

# Institutional Development Plan (IDP)



## Radhey Hari Government Post Graduate College Kashipur

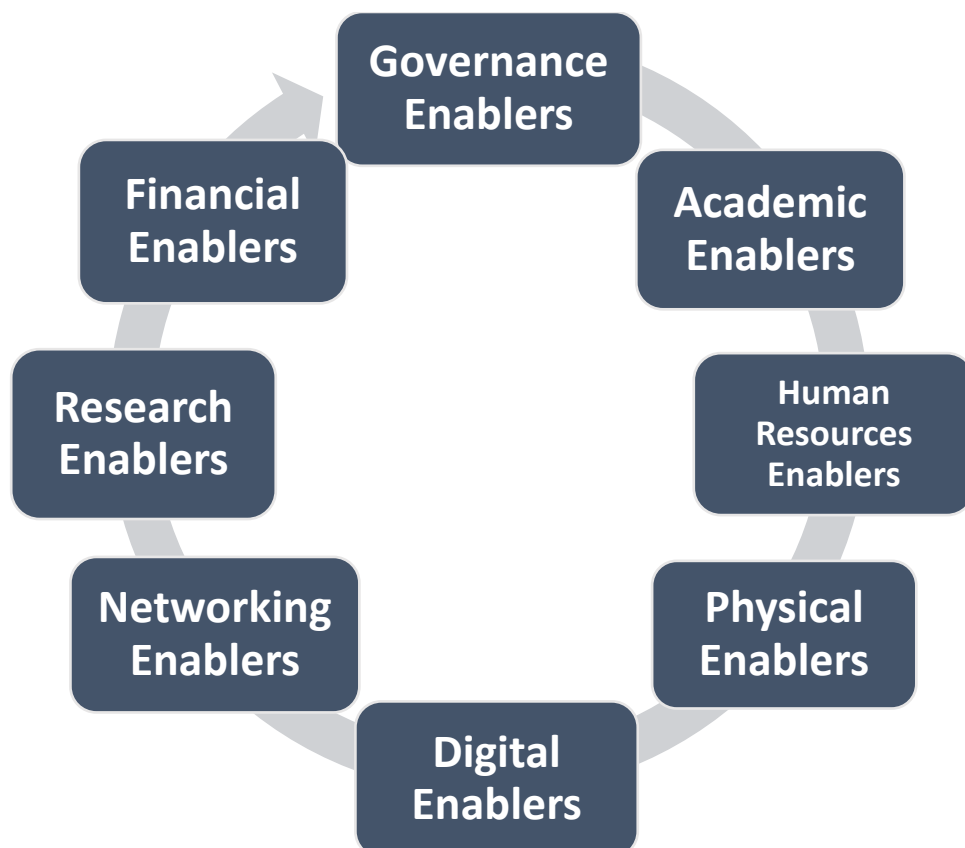
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**Institutional Development Plan (IDP)**  
**Radhey Hari Government Post Graduate College, Kashipur**

**Preamble**



Radhey Hari Government Post Graduate College Kashipur, situated in urban landscape is catering diverse students in terms of social, economic, gender and religious background with its inclusive nature since 1969. The college is affiliated to Kumaun University Nainital and governs by combined rules and regulations governed by UGC, affiliating university and Department of Higher Education Uttarakhand. National Education Policy 2020 has been implemented in the college since 2022-23. College is offering three years graduation program, two years post-graduation program, Ph.D. program in arts, science and commerce faculty in regular mode. At present B.A., B.Sc., B.Com., M.A., M.Sc., M.Com. and Ph.D. programs are running in 16 subjects. Along with regular courses, college offers self-financed programs B.Ed., M.A. Yoga, PG Diploma in Yoga, and Diploma in Tourism Studies. With total intake of 3400 at entry level, at present 6490 students are enrolled in various programs. 80 students are registered for Ph.D. programs in various disciplines. Sanctioned posts for teaching faculty, class three and class four employees are 58, 18 and 28 respectively. Under Choice Based Credit System, different courses like major, generic, elective, skill enhancement/vocational, value added, internship, research projects, entrepreneurship etc. are offered to students in multidisciplinary and interdisciplinary approach.

With well qualified faculty and supporting staffs, college is committed to provide basic facilities of infrastructure, library, e-granthalaya, scholarships, sports, career-counseling and placement, free coaching for competitive exams for SC-ST students, cultural enrichment, NSS, NCC and Rover-Rangers, Red Cross, and disaster management.

In the entire field, the policy of college is focused on e-governance, use of ICT, achieving sustainable development goals, inclusiveness of stakeholders, collaboration with industries, Institutions, Government and Private bodies for academic, research, extension and community engagements.

I hope students will find the college as second home for learning and shaping their career with value addition towards the path of becoming good, thoughtful, well-rounded, and creative individuals.

With Best Wishes

Prof. Sumita Srivastava  
Principal and Professor of Physics  
Radhey Hari Government Post Graduate College  
Kashipur



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**Members of the Committee for preparing IDP**

<b>S. N.</b>	<b>Name and Designation</b>	
<b>1.</b>	<b>Prof. Sumita Srivastava</b> Principal and Professor of Physics	<b>Chairperson</b>
<b>2.</b>	<b>Prof. Anurag Agrawal</b> Professor of Economics	<b>IDP Convener / Senior Member IQAC</b>
<b>3.</b>	<b>Prof. Aditya Prakash Singh</b> Professor of Political Science	<b>Nodal NEP</b>
<b>4.</b>	<b>Prof. Mahipal Singh</b> Professor of Physics	<b>Nodal PM USHA</b>
<b>5.</b>	<b>Prof. Amaduddin Ahmad</b> Professor of Economics	<b>Coordinator IQAC</b>
<b>6.</b>	<b>Dr. Mamtesh Kumari</b> Assistant Professor of Zoology	<b>Member</b>
<b>7.</b>	<b>Dr. Uday Kumar</b> Assistant Professor of History	<b>Member</b>
<b>8.</b>	<b>Dr. Kiran Kumar Pant</b> Assistant Professor of Commerce	<b>Nodal UGC</b>
<b>9.</b>	<b>Dr. Snehlata</b> Assistant Professor of Botany	<b>Member IQAC</b>
<b>10.</b>	<b>Dr. Pawan Kumar</b> Assistant Professor of Math	<b>Nodal Samarth Portal</b>
<b>11.</b>	<b>Prof. M.K.Sinha</b> Professor of Zoology	<b>Senior Member IQAC</b>
<b>12.</b>	<b>Dr. Akash Mishra</b> Assistant Professor of Zoology	<b>Member IQAC</b>
<b>13.</b>	<b>Dr. Vivek Kedia</b> Assistant Professor of Botany	<b>Member IQAC</b>
<b>14.</b>	<b>Dr. Ruchi Kulshrestha</b> Assistant Professor of English	<b>Member IQAC</b>
<b>15.</b>	<b>Dr. Bhanu Pratap Gautam</b> Assistant Professor of Chemistry	<b>Member IDP</b>



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**Social and Academic Mission of the College**

Radhey Hari Government Post Graduate College, Kashipur is well known for its diverse nature of students. The social and academic missions are fulfilled in the following manners:

- i. College has well defined norms of admission directed by Higher education Department of Uttarakhand.
- ii. Admission norms has vertical reservation for SC, ST, OBC, EWS and horizontal reservation for female, freedom fighter and PWD. The students belonging to urban/rural background, hindu/muslim/sikhs community, 70% female students with few Divyangjan and EWS create an inclusive and diversified learning environment. Ramps are available everywhere for Divyangjan students.
- iii. College is offering NEP curriculum under CBCS system with varieties of courses for knowledge creation to societal growth and well-being through cutting-edge research, training & skilling with experiential learning.
- iv. Collaboration with industries, Government and Private bodies and dialogue with all the stakeholders shall create the vibrant environment for achieving academic excellence through holistic education in multi-disciplinarity, cross-disciplinarity and inter-disciplinarity way to achieve learning outcomes.
- v. Students and faculty are involved in activities of environmental awareness for achieving Sustainable Development Goals, development of character, ethical and constitutional values, intellectual curiosity, scientific temper, creativity, spirit of service, and contemporary capabilities across a range of disciplines including sciences, social sciences, arts, humanities, languages, as well as professional, technical, and vocational subjects.
- vi. With varieties of courses students are trained for learning to think, understand and do through skills and competencies such as critical thinking and problem solving, creative thinking and innovation, analytical thinking, adaptive thinking, design thinking & creativity, computational thinking, social intelligence, cross cultural competency, new media literacy, virtual collaboration, decision making, conflict resolution and negotiations among many others, thus building the foundations of a proclivity for continuous and lifelong learning.



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**Main Objectives and Goals to be achieved by IDP**

The IDP of Radhey Hari Government Post Graduate College Kashipur reflects an integrated, comprehensive and holistic approach with institution's unique vision/mission, context, life cycle stage, location, character, resources, environment, target group of students/ learners, other stakeholders and overall aspirations.

The main objectives of the IDP are:-

- i. To articulate a clear vision and mission of the institution and align these with National Education Policy 2020, NCERF, SDG and institute's educational and research activities and social objectives.
- ii. To assess institutional developmental needs through wide consultative processes.
- iii. To identify capacity (human, material and financial) and organizational gaps, based on the goals and priorities.
- iv. To develop Annual Activity/Capacity Building Plans to build capacity and remove gaps.
- v. To establish a transparent system for holistic, inclusive growth and development of the College through the application of all relevant tools, technologies and opportunities (especially Digital Technologies) for ensuring optimal utilization for overall balanced growth.
- vi. To establish ethos of holistic lifelong learning and an operative framework to promote the better employability and entrepreneurship, by integration of skilling into curriculum.
- vii. Develop an operative framework to promote the Internationalization of education, international equivalence and exchange of faculty and students.
- viii. To ensure meaningful engagement of all stakeholders in the development and implementation of IDP.
- ix. To quantify the institution's goals using Indicators and Time-Bound Targets, and Implementation Plans.
- x. To undertake Periodic Reviews and appropriate measures for continuous course corrections and further improvements.





## **Institutional Development Plan (IDP)** **Radhey Hari Government Post Graduate College, Kashipur**

### **Vision, Mission, and Core Values of the College**

#### **Vision**

"We envision our institution as a beacon of excellence in higher education, fostering a culture of inclusiveness, nurturing holistic development, innovation, and social responsibility, to produce well-rounded, adaptable, and globally competent individuals who drive positive change."

#### **Mission**

At Radhey Hari Government Post Graduate College Kashipur, we are committed to providing transformative education that prepares students for an ever-evolving world. Our mission is to:

- **Foster Academic Excellence:** Deliver high-quality, inclusive, and future-focused education that cultivates critical thinking, creativity, problem-solving skills and leverages ICT to enhance learning outcomes.
- **Nurture Holistic Development:** Provide opportunities for students to develop emotional intelligence, social awareness, and physical well-being, enabling them to lead balanced and fulfilling lives.
- **Encourage Research, Innovation and Entrepreneurship:** Inspire students and faculty to involve themselves in cutting-edge research, develop innovative solutions, and cultivate entrepreneurial spirit through skill development programs for positive change in their communities.
- **Promote Social Responsibility and Sustainability:** Inculcate in students a deep sense of social responsibility, environmental awareness, and commitment to sustainable practices, for empowering them to contribute to a better future, while drawing from India's rich cultural heritage and Indian Knowledge System.
- **Strengthen National Pride and Responsible Citizenship:** Empower students to become responsible citizens, equipped with knowledge, skills, and values that promote constitutional obligations, India's cultural heritage, social cohesion, and national development.



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### Core Values

*We are committed to upholding the highest standards of integrity, professionalism, and social responsibility. Our core values, represented by the acronym "R.A.I.S.E.", each letter represents a fundamental value that aligns with our institution's vision and mission. The word "RAISE" implies uplifting and elevating individuals, communities, and society as a whole.*

**R – Respect:** We foster a culture of empathy, kindness, inclusivity, and value dignity, promoting a positive and supportive learning environment.

**A – Accountability:** We hold ourselves accountable for our actions, decisions, and outcomes to strive for continuous improvement.

**I – Inclusivity:** We aspire to create a welcoming environment that values the unique perspectives, experiences, and backgrounds of our students, staff, and stakeholders.

**S – Sustainability:** We prioritize sustainability in our operations, practices, and decisions, aiming to minimize our environmental footprint and promote eco-friendly habits.

**E – Excellence:** We encourage excellence in all endeavours, driving innovation and practicing ICT in each field to empower our students, faculty, and staff to reach their full potential.

*"By embracing these core values, we aim to create a vibrant, inclusive, and supportive community to empower our students to succeed, grow, and make a positive impact, wherever they go."*



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**SWOC Analysis of the College**

**Strength**

- The college has 33 acres of land with double storey Administrative, Science, two Arts PG blocks, B.Ed. buildings, Boys Hostel (capacity 60) and sports ground of 5.82 acres. Other buildings are auditorium with capacity of 500, e- granthalaya, Uttarakhand Open University office, IGNOU Office and NCC office. College has its own residential facility for principal, teachers and staffs. Girls hostel of capacity 51; IT Lab with 30 computers and a building with 12 classrooms are under construction.
- The campus is situated on highway and is easily accessible and well connected by railways and other public transportation services.
- College is offering UG programs in 16 subjects, PG and Ph.D. programs in 13 subjects of arts, science and commerce faculty. Along with these regular courses, college also offers self-financed programs of B.Ed., M.A. Yoga, PG Diploma in Yoga and Diploma in Tourism Studies. College has centers of distance education for IGNOU and Uttarakhand Open University.
- College has intake capacity of 2560 at graduation and 840 at post-graduation level. The annual enrolment is around 6500 having 70% female students. More than 70 research scholars are pursuing their Ph.D. in the college.
- College has filled posts of highly qualified teachers and experienced supporting staffs.
- NEP has been implemented in the college since 2022-23.
- College students are actively involved in social outreach programs through NSS, NCC, Rover-Rangers, Eco club, Youth Red Cross and Anti-drug Cell.
- College faculties have research publications, books, book chapters and patents.
- College has e-granthalaya for e-resources.
- The college has distance learning centers, viz. Uttarakhand Open University Study Centre and IGNOU Study Center.
- The campus is wi fi enabled.
- College has green campus.
- College campus is Divyanjan friendly.
- College has strong e-governance in administration, admission, examination and finance.

**Weakness**

- Skill based courses/vocational courses need effective implementation under NEP.
- The sanctioned number of teachers and staffs are only 33% of required need.



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- College needs more infrastructures in terms of classrooms and labs.
- College needs more professional courses.
- Existing Labs have insufficient numbers of Instruments.
- Library needs more books.
- Library needs full digitization.
- The student-teacher ratio is 120.

### **Opportunities**

- Kashipur is industrial area, therefore good potential for academic-industry collaboration.
- Students have large number of opportunities for internship/ educational tour and training programs.
- College has ample space for extension.
- As the college is situated in plain area with easy approach, experts, trainers are available in the college.
- 13 Post graduate departments have Ph.D. programs, therefore college has good potential of research activities.
- Alumni association may be strengthen.
- To collect resources under CSR.

### **Challenges**

- Since the numbers of students are very large, it is a big challenge to provide infrastructure to all students in terms of classrooms, lab instruments, books and ICT tools.
- To maintain the huge infrastructure of college is very challenging.
- To attract the students for full day (10 AM-5PM) for teaching various courses under NEP.
- To fulfill the gap in number of teachers and supporting staff with sanctioned seats.



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**Broad Gap analysis with goals to be achieved**

**Table 1- Short term goals (Five years: 2025 to 2030) for broad gap analysis and planning**

S.N.	Objective/ Activity	Execution Plan	Performing Body	Time Bar	Outcomes
<b>Curricular Aspects</b>					
1	Curriculum Preparation /adoption	Curriculum is provided by affiliating university. All the departments shall look into respective curriculum and submit the feedback to university in written.	Each department  (Consulting all the stakeholders)	July of every year	Updated curriculum
2	Program and course outcomes	To prepare Program, program specific and course outcomes (POs, PSOs, Cos) and discuss with students in classrooms.	Each department	July of every year	Easy for students to achieve outcomes
3	Curriculum planning	To prepare time table, academic calendar and activity calendar	Each department	July of every year	Well planned implementation of curriculum
4	Teaching plan	To prepare teaching plan for each course	Each teacher	July of every year	Planned teaching
5	Continuous internal assessment	In every course of 100 marks, 25 marks are for internal assessment. Teachers are advised to adopt innovative methods of evaluation, like field study, survey report, presentation, quiz, poster/model making, extension activities, term paper, assignments, written test etc.	Each teacher	Throughout the year	Inculcate creativity and innovation among teachers and students. Holistic evaluation.
6	Maintaining record of Internal assessment	Circulation of notice in advance, submitting the reports with signature of students, uploading the marks on portal and keeping	Each teacher	At the end of every semester	Record maintenance



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		the record of marks.			
7	Transparent internal assessment	Disclosing and discussing internal marks with students, solving grievances if any	Each teacher	After marks distribution	Improving students' performance
8	Starting 30 hour value added certificate course.	Value added course will be started by each department based on local need.	Each department	Once in a year	Bridging gap in students' knowledge
9	Making a list of courses where Professional Ethics, Gender, Human Values, Environment and Sustainability are part of the Curriculum	Prepare the list with mentioning concerned topics and highlighting it in the curriculum.	Each department	July of every year	Integrates crosscutting issues to curriculum
10	Distributing one SDG to one department	One SDG will be allotted to each 17 departments. They will do some activity for achieving SDG.	Each department as co-curricular/ extension/ outreach activity	Throughout the year	Helpful in attaining SDGs. Create distinctive ness to college.
11	Project work/field work/ internships	Assignments should be based on the field work/internship/project, if it is not in curriculum. Experiential learning, participative learning and problem solving methodologies, ICT tools may be used here.	Each teacher	Throughout the year	Students gain different ways of learning.
12	Collecting feedback from all the stakeholders	Collecting, analyzing, taking action, communicating to higher authorities and hosting on	IQAC	April every year	Inclusive environment.



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		college website. Stakeholders: Students, teachers, alumni, parents and employers.			
<b>Teaching-Learning and Evaluation</b>					
13	Distribution of students' list to each department	Samarth nodal will distribute list of students to each department.	Samarth nodal	Just after admission every year	Record of students at departmental level
14	Identifying Pravesh Mitra during admission	Creating a group of students and teachers for helping students during admission	Teachers will identify	During admission	Students' support
15	Preparing list of faculty and staff	Each department will prepare the list.	Each department	After transfer (July/ August)	Record maintenance
16	Preparing result of last year	Each department, teacher and Exam will prepare their own result.	Each department, teacher and exam	After result declaration by university	To monitor student progress
<b>Research, Innovation and Extension</b>					
17	To organize research workshop	To address issues related to research project, seminars, funding agencies, research methodology etc.	Research cell	During each session	To strengthen research eco-system
18	To organize IPR workshop	To sensitize and aware faculty, students and stakeholders	IPR cell	During each session	To aware about IPR
19	To strengthen extension activities on current social issues	NSS, NCC, Rover-rangers, Anti-drug cell, YRC and each department will identify one community along with activities for extension work.	Each cell and department	At least two extension activity per month	As social responsibility
20	MOU, Collaboration and Linkage	Each activity in college will involve an agency/expert. Each department will collaborate for skill development, training, internship to Govt/NGO/Industry	Each cell and department	At least once in a year by each cell and department	For broad exposure to students



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<b>Infrastructure and Learning Resources</b>					
21	Automation of library	Digitalization of catalogue	Library	2030	Easy access to library
22	Purchasing of books	According to new curriculum	Library	Every year on availability of fund	Enriched library
23	To subscribe e-journals	According to need	Library	Every year on availability of fund	Enriched e-resources
24	To provide computer, printer, internet to each department and cell	Purchasing of new computers, printers	ICT and IQA Cell through Principal	2030	Updating IT facilities
25	To strengthen computer lab	Purchasing of new computers, printers for computer lab/e-granthalaya through involvement of Govt funding and CSR	ICT Cell and purchase committee	2030	More computer for students
<b>Student Support and Progression</b>					
26	To promote students for Scholarship	To make aware students for scholarship and maintain records	Scholarship Committee	Every year	Scholarship promotion
27	To establish language lab	To submit proposal for language lab	Through Principal	2030	Skill development
28	To organize workshops on soft skill and life skill	Workshops and activities for students by various cells and departments	Concerned cell/department	Every year	Skill development
29	To start computer training	To initiate value added certificate course on computer.	ICT Cell	Every year	Skill development
30	To conduct free coaching for SC,ST for competitive exams	To organize regular classes	Sc/ST Cell	Every year	Student support





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31	Regular meeting/activities/ planning/redressal of grievance of women cell, anti-ragging, anti-drug cell, ITR	Each concerned cell will plan activity through meeting and aware students about this. Suggestion box will be displayed.	Concerned cell	Every year	Grievance redressal mechanism
32	To organize placement drives and career-counselling programs	Each department to organize career-counselling program. Placement drive to be organized in collaboration with industry/companies	Career-counselling and placement cell/Departments	Every month/ every year	Students' employment
33	To organize workshops for preparation of national level exams	Career-counselling and placement cell will organize workshops.	Career-counselling and placement cell	Every year	Students' achievement
34	Students' participation in cultural and sports activities	To promote students for participation in such events.	Sports and cultural cell	Every year	Students' award
35	To register and strengthen alumni association	To register alumni association, to organize alumni meet, to initiate funding in alumni account, to collect feedback from alumni	Alumni cell	Every year	Strong alumni association for students' support
<b>Governance, Leadership and Management</b>					
36	To strengthen ICT capabilities among faculty and students	To organize workshops, seminars and training programs for teachers, staff and students on ICT use skill.	IQAC and ICT Cell	Every year	Better ICT skill
37	Resource mobilization	To submit proposal to Govt., DHE UK, local MLA, Mayer and industry under CSR	CSR committee	Every year	Resource mobilization
38	To prepare plan , activity	Each department and cell will prepare plan and	Cells/Departments/ IQAC	Every year	Effective planning



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	calendar	activity calendar			
39	Quality initiatives	IQAC will initiate and monitor quality issues in each aspects	IQAC	Every year	Quality sustenance
40	NIRF ranking, AISHE, MIS	To apply for NIRF ranking , AISHE filling and MIS update	Concerned committee	Every year	Quality assurance
41	Submit AQAR	To prepare and submit AQAR	IQAC	Every year	Quality assurance
<b>Institutional Values and Best Practices</b>					
42	Gender Equity/National-International Days/ Human values/Constitutional obligations/ harmony	1.To organize programs, activities, related to gender, value system, constitutional obligation and special days. These issues to be included in curriculum, assignments, departmental association programs 2. To install sanitary napkin vending machine. 3. To provide opportunities to girls in each activity.	Concerned cell and departments	Every year	Gender Equity
43	To install solar panel, rain water harvesting system, LED bulbs	To submit proposal to UREDA	Principal office	2030	Energy and water conservation
44	To establish waste management system	To establish waste management system for dry, wet, chemical and bio waste	Concerned committee	2027	Waste management system
45	Green campus initiatives	To divide area of campus into segments to cells and departments for maintain greenery in the campus.	NSS, NCC, Rover-rangers, and each departments	2026	Green campus
46	Divyangjan friendly campus	Software in library Toilets Ramps	Library and Principal office	2030	Divyangjan friendly campus
47	Green audit, energy audit	To be performed by external agency	IQAC	2028	Quality audits
48	Academic and Administrative	Internal and external members will perform the	IQAC	Every year	Quality audits



