



NALLAMUTHU GOUNDER MAHALINGAM COLLEGE

(AUTONOMOUS AND AFFILIATED TO BHARATHIAR UNIVERSITY)

Accredited with 'A++' Grade by NAAC
An ISO 9001 : 2015 Certified Institution
Aided by the Government of Tamilnadu



POLLACHI - 642 001.

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INSTITUTIONAL DEVELOPMENT PLAN (IDP)

STRATEGIC PLAN 2024–2034 (Perspective Plan)

1. GENESIS OF NGM COLLEGE

Founded in 1957 by the *Pollachi Kalvi Kazhagam* under the visionary leadership of Shri S. P. Nallamuthu Gounder (President) and Arutchelvar Dr. N. Mahalingam (Secretary), **NGM College** has steadily grown into a distinguished autonomous institution of higher learning. Over the past six decades, it has transformed from its modest beginnings into a premier postgraduate and research hub, offering a wide spectrum of academic programs across arts, science, and commerce.

Guided by its founding mission, the college continues to provide **holistic and inclusive education**, nurturing intellectual growth, ethical values, and social responsibility among the youth of Pollachi and Udumalpet taluks. With a strong emphasis on academic excellence, research innovation, and community engagement, NGM College stands as a beacon of knowledge and empowerment in the region.

VISION

"Our dream is to make the College an institution of excellence at the national level by imparting quality education of global standards, to make students academically superior, socially committed, ethically strong, spiritually evolved, and culturally rich citizens who contribute to the holistic development of the self and society."

MISSION

"Training students to become role models in academic arena by strengthening infrastructure, upgrading curriculum, developing faculty, augmenting extension services and imparting quality education through an enlightened management and committed faculty who ensure knowledge transfer, instil research aptitude and infuse ethical and cultural values to transform students into disciplined citizens in order to improve quality of life."

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Dr. R. MANICKA CHEZIAN M.Sc., M.S., Ph.D.,
PRINCIPAL i/c
Nallamuthu Gounder Mahalingam College
Pollachi - 642 001, Coimbatore District.



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CORE VALUES

- To have Parent-Child connectivity at NGM.
- To instill core human values - empathy, sympathy and integrity.
- To implant self-respect as the crux of the character.
- To empower students to convert knowledge into wisdom. .
- To grow into a green citizen.

OUR VISION

“Our dream is to make the College an institution of excellence at the national level by imparting quality education of global standards, to make students academically superior, socially committed, ethically strong, spiritually evolved, and culturally rich citizens who contribute to the self and society.”

OUR MISSION

Training students to become role models in academic arena by strengthening infrastructure, upgrading curriculum, developing faculty, augmenting extension services and imparting quality education through an enlightened management and committed faculty who ensure knowledge transfer, instil research aptitude and infuse ethical and cultural values to transform students into disciplined citizens in order to improve quality of life.”





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2. SITUATIONAL ANALYSIS - SWOT

1. INSTITUTIONAL STRENGTH

- **NGM College** is a prestigious autonomous institution situated in the heart of Pollachi, spanning over 3.65 acres.
- The college embodies democratic values and is guided by a dynamic faculty with a curriculum that emphasizes **academic excellence, self-learning through MOOCs, and skill development for employability.**
- To uphold quality standards, **regular academic audits and ISO surveillance** are conducted, ensuring compliance and the maintenance of ISO certifications.
- The administration is **transparent, participatory, and decentralized**, operating under the guidance of an efficacious and visionary management team.
- Admissions are strictly **merit-based**, adhering to regulations for both grant-in-aid and self-financing courses.
- A **robust feedback mechanism** engages stakeholders, driving continuous improvement in academics.
- The institution is deeply committed to **community service and extension activities** through NSS, NCC, YRC, RRC, and Rotaract, while also providing commendable sports facilities.
- Faculty development is prioritized through **regular enhancement programs**, enabling staff to adapt to evolving educational needs.
- Students benefit from a **spectrum of student-centric activities** offered through clubs, fostering diverse experiences and sterling participation in co-curricular and extra-curricular pursuits.
- Aptitude coaching and **soft-skill development** are given prime importance to prepare graduates for global opportunities.
- The **Arutchelvar Scholarship** provides financial assistance to promote unique research, encouraging and supporting the endeavors of research scholars.
- Alumni of the college hold distinguished positions as **civil servants, doctors, auditors, social workers, and entrepreneurs**, reflecting the institution's impact on society.





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- A dedicated **wellness center** ensures regular medical care for students, while **sustainable green initiatives** address environmental concerns.
- The college also boasts **state-of-the-art IT infrastructure**, supporting digital transformation.
- The institution's distinctiveness lies in the establishment of an **exclusive Department for Human Excellence**, focusing on value education and the integration of the **Indian Knowledge System**, thereby nurturing holistic development and ethical leadership.

2. INSTITUTIONAL WEAKNESS

- Limited representation of faculty and students from diverse cultural and international backgrounds.
- Inadequate consultancy services and industry-linked advisory initiatives.
- Low number of patent grants and registered copyrights.
- Limited Memoranda of Understanding (MoUs) with international universities and research institutions.
- Relatively small number of students qualifying for UPSC and other national-level competitive examinations.

