

INSTITUTIONAL DEVELOPMENT PLAN (IDP: 2026–2036)
**[STRATEGIC ROADMAP FOR ACADEMIC, DIGITAL, AND INFRASTRUCTURAL
TRANSFORMATION]**



VIDYAVATI MUKAND LAL GIRLS COLLEGE, GHAZIABAD (U.P.)

***(A Premier Women's Post-Graduate Institution Affiliated with Chaudhary
Charan Singh University, Meerut, U.P.)***

Recognized under Sections 2(f) and 12(B) of the UGC Act, 1956

Prepared By:

Dr. Garima Singh (IDP Convener)

Prof. Shashi Malik (IDP Co-Convener)

Prof. Prerna Sharma (Monitoring Committee Member)

Prof. Alpana Mohan (Monitoring Committee Member)

TABLE OF CONTENTS

S.No.	Section Title	Page No.
1.	Executive Summary	3
2.	Institutional Profile	3
3.	Vision, Mission & Core Values	4-5
3.1	Vision Statement	4
3.2	Mission Statement	4
3.3	Institutional Core Values	5
4.	Full Institutional SWOC Analysis	6-7
4.1	Strengths (S)	6
4.2	Weaknesses (W)	6
4.3	Opportunities (O)	7
4.4	Challenges (C)	7
5.	Strategic Goals & Action Plan	8-11
5.1	Phase 1: Short-Term Operational Plan (Years 1–2: 2026–2028)	8
5.2	Phase 2: Mid-Term Strategic Plan (Years 3–5: 2028–2031)	9
5.3	Phase 3: Long-Term Visionary Plan (Years 5–10: 2031–2036)	10-11
6.	Key Performance Indicator (KPI) Monitoring Matrix	12
7.	Governance & Monitoring Mechanism	13

1. EXECUTIVE SUMMARY

The Institutional Development Plan (IDP 2026–2036) of Vidyavati Mukand Lal Girls College, Ghaziabad, serves as a comprehensive strategic policy document to guide the academic, administrative, physical, and digital transformation of the institution over the next ten years.

In alignment with the directives of the National Education Policy (NEP 2020), University Grants Commission (UGC) Guidelines for IDP, National Assessment and Accreditation Council (NAAC) benchmarks and C.C.S. University Guidelines, this plan establishes a time-bound roadmap. It aims to strengthen female empowerment, foster multidisciplinary education, expand research output, modernize campus infrastructure, and move toward.

2. INSTITUTIONAL PROFILE

- **Name of Institution:** Vidyavati Mukand Lal Girls College (V.M.L.G. College), Ghaziabad
- **Affiliating University:** Chaudhary Charan Singh University (C.C.S. University), Meerut, Uttar Pradesh
- **Regulatory Recognition:** UGC under Sections 2(f) and 12(B) of the UGC Act, 1956
- **Category:** Grant-in-Aid & Self-Financed Higher Education Institution
- **Academic Spectrum:**
 - **Grant-in-Aid Programs:** B.A., M.A. (Economics, English, Hindi, History, Home Science, Music, Political Science, Psychology, Sociology), B.Ed., M.Ed.
 - **Self-Financed Programs:** B.C.A., B.B.A., B.Com., M.Com., B.Sc. (Home Science), M.Sc. (Food & Nutrition)

3. VISION, MISSION & CORE VALUES

3.1 Vision

The vision of Vidyavati Mukand Lal Girls College may be stated philosophically in the phrase "**Vidya, Vinay, Vivek**". These have been incorporated in the Memorandum of Association of Vidya Kendra, the registered society running this institution:

"Holistic development of women and their capacity building through socially committed, intellectually inclined, culturally delivered, digital technologies and future oriented paradigm of learning."

3.2 Mission

- To provide women a wider access to higher education of excellence.
- To enhance approach and inclusivity in quality education.
- To contribute new perspectives to the world of knowledge, skills, and self-confidence to provide a context of learning that enhances professional, human, and social values.
- To mould students into responsible citizens of the nation.
- To promote and encourage them for assuming social leadership roles.
- To empower and strengthen students to strive keeping pace with changing global needs.
- To provide the best education to girls.
- To equip students with 21st-century skills.