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	Audit	audit of each department, cell and office			
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**Table 2- Long term goals (Fifteen years: 2025 to 2040) for broad gap analysis and planning**

S.N.	Objective/ Activity	Execution Plan	Performing body	Time bar	Outcomes
Curriculum Aspects					
1	New PG Programs in Sanskrit, Home Science and Education	To submit the proposal to the Directorate Higher Education, Uttarakhand (DHEUK).	Directorate of Higher Education Uttarakhand	2028	New Programs
2	To start new programs of B.Com (Hons), BBA and BCA	To submit the proposal to the Directorate of Higher Education.	Directorate of Higher Education Uttarakhand	2030	New Programs
3	Strengthen the skill /vocational courses in each departments	To involve local industries for training to students by signing MOU, creating collaborations and linkages.	Each department will create linkage with industry/institutions	2030	Skilled students under NEP
		Creating facilities/labs for vocational training by submitting proposals to DHEUK or arranging through CSR.	Each department will submit list to DHEUK through principal.		
Teaching-Learning and Evaluation					
4	Creation of new teaching and non-teaching post	College will submit proposal to DHE UK	Principal office	2030	Better student teacher ratio
Research, Innovation and Extension					
5	Instrumentation centre, STEAM Lab, Research	Each department will submit proposal for individual lab or collaborative research lab in	Principal will forward to DHE UK	2035	To strengthen research facility



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	oriented software, Specific research lab in each department	departments or faculty.			
6	Incubation centre	To submit proposal for creating incubation centre in college.	Entrepreneurship cell	2030	To trained students for start up
<b>Infrastructure and Learning Resources</b>					
7	To strengthen the infrastructure	To submit proposal to DHE UK for creating new infrastructure and facilities. (See Annexure-1)	College Development Committee through Principal	2035	To strengthen infrastructure
8	To maintain existing infrastructure	To submit proposal to DHE UK for maintain existing infrastructure and facilities. (See Annexure-1)	College Development Committee through Principal	2030	To maintain infrastructure
9	To provide computer to each faculty	To purchase more computers on availability of funds	Purchase committee	2035	To strengthen IT infrastructure
10	To convert each class into smart class	To purchase smart boards by mobilizing resources through Govt funding/CSR	Purchase Committee	2040	To strengthen ICT infrastructure
<b>Governance, Leadership and Management</b>					
11	Resource mobilization	To submit proposal to Govt/NGO/ Industry for funding	Concerned nodal through principal office	2035	To strengthen facilities for students



## Institutional Development Plan (IDP) Radhey Hari Government Post Graduate College, Kashipur

### A. Governance Enablers

#### Overview: Scope, Importance and Need

Governance encompasses the structures, processes, and practices that ensure accountability, transparency, responsiveness, and efficiency in managing Higher Education Institutions. Effective governance is crucial for stability, development and progress in any system. Governance is necessary to address challenges and maintain a well-functioning institution.

Thus, governance enablers are vital for promoting transparency, accountability and determinative decision-making. They ensure that policies and processes are aligned with the mission and goals of the college, fostering effective leadership and active participation from all stakeholders. By driving quality assurance and continuous improvement, these enablers create an environment that supports innovation, academic excellence and sustainable growth. Their role is essential in maintaining compliance with regulatory standards and ensuring the long-term success of the college.

#### Present Status in College

Good **governance in a college** depends on various factors such as leadership, policies, infrastructure, technology and stakeholder participation. At present, college has active, dynamic and energetic visionary Principal. For effective governance in the college, there are various committees/boards such as proctorial board, advisory committee, IQAC, purchasing committee, examination committee, research cell, sports committee, admission committees, cultural committee, college development committee, career counselling cell, ICT cell, internet committee, CCTV camera committee, virtual lab committee, E-library committee, MIS, AISHE, NIR, SIRF committees, activity club etc. in the college. The Samarth Portal is playing key role in good governance in the college. There is active participation of **principal, department heads and all committees** in decision-making. Implementation of **vision and mission statements** aligning with institutional goals is taking place. There is existence of **academic and administrative policies** for smooth functioning. There is a mechanism for **grievance redressal, student discipline and faculty code of conduct** in the college. There is effective financial management in the college. College has Digital & Technological Infrastructure for creating healthy and effective teaching-learning, academic and research environment. NSS, NCC, Rovers-Rangers and community service programmes are running in the college. There are some challenges and areas of improvement. There is necessity of encouraging more **research and innovation activities, publications, patents, and entrepreneurship**. There is need for better technology integration in governance, strengthening **student participation in governance, Industry-academia partnerships** for skill development and internships, policies promoting **environmental sustainability** (waste management, green campus).

#### 1. Leadership: -

Leadership plays a crucial role in shaping the vision, culture, and success of a college. Effective leadership ensures academic excellence, student development, and institutional growth.



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**Table 3- Short-term Goals (2025-2030) for leadership under governance enablers**

S. N.	Objective	Execution Plan	Time Bar	Performing Body	Outcomes
1.	To <b>improve Transparency and Accountability</b>	*Improve communication of institutional decisions and operations to stakeholders *Establish clear reporting structures for financial management, student outcomes, and administrative decisions *Ensure adherence to academic and administrative standards	2025-2027	*College administration	*Increased Trust Among Stakeholders *Enhanced Institutional Integrity *Improved Decision-Making *Enhanced Efficiency and Effectiveness *Fostering a Positive Work Environment *Strengthened Governance and Leadership Development *Improved Student Outcomes *Effective Crisis Management *Strengthened Community Relations
2.	To strengthen Decision-Making Processes	*Streamline decision-making processes to enhance efficiency and responsiveness *Promote data-driven decision-making based on evidence, student feedback, and institutional performance *Establish regular consultations with faculty, students, and other key stakeholders	2025-2027	*College administration	*Improved Institutional Alignment and Goal Achievement *Enhanced Responsiveness and Agility *Increased Stakeholder Engagement and Trust



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3.	To ensure Regulatory Compliance and Financial Sustainability	<ul style="list-style-type: none"> <li>*Ensure compliance with national and international accreditation standards and regulations</li> <li>*Update policies to reflect current legal and ethical expectations in higher education</li> <li>*Implement new systems for monitoring compliance and handling audits or assessments</li> <li>*Conduct audits and reviews of institutional spending to identify areas for improvement</li> <li>*Implement financial accountability systems that prevent misuse of funds</li> </ul>	2025-2029	<ul style="list-style-type: none"> <li>*College administration</li> <li>*IQAC</li> <li>*Research Cell of the college</li> <li>*Directorate of Higher Education, Uttarakhand</li> <li>*Department of Higher Education, Govt. of Uttarakhand</li> </ul>	<b>*Enhanced</b> Institutional Reputation and Credibility *Financial Stability and Long-Term Growth *Risk Mitigation and Institutional Resilience
4.	To conduct leadership development programmes for the training of Department Heads, Professors/teaching faculty and Principal on leadership, management, strategic thinking and conflict resolution	<ul style="list-style-type: none"> <li>*Define Program Goals and Objectives</li> <li>*Develop Program Curriculum and Content</li> <li>*Resource Planning</li> <li>*Schedule the Program</li> <li>*Program Launch</li> <li>*Conduct Training Sessions</li> <li>*Encourage Collaboration and Peer Learning</li> <li>*Provide Hands-On Practice</li> <li>*Feedback and Engagement</li> <li>*Assess Learning Outcomes</li> <li>*Measure Program Effectiveness</li> <li>*Follow-Up Support</li> </ul>	2025-2030	<ul style="list-style-type: none"> <li>*Directorate of Higher Education, Uttarakhand</li> <li>*Department of Higher Education, Govt. of Uttarakhand</li> <li>*Kumaun University, Nainital</li> </ul>	<b>*Enhanced</b> Leadership Capacity and Effectiveness-Improved Decision-Making, Stronger Leadership Skills, Better Delegation and Resource Management *Improved Institutional Culture and Team Collaboration *Strategic Growth and Innovation *Enhanced Organizational Performance and Efficiency *Increased Faculty and Staff



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					Engagement *Stronger Institutional Governance
5.	To implement formal mentorship and handholding programmes within departments and administrative units to identify potential leaders from faculty	*Define Objectives and Outcomes *Assess Current Leadership Needs *Design Mentorship Framework *Recruit and Train Mentors *Identify and Select Mentees (Potential Leaders) *Create Structured Mentorship Plans *Launch the Mentorship Program *Provide Support for Mentors and Mentees *Track Progress and Performance *Final Evaluation and Feedback	2025-2030	**College administration *IQAC *Research Cell of the college	*Increased Faculty Engagement and Retention *Improved Leadership Quality and Institutional Effectiveness *Increased Accountability and Responsibility *Enhanced Institutional Resilience *Enhanced Personal Growth and Self-Awareness *Stronger Institutional Culture and Collaboration

**Table 4- Long-term Goals (2025-2040) for leadership under governance enablers**

S. N.	Objective	Execution Plan	Time Bar	Performing Body	Outcomes
1.	To develop a Sustainable Leadership Pipeline	*Establish Leadership Development Programs *Develop Succession Planning and Career Pathways *Foster a Culture of Leadership and Inclusivity	2025-2031	*College administration *Directorate of Higher Education, Uttarakhand *Department of Higher Education,	*Equipped faculty and staff with the necessary skills, experience, and confidence to take on leadership roles, thereby ensuring a continuous leadership





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				Govt. of Uttarakhand *Kumaun University, Nainital	pipeline *A transparent and systematic approach to leadership development ensures that the institution has a pool of qualified internal candidates ready to step into leadership positions when needed *Creating a culture where leadership is valued, accessible, and distributed throughout the college will help ensure that leadership is continuously nurtured and developed across all levels of the institution
2.	To foster a Culture of Collaboration and Shared Governance	*Establish Clear Governance Structures and Roles *Encourage Cross-Departmental Collaboration and Teamwork *Promote Transparent Communication and Feedback Channels	2025-2035	*College administration *Directorate of Higher Education, Uttarakhand *Department of Higher Education, Govt. of Uttarakhand *Kumaun University, Nainital	*A structured governance framework ensures transparency, accountability, and collaboration, leading to more inclusive decision-making across the college. *Increased interaction between departments



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				College administrati on	fosters a sense of shared purpose and reduces silos, encouraging innovation, problem-solving, and a more cohesive college environment. *Transparent communication and effective feedback mechanisms ensure that all members of the college community feel heard, valued, and empowered to contribute to decisions, fostering trust and a culture of shared governance.
3.	To ensure Institutional Sustainability and Financial Health	*Diversify Revenue Sources *Enhance Financial Planning and Cost Management *Strengthen Student Enrolment and Retention Strategies *Focus on Strategic Partnerships and External Collaborations	2025-2040	*College administrati on *IQAC *Research Cell of the college *Directorate of Higher Education, Uttarakhand *Departmen t of Higher Education, Govt. of Uttarakhand *Kumaun University, Nainital	*Increased financial resilience through diversified revenue streams, reducing dependence on tuition and improving long- term financial sustainability *A well-managed budget and strategic cost- cutting measures enhance financial sustainability, ensuring resources are used



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				College administrati on	effectively without compromising the quality of education *Stable enrolment and high retention rates contribute to consistent tuition income, while also improving the institution's reputation as a student-centered and supportive environment. *External collaborations bring in additional funding, create revenue- generating opportunities, and enhance the college's educational offerings, improving both financial health and institutional sustainability
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**2. Quality Assurance: -**

Quality assurance in college governance encompasses all activities, processes, and policies that are put in place to ensure that the college consistently meets high standards in its educational offerings, administrative functions, and overall management. It involves monitoring, assessing, and improving various areas of the college's operations to achieve its mission and objectives.

**Table 5- Short-term Goals (2025-2030) for quality assurance under governance enablers**

S. N.	Objective	Execution Plan	Time Bar	Performing Body	Outcomes
1.	To enhance	*Establish Clear	2025-2028	*College	*Strengthening



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	Accountability and Transparency in Decision-Making	Governance Policies and Procedures *Implement Regular Reporting and Monitoring Systems *Foster Stakeholder Engagement and Feedback Mechanisms		administrati on *Directorate of Higher Education, Uttarakhand *Departmen t of Higher Education, Govt. of Uttarakhand *Kumaun University, Nainital College administrati on	accountability builds trust in institutional leadership and enhances the effectiveness of governance. *By focusing on continuous improvement, the college ensures high-quality academic offerings and effective operational practices. *The college ensures its long-term financial viability, enabling it to invest in infrastructure, academic programs, and student services for sustained growth.
2.	To ensure Continuous Improvement in Academic and Operational Standards	* Systematic Assessment & Monitoring *Faculty & Student Development Initiatives *Governance, Transparency & Stakeholder Engagement	2025-2028	*College administrati on *IQAC *Directorate of Higher Education, Uttarakhand *Departmen t of Higher Education, Govt. of Uttarakhand *Kumaun University, Nainital College	*Enhanced Academic Excellence *Improved Student Success & Employability *Strengthened Institutional Reputation & Accreditation *Operational Efficiency & Financial Sustainability *Robust Research & Innovation Culture



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				administrati on	*Effective Stakeholder Engagement & Satisfaction
3.	To promote Institutional Sustainability and Financial Health	*Diversified Revenue Generation Strategies- Expand Funding Sources, Strengthen Alumni & Industry Partnerships, Leverage Government & Private Grants <b>*Implement Technology-Driven Solutions</b> *Optimize Resource Utilization *Financial Planning & Budget Discipline *Strengthening Student Enrolment & Retention Strategies	2025-2030	*College administrati on *IQAC *Research Cell of the college *Directorate of Higher Education, Uttarakhand *Departmen t of Higher Education, Govt. of Uttarakhand *Kumaun University, Nainital *Govt. of India	*Long-Term Financial Stability & Growth *Enhanced Institutional Reputation & Competitiveness *Improved Student Success & Stakeholder Satisfaction

**Table 6- Long-term Goals (2025-2040) for quality assurance under governance enablers**

S. N.	Objective	Execution Plan	Time Bar	Performing Body	Outcomes
1.	To Achieve Academic Excellence & Global Recognition	*Curriculum Enhancement & Innovation- Regular Curriculum Review & Industry Alignment, Adoption of Technology in Teaching & Learning, Globalization of Education *Faculty Development	2025-2031	*College administrati on *Directorate of Higher Education, Uttarakhand *Departmen t of Higher Education, Govt. of	*Enhanced Academic Reputation & Global Competitiveness *Increased Student Success & Employability *Strengthened Research, Innovation &



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		& Research Excellence- Continuous Professional Development (CPD) Programs, Strengthening Research & Innovation Culture, Recognition & Retention of High-Performing Faculty  *Student Success & Global Competitiveness- Enhancing Student Learning Outcomes, Improving Career Readiness & Employability, International Student Mobility & Cultural Exchange  *Institutional Accreditation & Global Benchmarking		Uttarakhand *Kumaun University, Nainital	Institutional Growth
2.	To Ensure Financial Sustainability & Institutional Growth	*Diversification of Revenue Streams- Expand Academic Offerings, Strengthen Research & Industry Collaborations, Enhance Alumni & Philanthropy Contributions *Cost Optimization & Operational Efficiency- Implement Smart Financial Management, Leverage Technology for Efficiency, <b>Optimize Faculty &amp; Infrastructure Utilization</b> *Strengthening Student Enrolment, Retention &	2025-2040	*College administration *Directorate of Higher Education, Uttarakhand *Department of Higher Education, Govt. of Uttarakhand *Kumaun University, Nainital College administration	*Long-Term Financial Stability & Resource Optimization *Enhanced Institutional Reputation & Global Recognition *Improved Student Access, Support & Success



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		Employability- Enhance Student Recruitment Strategies, Improve Student Retention & Support Services, <b>Increase Graduate Employability &amp; Career Readiness</b>			
3.	To Strengthen Governance, Transparency & Stakeholder Engagement	*Strengthening Governance & Accountability- Establish Robust Governance Structures, Implement Data-Driven Decision Making, Ensure Ethical & Compliant Governance *Enhancing Transparency & Communication- Implement Open Reporting & Information Access, <b>Strengthen Feedback Mechanisms</b> , Adopt Technology for Governance Efficiency *Strengthening Stakeholder Engagement & Collaboration	2025-2040	*College administrati on *IQAC *Research Cell of the college *Directorate of Higher Education, Uttarakhand *Departmen t of Higher Education, Govt. of Uttarakhand *Kumaun University, Nainital College administrati on	*Improved Institutional Credibility & Accountability *Enhanced Transparency & Efficient Decision-Making *Increased Stakeholder Engagement & Institutional Growth

**3. IT/Web-based Management Information System (MIS): -**

Modern IT/Web-Based MIS enables colleges to streamline student enrolment, faculty management, financial administration, academic performance tracking, and compliance reporting, ensuring data-driven decision-making and institutional growth.

**Table 7- Short-term Goals (2025-2030) for IT/Web-based Management Information System (MIS) under governance enablers**

S. N.	Objective	Execution Plan	Time Bar	Performing Body	Outcomes
1.	To enhance	*Strengthening IT	2025-2030	*College	*Increased



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	Digitization of Academic & Administrative Processes	Infrastructure & Cybersecurity-Upgrade Network & Server Infrastructure, Implement Data Security & Backup Protocols *Enhancing Stakeholder Engagement Through Digital Platforms *Training & Capacity Building for Digital Adoption		administrati on *Directorate of Higher Education, Uttarakhand *Departmen t of Higher Education, Govt. of Uttarakhand *Kumaun University, Nainital College administrati on	efficiency and accuracy in academic and administrative operations. *Improved student and faculty experience with seamless digital access to services. *Enhanced transparency, security, and compliance with regulatory requirements.
2.	To increase the number of CCTV cameras for safety and security in the campus	*Conduct a Security Audit Identify critical areas requiring surveillance (entrances, exits, parking lots, classrooms, corridors, hostels, libraries, laboratories, playgrounds, etc.), Assess existing CCTV coverage and locate blind spots, identify peak hours and high-risk zones based on past incidents *Define Camera Requirements & Budgeting *Vendor Selection & Equipment Procurement *Strategic Installation of Cameras *Network & Power Backup Setup *Conduct System Testing & Quality	2025-2028	*College administrati on *Directorate of Higher Education, Uttarakhand *Departmen t of Higher Education, Govt. of Uttarakhand	<b>*Increased campus safety</b> with real-time monitoring and incident prevention. <b>*Faster emergency response</b> through improved surveillance <b>*Peace of mind</b> for students, staff, and visitors <b>*Compliance with legal and security guidelines</b> for educational institutions





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		Check *Train Security Staff & Administrators *Student & Faculty Awareness Program *Monitoring, Maintenance & Evaluation			
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**Table 8- Long-term Goals (2025-2040) for IT/Web-based Management Information System (MIS) under governance enablers**

S. N.	Objective	Execution Plan	Time Bar	Performing Body	Outcomes
1.	To deploy new age security systems	*Conduct Comprehensive Security Audit *Define Security System Requirements *Budget Planning & Approval *Vendor Selection & Procurement *Strategic Installation of Security Systems *Integration with IT & Power Backup Systems *Security Staff Training & SOP Development *Student & Faculty Awareness Program *Legal Compliance & Ethical Surveillance *Monitoring, Maintenance & Continuous Improvement	2025-2034	*College administration *Directorate of Higher Education, Uttarakhand *Department of Higher Education, Govt. of Uttarakhand *Kumaun University, Nainital	<b>*Enhanced campus safety</b> through AI-driven surveillance and access control. <b>*Faster emergency response</b> via automated alert systems. <b>*Improved security monitoring</b> with real-time AI analytics. <b>*Peace of mind for students, faculty, and stakeholders</b>
2.	To supplement classroom teaching	*Conduct Academic & Technological Needs Assessment *Define Key	2025-2039	*College administration *Directorate	<b>*Enhanced student engagement</b> with interactive digital



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	with technology assistance in virtual space	Technology Requirements *Budget Allocation & Approval *Deploy Learning Management System (LMS) *Set Up Smart Classrooms & Virtual Learning Spaces *Develop Virtual Labs & AI-Driven Learning Tools *Launch Online Assessment & Feedback Mechanisms *Conduct Faculty Training Workshops *Student Awareness & Digital Literacy Programs *Set Up a Dedicated IT Support Team *Performance Evaluation & System Upgrades		of Higher Education, Uttarakhand *Department of Higher Education, Govt. of Uttarakhand *Kumaun University, Nainital College administration	tools. <b>*Improved academic performance</b> through virtual learning support. <b>*Flexible learning opportunities</b> with 24/7 access to educational content. <b>*Hybrid learning environment</b> for a seamless combination of online and offline education.
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**4. Student Feedback: -**

Student feedback plays a crucial role in institutional growth and development. By implementing a structured student feedback system, colleges can ensure holistic development, fostering a dynamic and student-centric learning environment.