3. INSTITUTIONAL OPPORTUNITY

- Strengthen research capacity by securing grants and funding support from national and international agencies.
- Leverage a well-functioning Training and Placement Cell to expand job prospects and sustain an impressive placement record annually.
- Continue impactful initiatives that support neighborhood communities, addressing health, education, and lifestyle enhancement needs.
- Enhance alumni engagement to foster institutional growth through mentorship, networking, and financial contributions.
- Empower rural and regional talent through an active **Entrepreneurship Development Cell (EDC)**, Institution's Innovation Council (IIC), and start-up programs, nurturing student entrepreneurs to succeed at regional and national levels.
- Expand collaborations and professional networks to provide faculty and students with continuous growth opportunities and global exposure.





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4. INSTITUTIONAL THREATS

- Parental reluctance to encourage students to pursue entrepreneurial endeavors, despite the institution providing ample opportunities and support for entrepreneurship.
- Limited mobilization of international research funding and fellowship opportunities.
- Inadequate industry exposure for students and faculty.
- Limited number of interdisciplinary research projects.

3. STRATEGIC GOALS & PILLARS

I. ACADEMICS

1. Curriculum Innovation

- Adopt **Outcome-Based Education (OBE)** aligned with NEP 2020.
- Introduce **interdisciplinary and multidisciplinary programs** (e.g., Data Science + Humanities, Environmental Studies + Commerce).
- Regular **curriculum revision** every 3–4 years based on industry, research, and societal needs.
- Embed **value-added courses** (AI, IoT, entrepreneurship, ethics, sustainability).

2. Teaching–Learning Excellence

- Transition to **student-centric pedagogy** (flipped classrooms, experiential learning, blended learning).
- Integrate **digital platforms, MOOCs, and virtual labs** into mainstream teaching.
- Establish **faculty development programs** for pedagogy, research, and leadership.
- Encourage **innovative assessment methods** beyond rote exams (projects, portfolios, peer reviews).





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3. Research & Knowledge Creation

- Build **research centers of excellence** in priority areas (AI, IoT, Biotechnology, Arts & Culture).
- Increase **funded projects, patents, and publications** in indexed journals.
- Promote **student research** through undergraduate research initiatives.
- Strengthen **collaborative research** with industries and international institutions.

4. Skill Development & Employability

- Embed **life skills, communication, and leadership training** into curriculum.
- Establish **career development cells** with strong industry linkages.
- Provide **global internship opportunities** and industry immersion programs.
- Encourage **entrepreneurship incubation centers** and startup culture.

5. Academic Governance & Quality Assurance

- Strengthen **IQAC (Internal Quality Assurance Cell)** for continuous improvement.
- Implement **transparent academic audits** and benchmarking against national/international standards.
- Ensure **faculty autonomy** in designing courses and research pathways.
- Align academic goals with **NAAC, UGC, and international accreditation frameworks**.

6. Inclusivity & Lifelong Learning

- Expand **open and distance learning programs** for wider access.
- Provide **scholarships and bridge courses** for marginalized students.
- Offer **lifelong learning opportunities** through certificate/diploma programs.
- Promote **multilingual education** and cultural inclusivity.





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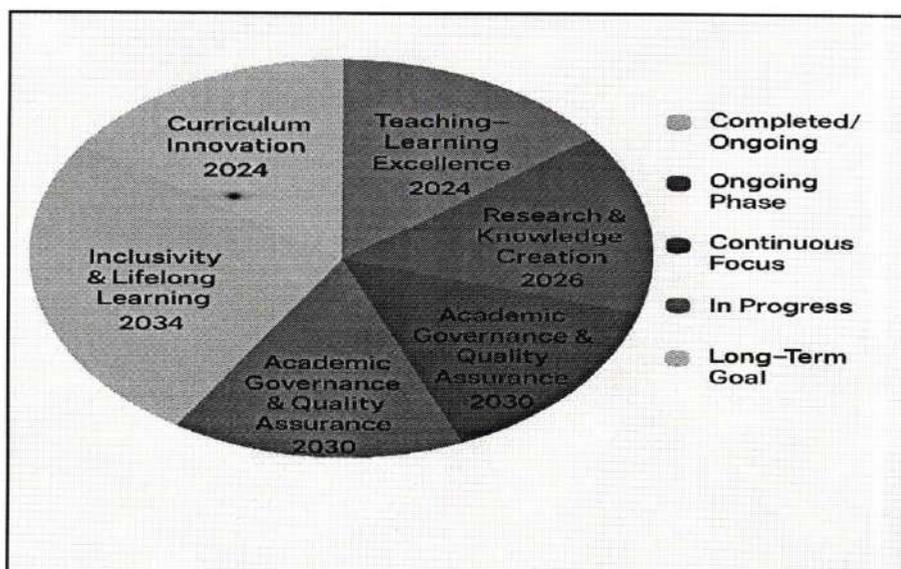
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S. No.	Target	Time Period	Remarks
1.	Curriculum Innovation	2024	Completed/Ongoing
2.	Teaching-Learning Excellence	2024	Completed/Ongoing
3.	Research & Knowledge Creation	2026	Ongoing Phase
4.	Skill Development & Employability	2026	Continuous Focus
5.	Academic Governance & Quality Assurance	2030	In Progress
6.	Inclusivity & Lifelong Learning	2034	Long-Term Goal





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II. RESEARCH

1. Research Culture & Capacity Building

- Establish **dedicated research centers** in priority areas (AI, IoT, Biotechnology, Environmental Studies, Arts & Humanities).
- Promote a **research-driven academic environment** where faculty and students actively engage in projects.
- Create **seed funding mechanisms** to encourage pilot studies and innovative ideas.
- Strengthen **faculty development programs** in research methodology, grant writing, and publishing.