3.3 Core Values

The core values of the institution are **Vidya, Vinay, and Vivek**. The institution is continuously involved in developing these values across all academic and co-curricular domains:

1. **Humanitarian Values:** Transmitting moral and cultural values through diverse cultural programs and community initiatives.
2. **Democratic Values:** Inculcating democratic citizenship by assigning governance roles, student representation, and operational responsibilities.
3. **Intellectual Values:** Cherishing students with multi-stream knowledge and critical thinking mechanisms.
4. **Professional Values:** Developing professional ethics and leadership through exemplary behaviour of faculty members.
5. **Value of Global Competency:** Taking proactive initiatives for technological advancement, digital integration, and skill upgradation.
6. **Value of Excellence:** Fostering a quality-driven work environment to attain institutional benchmarks.
7. **Community Relations:** Establishing strong linkages at local, regional, and national levels with administrative and social agencies.
8. **Diversity:** Respecting, valuing, and adopting diversity across all institutional activities and student cohorts.

4. FULL INSTITUTIONAL SWOC ANALYSIS

4.1 Strengths (S)

- **Established Heritage & Recognition:** Rich academic legacy (established in 1961) with UGC 2(f) and 12(B) recognition and long-standing affiliation with C.C.S. University, Meerut.
- **Diverse Program Portfolio:** Balanced offering of Grant-in-Aid programs in Arts and Teacher Education along with Self-Financed professional courses (B.C.A., B.B.A., B.Com., M.Com., B.Sc., M.Sc.).
- **Teacher Education Excellence:** Highly respected B.Ed. and M.Ed. departments producing skilled female educators for the region.
- **Active Quality & Governance Cells:** Well-established Internal Quality Assurance Cell (IQAC), Research & Development Cell (RDC), Training & Placement Cell, and active social units (NSS, NCC, Rangers etc).
- **Safe & Empowering Environment:** A vibrant, security-focused, women-centric campus culture that encourages female participation in academics, leadership, sports, and cultural activities.
- **Eco-friendly Environment:** Rainwater harvesting, Solar Panel, Green Campus, Polythene-free Campus.
- **Strong Community Engagement & Social Responsibility:** Regular organization of Blood Donation Mela, community outreach programmes, Swachhata Abhiyan, health and environmental awareness activities, and other extension programmes, with active participation of students and faculty.

4.2 Weaknesses (W)

- **Human Resource Constraints:** Shortage of permanent teaching and non-teaching staff in govt. aided program in college.
- **Campus Placement Rates:** Need for a structured, institutionalized placement pipeline for traditional B.A. and M.A. streams and to increase the placement performance of professional streams like BCA/BBA.
- **Space & Land Constraints:** Limitations on urban campus expansion in Ghaziabad city restricting large-scale physical infrastructure additions.
- **Research & Publication Output:** To enhance quality research output in credible UGC-CARE-listed and other nationally and internationally recognized peer-reviewed journals due to limited representation of Humanities journals in Scopus and Web of Science.

4.3 Opportunities (O)

- **Strategic Industrial Proximity:** Prime geographical location in the NCR industrial hub, opening vast potential for corporate MoUs, skill development programs, and internships.
- **Vocational & Add-On Programs:** High scope for introducing short-term certificate courses in high-demand domains like Digital Marketing; Data Analytics, Financial Literacy, Food Safety and other skills.
- **Alumni Engagement & Philanthropy:** Unlocking the potential of an extensive network of accomplished women alumni for mentorship, endowment funds, and industry linkages.