**Table 9- Short-term Goals (2025-2030) for Student Feedback under governance enablers**

S. N.	Objective	Execution Plan	Time Bar	Performing Body	Outcomes
1.	<b>To Enhance Teaching Quality</b>	*Address immediate concerns regarding faculty performance, teaching methods, and course delivery	2025-2028	*College administration *Directorate of Higher Education, Uttarakhand *Department of Higher	*Improved Student Learning Outcomes *Higher Student Satisfaction *Increased Academic Performance



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				Education, Govt. of Uttarakhand *Kumaun University, Nainital College administration	*Stronger Faculty-Student Relationships <b>*Boosted Career Readiness</b> *Higher Retention and Attendance Rates *Innovative and Adaptive Learning Environment *Positive Institutional Reputation *Increased Student Participation *Stronger Alumni Success
2.	To Improve Infrastructure	*Identify and resolve urgent issues related to classrooms, libraries, hostels, and labs.	2025-2028	*College administration *Directorate of Higher Education, Uttarakhand *Department of Higher Education, Govt. of Uttarakhand	*Enhanced Learning Environment <b>*Increased Student Satisfaction and Retention</b> *Higher Institutional Reputation and Growth
3.	<b>To Streamline Administrative Services</b>	*Optimize admission, examination, and grievance redressal processes based on student concerns.	2025-2027	*College administration *Grievance Redressal Cell	*Improved Efficiency and Reduced Delays *Enhanced Student Experience and Satisfaction *Better Governance and Accountability
4.	To Boost	*Organize short-term	2025-	*IQAC	*Enhanced



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	Student Engagement	workshops, seminars, and extracurricular activities based on student preferences.	2028	*Career Counselling Cell *Training and Placement Cell **Directorate of Higher Education, Uttarakhand *Department of Higher Education, Govt. of Uttarakhand *Kumaun University, Nainital	Academic and Personal Growth *Stronger Sense of Community and Belonging *Better Career Readiness and Opportunities
5.	To Enhance Communication Channels	*Implement digital or offline feedback mechanisms for quick student-administration interaction.	2025-2027	*IQAC *College Administration	<b>*Improved Transparency and Trust</b> *Faster Problem Resolution <b>*Increased Student Participation and Engagement</b>
6.	To Address Mental Health & Well-being	*Introduce short-term counselling programs and awareness campaigns based on feedback.	2025-2027	*IQAC *College Administration *Kumaun University, Nainital	*Improved Academic Performance *Enhanced Student Well-being and Happiness <b>*Reduced Dropout Rates and Increased Retention</b>
7.	To Refine Placement & Career Support	*Collect student input to improve training programs and job opportunities in collaboration with industries.	2025-2030	*IQAC *Career Counselling Cell *Training and Placement Cell *College	*Higher Employability and Job Placement Rates *Stronger Alumni and Industry Connections



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				Administration *Directorate of Higher Education, Uttarakhand *Department of Higher Education, Govt. of Uttarakhand *Kumaun University, Nainital	
8.	To implement Quick Policy Adjustments	*Make minor policy modifications (e.g., attendance rules, library hours) based on immediate student concerns.	2025-2028	*IQAC *Library *College Administration	*Increased Responsiveness to Student Needs <b>*Enhanced Institutional Efficiency</b>
9.	<b>To Test New Initiatives</b>	*Pilot new teaching strategies, student support programs, or digital tools based on student recommendations.	2025-2027	*IQAC *Career Counselling Cell *Training and Placement Cell *College Administration *Directorate of Higher Education, Uttarakhand *Department of Higher Education, Govt. of Uttarakhand *Kumaun University, Nainital	*Innovation and Continuous Improvement *Enhanced Student Engagement and Learning Experience
10.	To Ensure Regular Feedback Loops	*Establish a systematic approach for collecting and reviewing student feedback on a periodic basis.	2025-2027	*IQAC *College Administration	*Continuous Improvement in Academics and Services *Increased



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					Student Satisfaction and Engagement *Better Decision-Making and Governance
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**Table 10- Long-term Goals (2025-2040) for Student Feedback under governance enablers**

S. No.	Objective	Execution Plan	Time Bar	Performing Body	Outcomes
1.	To enhance Sustained Academic Excellence and Institutional Growth	*Implement a Data-Driven Feedback System *Strengthen Faculty Development and Curriculum Innovation	2025-2034	*College administration *Directorate of Higher Education, Uttarakhand *Department of Higher Education, Govt. of Uttarakhand *Kumaun University, Nainital	*Higher Academic Standards and Global Recognition <b>*Increased Student Success and Career Opportunities</b>
2.	<b>To Enhance Student-Centric Policies and Governance</b>	*Establish a Structured Student Feedback Mechanism *Create a Student Representation System *Implement Digital and Transparent Governance Tools	2025-2040	*IQAC *College administration *Directorate of Higher Education, Uttarakhand *Department of Higher Education, Govt. of Uttarakhand *Kumaun University, Nainital College administration	*Improved Student Satisfaction and Engagement *Greater Transparency and Trust in Administration *Enhanced Institutional Reputation and Growth



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### **B. Financial Enablers And Funding Models (Resource Generation)**

#### **Overview**

Radhey Hari Government Post Graduate College (RHGPGC), Kashipur, is undergoing a transformative phase as it has been selected to be developed into a Model College under Uttarakhand's higher education reforms. This designation brings with it a widened scope of institutional development, infrastructure modernization, and financial planning aligned with the National Education Policy (NEP) 2020.

The college's financial backbone is composed of a multi-tiered structure, anchored by government grants and supported by self-financed programs, project-based funding, and strategic partnerships. The primary source of institutional revenue stems from state and central government schemes, particularly RUSA (Rashtriya Uchchatar Shiksha Abhiyan), which sanctioned ₹383.19 lakhs in 2023-24 for infrastructure and academic strengthening. In addition, regular allocations from the Department of Higher Education, Uttarakhand, cover recurring expenses such as faculty salaries, administration, and maintenance. The institution has diversified its income through self-financed courses like B.Ed., BBA, and BCA, which generate approximately ₹50–60 lakhs annually. Moreover, the introduction of short-term certification and vocational training programs is not only bridging skill gaps but also enhancing internal revenue. RHGPGC has further opened doors for research-based grants from funding agencies like UGC, ICSSR, and DST, enabling the growth of knowledge-based financial inflows and academic visibility.

The college is also exploring Public–Private Partnerships (PPP) and Corporate Social Responsibility (CSR) funding, especially from industries located in the SIDCUL belt of Udham Singh Nagar, to support laboratories, training centres, and digital learning setups. Initiatives like alumni engagement, seminar organization, hostel expansion, and digital library subscriptions contribute additional micro-revenue streams.

With a strong push for digitization of administration (ERP, e-office) and green campus development (solar panels, sustainability projects), RHGPGC is optimizing both fiscal management and cost-efficiency. The financial planning model ensures transparency, performance-linked budgeting, and progressive revenue generation strategies.

Through strategic mobilization of resources, RHGPGC is setting a benchmark for holistic academic growth, financial sustainability, and institutional excellence in Uttarakhand's higher education landscape.

#### **Scope**

The scope of Financial Enablers and Funding Models in a Model College like Radhey Hari Government Post Graduate College (RHGPGC), Kashipur extends well beyond traditional funding. It encompasses systemic transformation in financial management, strategic resource mobilization, and integration of modern accounting tools to ensure long-term institutional sustainability and academic excellence.



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### **1. Multi-Channel Revenue Generation**

RHGPC aims to develop and sustain multiple revenue streams beyond state funding. These include self-financed academic programs (e.g., B.Ed, BBA, BCA), short-term certificate courses, vocational training, and project-based research funding from UGC, DST, and ICSSR. Additionally, revenue is expected from hostel fees, library services, consultancy, and alumni contributions.

### **2. Integrated Financial Management Systems**

A key scope area is the digitization of accounting processes through Enterprise Resource Planning (ERP), enabling real-time tracking of funds, budgeting, payroll, and audits. This facilitates better financial forecasting, reduces leakage, and increases transparency and compliance with statutory regulations.

### **3. Public-Private Partnerships (PPP) and CSR Engagement**

Leveraging the college's proximity to industrial hubs like SIDCUL, RHGPC can secure infrastructure and training support through CSR initiatives and industry-academia partnerships. These collaborations can support skill labs, digital classrooms, and employability programs, enhancing the financial autonomy of the institution.

### **4. Green and Sustainable Financing**

The development of a green campus using renewable energy (solar panels), water conservation infrastructure, and eco-friendly building initiatives opens the door to sustainability grants, green energy credits, and additional funding from environmental agencies.

### **5. Strengthened Research Funding Pipeline**

Establishing a dedicated Research and Development (R&D) Cell will enable the college to regularly apply for minor and major research projects. This will diversify funding options while promoting academic visibility and faculty capacity-building.

### **6. Strategic Planning and Performance-Based Budgeting**

With its new Model College status, RHGPC must align its financial planning with NEP 2020 and RUSA guidelines. The scope includes developing performance-linked budgeting where fund allocation is tied to outcome indicators like NAAC score, student-teacher ratio, research output, and graduate employability.

### **7. Financial Literacy and Governance Capacity**

The college envisions regular training of staff and faculty in financial literacy, fund management, and resource planning. This creates an institutional culture of fiscal responsibility, improving fund utilization and audit readiness.

### **8. Long-Term Endowment and Alumni Fund Mobilization**

Another crucial scope area is the creation of a permanent endowment fund supported by alumni and philanthropic contributions, which can be used to fund scholarships, infrastructure, and emergency contingencies.





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In essence, the scope of financial enablers and funding models at RHGPGC is not limited to managing existing funds, but rather, building a robust and diversified ecosystem for sustainable academic, research, and infrastructural growth—turning the college into a leading hub for quality education in Uttarakhand.

### **Importance**

The role of Financial Enablers and diversified Funding Models is central to the strategic and operational success of Radhey Hari Government Post Graduate College (RHGPGC), Kashipur, especially as it transitions into a Model College under Uttarakhand's higher education reforms. In a competitive academic ecosystem, the ability of a higher education institution is to generate, manage, and optimize financial resources directly affects its quality, accessibility, and sustainability.

#### **1. Ensures Financial Sustainability and Institutional Stability**

A sound financial enabler system reduces over-dependence on limited government funding. By generating internal revenues through self-financed programs, research grants, consultancy services, and partnerships, RHGPGC can establish a sustainable financial base to weather funding delays and economic fluctuations.

#### **2. Supports Academic and Research Excellence**

Well-structured funding models empower the college to invest in advanced infrastructure, laboratories, ICT tools, and learning resources. Access to external project-based funding (from UGC, ICSSR, DST, etc.) enhances research capabilities, encourages faculty development, and fosters a culture of academic innovation.

#### **3. Drives Infrastructure Growth and Digital Transformation**

Funds mobilized through RUSA and CSR channels are crucial for building smart classrooms, libraries, hostels, and green campuses. Financial enablers also facilitate the digitization of administration through ERP systems, enabling paperless governance, efficient fee collection, and real-time budget management.

#### **4. Promotes Autonomy and Innovation**

Financial autonomy, made possible through diversified revenue generation, gives the college the flexibility to launch new programs, initiate need-based reforms, and respond swiftly to local and regional educational demands. This is essential in the dynamic framework of NEP 2020, which encourages multidisciplinary, vocational, and tech-integrated learning.

#### **5. Improves Ranking, Accreditation, and Funding Eligibility**

A well-financed institution performs better in NAAC assessments, NIRF rankings, and other evaluation frameworks. This directly influences the college's eligibility for future central/state grants, MoUs with academic bodies, and collaborations with industries and global partners.



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### **6. Strengthens Governance and Accountability**

Modern financial systems promote transparency, timely audits, and compliance with regulatory requirements. This builds trust among stakeholders—students, parents, faculty, and funding agencies—boosting institutional credibility and efficiency.

### **7. Empowers Community Engagement and Social Outreach**

With adequate financial resources, the college can conduct outreach programs, training for rural youth, women empowerment initiatives, and local entrepreneurship support—all aligning with the college's social mandate in the Terai region of Uttarakhand.

In conclusion, financial enablers and effective funding models are not just operational tools—they are strategic pillars of RHGPGC's transformation into a model college. They enable the institution to offer high-quality, inclusive, and future-ready education while building a financially secure and autonomous academic environment.

## **Need for Financial Enablers and Funding Models (Resource Generation)**

As Radhey Hari Government Post Graduate College (RHGPGC), Kashipur, transitions into a Model College of Uttarakhand, the need for strong Financial Enablers and diversified Funding Models becomes critical. With increasing student strength, expanding academic programs, and evolving infrastructural demands, the traditional dependence on limited state grants is insufficient to meet future goals. A robust financial strategy is essential to build resilience, drive innovation, and ensure inclusive and quality higher education.

### **1. Meeting Growing Academic and Infrastructure Demands**

With over 6,500 enrolled students, rising annually, the demand for classrooms, laboratories, libraries, ICT tools, and digital infrastructure is expanding rapidly. Financial enablers are needed to mobilize targeted funding for the development and maintenance of physical and academic infrastructure in line with modern standards.

### **2. Implementing NEP 2020 Reforms**

The National Education Policy (NEP) 2020 encourages multidisciplinary learning, vocational education, and flexible credit-based systems—all of which require curriculum revamp, faculty training, and technological integration. To implement these reforms effectively, RHGPGC needs flexible funding routes and dynamic financial systems.

### **3. Transitioning to Financial Autonomy**

The college must reduce its sole dependence on government grants. Financial autonomy will empower RHGPGC to design new courses, partner with industries, and fund student welfare initiatives independently. This transition demands reliable and transparent financial enabler systems and revenue diversification.



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### **4. Enhancing Research and Innovation Capacity**

To achieve recognition as a research-oriented institution, RHGPGC must access funding from bodies like UGC, ICSSR, and DST. A professional financial framework will ensure proper documentation, timely utilization certificates (UCs), and tracking of research grant usage—making the college more competitive in securing such funds.

### **5. Strengthening Compliance, Monitoring, and Auditing**

As fund inflows increase, so do the requirements for financial accountability and compliance. Strong financial enablers such as ERP systems, digital accounting, and statutory audit mechanisms are needed to ensure efficient fund utilization, minimize leakages, and enhance institutional credibility.

### **6. Encouraging Industry and Alumni Participation**

To attract CSR contributions and alumni donations, the college needs transparent and modern fund management practices. Corporates and donors are more likely to invest in institutions that display professional, transparent, and impact-oriented financial planning.

### **7. Building a Sustainable, Future-Ready Institution**

As a Model College, RHGPGC must create a sustainable financial ecosystem that can support both current operations and future innovations. This includes investing in green energy, digital tools, skilling centres, and inclusive education models—all of which require steady, multi-source funding.

In essence, the need for financial enablers and resource generation strategies at RHGPGC is not just a response to immediate challenges, but a strategic imperative for long-term growth, academic leadership, and service to society in the Kumaon region and beyond. Present Academic and Financial Status of Radhey Hari Government PG College, Kashipur (2024)

### **Present Academic and Financial Status of Radhey Hari Government PG College, Kashipur (2024)**

Radhey Hari Government Post Graduate College, Kashipur, established in 1973, currently functions as a multi-disciplinary higher education institution under the Department of Higher Education, Government of Uttarakhand. The college hosts 17 academic departments, including disciplines in Arts, Science, Commerce, and Education, offering a wide range of Undergraduate (UG) and Postgraduate (PG) programs. In addition to regular degree programs, the college also serves as a recognized study center for Uttarakhand Open University (UOU) and Indira Gandhi National Open University (IGNOU), providing students with access to flexible and career-oriented certificate and diploma programs.

One of the major highlights is the B.Ed. program, which is run as a self-financed professional course, attracting students from across the region. The college is also equipped with residential facilities, including a 50-bed hostel for female students, enhancing accessibility and promoting inclusive education. The overall student strength in 2024 has crossed 6500 students, distributed across regular, self-financed, and open learning modes.



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In terms of financial structure, the college operates through a combination of state government salary grants (over ₹12 crore annually), RUSA central assistance, and internal revenue from student fees, especially from self-financed programs like B.Ed., and PG DIPOMA . These programs generate approximately ₹35–40 lakh per annum. Additionally, revenue is supported through examination fees, library charges, and ICT-based services. The institution is steadily adopting modern financial enablers and budgeting systems to ensure accountability and effective fund utilization. As it has recently been selected as a Model College of Uttarakhand, RHGPGC is set to witness infrastructure expansion, enhanced digital learning platforms, improved faculty resources, and strengthened financial autonomy to serve the region as a model for academic and financial excellence.

**Table 11- Short-term Goals (2025-2030) for financial enablers**

S.N.	Objective/ Activity	Executive Plan (Detailed Strategy & Steps)	Time Frame (in Yrs)	Performing Body (Responsible Teams & Departments)	Expected Outcomes & Financial Impact
1	<b>Government &amp; UGC Grant Optimization</b>	Apply for UGC, RUSA, AICTE, DBT, DST funding under various schemes. - Seek State Govt. Higher Education Grants for infrastructure & academic expansion. - Develop a dedicated grant application team to apply for research & innovation funds.	1-3	Principal, Finance Committee, UGC Grant Cell	Additional <b>₹50-100 Lakhs</b> in funding. Enhanced infrastructure & research facilities.
2	<b>Introduction of Self-Financed Courses</b>	Launch job-oriented diploma/certification courses in Digital Marketing, AI, Financial Analytics, Tourism, Data Science, and E-Commerce. - Offer short-term skill courses for students. - Conduct evening & weekend courses for professionals.	1-5	Academic Council, Department Heads, Admissions Team	Estimated <b>₹1-2 Crore/year</b> in revenue. Increased student employability & skill development.



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<b>3</b>	<b>Industry Partnerships for Research &amp; Training</b>	Partner with IT, Pharma, Manufacturing & Finance industries for research funding & student internships. - Develop Industry-Sponsored Labs for specialized training. - Set up MoUs with industries for job placements.	<b>2-4</b>	Placement Cell, Research Department, Corporate Liaison Office	<b>₹20-50 Lakhs/year</b> from corporate sponsorships. Industry-driven skill development.
<b>4</b>	<b>CSR &amp; Endowment Fund Funding from Corporates</b>	Approach companies like Tata Trust, Infosys, Reliance, Mahindra for CSR-funded college development projects. - Establish Alumni & Corporate Endowment Fund for scholarships & infrastructure.	<b>1-5</b>	CSR Cell, Alumni Relations Office, Finance Committee	Annual <b>₹50 Lakhs – ₹1 Crore</b> from CSR projects.
<b>5</b>	<b>Student Welfare Scholarship &amp; Loan Assistance</b>	Develop a College Scholarship Fund from alumni, donors, and CSR. - Partner with banks & financial institutions for student education loans at low-interest rates. Introduce earn & learn schemes for under-privileged students.	<b>1-5</b>	Student Welfare Cell, Alumni Committee	Financial aid for <b>needy students</b> . Support for students pursuing higher education.
<b>6</b>	<b>Commercial Use of College Infrastructure</b>	Rent out auditoriums, seminar halls, sports grounds for external corporate events. - Offer computer labs for online exams & IT training programs. - Monetize college guest houses & cafeteria spaces.	<b>1-5</b>	Administration, Facility Management Team	Revenue of <b>₹20-50 Lakhs/year</b> . Improved infrastructure utilization.
<b>7</b>	<b>Digital Monetization (Online Learning)</b>	Develop an e-learning platform for paid certification courses. - Conduct paid webinars,	<b>2-5</b>	IT Department, Digital Learning	Revenue of <b>₹10-30 Lakhs/year</b> . Wider student reach beyond



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	<b>&amp; Webinars)</b>	expert sessions & YouTube monetization. - Sell e-books, research papers & study materials.		Team, Faculty	campus.
<b>8</b>	<b>Entrepreneurship &amp; Startup Incubation Hub</b>	Set up a startup incubation center with government & private funding. - Organize business pitch competitions for student startup funding. - Provide free office spaces & mentorship for student entrepreneurs.	<b>2-5</b>	Entrepreneurship Cell, Industry Liaison Team	Encourages student-led businesses. Startup funding of <b>₹25-50 Lakhs</b> over 5 years.
<b>9</b>	<b>Skill Development &amp; Vocational Training for Students</b>	Introduce vocational courses in hospitality, agriculture, renewable energy, IT, and media. - Conduct workshops on AI, blockchain, cybersecurity, and stock trading.	<b>1-4</b>	Vocational Training Center, Career Counseling Cell	Increased student employability. Revenue of <b>₹30-60 Lakhs/year</b> .
<b>10</b>	<b>Medical &amp; Psychological Support for Students</b>	Establish a college-funded student health & mental wellness center. - Provide free counseling services & medical checkups. - Seek CSR sponsorships for mental health programs.	<b>1-5</b>	Health & Wellness Committee, Administration	Better student well-being & academic performance.
<b>11</b>	<b>Green Initiatives &amp; Carbon Credit Trading</b>	Install solar panels & rainwater harvesting systems. - Sell carbon credits generated through sustainable campus initiatives. - Implement waste management & biogas projects.	<b>3-5</b>	Green Campus Committee, Infrastructure Team	Cost savings of <b>₹10-20 Lakhs/year</b> . Revenue from carbon credits
<b>12</b>	<b>Sports &amp; Extracurricular Sponsorships</b>	Seek corporate sponsorships for college sports teams. - Monetize sports grounds for training academies. - Organize national-level tournaments	<b>1-5</b>	Sports Committee, Event Management Team	Better sports infrastructure. Revenue of <b>₹10-20 Lakhs/year</b> .



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		at the college.			
<b>13</b>	<b>Student Cafeteria &amp; Cooperative Store</b>	Set up a college-run cafeteria & student cooperative store. - Provide affordable food & stationery while generating revenue. - Encourage student participation in cafeteria Management.	<b>2-5</b>	Student Welfare Committee, Administration	Self-sustained cafeteria generating <b>₹5-10 Lakhs/year</b> .
<b>14</b>	<b>Establishment of Online Examination Centers for Government Exams</b>	Partner with NTA, SSC, UGC, NIELIT, UPSC, IBPS, and other exam conducting bodies to set up an authorized online examination center within the college. - Upgrade computer labs with high-speed internet, biometric verification, and CCTV monitoring to meet government standards. - Apply for recognition as an official examination center with government agencies. - Offer infrastructure for state-level & private recruitment exams to maximize utilization.	<b>1-3</b>	IT Department, Administration, Exam Cell, Govt. Liaison Team	<b>Revenue of ₹30-50 Lakhs/year</b> from exam center fees. Enhanced digital infrastructure at the college. Increased brand value & recognition for the institution.
<b>15</b>	<b>Monetization of Online Exam Centers for Private Sector &amp; Entrance Tests</b>	Offer the exam center to private educational institutions & companies for recruitment exams. - Host online mock tests & certification exams (e.g., TOEFL, IELTS, banking exams, JEE mock tests) for students & external candidates. - Charge service fees for exam hosting & technical support.	<b>2-5</b>	Finance Team, Digital Learning Cell, IT Support	<b>Additional ₹20-30 Lakhs/year</b> from entrance test fees. Increased <b>student access to competitive exams</b> .
<b>16</b>	<b>Skill Development</b>	Develop tie-ups with NSDC, NIELIT, and other	<b>2-5</b>	Placement Cell, Career	Additional ₹10-20 Lakhs/year in





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	<b>nt &amp; Online Testing for Job Readiness</b>	skill development organizations to conduct certification & job-oriented online assessments. - Implement AI-based proctored exams for remote test-taking & revenue generation. - Offer discounted exams for students & community learning initiatives.		Developme nt Team, IT Department	exam fees. Enhanced job readiness & employability of students.
17	<b>E-Library &amp; Digital Research Resource Center</b>	Set up an online research center & digital library with subscription-based access. - Offer paid access to online journals, research papers & digital learning materials. - Provide discounted access to students & full access for faculty.	3-5	Library Department, IT Team, Research Cell	Annual revenue of ₹5-10 Lakhs. Improved academic resources for students & faculty.