2. Publications & Knowledge Dissemination

- Target **indexed journal publications** (Scopus, Web of Science, UGC CARE).
- Encourage **open-access publishing** and knowledge sharing.
- Launch **college research journals** in both sciences and humanities.
- Organize **annual research conferences, seminars, and workshops** to showcase findings.

3. Collaborations & Partnerships

- Forge **national and international research collaborations** with universities, industries, and research labs.
- Encourage **interdisciplinary research projects** across arts, sciences, and commerce.
- Build **industry-academia partnerships** for applied research and consultancy.
- Participate in **government and NGO-funded projects** addressing societal challenges.

4. Student Research & Innovation

- Introduce **undergraduate research programs** to nurture inquiry at early stages.
- Establish **innovation and incubation centers** for student startups.
- Encourage **student participation in hackathons, research competitions, and exhibitions.**
- Provide **research fellowships and assistantships** for postgraduate and doctoral students.





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5. Intellectual Property & Commercialization

- Set up an IPR cell to guide patents, copyrights, and trademarks.
- Promote **technology transfer and commercialization** of research outputs.
- Encourage **faculty and student startups** based on research innovations.
- Build **linkages with venture capital and industry** for scaling innovations.

6. Social Impact & Sustainability

- Focus on **community-based participatory research** addressing local and regional issues.
- Align research with **UN Sustainable Development Goals (SDGs)**.
- Encourage projects on **climate change, rural development, health, and cultural preservation**.
- Position the college as a **regional knowledge hub** for policy and social innovation.

S. No.	Target	Time Period	Remarks
1	Research Culture & Capacity Building	Continuous	Every Semester
2	Publications & Knowledge Dissemination	Continuous	Every Semester
3	Collaborations & Partnerships	Continuous	Every Semester
4	Student Research & Innovation	Continuous	Ongoing Support
5	Intellectual Property & Commercialization	2028	In Progress
6	Social Impact & Sustainability	2034	Long-Term Goal





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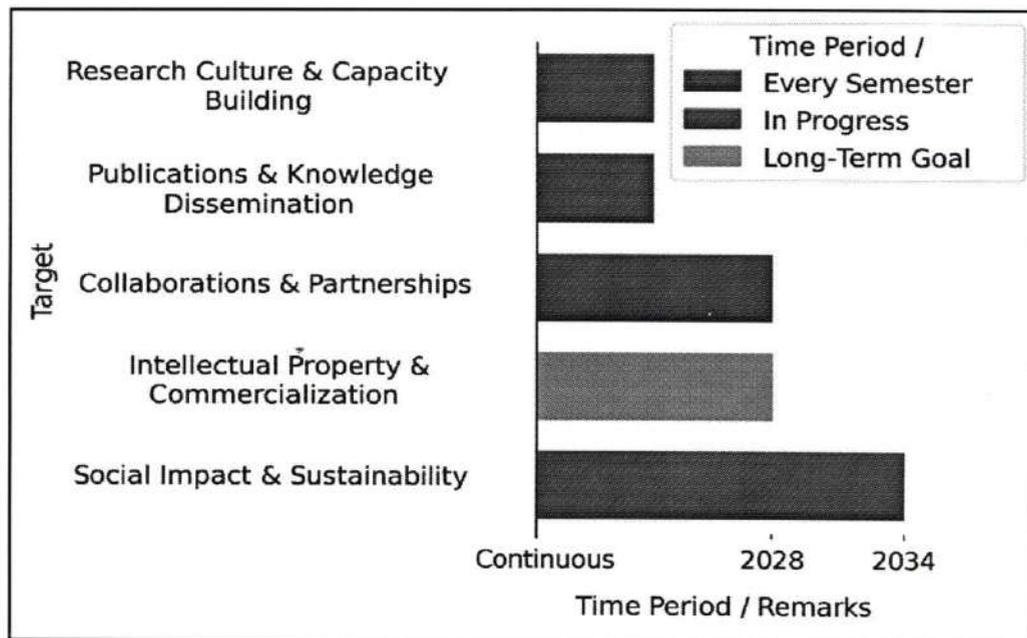
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III. INTERNATIONALIZATION

1. Global Academic Collaborations

- Establish **MoUs with foreign universities** for joint degree programs, faculty exchange, and student mobility.
- Promote **dual-degree and twinning programs** with reputed international institutions.
- Encourage **joint research projects** addressing global challenges (climate change, AI ethics, sustainable development).

2. International Student & Faculty Engagement

- Attract **international students** through specialized programs, scholarships, and cultural immersion opportunities.
- Recruit **visiting professors and scholars** from abroad to enrich academic diversity.





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- Develop **short-term study abroad programs** and summer schools for both inbound and outbound students.

3. Curriculum Globalization

- Integrate **global perspectives** into curriculum design (case studies, comparative studies, international literature).
- Offer **foreign language courses** (German, Japanese) to enhance employability.
- Align curriculum with **international accreditation standards** (AACSB, ABET, EQUIS).

4. Research & Innovation Networks

- Participate in **international research consortia** and global funding opportunities (EU Horizon, Erasmus+, UNESCO).
- Encourage **faculty and student publications** in international journals.
- Host **international conferences and symposiums** to position the college as a global knowledge hub.

5. Cultural Exchange & Global Citizenship

- Organize **international cultural festivals** to celebrate diversity.
- Promote **student exchange programs** that build intercultural competencies.
- Embed **global citizenship, ethics, and sustainability** into student development programs.

6. Industry & Employability Linkages

- Build **global internship opportunities** through alumni and industry partnerships.
- Collaborate with **multinational companies** for training, placements, and consultancy projects.
- Establish **international entrepreneurship incubation centers** to support startups with global reach.