4.4 Challenges (C)

- **Dynamic Regulatory Curriculum Realignment:** Continuously adapting academic schedules and syllabi to evolving state and university curriculum directives.
 - **Research Grant Acquisition:** Need to strengthen efforts for securing major externally funded research projects from agencies such as UGC, ICSSR, CSIR and DST.
 - **Bridging Skill Gaps:** Ensuring female students from diverse backgrounds achieve immediate job-readiness and technical confidence to compete in the modern job market.
 - **Digital Infrastructure Coverage:** Scope for expanding 100% smart classrooms and deploying a fully integrated campus-wide Learning Management System (LMS) with updated machines.
-

5. STRATEGIC GOALS & ACTION PLAN

Phase 1: Short-Term Operational Plan (Years 1–2: 2026–2028)

Focus: NEP 2020 Compliance, Digitization & System Optimization

1. **APAAR & ABC Portal Registration:**
 - *Target:* Achieve 100% student registration on the ABC portal across all undergraduate and postgraduate batches within 12 months.
 2. **Library & ICT Infrastructure Automation:**
 - *Target:* Automate library operations using ERP, ONOS Registration, upgrade computer laboratories with campus-wide high-speed connectivity and plagiarism checking software.
 3. **Industry Linkages & Internships:**
 - *Target:* Sign 5 functional MoUs with NCR-based corporate partners and other institution to secure internships for maximum no. of final year students.
 - To encourage students for registration on NATS portal
 4. **Faculty Development Programs:**
 - *Target:* Organize 2 National-level FDPs annually on digital pedagogy, outcome-based education (OBE), and research methodology, re-skilling and up-skilling programmes
 5. **NAAC Binary Accreditation:**
 - *Target:* Transitioning from the legacy letter-grade system to securing an 'Accredited' status under the new NAAC Binary Framework within next 12 to 24 months.
-

Phase 2: Mid-Term Strategic Plan (Years 3–5: 2028–2031)

Focus: Skill Building, Research Expansion & Accreditation

1. Innovation & Incubation Center (IIC):

- *Target:* Establish a dedicated Incubation Cell under the Institution's Innovation Council (IIC) framework to mentor female student entrepreneurs, producing at least 3 enterprise prototypes by Year 4. This will be achieved by executing annual IIC calendar workshops on design thinking and business planning, linking female student cohorts with certified IIC Innovation Ambassadors for technical mentoring and officially registering the three finalized enterprise prototypes on the Ministry of Education's YUKTI portal via the college IIC account.

2. Research Culture Expansion:

- *Target:* Achieve an average of 4 research publication per faculty member per year in UGC-CARE / Scopus-indexed journals, submit major- minor research project proposals and also conduct at least 2 national/international level seminars/conferences/symposiums/workshops etc.

3. Green & Eco-Friendly Campus:

- *Target:* Complete Green, Energy, and Environmental Audits; install rooftop solar power systems and rainwater harvesting units.

4. NAAC Re-accreditation Target:

- *Target:* Submit the Self-Study Report (SSR) through IQAC for further NAAC Accreditation.
-

Phase 3: Long-Term Visionary Plan (Years 5–10: 2031–2036)

Focus: Integrated Excellence in Research, Leadership, Community Impact & Digital Infrastructure

1. Advanced R&D & Innovation Ecosystem:

▪ Applied Research Expansion:

- *Target:* Leverage existing CCSU-recognized Research Centers to establish an Interdisciplinary Research & Incubation Hub (IRIH) focusing on community action research, seed grants for faculty/students, and patent/IPR filings.

▪ Industry & Academic Collaborations:

- *Target:* Establish formal collaborations with industries, research institutes and NGOs in the NCR region through MoUs for joint consultancy projects, sponsored research, internships, industrial training, expert lectures, faculty-industry interaction and skill-development activities.

2. Women's Leadership & Career Mentorship:

▪ Leadership Academy:

- *Target:* Launch a "Women in Leadership" Program in collaboration with alumni and industry leaders to train students in policy, corporate governance, decision-making, and entrepreneurship.

▪ Governance Integration:

- *Target:* Enhance student and faculty participation in institutional planning, IQAC initiatives, and academic administrative roles.