**Table 12- Long-term Goals (2025-2040) for financial enablers**

S. N	Objective/ Activity	Executive Plan (Detailed Strategy & Steps)	Time Frame (in Years)	Performing Body (Responsible Teams & Departments)	Expected Outcomes & Financial Impact
1	<b>PM-USHA (University Grants for Holistic Development)</b>	Apply for PM-USHA (Pradhan Mantri Uchchatar Shiksha Abhiyan) funding for faculty training, research, and digital education. - Set up AI & Robotics labs, smart classrooms, and digital libraries using PM-USHA grants. - Implement rural outreach programs & community development projects.	1-10	Principal, PM-USHA Grant Cell, Finance Committee	₹50-200 Crores in funding. Enhanced digital learning & rural impact.
2	<b>RUSA</b>	Secure RUSA grants for	1-12	RUSA	₹100-500 Crores





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	<b>(Rashtriya Uchchatar Shiksha Abhiyan) for Infrastructure &amp; Research</b>	campus expansion, research infrastructure, and innovation hubs. - Use RUSA 2.0 & 3.0 schemes for multi-disciplinary research labs. - Implement student-centric initiatives (hostels, scholarships, faculty training).		Grant Cell, Research Committee, Finance Team	in infrastructure & research funding. Improved facilities & research output.
3	<b>UGC Grants for Excellence in Teaching &amp; Research</b>	Apply for UGC SAP, STRIDE, CARE, & Paramarsh grants for research excellence. - Implement faculty exchange programs, PhD scholarships, & post-doc fellowships. Develop a UGC-funded Center of Excellence in AI, Renewable Energy, or Social Sciences.	1-15	UGC Grant Cell, Academic Council, Research Office	₹50-300 Crores in UGC research grants. Strengthened academic & research capabilities.
4	<b>NAAC Accreditation Enhancement Projects</b>	Establish a NAAC Quality Assurance Cell for systematic self-assessment & continuous improvement. - Implement faculty development programs & student welfare initiatives to improve teaching-learning outcomes. - Upgrade e-library, research facilities & student mentorship programs.	1-10	IQAC (Internal Quality Assurance Cell), NAAC Task Force	NAAC 'A++' grade, improved national reputation. Increased student enrollment.
5	<b>NIRF Ranking Enhancement Strategies</b>	Focus on high-impact research publications, faculty-student ratio improvement & industry collaborations. - Increase international research partnerships to enhance citations & research funding. - Develop an AI-powered Research	1-15	NIRF Committee, Research Office, Placement & Industry Relations Cell	Top 50 NIRF ranking, increased global recognition. More industry-funded projects.



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		Analytics Tool for tracking faculty research impact.			
6	<b>Corporate &amp; Alumni Endowment Fund for NAAC/NIRF Benchmarking</b>	Develop an ₹1000 Crore Endowment Fund with corporate & alumni contributions. - Use funds for faculty & student fellowships, scholarships & new research projects. - Offer naming rights for research centers & labs to corporate sponsors.	3-15	Alumni Relations, Corporate Liaison Office, Finance Committee	Sustained financial independence. Improved global collaborations & faculty recruitment.
7	<b>International Grants &amp; Collaborations (World Bank, UN, EU, AICTE-SPARC, QS Rankings)</b>	Apply for World Bank education grants, UN research funding, AICTE-SPARC collaborations. - Establish joint research projects with QS Top 200 Universities for global faculty exchange. - Set up international student scholarships funded by global organizations.	5-15	International Relations Office, Research Grants Committee	₹100-500 Crores in global funding. Higher QS & THE Rankings.
8	<b>Green Campus &amp; Sustainability Grants (Carbon Credit Trading &amp; Climate Change Research)</b>	Secure grants from MoEFCC, UNEP, & international green funding bodies for campus sustainability. - Set up renewable energy labs, green buildings, carbon-neutral programs. - Monetize carbon credits to generate passive income for research.	5-15	Green Campus Committee, Sustainability Research Team	₹10-50 Crores in grants. ₹10+ Crores/year from carbon credit trading.
9	<b>Medical &amp; Wellness Grants</b>	Establish a student health & mental wellness center with CSR & government funding. - Implement an AI-based mental health chatbot for stress management. - Offer free medical checkups & therapy sessions for	3-12	Health & Wellness Committee, CSR Cell, Psychology Department	₹10-20 Crores in grants. Better student well-being & academic performance.



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		students & faculty.			
10	<b>Digital Transformation for NAAC/NIRF Improvement (AI-Driven Smart Campus)</b>	Implement AI-powered administration, paperless governance, and blockchain-based exam records. - Use Big Data analytics to track student progress & faculty performance. - Develop a Virtual Research Center with AI-based academic recommendations.	5-15	Digital Transformation Team, IT Department, IQAC	₹50+ Crores in funding. Digital-first <b>smart campus</b> model.
11	<b>Establishment of an AI &amp; Data Science Research Hub</b>	Develop an AI & Data Science Center for Big Data, Blockchain, and Cybersecurity research. - Collaborate with tech giants (Google, Microsoft, IBM) for industry-funded R&D projects. - Offer corporate certification programs in AI & ML.	3-12	IT Department, Research & Innovation Cell, Industry Relations	₹50-200 Crores in research funding & industry partnerships. Employability for students.
12	<b>Autonomous College Status &amp; Financial Independence Model</b>	Apply for autonomous college status for greater control over curriculum & finances. - Introduce flexible industry-integrated programs with higher fees & funding support. - Develop a self-sustained fund through online courses & consulting services.	2-10	Governing Council, Academic Senate, Finance Committee	₹100+ Crores in funding. Greater <b>academic flexibility &amp; brand value</b> .
13	<b>Cloud Computing &amp; IT Certification Revenue Model</b>	Establish Cloud Computing & Cybersecurity labs in partnership with AWS, Google Cloud & Microsoft Azure. - Offer global certifications (AWS, Azure, Cisco, Google, CEH, Blockchain) for students & professionals. - Set up an IT Training	2-10	IT Department, Certification Cell, Digital Learning Team	₹20-50 Lakhs/year from <b>certification fees</b> . Enhanced industry readiness of students.



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		Academy for external candidates.			
14	<b>Online &amp; Hybrid Tech-Based Degree Programs</b>	Launch online B.Tech/M.Tech in AI, Data Science & Cloud Computing with UGC approval. - Partner with Coursera, Udemy, NPTEL, EdX to monetize courses globally. - Introduce evening & weekend executive tech programs for working professionals.	3-12	Digital Learning Division, Academic Council, IT Faculty	₹50-100 Crores in global revenue. Expansion of digital student base.
15	<b>IT &amp; CS Startup Incubator &amp; Venture Capital Fund</b>	Set up a Tech Startup Incubation Hub for student & faculty-led ventures. - Launch a ₹100 Crore Venture Fund to invest in college startups. - Monetize patents & IT innovations developed within the college.	5-15	Entrepreneurship Cell, Finance Department, Industry Relations	₹200+ Crores in startup valuations & investments. Creation of <b>new-age tech entrepreneurs</b> .
16	<b>IT Park &amp; Innovation Hub on Campus</b>	Develop an IT Park within the college campus to host software companies. - Provide co-working spaces & consulting opportunities for startups & IT firms. - Offer paid access to computing infrastructure, supercomputers & cloud servers.	7-15	Infrastructure & Tech Development Cell, Corporate Liaison Office	₹50-150 Crores in revenue over 10 years. Improved <b>industry-academic integration</b> .
17	<b>Autonomous Robotics &amp; IoT Research Center</b>	Establish a Robotics & IoT Lab for research in automation, drones & smart city technologies. - Partner with DRDO, ISRO, AICTE, & corporate R&D divisions for funded projects. - Offer paid consulting services in robotics & IoT solutions.	4-12	Engineering & Robotics Dept., Research Cell, Industry Collaborations	₹100+ Crores in research grants. Development of <b>new robotic startups</b> .
18	<b>Cybersecurity</b>	Establish a Cybersecurity	3-12	IT Security	₹10-50



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	<b>ity &amp; Ethical Hacking Academy</b>	& Ethical Hacking Institute with industry tie-ups. - Offer paid certifications in ethical hacking, penetration testing & cyber forensics. - Provide cybersecurity consulting services to corporates & government agencies.		Department, Research Office, Cyber Law Cell	Lakhs/year incertification revenue. Higher <b>cybersecurity expertise</b> among students.
19	<b>Autonomo us AI-Based Learning Manageme nt System (LMS) for EdTech Expansion</b>	Develop an AI-powered LMS for online learning, student performance tracking & smart tutoring. - Offer white-labeled versions of the LMS to other educational institutions for licensing. - Monetize adaptive learning analytics for corporate training programs.	5-15	Digital Learning & AI Research Team, EdTech Division	₹50-100 Crores in licensing revenue. Establishment of an <b>EdTech brand</b> .
20	<b>Internation al Collaborati ons &amp; Dual Degree Programs in IT/CS</b>	Establish dual-degree programs with top-ranked global universities (MIT, Stanford, IITs, NUS). - Set up a foreign student exchange program to attract international students. - Offer paid study-abroad pathways for students	3-12	Internationa l Relations Office, Academic Senate	₹20-100 Crores in global tuition revenue. Improved <b>NIRF &amp; QS rankings</b>
21	<b>Autonomo us College Status &amp; Financial Model</b>	Apply for autonomous status to gain financial & academic independence. - Establish self-funded specialized courses & research hubs. - Develop multiple revenue streams (online education, certification, consultancy).	1-5	Governing Body, Academic Council, Finance Committee	₹100+ Crores in research & tuition funding.
22	<b>Govt. Examinatio n Center</b>	Partner with Govt. agencies (NTA, UGC, SSC, UPSC, IBPS,	1-5	Exam Cell, IT Department,	₹30-50 Lakhs/year from exam hosting.



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	(UGC, NTA, SSC, UPSC, IBPS, etc.)	NIELIT) to host official online exams. - Upgrade IT labs for secure online exam hosting & biometric verification. - Monetize infrastructure for private sector recruitment exams.		Govt. Liaison Team	<b>Enhanced digital infrastructure &amp; visibility.</b>
23	<b>AI &amp; Data Science Research Hub</b>	- Create a Big Data, AI & ML research lab. - Collaborate with Google, Microsoft, IBM, IITs for R&D projects. - Develop AI-driven consulting services & paid certifications.	3-12	IT Department, Research & Innovation Cell	<b>₹50-200 Crores in research grants &amp; industry partnerships.</b>
24	<b>Cloud Computing &amp; Cybersecurity Certifications</b>	- Set up AWS, Azure, Cisco, Google Cloud training labs. - Offer global certifications in Cybersecurity, DevOps & AI. - Monetize by offering corporate IT training.	2-10	IT Department, Certification Cell	<b>₹20-50 Lakhs/year in certification fees.</b>
25	<b>IT Park &amp; Innovation Hub on Campus</b>	Develop an IT Park to host software companies. - Provide co-working spaces, IT infrastructure & consulting services. - Offer paid access to cloud servers & computing labs.	7-15	Infrastructure Team, Corporate Liaison	<b>₹50-150 Crores in industry collaborations.</b>
26	<b>AI-Based Learning Management System (LMS) for EdTech</b>	Develop an AI-powered LMS for online courses & tutoring. - Offer white-labeled LMS for licensing to other colleges. - Monetize adaptive learning analytics.	5-15	Digital Learning & AI Team	<b>₹50-100 Crores in licensing revenue.</b>
27	<b>Student Entrepreneurship &amp; Business Incubation</b>	Organize business pitch competitions for startup funding. - Offer funding & mentorship to student entrepreneurs.	2-10	Entrepreneurship Cell, Industry Liaison Team	<b>₹25-50 Lakhs over 5 years in startup funding.</b>



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### C. Academic Enablers

#### Overview: Scope, Importance, and Need

Academic enablers are critical pillars for fostering holistic student development, institutional growth, and national educational standards. In the context of the National Education Policy (NEP) 2020, academic infrastructure must be dynamic, inclusive, skill-oriented, and technology-integrated. The scope of academic enablers extends from updated curriculum design to research-oriented pedagogy, integration of employability and emerging skills, life skills development, and international exposure. Their importance lies in enhancing learning outcomes, bridging academia-industry gaps, promoting critical thinking, and creating competent global citizens.

There is an urgent need to align college-level education with national and global industry trends. With rapid technological shifts like Industry 4.0, Artificial Intelligence, Blockchain, and the metaverse, it becomes essential that colleges offer a flexible, multidisciplinary, and digitally rich learning ecosystem. Therefore, structured reforms in academic enablers ensure that students are future-ready, faculty are continuously upskilled, and the institution remains competitive in higher education rankings.

#### Present Status in College

Radhey Hari Government P.G. College, Kashipur, affiliated with Kumaun University, has shown commitment to academic advancement through structured teaching plans, experienced faculty, and department-wise resource optimization. The college offers UG and PG programs in Arts, Commerce, and Science and is progressing towards integrating skill-based and industry-aligned courses.

There is a functioning e-library, access to digital learning resources, and departmental internet connectivity. However, key areas such as interdisciplinary learning, industry collaborations, and advanced pedagogical innovations need reinforcement. Faculty development programs, academic flexibility, research mentorship, and infrastructure upgrades are required to make the academic environment more inclusive, employable, and research-driven.

**Table 13- Short-term Goals (2025-2030) for academic enablers**

S.N.	Objective/Activity	Execution Plan	Time Bar	Performing Body	Expected Outcomes
1	Introduce multidisciplinary UG/PG courses	Form curriculum committee, identify industry-aligned subjects, collaborate with industry experts, propose new electives	2025–2026	Curriculum Committee, Academic Council	Academic flexibility, increased student enrollment, alignment with NEP
2	Embed employability and life skills in	Include modules on digital literacy,	2025–2027	IQAC, Departments	Job readiness, increased placements, improved soft skills





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S.N.	Objective/Activity	Execution Plan	Time Bar	Performing Body	Expected Outcomes
	curriculum	entrepreneurship, communication; conduct workshops			
3	Upgrade faculty development programs	Organize training in AI, AR/VR, pedagogical tools; host FDPs with experts	2025–2028	CFD Cell, Department of Higher Education	Modern teaching skills, enhanced classroom engagement
4	Establish Center for Curricular & Life Skills Development (CCLSD)	Create infrastructure, staff recruitment, collaborate with skill providers	2025–2027	College Administration, Career Cell	Improved student personality development & life skills
5	Develop modular course delivery and flexible assessment system	Introduce multiple entry-exit, modular credits, on-demand exams	2026–2028	Examination Cell, Academic Committee	Better retention, student satisfaction, inclusivity
6	Create an Academic Resource Bank (books, question bank, assignments)	Digitize materials, standardize assessments, central repository on website	2025–2026	Library, Departments	Quality learning support, self-paced study culture
7	Encourage interdisciplinary projects & field-based assignments	Introduce interdisciplinary project credits, link with community needs	2026–2029	Faculty Members, Student Council	Critical thinking, community awareness, experiential learning
8	Launch “Earn While Learn” initiative	Partner with local institutions, enable part-time student roles on campus	2025–2028	Administration, Local NGOs	Financial aid, hands-on learning, increased retention
9	Digitize teaching-learning through	Develop or adopt LMS for content	2026–2029	IT Cell, Faculty	Improved content delivery, trackable





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S.N.	Objective/Activity	Execution Plan	Time Bar	Performing Body	Expected Outcomes
	LMS	sharing, assignment submissions, quizzes			learning analytics
10	Host Academic Enrichment Events (talks, competitions, exhibitions)	Schedule regular seminars, fests, and industry talks	2025–2030	Departments, Cultural Cell	Academic motivation, student engagement, skill showcase

**Table 14- Long-term Goals (2025-2040) for academic enablers**

S.N.	Objective/Activity	Execution Plan	Time Bar	Performing Body	Outcomes
1	Establish Innovation and Research Learning Labs	Set up domain-specific labs (AI, AR/VR, Blockchain), secure grants	2025–2032	College, Department of Higher Education	Enhanced research output, skill-based learning
2	Launch Global Academic Exchange Programs	Sign MoUs with international universities, host visiting faculty	2026–2035	College Administration, IQAC	International exposure, higher academic ranking
3	Institutionalize a blended pedagogy model	Incorporate MOOCs, flipped classrooms, AI tutors, AR/VR tools	2027–2035	Academic Committee, CFD	Interactive learning, student-centric models
4	Transform curriculum to 100% industry-aligned by 2035	Collaborate with Sector Skill Councils, organize curriculum audits	2028–2035	Academic Committee, External Experts	Industry-ready graduates, reduced employability gap
5	Develop a Central Academic Excellence Hub	Create a facility for training, career counseling, R&D, innovation support	2026–2036	College, Higher Education Dept.	Holistic academic ecosystem, institutional branding
6	Develop a Sustainable Learning Ecosystem (Green Campus)	Promote solar classrooms, e-learning zones, waste-free libraries	2025–2039	Administration, Student Eco-Cell	Sustainability, awareness, global compliance
7	Establish an Integrated Learning Portal for all Academic Resources	One-stop platform for lectures, assignments, results, certification	2027–2035	IT Cell, Faculty	Transparency, efficiency, 24/7 learning access



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S.N.	Objective/Activity	Execution Plan	Time Bar	Performing Body	Outcomes
8	Encourage students' global certifications (Coursera, AWS, IBM)	Collaborate with platforms, offer free credits, recognize certificates	2027–2037	Academic Cell, Digital Learning Unit	Enhanced employability, global recognition
9	Create a robust Alumni-Academia Engagement Network	Regular alumni mentorship, funding for academic innovation	2026–2035	Alumni Cell, IQAC	Financial aid, knowledge transfer, mentorship
10	Build inclusive infrastructure for PwDs	Ramps, screen readers, tactile learning tools, personalized mentoring	2025–2030	Infrastructure Cell, Special Assistance Cell	Equal access to education, inclusive growth



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### **D. Research, Intellectual Property and Supportive Enablers**

The scope of Research, Intellectual Property (IP), and Supportive Enablers in a college includes encouraging faculty and students to engage in innovative research, enhancing academic excellence through publications, patents, and new knowledge creation, collaborating with industry and research institutions for applied research, protecting innovations through Intellectual Property Rights (IPR) like patents, copyrights, and trademarks, establishing support systems such as research grants, incubators, and mentorship programs. Research, Intellectual Property and Supportive Enablers have significant importance in academic growth, innovation & invention, economic development, industry collaboration and global recognition of a college. Encouraging creativity, enhancing employability, securing intellectual property and infrastructure & support are the needs of research and intellectual property.

#### **1. Quality Research Programmes to be introduced: -**

##### **Overview: Scope, Importance and Need**

Quality research programmes have the scope in academic advancement, innovation & technology development, collaborative & funding opportunities, career development and global recognition. Academic advancement improves cultivation of critical thinking, problems solving and analytical skills amongst the students and faculty. Innovation & technology development stimulates innovations and technological advancement. Collaboration & funding opportunities broadens the scope for collaborations with industries, research institutions, and government agencies. Career development enhances the knowledge and skills of the students for career opportunities in research, education, and industry. Global recognition improves the reputation of the college through the contribution of high-impact research publications and patents.

Quality research programmes in the college are important in bridging the knowledge gap, enhancing teaching quality, encouraging entrepreneurial mindset, addressing societal issues and meeting industry needs. Bridging the knowledge gap aids in understanding and addressing the reality of problems. Faculty active in research contributes to teaching with new information. New and modern ideas driven by research can lead to new businesses and entrepreneurship. Research in social sciences, healthcare, and sustainability helps solve critical societal challenges. Industry-oriented research will result in new products, services, or business strategies.

Quality research programmes are needed in improving employment opportunities and institutional prestige. These programmes increase the chances of receiving grants & funding from various organizations etc. National and international funds are attracted due to well-established research programs.

Thus, a quality research program in colleges serves solely to meet academic needs, but increasingly, it is recognized as a strategic thrust toward improving the innovation, knowledge, and welfare of society. Students and faculty researchers are empowered, industry-academia linkages are strengthened, and international competitiveness is enhanced. For this reason, the purposeful integration of research programs is essential to the comprehensive advancement of higher educational institutions.

##### **Present Status in College**

Radhey Hari Government Post Graduate College, Kashipur, through its Research Cell, encourages researchers to engage in collaborative initiatives in diverse fields. With a multi-



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disciplinary approach to research, the college fosters an environment of generating ground breaking ideas which yield valuable publications in research journals of National and International repute and intellectual property. There are three faculties – Arts, Science and Commerce in the college and at present, more than 30 Ph.D. research scholars are engaged in research in various fields of various subjects. Our college has high speed internet connections in each and every department. College has E- library which can play a vital role in quality research.