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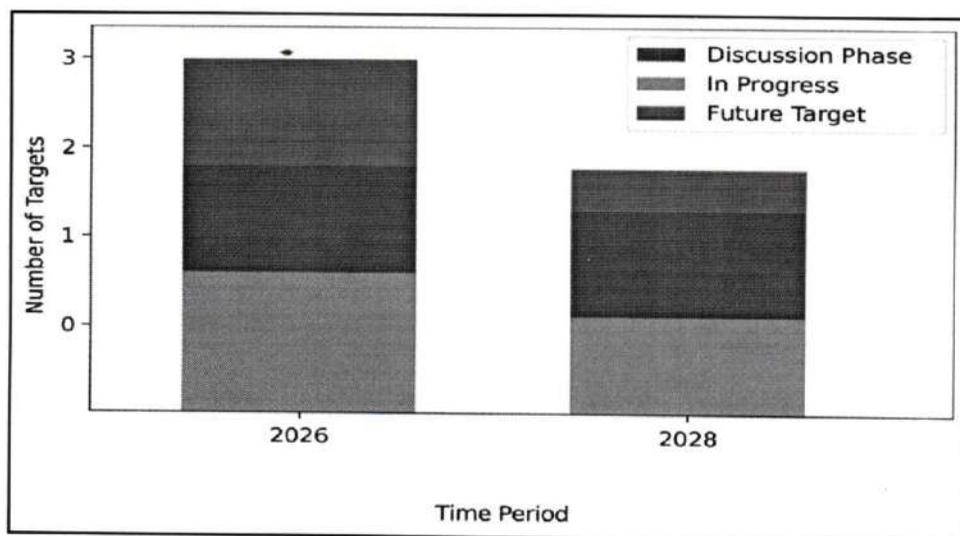
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S. No.	Target	Time Period	Remarks
1	Global Academic Collaborations	2026	Discussion Phase
2	International Student & Faculty Engagement	2028	Discussion Phase
3	Curriculum Globalization	2028	Future Target
4	Research & Innovation Networks	2026	In Progress
5	Cultural Exchange & Global Citizenship	2028	Discussion Phase
6	Industry & Employability Linkages	2026	In Progress





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IV. INDUSTRY INTERACTION & ENTREPRENEURSHIP

1. Industry Collaboration & Linkages

- Establish **MoUs with leading industries** for internships, training, and collaborative projects.
- Create **Industry Advisory Boards** to guide curriculum design and skill development.
- Organize **industry conclaves, guest lectures, and workshops** to expose students to real-world practices.
- Develop **consultancy services** where faculty and students solve industry problems.

2. Skill Development & Employability

- Integrate **industry-certified courses** (AI, IoT, Digital Marketing, Data Analytics, Biotechnology, etc.).
- Provide **hands-on training** through live projects, industrial visits, and simulation labs.
- Establish **career development cells** with strong placement networks.
- Encourage **global internships** and industry immersion programs.

3. Entrepreneurship Development

- Set up a **dedicated Entrepreneurship Development Cell (EDC) and Incubation Center**.
- Provide **seed funding, mentorship, and startup accelerators** for student ventures.
- Organize **hackathons, startup bootcamps, and innovation challenges**.
- Encourage **student-led enterprises** in social innovation, sustainability, and technology.





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4. Alumni & Industry Synergy

- Leverage alumni working in industries for **mentorship, internships, and placements**.
- Build **alumni-investor networks** to support student startups.
- Encourage alumni-led **entrepreneurship workshops and masterclasses**.

5. Research & Innovation for Industry

- Promote **applied research projects** solving industry-specific challenges.
- Encourage **joint patents and technology transfer** with industry partners.
- Develop **innovation clusters** in collaboration with local industries.
- Align research with **UN SDGs and national innovation priorities**.

6. Community & Social Entrepreneurship

- Support **rural entrepreneurship initiatives** (agriculture, handicrafts, eco-tourism).
- Encourage **social enterprises** addressing local challenges (healthcare, education, environment).
- Build **student cooperatives** for sustainable business models.
- Position

S. No.	Target	Time Period	Remarks
1	Industry Collaboration & Linkages	Continuous	Active
2	Skill Development & Employability	Continuous	Active
3	Entrepreneurship Development	Continuous	Every Semester
4	Alumni & Industry Synergy	2028	Discussion Phase
5	Research & Innovation for Industry	Continuous	Active
6	Community & Social Entrepreneurship	2028	In Progress





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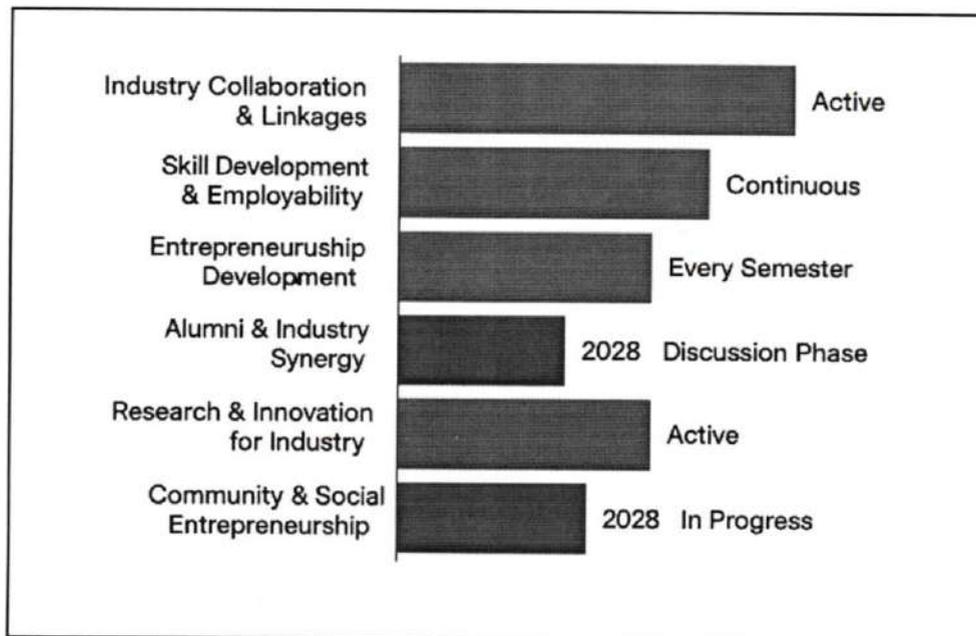
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V. ALUMNI ENGAGEMENT