3. Community Outreach & Social Impact:

▪ Unnat Bharat & Local Engagement:

- *Target:* Adopt neighboring rural/semi-urban areas in Ghaziabad to drive institutional outreach programs in digital literacy, women's health, legal awareness, and vocational skill-building.

▪ Societal Problem Solving:

- *Target:* Translate academic research into real-world solutions for local socio-economic challenges.

4. Digital Transformation & Blended Pedagogy:

▪ 100% Smart Campus:

- *Target:* Complete the transition of all teaching spaces into ICT-enabled smart classrooms supported by a centralized Learning Management System (LMS).

- **Digital Content Creation:**

- *Target:* Promote faculty-led development of e-content, MOOCs, digital modules and OERs to strengthen technology-enabled teaching and learning through platforms such as SWAYAM and N-LIST.

5. **Sustainable Infrastructure & Resource Expansion:**

- **Green Campus Initiatives:**

- *Target:* Achieve net-zero carbon targets through expanded rooftop solar installations, rainwater harvesting, zero-waste management systems, and regular Green/Energy Audits.

- **Philanthropy & Alumni Networks:**

- *Target:* Mobilize alumni endowments and corporate CSR funds to build sustainable infrastructure and provide merit-cum-means scholarships.
-

6. KEY PERFORMANCE INDICATOR (KPI) MONITORING MATRIX

Strategic Focus Area	Key Performance Indicator (KPI)	Target Value	Responsible Unit	Timeline
Academic Digitization	ABC/APAAR ID Generation Rate	100% Onboarding	Academic Cell / HoDs	Year 1
Career & Employability	Student Internships / Placements	50%+ Graduates	Placement Cell	Years 2–3
Research Output	Scopus / UGC-CARE Publications	4 pub/faculty/year	Research Cell (RDC)	Years 2–5
Green Infrastructure	Solar Energy Usage & Audit	Audits Completed & Net-Zero Target Progress	Green Campus Cell	Years 3–10
Institutional Quality	NAAC Accreditation Grade	'A' Grade or higher	IQAC Coordinator	Year 4
Innovation & Incubation Centre	YUKTI-registered female-led enterprise prototypes	3 Prototypes	IIC President/Convener	Year 4
Advanced R&D Ecosystem	Interdisciplinary Research Hub (IRIH)	Hub Operational & Patent/IPR Filings Initiated	RDC / Monitoring Committee	Years 5–10
Women's Leadership	"Women in Leadership" Program	Annual Trainees & Student Governance	Leadership Academy / Alumni	Years 5–10
Community Impact	Unnat Bharat Outreach	Adopted Villages & Active Community Programs	Extension Cell / NSS	Years 5–10
Digital Pedagogy	100% Smart Campus & LMS	Complete ICT Transition & E-Content Studio	ICT Infrastructure Cell	Years 5–10
Sustainable Resources	Endowments & Net-Zero Targets	Alumni/CSR Funds Mobilized & Zero-Waste Systems	Green Campus Cell / Development	Years 5–10

7. GOVERNANCE & MONITORING MECHANISM

To ensure effective execution, periodic review, and course correction, the implementation of this plan will be governed by the following framework:

- **IDP Monitoring Committee:** Meets quarterly under the chairmanship of the Principal and designated IDP Conveners/Coordinators to evaluate progress against target KPIs.
- **IQAC Integration:** The Internal Quality Assurance Cell (IQAC) will benchmark data and incorporate progress into the Annual Quality Assurance Report (AQAR).
- **Financial Allocation:** The budgetary requirements will be supported through Management allocations, Grant-in-Aid, Self-Finance institutional funds, UGC/RUSA grants, sponsored research project funding and alumni contributions.

-
1. Dr. Garima Singh (Convenor) *Garima Singh*
 2. Prof. Shashi Malik (Co-Convenor) *Shashi Malik*
 3. Prof. Alpana Mohan *Alpana Mohan*
 4. Prof. Priya Sharma *Priya Sharma*

Rhassad

Principal

Vidya Mukand Lal Girls College
Dayanand Nagar, Ghaziabad