**Table 15- Short-term Goals (2025-2030) for quality research programmes under research enablers**

S.N.	Objective	Execution Plan	Time Bar	Performing Body	Outcomes
1.	To elevate and expand research infrastructure at Post Graduate levels, ensuring access to basic research tools, laboratories, and facilities to promote early-stage research engagement.	<ul style="list-style-type: none"> <li>*Conduct a survey among faculty and students to determine research interests and requirements.</li> <li>*Identify gaps in existing infrastructure, including laboratory equipment, software, and workspaces.</li> <li>*Benchmark against leading institutions to understand best practices.</li> <li>*Define clear research goals aligned with institutional vision.</li> <li>*Identify key areas of research focus based on faculty expertise and industry demand.</li> <li>*Estimate financial requirements for infrastructure expansion.</li> <li>*Identify funding sources such as government grants, private sector collaborations, alumni contributions, and international research grants.</li> <li>*Develop a proposal for financial support from relevant stakeholders.</li> <li>*Modernize current labs with advanced research equipment.</li> </ul>	2025-2028	College, Kumaun University, Nainital and Department of Higher Education, Govt. of Uttarakhand	<ul style="list-style-type: none"> <li>*Increased research productivity at the postgraduate level</li> <li>*Enhanced student engagement in innovative projects</li> <li>*Greater collaboration between academia and industry</li> <li>*Improved institutional reputation and ranking in research</li> </ul>



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		<p>*Create specialized research hubs for applied sciences, humanities, and social sciences.</p> <p>*Designate collaborative spaces for postgraduate researchers to work efficiently.</p> <p>*Organize skill development programmes</p> <p>*Establish internal research funding schemes for postgraduate students and faculty.</p> <p>*Partner with industries and research institutions for knowledge exchange and joint projects.</p> <p>*Initiate Memorandums of Understanding (MoUs) with universities for resource sharing and research guidance.</p> <p>*Encourage internship programs with R&amp;D organizations.</p> <p>*Establish mentorship programs connecting postgraduate students with experienced researchers.</p> <p>*Provide incentives for high-quality research publications and patents.</p> <p>*Set up a periodic review mechanism to assess research progress.</p> <p>*Track research output, including publications, patents, and funded projects.</p> <p>*Develop strategies for continuous investment in research infrastructure.</p> <p>*Plan for future expansions based on research trends and technological advancements</p>			
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2.	To embed interdisciplinary projects that shall empower students to translate theoretical knowledge into real-world challenges, enhancing problem-solving and critical thinking.	<ul style="list-style-type: none"> <li>*Identify key interdisciplinary themes</li> <li>*Conduct faculty and student consultations to understand interest areas and feasibility.</li> <li>*Modify course structures to include project-based learning components.</li> <li>*Embed interdisciplinary modules in existing subjects to foster collaboration between departments.</li> <li>*Creating a collaborative ecosystem by establishing interdisciplinary labs and innovation spaces equipped with relevant tools.</li> <li>*Establishing industry and external partnerships-collaboration with industry leaders, startups and research institutions for project sponsorships, Memorandums of Understanding (MoUs) with global universities for joint projects, encouraging students to participate in industry-led problem-solving challenges.</li> <li>*Conduction of skill development training</li> </ul>	2025-2030		<ul style="list-style-type: none"> <li>*Enhanced critical thinking &amp; problem-solving skills</li> <li>*Industry readiness</li> <li>*Innovation &amp; research growth-increased patents, publications, and startup initiatives.</li> <li>*Cross-disciplinary learning culture-stronger collaboration among students and faculty across different disciplines.</li> </ul>
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**Table 16- Long-term Goals (2025-2040) for quality research programmes under research enablers**

S.N.	Objective	Execution Plan	Time Bar	Performing Body	Outcomes
1.	To Institutionalize mentorship programs across all departments, creating a sustained culture of research	*Foster a research-driven culture by embedding mentorship into the institutional	2025-2031	Departments of the college	* <b>Increased research output</b> -higher number of publications, patents, and



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	<p>excellence where students receive continuous mentorship from experienced faculty, positioning them for success in securing grants and contributing to impactful research</p>	<p>framework.</p> <p>*Strengthen student-faculty relationships to enhance research output and academic growth.</p> <p>*Form a central <b>Research Mentorship Committee (RMC)</b> with representatives from all departments.</p> <p>*Ensure representation from industry professionals and alumni researchers</p> <p>*Develop mentorship models- implement <b>multi-tiered mentorship structures</b></p> <p>*Encourage every postgraduate student to enrol in a research mentorship track.</p> <p>*Recognition &amp; Incentives</p>			<p>conference presentations.</p> <p><b>*Stronger grant acquisition-</b> improved success rate in securing national and international research funding.</p> <p><b>*Enhanced student success-</b> graduates well-prepared for PhD programs, academic careers, and research roles.</p> <p><b>*Sustained culture of research excellence-</b> Long-term impact on institutional rankings and research reputation.</p>
2.	<p>To establish a Central/Interdisciplinary laboratory in the college that will promote interdisciplinary research in the college</p>	<p>*Promote <b>collaborative research</b> across multiple disciplines such as commerce, <b>sciences, humanities, and social sciences.</b></p> <p>*Form a <b>Central Research &amp; Innovation Committee (CRIC)</b> with representatives from <b>various departments.</b></p>	2025-2035	<p>College, Kumaun University, Nainital and Department of Higher Education, Govt. of Uttarakhand</p>	<p><b>*Enhanced research output-</b> Increased publications, patents, and interdisciplinary research papers.</p> <p><b>*Stronger industry-academia collaboration-</b> real-world impact through applied research.</p> <p><b>*Improved grant</b></p>



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		<p>*Seek funding from multiple sources, including:  Government research grants (e.g., DST, DBT, UGC, AICTE, etc.),  Industry Collaborations &amp; Corporate Social Responsibility (CSR) Grants,  Alumni contributions &amp; endowments,  international research grants &amp; University consortiums  *Develop industry &amp; research collaborations</p>			<p><b>acquisition-</b> higher success rates in securing national and international funding.  <b>*Student skill development-</b> hands-on learning, innovation and entrepreneurship support  <b>*Institutional reputation growth-</b> Higher ranking and recognition in research excellence.</p>
3.	To establish Science, Technology, Engineering and Mathematics (STEM) laboratory in the college to fostering creativity, innovation and critical thinking while promoting teamwork and hands-on learning, ultimately preparing students for future STEM careers and real-world	<p>*Define Vision &amp; Objectives  *Establish a STEM lab committee including faculty from science &amp; mathematics, industry experts, alumni, research scholars  *Identify funding sources to receive grants to establish the lab  *Establish industry &amp; research collaborations  *Faculty &amp; student training  *Project-based learning &amp; research initiatives  *Organize STEM</p>	2025-2039	College, Kumaun University, Nainital and Department of Higher Education, Govt. of Uttarakhand	<p><b>*Enhanced hands-on learning-</b> improved student engagement in STEM research and innovation  <b>*Industry readiness-</b> graduates with technical skills and interdisciplinary experience  <b>*Increased research &amp; innovation-</b> more publications, patents, and funded projects.  <b>*Stronger industry partnerships-</b></p>





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		events & outreach programmes *Long-term sustainability & expansion			increased collaboration between academia and STEM companies <b>*Improved STEM career opportunities-</b> higher job placements in <b>cutting-edge STEM fields</b>
4.	To establish language laboratory in the college to enhance cognitive function, to improve memory and to increase cultural understanding as well as career and personal growth	*Define Vision & Objectives *Establish a Language Lab Committee including industry experts, language trainers, alumni etc. *Identify funding sources to receive grants to establish the lab *Establish academic & industry collaborations *Long-term sustainability & expansion	2025-2037	College, Kumaun University, Nainital and Department of Higher Education, Govt. of Uttarakhand	<b>*Enhanced cognitive abilities &amp; memory-</b> improved problem-solving, analytical thinking, and memory retention. <b>*Multilingual proficiency-</b> increased fluency in <b>English, foreign, and regional languages.</b> <b>*Cross-cultural competence-</b> greater <b>global awareness and cultural sensitivity.</b> <b>*Career readiness-</b> higher employment opportunities in <b>global industries, international business, and translation services.</b> <b>*Personal &amp; professional growth-</b> stronger



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					communication skills, leadership abilities, and adaptability in diverse environments.
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## 2. Targeted and Collaborative Research: -

### Overview: Scope, Importance and Need

Targeted research focuses on specific problems or areas of study that align with institutional goals, industry needs, or societal challenges. It is often driven by funding agencies, government initiatives, or institutional research priorities. Targeted research addresses critical local and global issues, supports faculty and student specialization, attracts funding from external sources, leads to patents, innovations, and technology development and strengthens academic reputation and rankings of the college. Collaborative research involves partnerships between faculty, students, institutions, industries, and global organizations to foster interdisciplinary knowledge exchange. Collaborative research encourages cross-disciplinary innovation, provides students with real-world research experience, enhances funding opportunities through joint proposals, strengthens academic-industry linkages and facilitates access to shared resources and expertise. Both targeted and collaborative research play a crucial role in enhancing academic excellence, promoting innovation, and addressing real-world challenges. Colleges should actively encourage such research to stay competitive and contribute meaningfully to society.

Research plays a vital role in the academic and intellectual growth of a college. Both **targeted** and **collaborative research** contribute significantly to knowledge creation, skill development, and societal progress. Targeted and collaborative research enhances academic excellence, attracts funding & grants, promotes innovation & patents, encourages Interdisciplinary Learning & Learning Opportunities for Students, Strengthens Industry-Academia Links. Both targeted and collaborative research is essential for a college's growth, innovation, and societal impact. While **targeted research** drives specialized advancements, **collaborative research** promotes teamwork and knowledge-sharing. Colleges should actively support both approaches to ensure academic excellence, student development, and real-world problem-solving.

Addressing societal challenges, advancing academic and institutional growth, securing research funding, fostering innovation and entrepreneurship, encouraging interdisciplinary approaches, providing hands-on learning for students, expanding access to resources and expertise are the needs of targeted and collaborative research in a institution. The need for **targeted and collaborative research** in colleges is essential for fostering innovation, enhancing education, and solving real-world problems. By integrating these research approaches, colleges can boost their academic standing, attract funding, and contribute significantly to technological and societal advancements.



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**Present Status in College**

The current state of **targeted and collaborative research** in a college depends on several factors, including institutional policies, funding availability, faculty expertise, industry partnerships, and student involvement. There are facilities of infrastructure, high speed internet connections, E-library, library etc. in the college. Access to high-quality **journals, databases, and patents** is improving but is a challenge for the college. Faculty members actively publish research papers, but the number of quality research papers, patents and innovations is still low in the institution. Our college has started to sign Memorandums of Understanding (MoUs) with **other universities and research organizations** which is very necessary for collaborative research. At present, in some departments of the college, targeted research is going on but there is a lack of collaborative research in our college. In fact, targeted and collaborative research is a challenge for our college.

**Table 17- Short-term Goals (2025-2030) for targeted and collaborative research under research enablers**

S. N.	Objective	Execution Plan	Time Bar	Performing Body	Outcomes
1.	To Identifying key research areas	*Define priority research areas aligned with institutional strengths, industry trends, and societal needs. *Encourage research in emerging fields such as AI, materials science, nanomaterials renewable energy etc.	2025-2026	*Departments of the college	*Enhanced research productivity and academic excellence *Enhanced research culture, attract funding
2.	To enhance research infrastructure	*Upgrade laboratories with modern equipment and software tools. *Improve access to online research journals, databases, and digital libraries. *Establish small-scale research	2025-2028	*College *Kumaun University, Nainital *Department of Higher Education, Govt. of Uttarakhand *Various funding	*Enhanced research productivity and academic excellence *Enhanced research culture, attract funding



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		clusters for focused study.		agencies-DST, SERB, CSIR, UGC, ICSSR, ICHR, UCOST, USERC, USAC etc.	
3.	To rise research publications and patents	*Set targets for faculty and student research publications in reputed journals. *Encourage patent filing and intellectual property (IP) protection. *Provide workshops on research methodology, writing skills, and patent laws.	2025-2027	*College *Kumaun University, Nainital *Department of Higher Education, Govt. of Uttarakhand	*Enhanced research productivity and academic excellence *Enhanced research culture, attract funding *Strengthened industry and academic partnerships.
4.	Strengthening Research Funding and Grants	*Promote faculty applications for government and private grants. *Introduce internal funding schemes for pilot research projects. *Organize training sessions on grant proposal writing.	2025-2028	*College *Kumaun University, Nainital *Department of Higher Education, Govt. of Uttarakhand *Various funding agencies-DST, SERB, CSIR, UGC, ICSSR, ICHR, UCOST, USERC, USAC etc.	*Enhanced research productivity and academic excellence *Enhanced research culture, attract funding *strengthened industry and academic partnerships. * Strengthened industry and academic partnerships. <b>* Long-term research excellence and innovation.</b>
5.	Promoting Interdisciplinary Research	*Encourage faculty and students to work on cross-departmental projects. *Organize	2025-2030	*College *Kumaun University, Nainital *Department of	*Enhanced Knowledge Integration *Increased Research Productivity *Access to More Research Funding



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		workshops, seminars, and networking events to foster collaboration.		Higher Education, Govt. of Uttarakhand *Various funding agencies-DST, SERB, CSIR, UGC, ICSSR, ICHR, UCOST, USERC, USAC, Private agencies etc.	* Real-World Problem-Solving Skills * Hands-on Learning and Collaboration *Better Career Opportunities *Strengthened Industry Partnerships *Encourages Startups and Entrepreneurship *Higher Global Recognition *Increased Research Collaborations
6.	Establishing Industry and Academic Partnerships	*Sign MoUs with industries and research organizations for joint projects. *Introduce internship-based research programs for students. *Encourage guest lectures and mentorship programs by industry professionals.	2025-2030	*College *Kumaun University, Nainital *Department of Higher Education, Govt. of Uttarakhand *Various funding agencies-DST, SERB, CSIR, UGC, ICSSR, ICHR, UCOST, USERC, USAC etc. *Industries	*Enhanced research productivity and academic excellence *Enhanced research culture, attract funding *strengthened industry and academic partnerships *Strengthened industry and academic partnerships.
7.	Creating Research Awareness Among Students	*Establish student research clubs to promote interest in research activities. *Encourage undergraduate students to participate in mini research projects. *Provide training on research ethics, data analysis, and publishing.	2025-2029	*Research Cell of the college *Individual departments	*Academic and intellectual growth *Career and skill development *Innovation, entrepreneurship and industry readiness *Institutional growth and global recognition * Higher funding and grants *Stronger alumni network and reputation



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**Table 18- Long-term Goals (2025-2040) for targeted and collaborative research under research enablers**

S. N.	Objective	Execution Plan	Time Bar	Performing Body	Outcomes
1.	To establish Centres of Excellence	*Create <b>dedicated research centers</b> focused on priority areas (e.g., AI, renewable energy, nanotechnology) *Develop <b>state-of-the-art laboratories and innovation hubs</b>	2025-2026	*Departments of the college	* Enhanced research quality and innovation *Increased research publications and patents *Attracting research funding and grants * Encouraging startups and entrepreneurship *Stronger Industry-Academia collaborations *Improved college reputation and global rankings *Sustained research excellence and growth
2.	To Increase High-Impact Research Output	*Set institutional goals for <b>peer-reviewed journal publications, citations, and patents</b> *Promote <b>faculty and student research mentorship programs</b> *Encourage participation in <b>national and international research competitions</b>	2025-2028	*College *Kumaun University, Nainital *Department of Higher Education, Govt. of Uttarakhand *Various funding agencies-DST, SERB, CSIR, UGC, ICSSR, ICHR, UCOST, USERC, USAC etc.	* Improved research quality and publications * Greater research visibility and recognition * Higher patent filings and intellectual property creation * Enhanced learning and skill development *Opportunities of better career in higher education *Stronger Industry-Academia partnerships
3.	To Strengthen Research Funding & Sustainability	* Secure <b>long-term grants from government, industries, and global organizations</b>	2025-2027	*College *Kumaun University, Nainital *Department of Higher	*Increased research output and quality *Expansion of research infrastructure and resources *Enhanced student



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		<p><b>*Establish internal research funding schemes and endowments</b></p> <p><b>*Partner with industries for sponsored research and technology transfer</b></p>		<p>Education, Govt. of Uttarakhand</p>	<p>research opportunities</p> <p><b>*Higher student employability and career growth</b></p> <p><b>*More industry-sponsored research projects</b></p> <p><b>*Attracting Government and International Grants</b></p> <p><b>*Development of innovation and entrepreneurship ecosystem</b></p> <p><b>*Global research leadership and recognition</b></p>
4.	To Drive Societal Impact through research	<p><b>* Align research with socio-economic and environmental challenges</b></p> <p><b>*Develop innovative solutions for urban development and digital transformation</b></p> <p><b>*Promote policy-driven research</b> that influences government and community development.</p>	2025-2028	<p><b>*College Kumaun University, Nainital</b></p> <p><b>*Department of Higher Education, Govt. of Uttarakhand</b></p> <p><b>*Various funding agencies-DST, SERB, CSIR, UGC, ICSSR, ICHR, UCOST, USERC, USAC etc.</b></p>	<p><b>* Solutions for societal problems</b></p> <p><b>* Public awareness and community engagement</b></p> <p><b>*Developing affordable and scalable technologies</b></p> <p><b>*Strengthening entrepreneurship and social startups</b></p> <p><b>*Enhancing disaster management and environmental sustainability</b></p> <p><b>*Increased National and Global recognition</b></p> <p><b>*Long-term sustainable research culture</b></p>
5.	To establish National and International research collaborations	<p><b>* Develop Memorandums of Understanding (MoUs) with leading universities and research institutions</b></p> <p><b>*Participate in global research consortiums and multidisciplinary</b></p>	2025-2030	<p><b>*College Kumaun University, Nainital</b></p> <p><b>*Department of Higher Education, Govt. of Uttarakhand</b></p> <p><b>*Various funding</b></p>	<p><b>*High-Impact publications and citations</b></p> <p><b>*Access to advanced research infrastructure</b></p> <p><b>*Interdisciplinary and cross-cultural research growth</b></p> <p><b>* Access to National and International</b></p>





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		<b>projects</b> *Establish <b>student and faculty exchange programs</b> to enhance international exposure		agencies-DST, SERB, CSIR, UGC, ICSSR, ICHR, UCOST, USERC, USAC, Private agencies etc.	research grants * Creation of joint research centers and innovation hubs * <b>International exposure for faculty and researchers</b> *Enhanced student learning and career prospects *Capacity building and skill enhancement *Solutions for Global and Local challenges
6.	To enhance Interdisciplinary research culture	*Encourage <b>cross-disciplinary research teams</b> to work on complex global challenges *Promote collaboration between <b>science, humanities, and commerce disciplines.</b> *Develop research projects that integrate <b>AI, IoT, sustainability</b> etc.	2025-2030	*College *Kumaun University, Nainital *Department of Higher Education, Govt. of Uttarakhand *Various funding agencies-DST, SERB, CSIR, UGC, ICSSR, ICHR, UCOST, USERC, USAC etc. *Industries	*Breakthrough innovations and new knowledge creation *Higher research output and quality *Funding and grant opportunities *Expanded learning opportunities for students *Greater faculty collaboration and knowledge exchange * <b>Interdisciplinary research centers and labs</b> *Stronger Industry-Academia collaborations *Encouraging entrepreneurial ventures *Global academic and research leadership
7.	To strengthen Industry-Academia partnerships	*Establish <b>long-term collaborations with industries for R&amp;D projects, technology</b>	2025-2029	*Research Cell of the college *Individual departments	* Enhanced Research and Innovation *Improved Student Employability and Skill Development * Faculty Development and





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		<b>transfer and commercialization</b> *Set up <b>incubation centers and startup accelerators</b> to convert research into businesses *Promote industry-led <b>internships, research fellowships, and consultancy projects</b>			Institutional Growth *Economic and Societal Impact
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### 3. Research-Oriented Faculty Members: -

#### Overview: Scope, Importance and Need

Research -oriented faculty members have great scope in knowledge creation & advancement, interdisciplinary learning, industry collaborations & funding opportunities, innovation and entrepreneurship. Research-focused professors' advance knowledge through their studies, published papers, and field innovations. Senior researchers are capable of bringing practical interdisciplinary techniques by drawing knowledge from various fields to address sophisticated issues. Professors who conduct research are more likely to obtain funding from businesses, government bodies and foreign organizations for particular research projects and infrastructure development. Colleges that have research active teachers are more likely to have innovative ideas, inventions, and start-ups, hence a more proactive academic environment.

Research active colleges are more likely to feature in the international and local rankings which enhances the colleges' reputation and attracts students and faculty. Research-oriented teachers play a vibrant role in skill enhancement of students, bridging the gap between theory and practice.

Research-oriented faculty members are needed for fostering a research culture, technological and scientific progress, improving employability and career readiness and sustainable institutional development. Professor of research is the need of the time for any educational institution seeking progress and competitiveness. His or her input in teaching deepens, while at the same time, encourages research, attracts financial support, and establishes strong academic standing. Supporting such faculty members guarantees the college's prosperity and remarkable technological progress.

#### Present Status in College

Research-oriented faculty are essential to a institution's mission of advancing knowledge and fostering innovation. In our college, most of the faculty members are active researchers who are **actively engaged in research**, publishing in **peer-reviewed journals and conferences**. Some hold **research grants from state government /national funding agencies**. Some faculty members are contributing continuously to **patents, technology development, and interdisciplinary research**. Faculty publish in **indexed journals (Scopus, Web of Science, Springer, Elsevier, etc.)**.



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Research impact is **gradually improving** with **higher citations and H-index growth**. Some departments of the college have research collaboration with other institutions, research centres and renowned universities. There is E- library with high speed internet connections and other software's & tools in the college. However, there are big challenges for the faculty to contribute significantly in research. Limited **financial incentives and grants** hinder research productivity. The teachers have to complete other non-academic assignments other than research and academic. **Teaching load and administrative duties** limit research engagement. This creates hindrance in effective research. Some faculty **struggle with high journal publication fees**. There is no research lab in the college. The college has huge land of 33acres. There is great scope and opportunities of establishing world class research laboratories for effective research in the college.