Goal: To harness the strength of the NGM Alumni Association to create a robust support system for current students.

Key Initiatives

1. Strengthen Alumni Network

- Build a **global alumni database** with updated contact and career details.
- Launch a **dedicated alumni portal/app** for networking, mentoring, and opportunities.
- Organize **annual alumni meets** and regional chapters worldwide.





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2. Alumni Contribution to Institution

- Encourage alumni to **support scholarships, endowments, and infrastructure projects.**
- Establish **named chairs/professorships** funded by alumni.
- Promote alumni-led **research collaborations and industry linkages.**

3. Career Development & Mentorship

- Create **structured mentorship programs** where alumni guide students in careers, higher studies, and entrepreneurship.
- Facilitate **internships and job placements** through alumni networks.
- Develop **alumni-led workshops** on industry trends, leadership, and global competencies.

4. Brand Building & Internationalization

- Position alumni as **brand ambassadors** of the college globally.
- Highlight alumni success stories in **media, rankings, and accreditation reports.**
- Leverage alumni connections for **international collaborations and exchange programs.**

5. Community & Social Impact

- Channel alumni expertise into **community development projects.**
- Encourage alumni to **support rural outreach, sustainability, and social innovation initiatives.**
- Build alumni-driven **CSR partnerships** with industries.

6. Governance & Engagement *

- Form an **Alumni Advisory Council** to contribute to strategic decisions.
- Ensure alumni representation in **IQAC (Internal Quality Assurance Cell)** and IDP committees.
- Develop **transparent recognition systems** (awards, honors) for outstanding alumni contributions.





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S. No.	Target	Time Period	Remarks
1	Strengthen Alumni Network	Continuous	Active
2	Alumni Contribution to Institution	Yearly	Renewed Yearly
3	Career Development & Mentorship	Continuous	Every Semester
4	Brand Building & Internationalization	2028	Discussion Phase
5	Community & Social Impact	Continuous	Active
6	Governance & Engagement	Continuous	Active





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VI. SOCIAL OUTREACH

1. Community Engagement

- Launch **extension programs** in rural and urban communities (literacy drives, health camps, digital literacy).
- Encourage **student volunteerism** through NSS, NCC, and service-learning projects.
- Partner with **local NGOs and government bodies** for social development initiatives.
- Establish **community resource centers** for skill training and empowerment.

2. Inclusive Education

- Provide **scholarships and bridge courses** for marginalized and first-generation learners.
- Develop **special programs for differently-abled students** (assistive technologies, inclusive pedagogy).
- Conduct **outreach campaigns** to increase higher education participation among underrepresented groups.
- Promote **gender equity initiatives** through workshops and awareness drives.

3. Sustainability & Environment

- Organize **green campus and community projects** (tree plantation, waste management, renewable energy awareness).
- Lead **climate change awareness campaigns** in local schools and villages.
- Encourage **student-led sustainability projects** aligned with UN SDGs.
- Collaborate with industries for **CSR-driven environmental initiatives**.

4. Health & Well-being

- Conduct **free medical camps, blood donation drives, and mental health awareness programs**.





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- Partner with hospitals for **preventive healthcare outreach** in rural areas.
- Promote **sports and wellness programs** for community youth.
- Establish **counseling centers** for students and local residents.

5. Cultural & Heritage Preservation

- Organize **folk art, literature, and cultural festivals** to preserve local traditions.
- Document and research **regional heritage** through student projects.
- Collaborate with cultural organizations for **performances, exhibitions, and workshops**.
- Position the college as a **hub for cultural exchange and preservation**.

6. Social Innovation & Entrepreneurship

- Encourage **student startups addressing social challenges** (education, healthcare, environment).
- Build **social innovation labs** to design scalable solutions for community problems.
- Partner with alumni and industries for **social entrepreneurship funding**.
- Promote **community-based research** that directly benefits local populations.

