of UBA.</li> <li>• Adoption libraries in the locality.</li> <li>• Conservation activities in the beach ecosystem.</li> <li>• Plastic waste removal campaigns in the local beaches.</li> <li>• Energy audit and awareness among local people.</li> <li>• Carbon neutral initiations in the Panchayath.</li> <li>• Training programme for <i>Anganvadi</i> techers.</li> <li>• Medical and blood donation camps.</li> </ul>
<p><b>Mid-term deliverables</b></p>	<p>Adoption of more Panchayaths for community services.</p> <p>Adoption of more school libraries.</p> <p>Community Radio initiatives</p> <p>Film appreciation club with the local residents.</p> <p>Mobilising external funding resources for extension work.</p> <p>Industry – media linkage for collaborative community work</p>
<p><b>Implementation team at the institution level</b></p>	<p>IQAC, School council, NSS, Clubs and forums</p>



<b>Measurable during implementation</b>	Number of activities, MoU and number of benefitted people
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### STRATEGIC GOAL VIII

#### Green Initiatives

<b>Short-term deliverables</b>	<ul style="list-style-type: none"> <li>• Environmental awareness programme.</li> <li>• Conduct campus Energy audit.</li> <li>• Conduct campus Environmental audit.</li> <li>• Installation of sensor enabled equipment.</li> <li>• Expansion of Medicinal garden.</li> <li>• Efficient implementation of green protocol in the campus.</li> <li>• <i>Pachathuruth</i> certification.</li> <li>• Plastic and E-waste management by Haritha Karma Sena</li> <li>• Installation of incinerators for sanitary pad disposal.</li> <li>• More number of outreach, awareness and field visit programmes by Bhoomithra Sena Club</li> </ul>
<b>Mid-term deliverables</b>	<ul style="list-style-type: none"> <li>• Butterfly Garden</li> <li>• Oxygen park/bamboosetum</li> <li>• Star Garden</li> <li>• E-office</li> <li>• Solar power plant</li> <li>• Carbon neutral campus</li> <li>• Campus water audit</li> </ul>



	<ul style="list-style-type: none"> <li>• Internships and field visits with Haritha Kerala Mission</li> <li>• MoU with Haritha Kerala Mission, IRTCT</li> <li>• LED Monitor</li> <li>• Installation of biogas plant</li> <li>• Preference for five star electrical equipment</li> <li>• AMC for electrical equipment</li> </ul>
<b>Implementation team at the institution level</b>	IQAC, Green protocol committee, NSS, Bhoomithra Sena Club, Campus beautification committee, syndicate, senate
<b>Measurable during implementation</b>	Number of LED equipment, green campus, proper waste management system, Number of MoU

## STRATEGIC GOAL IX

### Quality and Value Based Education

<b>Short-term deliverables</b>	<ul style="list-style-type: none"> <li>• Seminars and resource talk on values of secularism and humanism.</li> <li>• Mentor – mentee system.</li> <li>• Quality improvement programmes.</li> <li>• Counselling</li> </ul>
<b>Mid-term deliverables</b>	<ul style="list-style-type: none"> <li>• Academic chairs and activities</li> <li>• Collaborative events and field visit on values of secularism and humanism</li> </ul>
<b>Implementation team at the institution level</b>	IQAC, Research and development Committee, research council, academic



	council, financial committee, senate and syndicate.
<b>Measurable during implementation</b>	Number of activities/seminars conducted, number of chairs



## CONCLUSION

Institution development plan 2021 is envisaged to achieve academic and administrative growth of the institute. This vision, is the combined effort of the governing body, leadership team which lead to detailed deliberations with all the stakeholders. The vital objectives to accomplish includes infrastructure development, digital campus, e-content development, industry-media linkage, national international collaborations, adoption of villages and implementation of sustainable development measures. The successful implementation of the objectives can be achieved only through regular review meetings and progress assessment procedures such as Academic and Administrative Audit. University governing body and IQAC will ensure the progress of the IDP and will the institution to become a centre of excellence in higher education.