**Table 19- Short-term Goals (2025-2030) for research oriented faculty members under research enablers**

S.N.	Objective	Execution Plan	Time Bar	Performing Body	Outcomes
1.	To boost research development & progress	*Refine research questions – Clearly define research objectives and hypotheses. *Complete a literature review – Stay updated on recent studies in the field. *Develop a research proposal – Prepare and submit proposals for institutional or external funding. *Design & conduct experiments/surveys – Start data collection for ongoing research projects. *Analyze preliminary data – Interpret findings and adjust research approaches if necessary	2025-2027	*Research Cell of the college *Individual departments of the college	*Knowledge Creation & Innovation *Publications & Academic Recognition *Funding & Grants Acquisition *Student Involvement & Mentorship *Institutional Reputation & Rankings *Community & Societal Impact
2.	To enhance publishing & dissemination	*Draft & submit a research paper – Aim to submit at least one paper to a high-impact journal or conference.	2025-2028	*Research cell of the college *Individual departments *IQAC of the	*Improved academic advancement-Enhanced knowledge base,



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		<p>*Write a review article or book chapter – Contribute to the academic community with a comprehensive review.</p> <p>*Revise &amp; resubmit papers – Address peer-review feedback and improve manuscripts.</p> <p>*Prepare conference presentations – Share research findings at academic conferences or workshops.</p> <p>*Develop a research blog or Institutional Profile – Increase visibility through online platforms.</p>		college	<p>improved research quality, cross-disciplinary impact</p> <p>*Enhanced institutional reputation &amp; recognition</p> <p>*Healthier professional growth &amp; recognition</p> <p><b>*Improved teaching quality</b></p> <p>*Increased student interest in research</p> <p>*Stronger academic networks</p> <p>*International research partnerships</p> <p>*Cross-Institutional research initiatives</p>
3.	To secure funding & grants	<p>*Identify grant opportunities</p> <p>*Research and shortlist potential funding sources.</p> <p>*Apply for research grants – Prepare and submit applications for internal or external funding.</p> <p>*Establish industry or Government collaborations Seek partnerships for research sponsorships.</p>	2025-2029	<p>*Research Cell of the college</p> <p>* College Administration</p> <p>*IQAC of the college</p>	<p>*Enhanced academic programs-expansion of course offerings, improved faculty recruitment and retention, more research opportunities for students and faculty</p> <p>*Infrastructure development-upgraded classrooms and laboratories, better student</p>



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					<p>housing and facilities, enhanced technology and digital resources</p> <p>* Increased student support-more scholarships and financial aid, academic support programs (e.g., tutoring, mentorship), mental health and wellness initiatives</p> <p>* Research &amp; Innovation Growth</p> <p>* Community and Industry Partnerships- Strengthened ties with businesses and local communities, Internship and job placement opportunities for students, Economic and social development impact</p> <p>* Increased recognition and credibility</p>
4.	To enhance mentoring & collaboration	<p>*Supervise student research projects – Guide undergraduate or graduate students in their research.</p> <p>*Collaborate with Peers – Establish research</p>	2025-2029	<p>*Research Cell of the college</p> <p>* College administration</p> <p>*Individual departments</p> <p>*Industries</p> <p>*Alumni Cell</p>	<p>*Increased academic growth &amp; research productivity-increased research output, higher-quality research, interdisciplinary</p>



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		<p>collaborations within and outside the institution.</p> <p>*Host or participate in research seminars – Engage in discussions to refine ideas and methodologies.</p>			<p>advancements</p> <p>*Enhanced professional &amp; career development- stronger faculty development, increased research funding opportunities, student research skill development</p> <p><b>*Enhanced research culture</b></p> <p>*Expanded professional networks</p> <p>*Increased conference &amp; seminar participation</p> <p>*More international partnerships</p> <p>*Increased student publications &amp; presentations</p> <p>*Stronger university-industry partnerships</p>
5.	To encourage professional development	<p>*Learn a new research tool or methodology – Enhance skills in software, statistical analysis, or lab techniques.</p> <p>*Attend academic conferences &amp; workshops – Stay updated with the latest advancements and network with experts.</p> <p>*Improve academic</p>	2025-2030	<p>*Research Cell of the college</p> <p>*Training &amp; placement cell of the college</p> <p>*Career counselling cell of the college</p> <p>*Individual Departments of the college</p> <p>*IQAC of the college</p>	<p>*Improved pedagogical skills</p> <p>*Higher student satisfaction &amp; performance</p> <p><b>*Stronger research skills</b></p> <p>*More publications &amp; citations</p> <p><b>*Better Grant Writing &amp; Funding Success</b></p>



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		writing skills – Take courses or workshops to enhance research communication. *Update CV & Research Portfolio – Keep records of publications, grants, and collaborations.			*Increased leadership opportunities *Stronger institutional reputation *Expanded networking & collaboration- increased interdisciplinary research, more international collaborations, stronger alumni & industry relations *Enhanced administrative & leadership skills
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**Table 20- Long-term Goals (2025-2040) for research oriented faculty members under research enablers**

S.N.	Objective	Execution Plan	Time Bar	Performing Body	Outcomes
1.	To establish research excellence & innovation	*Develop a strong research portfolio with high-impact publications in reputed journals *Lead groundbreaking research that contributes to scientific, technological, or social advancements *Stay updated with emerging trends, methodologies, and technologies in their field	2025-2031	*Research cell of the college *Departments of the college *College administration *IQAC of the college	*Enhanced institutional reputation & global recognition *Increased research publications & citations *Greater success in securing research grants & funding *Development of State-of-the-Art research infrastructure *Increased collaboration & partnerships



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					<ul style="list-style-type: none"> <li>*Innovation &amp; technology transfer</li> <li>*Improved faculty development &amp; retention</li> <li>*Economic growth &amp; industry benefits</li> </ul>
2.	To secure research grants & funding	<ul style="list-style-type: none"> <li>*Obtain national and international research grants for sustained research activities</li> <li>*Build relationships with funding agencies, industries, and governmental organizations</li> <li>*Ensure proper utilization and management of research funds to maximize output</li> </ul>	2025-2031	<ul style="list-style-type: none"> <li>*Research cell of the college</li> <li>*Departments of the college</li> <li>*College administration</li> <li>*IQAC of the college</li> </ul>	<ul style="list-style-type: none"> <li>*Expansion of research opportunities</li> <li>*Improved research infrastructure &amp; facilities</li> <li>*Increased publication &amp; knowledge contribution</li> <li>*Enhanced faculty &amp; student development</li> <li>*Strengthened industry &amp; academic collaborations</li> <li>*Increased number of patents and technology-based startups</li> <li>*Enhanced ability to host conferences, symposiums, and academic exchanges</li> <li>*Contribution to local and national economic growth through innovation</li> </ul>
3.	To build	*Establish research	2025-	*Research cell	*Enhanced



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	interdisciplinary & global collaborations	partnerships with leading institutions, universities, and industries *Collaborate on international research projects and global academic initiatives *Participate in academic exchange programs, conferences, and consortiums	2033	of the college *Departments of the college *College administration *IQAC of the college	Research & Innovation & Knowledge Sharing *Increased Funding & Research Grants *Improved Faculty & Student Development *Strengthened Institutional Reputation & Global Rankings *Increased Interdisciplinary Learning & Teaching *Growth in Intellectual Property & Patents *Increased Cultural Exchange & Diversity
4.	To publish & disseminate knowledge	*Publish research in high-impact journals, books, and conference proceedings *Contribute to policy papers, review articles, and government advisory reports *Promote open-access and public outreach initiatives to make research accessible	2025-2031	*Research cell of the college *Departments of the college *College administration *IQAC of the college	*Increased visibility and credibility in academic and research communities *Attraction of collaborations with reputed universities and research institutions *Increased research impact & citations *Improved faculty & student development *More research





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					grants & funding opportunities *Encouragement of innovation & entrepreneurship *Contribution to interdisciplinary research & collaboration
5.	To establish research centers & labs	*Develop specialized research centers or laboratories within the college. *Enhance infrastructure with state-of-the-art equipment and facilities. *Lead interdisciplinary research hubs focusing on societal and industrial challenges.	2025-2039	*College administration *Department of Higher Education, Govt. of Uttarakhand	*Enhanced research productivity & innovation *Attraction of research grants & external funding *Improved faculty & student development *Strengthened institutional reputation & global rankings *Increased industry collaboration & technology transfer *Advancement in STEM, Humanities & Social Sciences research *Increased publications & patents *Long-Term institutional growth & sustainability
6.	To encourage patents, technology	*Translate research into patents, intellectual property,	2025-2039	*Research cell of the college *Departments of	*Increased research impact & innovation



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	transfer & commercialization	and real-world applications *Collaborate with industries for product development and commercialization *Contribute to entrepreneurship by supporting startups and spin-offs		the college *College administration *IQAC of the college *Department of Higher Education, Govt. of Uttarakhand	*Growth in patents & intellectual property (IP) *Enhanced industry collaboration & funding opportunities *Increased commercialization & revenue generation *Establishment of Incubation Centers&Startups *Faculty & student skill enhancement
7.	To maintain continuous professional development	*Upgrade skills through faculty development programs, workshops, and certifications *Learn advanced research methodologies, AI, data analytics, and emerging technologies *Take on leadership roles in research committees, editorial boards, and academic councils	2025-2035	*Research cell of the college *Departments of the college *College administration *IQAC of the college *Department of Higher Education, Govt. of Uttarakhand	*Enhanced teaching & learning quality *Strengthened institutional reputation through research excellence *Upgradation of technical & digital skills *Improved mentorship culture, fostering personal and professional growth

#### **4. Student Involvement in Research: -**

##### **Overview: Scope, Importance and Need**

Students are the college's greatest asset. With proper guidance, they can drive innovation through patented inventions and produce scholarly, publishable research outcomes. Students can use their learned concepts to help solve real-life issues. Students are encouraged to create novel ideas that they have not seen in other fields of study. Students are likely to get hired after graduation due



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to research activities, earning higher degree, and working. The involvement of students in research has great scope in collaboration and networking too. Students can improve their academic credentials by presenting research findings at conferences and publishing them in journals. Increasing the number of Ph.D. research scholars is essential for strengthening the college's research capacity.

There is great importance of student involvement in research. Student involvement in research plays a decisive role in enhancing critical thinking, closing the gap between theory and practice, encouraging to learn more and boosting academic performance. A well-cultivated student research culture boosts the academic reputation of the college.

There is a boundless need of student involvement in research. We can feel the need of student involvement in research in preparation for advanced studies, improving chances of employment, technological progress and change, promoting business activity and acquiring communication skills and self-esteem.

Perhaps the most compelling reason stems from the fact that developing student research encourages the culture of inquiry, innovation and academic excellence as much on the individual level as on societal levels.

### Present Status in College

At present, more than 30 Ph.D. students are engaged in active research in various subjects/departments of Arts, Commerce and Science faculties of the college. Some students are NET(JRF) qualified and doing research through JRF. College has some basic facilities such as E-library, internet connections etc. which are required for research work. College has a research lab too. Many students are publishing research papers in **peer-reviewed journals** and presenting at **national and international conferences**. Some research students of the college have patents in their names which enhances the recognition and importance of the college. Some departments of the college have collaboration with reputed and well recognized organizations and universities for purposeful research work. There is active research cell in the college that conduct training in research methodologies among students regularly. However, there are some challenges for performing research in the college. There is lack of research environment in the college due to non-availability of research labs, research journals, research books and research magazines.

**Table 21- Short-term Goals (2025-2030) for students' involvement in research under research enablers**

S.N .	Objective	Execution Plan	Time Bar	Performing Body	Outcomes
1.	To implement mentorship programmes where faculty guide students in exploring innovative research topics, providing early	*Encourage student participation in research *Enhance student-faculty collaboration *Develop a program structure- levels of mentorship, research groups, duration,	2025-2027	*Research Cell of the college *Individual departments of the college	*Bridged the gap between students and faculty *Fostered culture of research and innovation within the college *Increased student engagement,



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	exposure to research methodologies.	<b>mode</b> *Train faculty in mentorship best practices *Call for applications from interested students. *Selection based on interest, academic performance, and research goals			<b>faculty involvement, and research productivity.</b>
2.	To organize workshops on innovation, patenting and intellectual property rights to educate students on the importance of protecting their ideas	*Pre-workshop preparation *Define workshop goals & outcomes *Identify the target audience *Decide the format & duration *Budget & resource allocation *Identify resource persons *Structuring the workshop sessions *Post-Workshop activities & follow-Up	2025-2028	*Research cell of the college *Individual departments *IQAC of the college *College *Department of Higher Education, Govt. of Uttarakhand *UCOST/DST/CSIR etc	*Trained students on <b>innovation protection, and empower them to transform their ideas into patents and startups.</b> *Increased Awareness of Intellectual Property Rights (IPR) *Higher student engagement in innovation & research *Increased Patent & IP filings *Establishment of an IPR Cell in the college *Career & entrepreneurship opportunities for students
3.	To encourage student participation in conferences, seminars etc. by assigning them to specific sessions,	*Identifying relevant conferences & seminars *Student selection & enrolment process *Allocating conference sessions & assignments	2025-2028	*Research Cell of the college *College Administration *IQAC of the college *Individual departments	<b>*Increased student engagement in academic &amp; research</b> <b>*Enhanced learning experiences,</b>



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	engaging with presenters and writing summaries of their experiences. This assignment can contribute to their internal assessments.	*Engaging students during the event *Writing summary reports *Organizing post-event knowledge sharing sessions			<b>*Encouraged research-oriented participation in academic events</b> <b>*strengthened the college's reputation in academia and industry</b>
4.	To motivate students to present their research at national and international conferences, facilitating knowledge sharing and expert feedback	*Identifying suitable conferences *Awareness & orientation sessions *Research paper development & selection process *Support for research presentation & submission *Encouraging student networking & collaboration *Recognizing & rewarding participants	2025-2029	*Research Cell of the college * College administration *Individual departments *IQAC of the college * Department of Higher Education, Govt. of Uttarakhand *Funding agencies like DST, UGC, CSIR, UCOST, ICSSR etc.	*Enhanced communication skills *Promotes academic and professional development *Enhanced knowledge sharing and build academic excellence within the college

**Table 22- Long-term Goals (2025-2040) for students' involvement in research under research enablers**

S.N.	Objective	Execution Plan	Time Bar	Performing Body	Outcomes
1.	To establish a research-oriented culture	*Building awareness & interest in research *Strengthening faculty-student collaboration *Enhancing research infrastructure & support *Encouraging	2025-2031	*Research cell of the college *Departments of the college *College administration *IQAC of the college *Department of Higher	<b>*Established hub of research excellence, producing future scientists, entrepreneurs, and thought leaders</b> <b>*Enhanced institutional reputation,</b>



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		research publications & conference participation *Strengthening industry & institutional collaborations		Education, Govt. of Uttarakhand	<b>attract funding, and create a sustainable research ecosystem.</b>
2.	To increase student research publications & presentations	*Organizing research awareness programmes *Conducting research writing & publishing workshops *Encouraging students to publish in research journals *Establishing a college research journal *Encouraging participation in conferences & symposia	2025-2035	*Research cell of the college *Departments of the college *College administration *IQAC of the college	*Improved research skills *Better understanding of research methodologies *Higher quality of academic work *Increased career & higher education opportunities *Improved college rankings & accreditation scores *Stronger reputation in research & innovation *More industry & Government partnerships *Development of a research-oriented culture *Improved presentation & communication skills
4.	Encouraging Innovation & Patent Filing	*Organizing Innovation & IPR awareness programmes *Facilitating research & prototype development *Establishing an	2025-2038	*Research cell of the college *Departments of the college *College administration *IQAC of the college	<b>*Enhanced culture of innovation</b> *Increased research publications & patents *Enhanced academic reputation, student



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		Intellectual Property Rights (IPR) Cell *Conducting patent filing workshops & training *Recognizing & rewarding innovators			careers, industry collaborations, and economic impact
5.	Securing Research Funding & Grants	*Organizing research funding awareness programs *Encourage students to apply for UGC, CSIR, DST, DBT, ICSSR, SERB, UCOST, USERC, ICHR research grants. *Identify special government schemes for student researchers and startups (e.g., Startup India, Atal Innovation Mission). *Strengthening proposal writing & grant applications *Offering scholarships & financial incentives for research	2025-2032	*College administration *Department of Higher Education, Govt. of Uttarakhand *Funding agencies like DST, SERB, CSIR, UGC, ICSSR, UCOST, USERC etc.	*Expansion of research opportunities for students & faculty *Enhanced interdisciplinary research & collaboration *Increase in research publications & patents *Improved college rankings & accreditation scores *Industry partnerships & MoUs with research organizations
6.	Enhancing Research Infrastructure & Facilities	*Upgrading existing laboratories *Setting up a centralized research facility *Expanding digital library & E-resources *Establishing research incubation & innovation centers *Creating an	2025-2039	*College administration *Department of Higher Education, Govt. of Uttarakhand	*Academic & research excellence *Increased student learning & career opportunities *Institutional growth & global recognition *Sustained growth in research & innovation





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		institutional research fund *Securing Government & Private research grants			
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**5. Faculty Encouragement for Publications (Books, Research and Articles Publications) and Patents: -**

**Overview: Scope, Importance and Need**

Faculty encouragement for publications and patents supports the intellectual and scholarly development of associates, endorses the joining of different disciplines, promotes the institutional visibility of the college and promotes advancements in technologies and new ventures. There is great importance of encouragement of faculty in a college. This encourages faculty to adopt new ideas and remain in a state of perpetual learning and enhances the visibility of the college in the academic world locally and internationally. Publications and patents have a great impact on the institution's rankings in NAAC, NBA and NIRF. This encouragement promotes linkages with other research institutions. There is great need of faculty encouragement for publications of research articles, books and patents. This bridges the gap between academia and industry. Patents and publications help in applying theoretical knowledge to real-world problems. Publications and patents create opportunities for industry collaborations and product commercialization.

Encouraging faculty members to publish books, research papers, and patents is not just beneficial but essential for the holistic development of an educational institution. It boosts academic prestige, fosters innovation, and equips both faculty and students with cutting-edge knowledge. Colleges should implement strong policies, incentives, and support systems to facilitate research and innovation among faculty members.

**Present Status in College**

Our college has healthy and effective environment for book publications, research publications and patents. Faculty members have been actively contributing to research through patents and publications. Many faculty members are highly engaged in book writing and publications. Some of faculty members are actively involved in research paper publications. They are publishing their research work in peer-reviewed journals of national & international repute published by Springer, Elsevier, Taylor etc. Faculty members are also involved in writing chapters in edited books. But work on IPR and innovations are not satisfactory. Very few faculty members are working in the direction of patenting the invention.

**Table 23- Short-term Goals (2025-2030) for faculty encouragement for publications and patents under research enablers**

S.N.	Objective	Execution Plan	Time Bar	Performing Body	Outcomes
1.	To organize workshops on academic	*Pre-Workshop planning *Workshop	2025-2027	*Research Cell of the college *IQAC of the	*Faculty skill enhancement-improved academic





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	writing, book proposal development and publishing opportunities	sessions & activities planning *Post-Workshop follow-up planning		college *Departments of the college	writing skills, better research communication, increased confidence in publishing *Increased research & publication output *Institutional growth & recognition *Strengthened publishing knowledge & best practices *Institutional support & long-term impact
2.	<b>To conduct research training-</b> Conduct workshops on writing high-impact journal papers, literature reviews, and citation practices	*Define Objectives & Outcomes *Select Expert Speakers & Resource Persons *Design Workshop Structure & Content Development *Design Expert Panel & Networking *Post-Workshop Follow-up	2025-2028	*Research Cell of the college *IQAC of the college *Departments of the college *College administration *Department of Higher Education, Govt. of Uttarakhand	<b>*Enhanced research paper writing skills</b> <b>*Improved literature review techniques</b> *Reduction in plagiarism & ethical violations *Increased research publications & impact *Institutional growth & research recognition- <b>higher institutional research rankings</b> , more funding & grants for research, industry & international collaborations
3.	To conduct IP awareness programs on patent filing, copyrights, and technology transfer	*Pre-Program Planning- Define Objectives & Outcomes, Identify Resource Persons & Collaborators, *Program Structure & Topics Covered *IP Awareness Sessions &	2025-2029	*Research Cell of the college *IQAC of the college *Departments of the college *College administration *Department of Higher Education, Govt. of	*Faculty knowledge enhancement *Growth in patent & copyright filings *Institutional development & recognition *Strengthening research & innovation culture *Increased funding & grant opportunities



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		Activities) *Post-Program Follow-up-feedback collection & analysis, establish an <b>IPR Cell or Patent Support Desk</b> , track IP progress & report outcomes		Uttarakhand *Funding agencies- UCOST, USERC, DST, CSIR, ICSSR etc.	
4.	To establish innovation and IPR cell in the college	*Define Objectives & Vision of innovation and IPR cell *Form a Core Team & Leadership Structure- Chairperson, Coordinator, Members, IP & Legal Experts, Student Representatives *Identify Institutional Policies & Guidelines *Infrastructure & Resources Setup *Conduct Faculty & Student Training Programs *Develop Innovation & IP Support Services *Collaborate with External Organizations *Monitor & Track Innovation & IP Activities-	2025- 2030	*College administration	*Enhanced research, innovation and IP awareness *Growth in Patent & Copyright Filings *Strengthened research & development (R&D) ecosystem *Stronger industry collaborations & technology commercialization *Recognition as a Center of Excellence in Innovation & IPR



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		<p>maintain a database of filed patents, copyrights, and innovations, assess the impact of the cell on research output, publish annual reports on innovation &amp; IP achievements</p> <p>*Strengthen long-term IP &amp; Innovation culture</p> <p>*Long-term strategy for sustainability-conduct</p> <p><b>quarterly IP and innovation workshops,</b></p> <p>establish a <b>startup incubation hub within the college,</b> partner with <b>global IP firms &amp; research institutions,</b> offer <b>financial support for patent filing &amp; commercialization</b></p>			
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**Table 24- Long-term Goals (2025-2030) for faculty encouragement for publications and patents under research enablers**

S.N.	Objective	Execution Plan	Time Bar	Performing Body	Outcomes
1.	To establish dedicated IPR&	*Proposal Development-Draft a detailed	2025-2031	*College administration	*Increased research publications & book writing



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	<p><b>Innovation Cells</b> to guide faculty on writing and publishing research papers, books, and patents</p>	<p>proposal highlighting the objectives, scope, and benefits of the IPR &amp; Innovation Cell, identify required resources, including funding, faculty, infrastructure, and administrative support.</p> <ul style="list-style-type: none"> <li>* Administrative Approval</li> <li>* Policy Formulation- develop institutional policies on IPR, research publications, and book writing, establish guidelines for faculty incentives, financial support, and collaboration.</li> <li>* Establishing the Cell</li> <li>* Conduct training &amp; awareness programmes</li> <li>* Subscription &amp; resource development- subscribe to research databases (Scopus, Web of Science, IEEE, Springer, etc.), create a Research &amp; IPR Handbook for faculty members</li> </ul>			<ul style="list-style-type: none"> <li>* Increased patent filing &amp; intellectual property creation</li> <li>* Improved faculty motivation &amp; recognition</li> <li>* Strong Industry &amp; Government collaborations</li> <li>* Establishment of a research &amp; innovation ecosystem</li> <li>* Recognition &amp; accreditation benefits for institution</li> </ul>
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		*Implementation & faculty engagement *Monitoring, evaluation & sustainability			
2.	To Provide <b>financial assistance &amp; seed grants</b> for research, patent filing, and book publication	*Define Objectives & Scope- establish <b>clear funding goals</b> for research, patents, and book publications, decide on <b>funding categories</b> (e.g., research project grants, conference grants, patent filing assistance, book writing grants). *Develop Institutional Policies *Establish a Research Grant Committee *Call for Proposals & Application Process *Conduct Grant Evaluation & Selection procedure *To establish monitoring & accountability system *Seek external funding & collaborations *Continuous Improvement & Policy Updates	2025-2032	*College administration *Department of Higher Education, Govt. of Uttarakhand *Funding agencies- UCOST, USERC, DST, CSIR, UGC, ICSSR, non-govt. organisations etc.	*Increased research publications & academic output *Increased patent filings & intellectual property creation *Enhanced faculty motivation & career growth *Strengthened industry & Government collaborations *Institutional growth & recognition *Development of a sustainable research & innovation ecosystem



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3.	To conduct capacity building & training	*Planning & Strategy Development- Identify Training Needs, Develop a Training Framework, Secure Approvals & Funding *Implementation & Execution- Collaborate with <b>renowned universities, research institutes, industry leaders, and publishinghouses,</b> Invite <b>guest speakers and trainers</b> from academia and industry *Organize Training Sessions *Monitoring & Continuous Improvement	2025-2032	*College administration *Department of Higher Education, Govt. of Uttarakhand *Kumaun University, Nainital	*Enhanced research & publication output *Improved teaching quality & pedagogical skills *Strengthened industry & Government collaborations *Career growth & faculty motivation *Institutional growth & higher accreditation scores *Long-term sustainability & research ecosystem development
4.	To develop infrastructure & resources	*Develop institutional policies & budget allocation *Establish dedicated research & IPR facilities *Upgrade library & digital resources *Invest in research labs & innovation hubs *Organize training & awareness programs	2025-2039	*College administration *Department of Higher Education, Govt. of Uttarakhand *Funding agencies- UCOST, USERC, DST, CSIR, UGC, ICSSR, non- govt. organisations etc.	*Enhanced research & innovation capabilities *Improved teaching & learning experience *Stronger industry & Government collaborations *Faculty & student growth opportunities *Institutional growth & higher rankings *Development of a sustainable & green campus



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		<ul style="list-style-type: none"> <li>*Establish a monitoring &amp; evaluation system</li> <li>*Expand collaboration &amp; external funding</li> </ul>			
5.	*To establish industry & Government collaboration	<ul style="list-style-type: none"> <li>*Identify key objectives &amp; areas of collaboration</li> <li>*Establish an industry-Government collaboration cell (IGC Cell)</li> <li>*Policy formulation &amp; administrative approvals</li> <li>*Build industry &amp; Government networks</li> <li>*Develop joint research &amp; consultancy programs</li> <li>*Secure funding &amp; grants</li> <li>*Faculty training &amp; industry exposure</li> <li>*Create a research &amp; innovation showcase</li> <li>*Track progress &amp; impact</li> </ul>	2025-2039	<ul style="list-style-type: none"> <li>*College administration</li> <li>*Department of Higher Education, Govt. of Uttarakhand</li> </ul>	<ul style="list-style-type: none"> <li>*Enhanced research &amp; innovation output</li> <li>*Increased funding &amp; financial sustainability</li> <li>* Better employability &amp; skill development for students</li> <li>*Faculty development &amp; career growth</li> <li>*Improved institutional rankings &amp; global recognition</li> <li>*Sustainable innovation &amp; startup ecosystem</li> </ul>

**6. Organizing Structured and Purposeful Seminars, Conferences, Workshops: - Overview: Scope, Importance and Need**

Organizing structured and purposeful conferences, seminars and workshops in a college is crucial for academic and professional development. Conferences, seminars, workshops etc. play a key role in fostering a vibrant research and academic culture within the college system. College can enhance its research visibility, encourage collaboration and make research outputs more accessible. There is great scope of structured and purposeful seminars in knowledge sharing, skill development, networking opportunities, innovation & research growth and interdisciplinary collaboration.