S. No.	Target	Time Period	Remarks
1	Community Engagement	Continuous	Every Semester
2	Inclusive Education	Continuous	Every Semester
3	Sustainability & Environment	2027	In Progress
4	Health & Well-being	Continuous	Every Semester
5	Cultural & Heritage Preservation	Continuous	Active
6	Social Innovation & Entrepreneurship	2028	In Progress





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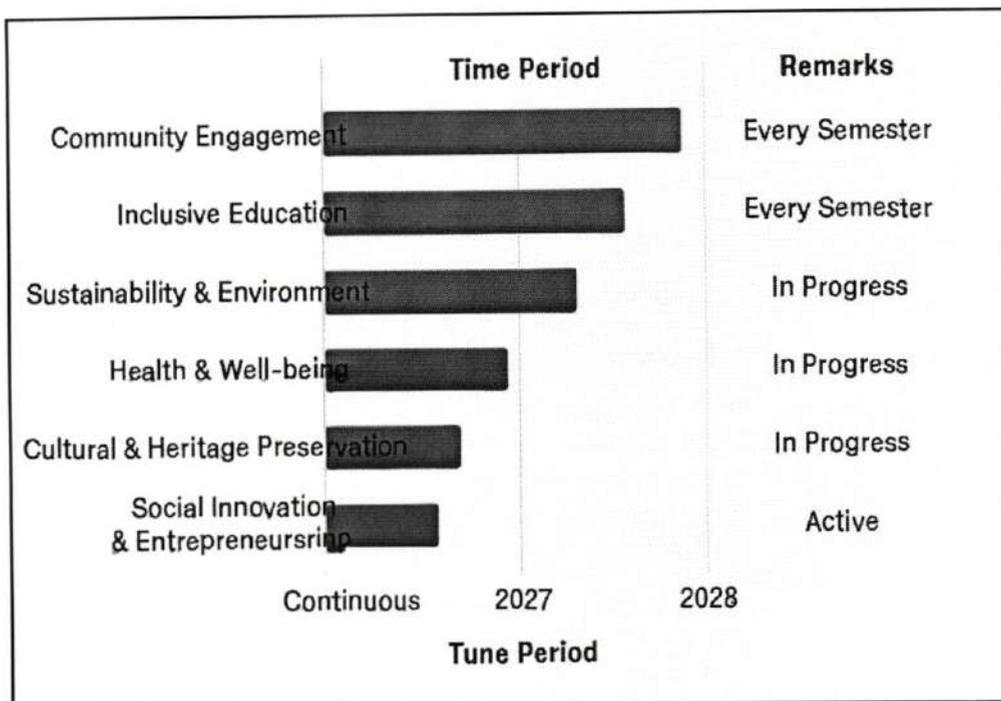
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VII. STRATEGY DEVELOPMENT AND DEPLOYMENT

1. Strategic Planning Framework

- **Strategy:** Establish a structured, participatory planning process.
- **Goals:**
 - Create a **Strategic Planning Committee** with representation from faculty, students, alumni, and industry.
 - Align institutional strategies with **NEP 2020, NAAC, and global benchmarks.**
 - Develop a **rolling 10–15 year roadmap** with periodic reviews.





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2. Goal Setting & Prioritization

- **Strategy:** Translate vision into measurable, phased goals.
- **Goals:**
 - Define **short-term (1–3 years), medium-term (4–7 years), and long-term (8–15 years)** milestones.
 - Prioritize initiatives based on **impact, feasibility, and resource availability**.
 - Ensure every department has **annual action plans** aligned with institutional goals.

3. Resource Mobilization

- **Strategy:** Secure financial, human, and infrastructural resources.
- **Goals:**
 - Diversify funding through **government grants, alumni endowments, industry partnerships, and consultancy services**.
 - Invest in **faculty development and recruitment of global talent**.
 - Build **state-of-the-art infrastructure** supporting academics, research, and outreach.

4. Deployment & Execution

- **Strategy:** Ensure systematic implementation of strategies across all units.
- **Goals:**
 - Introduce **annual operational plans** with clear responsibilities and timelines.
 - Use **digital dashboards** for monitoring progress and accountability.
 - Encourage **cross-departmental collaboration** for integrated execution.

5. Monitoring & Evaluation

- **Strategy:** Establish robust systems for tracking and improvement.





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- **Goals:**
 - Implement **Key Performance Indicators (KPIs)** for each strategic goal.
 - Conduct **annual academic and administrative audits**.
 - Use **feedback loops** from students, faculty, alumni, and industry to refine strategies.

6. Adaptability & Continuous Improvement

- **Strategy:** Build resilience and agility into institutional planning.
- **Goals:**
 - Regularly update strategies based on **emerging trends, technologies, and societal needs**.
 - Encourage a **culture of innovation and experimentation**.
 - Benchmark against **national and international best practices**.

7. Leadership & Governance

- **Strategy:** Strengthen participatory and transparent governance.
- **Goals:**
 - Empower **academic councils and IQAC** to drive quality initiatives.
 - Build a **leadership pipeline** through faculty training and succession planning.
 - Ensure **transparent decision-making** with stakeholder involvement.

VIII . SUSTAINED INSTITUTIONAL GROWTH

1. Academic & Quality Enhancement

- **Strategy:** Continuous curriculum innovation aligned with NEP 2020 and global standards.





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- **Goals:**

- Regular curriculum revision cycles (every 3–4 years).
- Achieve higher NAAC accreditation grades and international accreditations.
- Establish at least **3 Centers of Excellence** in emerging fields by 2035.

2. Research & Innovation Ecosystem

- **Strategy:** Build a strong research culture with industry and global linkages.

- **Goals:**

- Increase **funded projects and patents** annually.
- Launch **college research journals** and host international conferences.
- Establish **innovation hubs and incubation centers** supporting 50+ startups in 10 years.

3. Financial Sustainability

- **Strategy:** Diversify revenue streams beyond tuition.

- **Goals:**

- Generate **25% of annual revenue** from endowments, alumni contributions, and consultancy by 2035.
- Build **corpus funds** for scholarships and infrastructure.
- Develop **industry-sponsored labs and chairs** in key disciplines.

4. Alumni & Stakeholder Engagement

- **Strategy:** Position alumni as co-creators of institutional excellence.