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Bridging the gap between theory & practice, boosting academic excellence, enhancing employability, encouraging lifelong learning, fostering leadership & teamwork reflect the importance of seminars, conferences etc. In present scenario, adapting to changing educational trends, promoting research culture, building industry connections, enhancing institutional reputation, encouraging student engagement are the needs of these activities. By organizing well-structured and purposeful academic events, colleges can significantly enrich the learning environment, prepare students for future challenges, and contribute to overall academic and professional growth.

#### Present Status in College

In the college, during last few years, some seminars, conferences, workshops have been organised but the conduction of these conferences is not enough to contribute significantly. College is poor in organizing structured and purposeful seminars due to lack of awareness and interest of the faculty members.

**Table 25- Short-term Goals (2025-2030) for organizing structured and purposeful seminars, conferences, workshops under research enablers**

S. N.	Objective	Execution Plan	Time Bar	Performing Body	Outcomes
1.	Planning & strategic alignment	<ul style="list-style-type: none"> <li>*Define seminar objectives &amp; scope</li> <li>*Establish an organizing committee</li> <li>*Identify &amp; invite speakers</li> <li>*Secure funding &amp; sponsorships</li> <li>*Finalize date, venue, &amp; schedule</li> <li>*Promote &amp; invite participants</li> <li>*Seminar execution &amp; knowledge sharing</li> <li>*Post-seminar follow-up</li> </ul>	2025-2026	<ul style="list-style-type: none"> <li>*Research Cell of the college</li> <li>*IQAC of the college</li> <li>*Departments of the college</li> </ul>	<ul style="list-style-type: none"> <li>*Enhanced academic &amp; research growth</li> <li>*Increased participation &amp; engagement</li> <li>*Efficient resource utilization</li> <li>*Institutional branding &amp; visibility</li> <li>*Long-term impact &amp; sustainability</li> </ul>
2.	Collaboration & speaker invitations	<ul style="list-style-type: none"> <li>*Identify potential speakers &amp; collaborators</li> <li>* Send speaker invitations</li> <li>*Establish collaboration agreements</li> </ul>	2025-2026	*Organizing committee	<ul style="list-style-type: none"> <li>*<b>Enhanced knowledge sharing</b></li> <li>*Increased research collaborations</li> <li>*Increased industry &amp; Government partnerships- Industry-Academia</li> </ul>





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		<ul style="list-style-type: none"> <li>*Finalize speaker sessions &amp; logistics</li> <li>*Execute Seminar &amp; strengthen long-term partnerships</li> </ul>			<ul style="list-style-type: none"> <li>linkages, improved placement &amp; career opportunities</li> <li>*Higher seminar engagement &amp; participation</li> <li>*Long-term institutional growth &amp; recognition</li> </ul>
3.	Paper submission & review process	<ul style="list-style-type: none"> <li>*Define paper submission guidelines</li> <li>*Open call for papers</li> <li>*Paper submission &amp; initial screening</li> <li>*Peer review process</li> <li>*Acceptance, revision &amp; final submission</li> <li>*Publication &amp; presentation preparation</li> <li>*Seminar execution &amp; paper presentations</li> <li>*Post-seminar follow-up &amp; journal publication</li> </ul>	2025-2027	*Organizing committee	<ul style="list-style-type: none"> <li><b>*Improved research quality</b></li> <li>*Encourages originality &amp; innovation</li> <li>* Higher publication standards</li> <li>*Enhanced faculty &amp; student research output</li> <li>*Strengthened institutional reputation</li> <li>*Increased knowledge dissemination &amp; networking</li> </ul>
4.	Logistics & event management	<ul style="list-style-type: none"> <li>*Venue selection &amp; setup</li> <li>*Registration &amp; reception desk</li> <li>*Speaker &amp; guest management</li> <li>*Catering &amp; refreshments</li> <li>*Safety, security &amp; emergency preparedness</li> <li>*Event execution &amp; real-time coordination</li> </ul>	2025-2027	*Organizing committee	<ul style="list-style-type: none"> <li>*Seamless conference execution</li> <li>*Enhanced participant experience</li> <li>*Effective knowledge sharing &amp; networking</li> <li>*Strong institutional branding &amp; visibility</li> <li>*Long-term impact &amp; continuous improvement</li> </ul>



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		*Post-seminar closure & follow-up			
5.	Execution & knowledge dissemination	* Pre-seminar preparation *Effective seminar execution *Knowledge dissemination post-seminar	2025-2027	*Organizing committee	*Enhanced learning & academic growth *Improved networking & collaboration *Effective dissemination of seminar outcomes *Strengthened institutional reputation
6.	Post-conference impact assessment	*Define key impact metrics *Collect post-conference feedback * Data analysis & reporting *Future strategy & continuous improvement	2025-2027	*Organizing committee	<b>*Evaluation of Key Performance Indicators (KPIs)</b> – Attendance, participation rate, speaker effectiveness, and session engagement. <b>*Quality of research contributions</b> – number of <b>papers presented, accepted, and published</b> in journals or proceedings. <b>*Effectiveness of knowledge dissemination</b> – assessment of how well ideas were shared and understood by participants. *Increased research publications *Enhanced interdisciplinary collaboration



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					*Strengthened institutional & industry relations
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**Table 26- Long-term Goals (2025-2040) for organizing structured and purposeful seminars, conferences, workshops under research enablers**

S. No.	Objective	Execution Plan	Time Bar	Performing Body	Outcomes
1.	Establishing the institution as a research & innovation hub	*Strengthening research infrastructure *Faculty & student research development *Strengthening industry & Government collaborations *Patent & intellectual property rights (IPR) support *Hosting national & international conferences *Institutional support for research & innovation	2025-2031	*College administration *Department of Higher Education, Govt. of Uttarakhand *Funding agencies- UCOST, USERC, DST, CSIR, UGC, ICSSR, non-govt. organisations etc.	*Increased research output & academic excellence *Strengthened industry & Government collaborations *Innovation-driven ecosystem for startups & entrepreneurship
2.	Creating a sustainable conference ecosystem for continuous knowledge exchange	*Establishing a conference framework & institutional policy *Financial planning & resource allocation *Creating a strong speaker & research network *Strengthening research publications &	2025-2039	*College administration *Department of Higher Education, Govt. of Uttarakhand *Funding agencies- UCOST, USERC, DST, CSIR, UGC, ICSSR, non-	*Increased research output & knowledge dissemination- <b>more high-quality publications,</b> <b>improved faculty &amp; student research culture, enhanced citation &amp; research impact</b> *Stronger industry & Government collaborations



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		knowledge dissemination *Enhancing industry & Government collaborations *Post-conference impact assessment & continuous improvement		govt. organisations etc.	*Global recognition & institutional branding
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## 7. College Incubation Centres: -

### Overview: Scope, Importance and Need

College incubation centers provide a structured environment where students, researchers, and aspiring entrepreneurs can transform their ideas into viable businesses. Their scope includes start-up support – helping students and faculty members launch and sustain start-ups, mentorship & guidance – offering expert advice from industry leaders and experienced entrepreneurs, networking opportunities – connecting students with investors, business professionals, and venture capitalists, infrastructure & resources – providing workspaces, labs, funding opportunities, and technical support, research & development – encouraging innovation through access to cutting-edge technology and industry collaborations, commercialization of ideas – assisting in turning academic projects into marketable products or services.

College incubation centers have significant importance. These centers encourage innovation & entrepreneurship, bridges the industry-academia gap, provides training in business management, leadership, and technical skills, helps start-ups connect with government grants, angel investors, and venture capitalists, boost economic growth, enhances institutional reputation. College incubation centers are highly needed in growing demand for start-up ecosystem, promoting self-reliance, addressing market needs and reducing start-up failures. These centers support the development of cutting-edge innovations in AI, biotechnology, IoT, and more.

Thus, College incubation centers play a crucial role in fostering entrepreneurship and innovation. By providing the necessary infrastructure, mentorship, and funding, they empower students to launch successful start-ups, drive economic growth, and contribute to technological advancements. These centers are essential for bridging the gap between academia and industry, ensuring that students are well-equipped to meet the challenges of the modern business world.

### Present Status in College

At present, there is no college incubation center in the college. Our college has designed some goals for the establishment of college incubation centers.

**Table 27- Short-term Goals (2025-2030) for college incubation centres under research enablers**

S.N.	Objective	Execution Plan	Time Bar	Performing Body	Outcomes
1.	Infrastructure & resource setup-	*Developing Physical &	2025-2028	*Research Cell of the	*A fully operational



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	identify & allocate space, provide basic infrastructure & equipment, create a business support desk	Technological Infrastructure- Establish a state-of-the-art <b>workspace and technology ecosystem</b> to support incubated start-ups *Securing Funding & Strategic Partnerships- Ensure financial sustainability by securing <b>government grants, corporate sponsorships, and alumni funding</b> *Establishing Operational & Support Systems- Build an efficient management structure to support <b>startup incubation, mentoring, and business development</b>		college *IQAC of the college *Departments of the college	<b>incubation facility</b> to support early-stage startups and student entrepreneurs
2.	Policy & operational framework development- draft incubation policy & guidelines, establish a governing body, legal & compliance setup,	*Formulating Governance & Policy Framework- Establish clear <b>policies, regulations, and guidelines</b> to govern incubation activities *Structuring Incubation Operations & Management- Develop a <b>well-organized incubation process</b> to support startups effectively	2025-2028	*Organizing committee	*A well-defined incubation policy ensuring smooth governance and operations



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		*Strengthening Industry & Government Linkages- Create an <b>ecosystem of support</b> by integrating <b>industry partnerships and government initiatives</b>			
3.	Startup awareness & outreach programs- launch awareness campaign, organize hackathons & idea pitching events, collaborate with industry & start up ecosystem	*Organizing Entrepreneurship Awareness Programs (EAPs) & startup events *Strengthening digital & social media outreach *Building strong industry & academic partnerships for outreach	2025-2027	*Organizing committee	*Increased <b>student &amp; faculty participation</b> , leading to a <b>pipeline of startup ideas</b> for incubation.
4.	Funding & financial assistance for start ups- seed funding & grants, apply for Government schemes, <b>alumni &amp; angel investor network</b>	*Establishing multiple funding sources *Structuring financial assistance programs *Enhancing financial literacy & investor readiness	2025-2029	*Organizing committee	*Availability of early-stage funding & financial sustainability for start ups.
5.	Mentorship & entrepreneurial support- set up a mentor network, conduct business & technical training, legal & IP support for start ups	*Building a strong mentor network- on boarding domain-specific mentors, alumni mentorship program, Government & Corporate collaboration *Implementing structured mentorship programmes-	2025-2030	*Organizing committee	*Structured mentorship & training programs to improve start up success rates.



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		mentorship sessions, group mentorship & panel discussions, virtual mentorship platform, start up clinics & expert consultations *Entrepreneurial skill development & leadership training-entrepreneurial boot camps & workshops, soft skills & leadership development			
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**Table 28- Long-term Goals (2025-2040) for college incubation centres under research enablers**

S.N.	Objective	Execution Plan	Time Bar	Performing Body	Outcomes
1.	Fostering a culture of innovation and entrepreneurship-encourage students and faculty to engage in research-driven innovation, support the development of startups and spin-offs with mentoring and resources, promote intellectual property (IP) generation, patents, and technology commercialization	*Create an entrepreneurial mindset among students and faculty *Equip students with the necessary entrepreneurial skills and knowledge *Build a strong support system through industry, investor, and government collaboration *Ensure long-term sustainability and integration into the academic framework	2025-2031	*College administration *Department of Higher Education, Govt. of Uttarakhand *Funding agencies-UCOST, USERC, DST, CSIR, UGC, ICSSR, non-govt. organisations etc.	*Increased startup creation & business success *Enhanced employability & job creation *Strengthened industry & economic impact
2.	Sustaining and scaling the incubation ecosystem-establish a financially self-	*Ensure long-term financial support for incubation activities *Enhance the incubation center's capacity to support	2025-2032	*College administration *Department of Higher Education, Govt. of	*Long-Term financial and operational sustainability- a self-sustaining incubation center



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	sustaining model through grants, sponsorships, and revenue from incubated start-ups, expand facilities, technology resources and funding opportunities, integrate incubation programs into the academic curriculum to ensure long-term engagement	more start-ups *Embed entrepreneurship deeply into the academic system		Uttarakhand *Funding agencies- UCOST, USERC, DST, CSIR, UGC, ICSSR, non-govt. organisations etc. * Govt. of India	with stable funding, strong governance, and continuous operations *Higher startup success rates and market expansion- more successful <b>student startups</b> scaling into high-growth businesses *Strengthened industry and Government collaborations- deeper engagement with <b>corporates, government agencies and global partners</b>
3.	Strengthening industry and Government partnerships-build strong collaborations with industries for funding, mentorship, and market access, work with government agencies to align with national policies on entrepreneurship and innovation	*Build strong relationships with industries to provide funding, mentorship, and market access for start-ups *Secure financial and policy backing from government bodies for long-term incubation success *Create engagement platforms for continuous collaboration between startups, industries, and the government	2025-2037	College administration *Department of Higher Education, Govt. of Uttarakhand *Funding agencies- UCOST, USERC, DST, CSIR, UGC, ICSSR, non-govt. organisations etc. * Govt. of India *NGOs *Industries	*Increased Funding and Resource Support for Startups More financial and infrastructural support for student startups through <b>government grants, industry sponsorships, and venture funding</b> *Higher Startup Success and Employment Generation- More successful student-led startups leading to <b>job creation and economic growth</b> *Stronger Research Commercialization





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					and Innovation Growth- Accelerated <b>technology</b> <b>transfer</b> and <b>commercializatio</b> nof research projects through government and industry support
4.	Promoting job creation and economic development-empower students and entrepreneurs to create employment opportunities, support social entrepreneurship for solving local and national challenges, contribute to the country's startup ecosystem, fostering economic growth and technological advancement	*Empower students and faculty to launch successful businesses that generate employment *Equip students with <b>job-ready skills</b> and facilitate job creation in emerging industries *Create an enabling ecosystem by leveraging government support and industry collaborations	2025-2039	*College administration *Department of Higher Education, Govt. of Uttarakhand *Funding agencies- UCOST, USERC, DST, CSIR, UGC, ICSSR, non-govt. organisations etc. * Govt. of India *NGOs *Industries	*Increased Startup Formation and Business Growth- A rise in the number of <b>student-led startups</b> and <b>small businesses</b> , leading to sustained economic impact *Expansion of Employment Opportunities and Skill Development- A more <b>entrepreneurial and job-ready workforce</b> , leading to greater employment prospects *Strengthened Industry and Economic Ecosystem- A more dynamic <b>business and investment environment</b> , driving regional and national economic growth



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### E: Human Resource Management Enablers

#### Introduction

Human Resource Management (HRM) plays a pivotal role in the growth and sustainability of higher education institutions (HEIs). In alignment with the **UGC Guidelines for Institutional Development Plans**, HRM enablers ensure that institutions like **Radhey Hari Govt. P.G. College, Kashipur** develop an efficient workforce, nurture faculty and staff, and foster a student-centric academic environment. Effective HRM enablers enhance the recruitment, retention, professional development, and overall productivity of the institution.

Radhey Hari Govt. P.G. College, with its commitment to academic excellence, student welfare, and research-oriented learning, requires a well-structured HRM framework to streamline administrative processes, optimize faculty engagement, and support students effectively. HRM enablers will act as a foundation for achieving institutional objectives and maintaining the standards set by regulatory bodies.

#### Scope

The scope of HRM enablers at **Radhey Hari Govt. P.G. College** extends across multiple domains, ensuring comprehensive faculty development, efficient administrative operations, and an inclusive learning environment for students. The implementation of HRM strategies aligns with national educational policies, including the **National Education Policy (NEP) 2020**, which emphasizes faculty empowerment, skill development, and digital transformation.

Key areas covered under the HRM framework include:

- **Faculty Recruitment & Development:** Ensuring merit-based selection, continuous professional development (CPD), and research incentives (Table 29).

**Table 29- Faculty Recruitment & Development as per UGC Guidelines for faculty recruitment & development under human resource management enablers**

S.N.	Aspect	Details as per UGC Guidelines
1	<b>Recruitment Policy</b>	Transparent and merit-based recruitment of faculty members following UGC norms.
2	<b>Eligibility Criteria</b>	As per UGC regulations, including NET/SET/SLET, Ph.D. requirements, and API score for higher positions.
3	<b>Faculty Positions</b>	Recruitment of Assistant Professors, Associate Professors, and Professors as per sanctioned strength.
4	<b>Reservation Policy</b>	Adhering to Government of India/State Government guidelines on reservations for SC/ST/OBC/EWS/PWD categories.
5	<b>Selection Process</b>	Conducting written tests, interviews, and presentations as per UGC and state regulations.



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<b>6</b>	<b>Faculty Induction</b>	Orientation programs for newly recruited faculty under the Guru-Dakshta scheme.
<b>7</b>	<b>Career Advancement</b>	Promotions and increments based on Performance-Based Appraisal System (PBAS) and Academic Performance Indicators (API).
<b>8</b>	<b>Professional Development</b>	Encouragement to attend FDPs, refresher courses, orientation programs, and MOOCs for career progression.
<b>9</b>	<b>Research &amp; Innovation</b>	Support for research projects, publications, patent filing, and collaboration with national & international institutions.
<b>10</b>	<b>Faculty Exchange Programs</b>	Opportunities for inter-institutional faculty exchange and collaboration under academic partnerships.
<b>11</b>	<b>Performance Appraisal</b>	Annual self-assessment, student feedback, and peer review mechanisms for faculty evaluation.
<b>12</b>	<b>Workload Distribution</b>	Balanced workload of teaching, research, and administrative responsibilities as per UGC norms.
<b>13</b>	<b>Faculty Welfare &amp; Incentives</b>	Financial assistance for attending conferences, research grants, and awards for excellence in teaching & research.
<b>14</b>	<b>Use of ICT in Teaching</b>	Training faculty members in ICT-enabled pedagogy, use of LMS, online teaching tools, and digital resources.
<b>15</b>	<b>Encouragement for Higher Studies</b>	Support for faculty pursuing postdoctoral research, second Ph.D., or other advanced studies.
<b>16</b>	<b>Mentoring System</b>	Implementation of a faculty mentoring system for guiding young teachers in research and teaching methodologies.
<b>17</b>	<b>Retirement &amp; Superannuation Benefits</b>	Timely implementation of pension schemes, gratuity, and other post-retirement benefits as per government norms.
<b>18</b>	<b>Diversity &amp; Inclusivity</b>	Ensuring gender equality, inclusivity, and diversity among faculty through equitable recruitment policies.

This structured plan (Table 29) ensures quality faculty recruitment and continuous professional development at Radhey Hari Govt. P.G. College, Kashipur, in alignment with UGC guidelines.

- **Performance Appraisal & Motivation:** Implementing fair assessment systems, recognizing faculty achievements, and fostering innovation in teaching methodologies (Table 30).

**Table 30- Performance Appraisal & Motivation as per UGC Guidelines under human resource management enablers**

<b>S. N.</b>	<b>Aspect</b>	<b>Details as per UGC Guidelines</b>
<b>1</b>	<b>Performance Appraisal System</b>	Implementation of a structured appraisal system based on UGC regulations.
<b>2</b>	<b>Academic Performance Indicators (API)</b>	Evaluation of faculty based on teaching, research, and administrative contributions.
<b>3</b>	<b>Student Feedback</b>	Regular student feedback collection and analysis for teaching



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	<b>Mechanism</b>	improvement.
<b>4</b>	<b>Peer Review System</b>	Introduction of faculty peer review for assessing teaching methodologies and research contributions.
<b>5</b>	<b>Self-Assessment Reports</b>	Faculty to submit annual self-assessment reports highlighting their academic achievements.
<b>6</b>	<b>Research &amp; Publication Review</b>	Monitoring faculty publications, research projects, patents, and conference participation.
<b>7</b>	<b>Use of ICT &amp; Innovative Teaching</b>	Assessment of faculty engagement in digital tools, MOOCs, LMS, and online teaching platforms.
<b>8</b>	<b>Career Advancement Scheme (CAS)</b>	Timely promotions based on API scores, teaching experience, and research performance.
<b>9</b>	<b>Faculty Recognition &amp; Awards</b>	Institutional awards for outstanding teaching, research, and extracurricular contributions.
<b>10</b>	<b>Financial &amp; Research Grants</b>	Providing research funding, travel grants, and project-based incentives.
<b>11</b>	<b>Faculty Training &amp; Development</b>	Encouraging participation in Faculty Development Programs (FDPs), refresher courses, and online certification programs.
<b>12</b>	<b>Work-Life Balance &amp; Welfare</b>	Implementation of policies for stress management, mental well-being, and work-life balance.
<b>13</b>	<b>Mentoring &amp; Guidance</b>	Senior faculty mentorship programs for professional and academic growth.
<b>14</b>	<b>Institutional Governance Participation</b>	Faculty involvement in decision-making committees and academic councils.
<b>15</b>	<b>Best Practices in Teaching</b>	Recognition of innovative teaching methods, student engagement, and curriculum development contributions.
<b>16</b>	<b>Interdisciplinary Collaboration</b>	Encouraging faculty to engage in interdisciplinary research and academic networking.
<b>17</b>	<b>Motivation through Autonomy</b>	Granting autonomy in designing courses, curriculum development, and academic decision-making.
<b>18</b>	<b>Ethical &amp; Professional Standards</b>	Promotion of ethical research practices, professional integrity, and academic honesty.