- **Goals:**

- Establish a **global alumni network** with active chapters in 10+ countries.
- Secure **annual alumni contributions** for scholarships and infrastructure.
- Launch **structured mentorship programs** impacting 70% of students.

5. Internationalization

- **Strategy:** Expand global visibility and partnerships.





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- **Goals:**

- Sign **20+ MoUs** with foreign universities for joint programs and exchanges.
- Attract **international students and faculty** through scholarships and visiting professorships.
- Align curriculum with **international accreditation frameworks**.

6. Industry Interaction & Employability

- **Strategy:** Strengthen industry-academia collaboration.

- **Goals:**

- Achieve **90% placement rate** with global internship opportunities.
- Establish **entrepreneurship incubation centers** producing at least 10 successful startups annually.
- Integrate **industry-certified courses** into all programs.

7. Social Outreach & Sustainability

- **Strategy:** Position the college as a socially responsible institution.

- **Goals:**

- Conduct **100+ community engagement programs** over 10 years.
- Achieve **carbon-neutral campus status by 2040**.
- Align outreach with **UN SDGs** (education, gender equity, climate action).

8. Governance & Leadership

- **Strategy:** Ensure transparent, participatory, and adaptive governance.

- **Goals:**

- Implement **digital governance systems** for efficiency.
- Strengthen **IQAC and academic councils** for continuous quality improvement.
- Build a **leadership pipeline** through faculty development and succession planning.





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4. ACTION PLANS

1. Short-Term Action Plans (1-3 Years)

Focus: Awareness, initiation, and structured implementation

- **Community Engagement**
 - Conduct outreach programs, extension activities, and community surveys every semester
 - Partner with local bodies, NGOs, and schools for service-learning activities
- **Inclusive Education**
 - Identify disadvantaged learners and provide academic mentoring
 - Organize sensitization programs on gender equity, inclusion, and accessibility
- **Sustainability & Environment**
 - Implement green campus initiatives (waste management, tree plantation, energy conservation)
 - Conduct environmental awareness campaigns
- **Health & Well-being**
 - Organize health check-ups, yoga, mental health awareness programs
 - Establish student counseling and wellness support systems
- **Cultural & Heritage Preservation**
 - Conduct cultural events, heritage awareness programs, and documentation activities
- **Social Innovation & Entrepreneurship**
 - Introduce basic entrepreneurship awareness programs and innovation clubs
 - Encourage student participation in ideation challenges

2. Medium-Term Action Plans (4-7 Years)

Focus: Expansion, integration, and measurable outcomes

- **Community Engagement**
 - Integrate community-based projects into the curriculum
 - Establish long-term adoption of villages or community projects





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- **Inclusive Education**
 - Implement assistive technologies and inclusive teaching practices
 - Strengthen scholarships, bridge courses, and skill development programs
- **Sustainability & Environment**
 - Develop eco-friendly infrastructure and renewable energy usage
 - Introduce sustainability-focused courses and research projects
- **Health & Well-being**
 - Set up a wellness centre with trained professionals
 - Institutionalize fitness, sports, and mental wellness programs
- **Cultural & Heritage Preservation**
 - Collaborate with cultural institutions and historians
 - Promote research and student projects on local heritage
- **Social Innovation & Entrepreneurship**
 - Establish an incubation/innovation cell
 - Support student start-ups, patents, and social enterprises

3. Long-Term Action Plans (8-15 Years and Beyond)

Focus: Institutionalization, impact, and global relevance

- **Community Engagement**
 - Become a recognized hub for community development and social impact
 - Publish impact studies and best practices
- **Inclusive Education**
 - Achieve full accessibility and inclusive campus recognition
 - Become a model institution for inclusive education practices
- **Sustainability & Environment**
 - Transform into a carbon-neutral / green campus
 - Lead regional sustainability initiatives and policy advocacy
- **Health & Well-being**
 - Develop a comprehensive, technology-enabled wellness ecosystem
 - Partner with healthcare institutions for long-term impact
- **Cultural & Heritage Preservation**
 - Establish a centre for cultural and heritage studies
 - Digitize and globally showcase regional heritage





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- **Social Innovation & Entrepreneurship**
 - Produce successful social entrepreneurs and scalable innovations
 - Build strong industry, government, and global partnerships

5. KEY PERFORMANCE INDICATORS (KPIs)

I. ACADEMICS – KPIs

1. Curriculum Innovation

- % of programs redesigned under OBE & NEP 2020
- No. of interdisciplinary / multidisciplinary programs introduced
- Frequency of curriculum revision (years)
- No. of value-added courses offered per year
- % of courses mapped to POs, PSOs & COs

2. Teaching–Learning Excellence

- % of courses using student-centric pedagogy
- Faculty trained in FDPs per year (%)
- Student satisfaction score (Teaching–Learning)
- No. of MOOCs / digital resources integrated
- % of courses using alternative assessments

3. Research & Knowledge Creation

- No. of research centers established
- Research grants received (₹ / year)
- Publications per faculty per year
- No. of collaborative research projects
- No. of student research projects completed





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4. Skill Development & Employability

- % of students completing skill certification
- Placement rate (%)
- Average salary package
- No. of internships (national + international)
- No. of startups / student ventures initiated

5. Academic Governance & Quality Assurance

- No. of IQAC meetings & action-taken reports
- Academic audit compliance (%)
- Benchmarking exercises conducted per year
- NAAC/NIRF/UGC indicators improved YoY
- Faculty autonomy index (courses designed independently)

6. Inclusivity & Lifelong Learning

- GER improvement (%)
- Scholarships disbursed (₹ / beneficiaries)
- Enrollment in ODL / certificate programs
- Dropout rate (%)
- No. of multilingual / inclusive initiatives

II. RESEARCH – KPIs

1. Research Culture & Capacity Building

- Faculty with PhD (%)
- No. of seed money projects funded
- Research FDPs conducted per year
- Research participation rate (faculty & students)

2. Publications & Knowledge Dissemination

- Publications in Scopus/WoS/UGC CARE





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- Citation index / h-index (institutional)
- No. of conferences/workshops organized
- No. of institutional journals launched

3. Collaborations & Partnerships

- Active MoUs for research
- Joint research projects undertaken
- Consultancy revenue generated (₹)
- Govt/NGO funded projects received

4. Student Research & Innovation

- % of UG/PG students involved in research
- No. of student research papers published
- Hackathons / competitions participated
- Fellowships / assistantships awarded

5. Intellectual Property & Commercialization

- Patents filed / granted
- Technologies commercialized
- Revenue from IPR (₹)
- Startups incubated from research

6. Social Impact & Sustainability

- Community-based research projects
- SDG-aligned projects (%)
- Policy briefs / social innovations delivered
- Beneficiaries impacted (numbers)





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III. INTERNATIONALIZATION – KPIs

1. Global Academic Collaborations

- No. of international MoUs signed
- Joint degree / twinning programs launched
- Faculty & student exchange count

2. International Student & Faculty Engagement

- International students enrolled (%)
- Visiting professors invited per year
- Study-abroad programs conducted

3. Curriculum Globalization

- Courses with global content (%)
- Foreign language courses offered
- International accreditation readiness score

4. Research & Innovation Networks

- International funded projects received
- Publications with foreign co-authors
- International conferences hosted

5. Cultural Exchange & Global Citizenship

- Cultural exchange programs organized
- Students participating in exchange programs
- Global citizenship activities conducted





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6. Industry & Employability Linkages

- Global internships facilitated
- MNC collaborations established
- International placement rate (%)

IV. INDUSTRY INTERACTION & ENTREPRENEURSHIP – KPIs

1. Industry Collaboration & Linkages

- Active industry MoUs
- Industry advisory board meetings
- Consultancy projects completed

2. Skill Development & Employability

- Industry-certified courses offered
- Placement & higher studies rate (%)
- Employer satisfaction score

3. Entrepreneurship Development

- Startups incubated
- Seed funding mobilized (₹)
- Hackathons / bootcamps conducted

4. Alumni & Industry Synergy

- Alumni mentors engaged
- Alumni-supported internships
- Alumni investment in startups (₹)

5. Research & Innovation for Industry

- Joint patents with industry
- Applied research projects





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- Industry problem-solving initiatives

6. Community & Social Entrepreneurship

- Social enterprises launched
- Rural entrepreneurship initiatives
- Community beneficiaries impacted

V. ALUMNI ENGAGEMENT – KPIs

- Alumni database coverage (%)
- Active alumni participation rate
- Scholarships/endowments funded (₹)
- Mentorship sessions conducted
- Alumni-facilitated placements
- Alumni representation in governance bodies

VI. SOCIAL OUTREACH – KPIs

1. Community Engagement

- Extension programs conducted
- Student volunteer hours logged
- NGO/Govt partnerships active

2. Inclusive Education

- Marginalized student enrollment (%)
- Retention & success rate
- Assistive facilities provided





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3. Sustainability & Environment

- Green initiatives completed
- Carbon / waste reduction metrics
- SDG-aligned projects count

4. Health & Well-being

- Health camps organized
- Beneficiaries served
- Counseling utilization rate

5. Cultural & Heritage Preservation

- Cultural events organized
- Heritage documentation projects
- Community participation level

6. Social Innovation & Entrepreneurship

- Social startups incubated
- Funding mobilized for social projects
- Measurable social impact achieved





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6. GOVERNANCE & MONITORING -TARGET FRAMEWORK

S. No.	Target	Time Period	Remarks
1	Strengthening Governance Structures	Continuous	Active
2	Strategic Monitoring & Review	Yearly	Annual Review
3	IQAC-led Quality Assurance	Continuous	Every Semester
4	Digital Governance & MIS	2026	In Progress
5	Financial Transparency & Audits	Continuous	Active
6	Risk Management & Sustainability	2034	Long-Term Goal





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7. RISK MANAGEMENT & SUSTAINABILITY – IMPLEMENTATION PLAN

S. No.	Target Area	Time Period	Remarks
1	Institutional Risk Framework	2025	Implemented & Reviewed
2	Financial Sustainability	Continuous	Active
3	Digital & Cyber Security	Continuous	Strengthening Phase
4	Environmental Sustainability	2027	In Progress
5	Social & Human Sustainability	Continuous	Active
6	Monitoring & Review Mechanisms	Continuous	Every Semester





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8. CONCLUSION

The Institutional Development Plan (2024–2034) of N.G.M. College (Autonomous) outlines a strategic roadmap for academic excellence, research advancement, global engagement, industry collaboration, social responsibility, and inclusive growth. Aligned with NEP 2020 and NAAC quality benchmarks, the plan emphasizes learner-centric education, innovation, employability, and sustainability.

Supported by participatory governance and an effective IQAC-led monitoring framework, the IDP ensures transparency, accountability, and continuous improvement. With the collective commitment of all stakeholders, the college is well positioned to emerge as a dynamic knowledge hub contributing meaningfully to higher education and societal transformation.



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