This structured Performance Appraisal & Motivation Plan (Table 30) ensures faculty excellence, engagement, and institutional growth at Radhey Hari Govt. P.G. College, Kashipur, in line with UGC guidelines.

- **Student-Centric HR Practices:** Supporting student internships, mentorship programs, and career counseling initiatives (Table 31).

**Table 31- Student-Centric HR Practices as per UGC Guidelines under human resource management enablers**

<b>S. N.</b>	<b>Aspect</b>	<b>Details as per UGC Guidelines</b>
<b>1</b>	<b>Student Welfare Policies</b>	Implementation of policies ensuring academic, financial, and personal well-being of students.



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<b>2</b>	<b>Scholarships &amp; Financial Aid</b>	Providing merit-based, need-based, and government-funded scholarships to deserving students.
<b>3</b>	<b>Mentorship &amp; Counseling</b>	Establishing academic and career counseling cells to guide students in their educational and professional journeys.
<b>4</b>	<b>Student Feedback Mechanism</b>	Regular feedback collection on teaching, facilities, and curriculum for continuous improvement.
<b>5</b>	<b>Student Grievance Redressal</b>	Formation of a grievance redressal cell to address academic and administrative issues.
<b>6</b>	<b>Skill Development &amp; Training</b>	Organizing workshops, internships, and skill-enhancement programs to improve employability.
<b>7</b>	<b>Placement &amp; Career Guidance</b>	Establishing a placement cell to provide job opportunities and career counseling.
<b>8</b>	<b>ICT &amp; Digital Learning Support</b>	Promoting online learning, smart classrooms, and access to digital libraries for students.
<b>9</b>	<b>Holistic Development Activities</b>	Encouraging participation in extracurricular activities, sports, and cultural programs.
<b>10</b>	<b>Health &amp; Well-Being Initiatives</b>	Providing access to medical facilities, mental health support, and wellness programs.
<b>11</b>	<b>Student Exchange &amp; Mobility Programs</b>	Facilitating national and international exchange programs for academic exposure.
<b>12</b>	<b>Inclusion &amp; Diversity Initiatives</b>	Ensuring equal opportunities for students from diverse socio-economic backgrounds.
<b>13</b>	<b>Research &amp; Innovation Support</b>	Encouraging students to engage in research projects, start-ups, and entrepreneurial activities.
<b>14</b>	<b>Ethical &amp; Value-Based Education</b>	Promoting ethics, social responsibility, and national values in education.
<b>15</b>	<b>Anti-Ragging &amp; Discipline Mechanism</b>	Strict enforcement of anti-ragging policies and discipline regulations.
<b>16</b>	<b>Special Support for Differently-Abled Students</b>	Providing accessible infrastructure, assistive technology, and special academic support.
<b>17</b>	<b>Student Representation in Governance</b>	Encouraging student participation in academic and administrative decision-making bodies.
<b>18</b>	<b>Green &amp; Sustainable Campus Initiatives</b>	Promoting environmental awareness through plantation drives, waste management, and sustainable practices.

This Student-Centric HR Practices Plan (Table 31) ensures student well-being, academic excellence, and holistic growth at Radhey Hari Govt. P.G. College, Kashipur, in alignment with UGC guidelines.

- **Administrative Efficiency:** Strengthening governance structures, digital integration, and grievance redressal mechanisms (Table 32).



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**Table 32- Administrative Efficiency Plan as per UGC Guidelines under human resource management enablers**

<b>S. No.</b>	<b>Aspect</b>	<b>Details as per UGC Guidelines</b>
<b>1</b>	<b>Transparent Governance</b>	Implementation of e-Governance for transparency and accountability in administration.
<b>2</b>	<b>Decentralization of Administration</b>	Delegation of responsibilities among faculty and staff for smooth functioning.
<b>3</b>	<b>Digitization of Records</b>	Adoption of digital platforms for maintaining academic, financial, and administrative records.
<b>4</b>	<b>Financial Management &amp; Audit</b>	Proper budget allocation, financial audits, and adherence to government funding regulations.
<b>5</b>	<b>Recruitment &amp; HR Management</b>	Fair and transparent faculty/staff recruitment and performance appraisal mechanisms.
<b>6</b>	<b>Grievance Redressal Mechanism</b>	Establishment of grievance redressal committees for faculty, staff, and students.
<b>7</b>	<b>Student-Centric Administrative Services</b>	Quick and efficient handling of admissions, examinations, and academic queries.
<b>8</b>	<b>Time-Bound Service Delivery</b>	Ensuring timely processing of documents, certificates, and approvals.
<b>9</b>	<b>Use of ICT in Administration</b>	Implementation of ERP systems, online portals, and cloud-based storage for efficient management.
<b>10</b>	<b>Paperless Office Initiative</b>	Encouraging digital communication and documentation to reduce paper usage.
<b>11</b>	<b>Capacity Building for Staff</b>	Regular training programs for administrative staff to enhance their skills and efficiency.
<b>12</b>	<b>Policy Compliance &amp; Legal Framework</b>	Adherence to UGC, state, and national regulatory policies for smooth operations.
<b>13</b>	<b>Disaster Management &amp; Security</b>	Implementation of emergency response plans, campus security measures, and fire safety protocols.
<b>14</b>	<b>Infrastructure &amp; Facility Management</b>	Regular maintenance of campus buildings, classrooms, laboratories, and utilities.
<b>15</b>	<b>Alumni Engagement &amp; Networking</b>	Strengthening alumni relations through regular interactions and involvement in institutional development.
<b>16</b>	<b>Feedback &amp; Continuous Improvement</b>	Regular assessment of administrative performance and implementation of best practices.
<b>17</b>	<b>Public Relations &amp; Outreach</b>	Strengthening institutional branding through effective communication and collaboration with stakeholders.
<b>18</b>	<b>Sustainability &amp; Green Practices</b>	Promoting energy efficiency, waste management, and eco-friendly administrative policies.





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This Administrative Efficiency Plan Table 32) ensures effective governance, streamlined processes, and institutional growth at Radhey Hari Govt. P.G. College, Kashipur, in alignment with UGC guidelines.

- **Training & Capacity Building:** Organizing faculty development programs (FDPs), leadership workshops, and technology-driven learning (Table 33).

**Table 33- Training & Capacity Building Plan as per UGC Guidelines under human resource management enablers**

S. N.	Aspect	Details as per UGC Guidelines
1	<b>Faculty Development Programs (FDPs)</b>	Regular FDPs to enhance teaching methodologies, research skills, and academic leadership.
2	<b>Induction &amp; Orientation Training</b>	Training programs for newly recruited faculty and staff under the Guru-Dakshta scheme.
3	<b>Research Methodology Workshops</b>	Conducting hands-on workshops for faculty and students on research design, data analysis, and academic writing.
4	<b>Skill Enhancement for Administrative Staff</b>	Training in digital tools, office automation, and e-governance for non-teaching staff.
5	<b>ICT &amp; Digital Learning Training</b>	Workshops on LMS, online teaching platforms, and ICT-enabled pedagogy.
6	<b>Leadership &amp; Management Training</b>	Capacity-building programs for faculty in leadership, institutional governance, and policy implementation.
7	<b>Entrepreneurship &amp; Innovation Training</b>	Programs to develop entrepreneurial mindset and innovation-driven research among students and faculty.
8	<b>Interdisciplinary Learning Initiatives</b>	Encouraging faculty to engage in multidisciplinary research and teaching collaborations.
9	<b>MOOCs &amp; Online Certification Support</b>	Encouragement to enroll in online courses from SWAYAM, NPTEL, and other platforms.
10	<b>Student Skill Development Workshops</b>	Organizing career-oriented training sessions in soft skills, communication, and professional development.
11	<b>Industry-Academia Interaction Programs</b>	Collaboration with industries for faculty training and student internships.
12	<b>Ethics &amp; Professionalism Training</b>	Programs on academic ethics, research integrity, and professional behavior.
13	<b>Inclusive &amp; Special Needs Training</b>	Capacity building for faculty to support differently-abled and diverse student groups.
14	<b>Mentorship &amp; Guidance Training</b>	Training faculty in student mentoring, career counseling, and psychological support.
15	<b>Financial &amp; Project Management Training</b>	Enhancing faculty skills in grant writing, project execution, and financial planning.
16	<b>International Exposure &amp; Exchange Programs</b>	Encouraging faculty participation in international conferences, collaborations, and training programs.



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<b>17</b>	<b>Stress Management &amp; Well-being Training</b>	Organizing yoga, meditation, and mental health awareness programs.
<b>18</b>	<b>Green &amp; Sustainable Practices Training</b>	Capacity-building sessions on environmental sustainability and eco-friendly campus practices.

This Training & Capacity Building Plan (Table 33) ensures continuous professional growth, institutional development, and academic excellence at Radhey Hari Govt. P.G. College, Kashipur, in alignment with UGC guidelines.

- **Diversity & Inclusivity:** Encouraging equitable participation of women, marginalized groups, and persons with disabilities (PwDs) in academic and administrative roles. The University Grants Commission (UGC) emphasizes the importance of diversity and inclusivity within the Human Resources Management Enablers section of its Guidelines for Institutional Development Plans (IDPs) for Higher Education Institutions (HEIs). These principles are vital for fostering an equitable and dynamic academic environment. For Radhey Hari Govt. P.G. College, Kashipur, implementing these guidelines involves several key aspects (Table 34).

**Table 34- Diversity & Inclusivity as per UGC Guidelines under human resource management enablers**

S. N.	Aspect	Description
<b>1</b>	<b>Equitable Access</b>	Ensure high-quality, affordable higher education is accessible to all, including Persons with Disabilities (PwD), promoting equal opportunities for every student.
<b>2</b>	<b>Reducing Inequalities</b>	Implement policies aimed at minimizing disparities and enhancing gender parity, ensuring a balanced and fair academic environment.
<b>3</b>	<b>Environmental Awareness</b>	Promote awareness towards Sustainable Development Goals (SDGs), integrating environmental consciousness into the institutional culture.
<b>4</b>	<b>Holistic Admissions</b>	Adopt admission frameworks that consider a broad range of student attributes, fostering a diverse and talented student body.
<b>5</b>	<b>Competency-Based Recruitment</b>	Employ recruitment strategies that focus on competencies, ensuring the selection of a diverse and skilled faculty and staff.
<b>6</b>	<b>Continuous Professional Development</b>	Provide ongoing development opportunities for faculty and staff to support a diverse and inclusive institutional culture.

This structure ensures clarity and alignment with UGC guidelines for fostering diversity and inclusivity at Radhey Hari Govt. P.G. College, Kashipur (Table 34).

- **Work-Life Balance & Well-being:** Promoting policies that ensure job satisfaction, mental health support, and a collaborative work culture. The University Grants Commission (UGC) emphasizes the significance of work-life balance and well-being within the Human Resources Management Enablers section of its Guidelines for Institutional Development Plans (IDPs) for Higher Education Institutions (HEIs). For Radhey Hari Govt. P.G. College, Kashipur, implementing these guidelines involves several key aspects (Table 35).





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**Table 35- Work-Life Balance & Well-being as per UGC Guidelines under human resource management enablers**

S. N.	Aspect	Description
1	<b>Well-being Programs</b>	Implement initiatives that support the mental and physical well-being of staff, such as health benefits, gym memberships, and counseling services.
2	<b>Flexibility and Work-Life Balance</b>	Create policies that offer flexible working hours and telecommuting options to support a healthy work-life balance.
3	<b>Staff Welfare Benefits</b>	Provide benefits like healthcare, provident fund, gratuity, and professional development opportunities to ensure staff welfare.

By focusing on these areas (Table 35), Radhey Hari Govt. P.G. College can foster a supportive and balanced work environment, aligning with UGC's guidelines and enhancing overall institutional effectiveness.

### **Importance**

An effective HRM framework is crucial for Radhey Hari Govt. P.G. College, Kashipur to enhance institutional performance, attract and retain talent, and improve student outcomes. The significance of HRM enablers can be understood through the following aspects:

1. **Quality Enhancement in Teaching & Learning:** Well-trained faculty members contribute to an enriched learning experience, fostering critical thinking and research aptitude among students.
2. **Professional Growth & Institutional Reputation:** Faculty development programs improve academic performance, leading to better national and international rankings.
3. **Efficiency in Administration:** A structured HRM approach reduces bureaucratic inefficiencies and ensures smooth operations within the institution.
4. **Faculty & Staff Motivation:** Incentives, recognition programs, and career progression opportunities encourage commitment and excellence.
5. **Research & Innovation:** Providing faculty with research grants, interdisciplinary collaborations, and exposure to global trends in education.
6. **Compliance with Regulatory Standards:** Ensuring adherence to **UGC, NAAC, AICTE**, and other higher education regulatory bodies' guidelines.
7. **Student Development & Employability:** HRM initiatives focusing on skill enhancement, industry collaborations, and experiential learning boost students' career prospects.
8. **Retention & Well-being of Faculty & Staff:** Job satisfaction, ethical work culture, and mental health support contribute to long-term faculty retention.



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### Need

The growing complexities in higher education demand a structured HRM framework to meet institutional goals efficiently. The following factors highlight the necessity of HRM enablers at Radhey Hari Govt. P.G. College, Kashipur.

- **Strengthening Faculty & Staff Development:** A need for continuous learning, workshops, and leadership training to keep pace with evolving educational trends.
- **Integration of Digital & Smart Technologies:** Leveraging HR analytics, automated systems, and e-governance tools for streamlined operations.
- **Enhancing Research Output:** Facilitating collaborative research, interdisciplinary projects, and faculty incentives for publications and patents.
- **Student-Centric Approach:** Need for mentorship, career guidance, and entrepreneurial skill-building for holistic student development.
- **Diversity & Inclusion:** Promoting gender equity, social inclusion, and accessibility to underprivileged sections of society.
- **Institutional Autonomy & Governance:** Enhancing transparency, participatory decision-making, and ethical governance.
- **Alignment with Global & National Education Policies:** Ensuring compliance with NEP 2020, National Institutional Ranking Framework (NIRF), and international academic collaborations.

### Present status in College

The college, established in 1973 and affiliated with Kumaun University, Nainital, offers a range of undergraduate, postgraduate and Ph.D. programs across arts, science, and commerce streams. However, comprehensive information about policies or initiatives related to aspects such as diversity and inclusivity, work-life balance and well-being, and other HR management enablers is not specified here.

**Table 36- Short-Term (2025-30) Goals under human resource management enablers**

S.N.	Objective	Execution Plan	Time Bar	Performing Body	Outcomes
1	Faculty Development Programs	Organize FDPs, workshops & refresher courses	2025-26	IQAC, Academic Council	Enhanced teaching & research skills
2	Digital Literacy Training	Conduct ICT & e-learning workshops	2025-27	IT Department, IQAC	Improved tech adoption in teaching
3	Well-being & Work-Life Balance	Introduce stress management & wellness programs	2025-28	HR & Administration	Better mental health & productivity
4	Gender	Host seminars,	2025-	Women's Cell, ICC	Safer & more



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	Sensitization Initiatives	awareness programs & committees	29		inclusive environment
<b>5</b>	Research & Innovation Support	Establish research funding & mentoring programs	2026-30	Research Committee, IQAC	Increased research output
<b>6</b>	Faculty Recruitment & Retention	Recruit & retain quality faculty with incentives	2026-30	HR Committee, Management	Strengthened academic workforce
<b>7</b>	Community Engagement & Outreach	Conduct social awareness & skill training programs	2025-30	NSS, NCC, Community Outreach Cell	Stronger industry & community ties

This plan ensures systematic progress in HRM enablers at Radhey Hari Govt. P.G. College, Kashipur.

**Table 37- Long-Term (2025-40) Goals under human resource management enablers**

S. N.	Objective	Execution Plan	Time Bar	Performing Body	Outcomes
<b>1</b>	Establishment of a Research & Innovation Center	Develop a dedicated center for interdisciplinary research & collaboration	2025-35	Research Committee, IQAC, Management	Enhanced research & innovation output
<b>2</b>	Faculty & Staff Welfare Policies	Implement long-term welfare schemes, retirement benefits, and recognition programs	2025-39	HR Department, Administration	Improved job satisfaction & retention
<b>3</b>	Digital Transformation of Education	Upgrade to smart classrooms, AI-enabled learning & virtual labs	2026-36	IT Department, IQAC	Enhanced digital teaching & learning
<b>4</b>	International Collaborations & Exchange Programs	Partner with global universities for faculty & student exchange	2027-39	Academic Council, Management	Global exposure & skill enhancement
<b>5</b>	Infrastructure Expansion & Green Campus Initiative	Construct new academic & residential blocks, adopt sustainable practices	2025-39	Administration, Development Committee	Improved learning environment & sustainability
<b>6</b>	Leadership Development & Succession Planning	Train faculty & administrators for leadership roles	2026-38	HR Department, IQAC	Stronger institutional leadership
<b>7</b>	Long-Term	Set up skill-based	2028-	Placement Cell,	Increased



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	Industry-Academia Partnerships	training centers with corporate tie-ups	39	Industry Advisory Board	employability & industry relevance
<b>8</b>	Center for Inclusive & Accessible Education	Develop a fully inclusive campus for PwD & diverse learners	2025-37	Equal Opportunity Cell, Administration	Better accessibility & equity in education

This long-term vision ensures sustainable growth and academic excellence at Radhey Hari Govt. P.G. College, Kashipur.

### Conclusion

For **Radhey Hari Govt. P.G. College, Kashipur** implementing HRM enablers is not just a strategic necessity but a transformative approach toward academic excellence and institutional development. By investing in **faculty empowerment, research promotion, student welfare, and administrative efficiency**, the college can establish itself as a model institution adhering to the **UGC Institutional Development Plan guidelines**. A structured HRM framework will enhance institutional credibility, improve educational outcomes, and create an environment conducive to innovation and lifelong learning. Therefore, prioritizing HRM enablers is crucial for the sustained success and growth of Radhey Hari Govt. P.G. College in the ever-evolving landscape of higher education. Radhey Hari Govt. P.G. College, Kashipur, has been actively aligning its development plans with the University Grants Commission's (UGC) guidelines for Institutional Development Plans (IDPs), particularly focusing on Human Resources Management Enablers. Key initiatives and current statuses include:

#### 1. Faculty Recruitment and Development:

- **Recruitment of Qualified Faculty:** The college has filled several faculty positions across various departments to enhance academic delivery.
- **Professional Development:** The institution encourages faculty participation in workshops, seminars, and conferences to promote continuous professional growth.

#### 2. Leadership and Administrative Capacity:

- **Leadership Appointments:** On November 17, 2024, Dr. Sumita Srivastava assumed the role of Principal, bringing a vision for academic excellence and institutional growth.
- **Administrative Training:** Administrative staff have undergone training programs to improve operational efficiency and service delivery.

#### 3. Performance Appraisal and Feedback Mechanisms:

- **Appraisal Systems:** The college has implemented performance appraisal systems for faculty and staff, aligning individual goals with institutional objectives.
- **Feedback Channels:** Regular feedback is collected from students and stakeholders to inform policy and practice improvements.

#### 4. Work Environment and Infrastructure:

- **Campus Facilities:** Spread over 33 acres, the college provides a conducive environment for teaching and learning, with ongoing upgrades to infrastructure.



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- **Resource Allocation:** Investments have been made in library resources, laboratory equipment, and technology to support academic activities.

### **5. Compliance with UGC Guidelines:**

- **Policy Implementation:** The institution adheres to UGC guidelines on service conditions, promotions, and grievance redressal mechanisms, ensuring a fair and transparent work culture.

Through these initiatives, Radhey Hari Govt. P.G. College demonstrates its commitment to fostering a supportive and dynamic environment for its human resources, aligning with UGC's vision for higher education institutions.



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### F: Enablers for Networking and Collaboration

#### 1. Overview

Networking plays a crucial role in enhancing the academic, research, and professional growth of higher education institutions (HEIs). Radhey Hari Government Post Graduate College, Kashipur, affiliated with Kumaun University, recognizes the importance of networking to foster connections between students, faculty, alumni, industries, and research institutions.

#### Scope, Importance, and Need

- **Scope:** Establishing collaborations with academic institutions, industries, alumni, and research organizations to facilitate knowledge exchange, skill enhancement, and employment opportunities.
- **Importance:** Strengthening ties with stakeholders enhances research output, improves employability, and ensures continuous academic and technological advancements.
- **Need:** As a multidisciplinary institution with faculties in Science, Commerce, and Arts, along with 13 PG courses and PhD programs, networking is vital to keep the curriculum updated, promote student entrepreneurship, and integrate industry-relevant skills.

#### 2. Present Status

- The college has a **Skill Development Center**, where students are engaged in the **NSE Gaurav Project** and **Entrepreneurship Development Program (EDP)**.
- **E-Granthalaya** facilitates digital access to academic resources.
- Limited structured collaboration exists with industries and global institutions.
- Alumni network needs further engagement for mentorship and funding initiatives.

#### 3. Goals for Networking and Collaboration

As per the UGC framework, the following goals need to be achieved:

1. Strengthening alumni engagement for mentorship and funding support.
2. Expanding collaborations with industries for curriculum enhancement and internships.
3. Establishing partnerships with national and international academic institutions for joint research and faculty exchange.
4. Integrating industry-based training programs into academic curricula.
5. Promoting entrepreneurship and innovation through networking with business incubators.

**Table 38- Short-Term (2025-30) Goals under networking and collaboration enablers**

S.N.	Objective/Activity	Execution Plan	Time Bar	Performing Body	Outcomes
1.	Strengthening Alumni Engagement	Organize alumni meets, mentorship programs, and fundraising campaigns	Annually	College Administration, Alumni Association	Enhanced alumni participation in college activities, financial support for projects



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S.N.	Objective/Activity	Execution Plan	Time Bar	Performing Body	Outcomes
2	Industry Collaboration for Curriculum Enhancement	Sign MOUs with industries for training, guest lectures, and joint projects	Ongoing	Skill Development Center, Industry Partners	Improved practical exposure, updated curriculum
3	International & National Academic Collaborations	Establish tie-ups with other universities for faculty & student exchange programs	Within 5 years	Principal, Academic Council	Enhanced research output, global exposure for students & faculty
4	Industry-Integrated Training Programs	Introduce certification courses in collaboration with NSE and other professional bodies	Yearly	Skill Development Center, NSE, Corporate Experts	Increased employability, skill enhancement
5	Strengthening Research & Development	Create research clusters and establish funding collaborations with UGC and private entities	2025-2030	Research Committee, Faculty Members	Increased research publications, improved funding opportunities
6	Promoting Entrepreneurship	Organize startup incubation programs and networking events with successful entrepreneurs	Bi-annual	EDP Cell, Industry Experts	Increased student-led startups and self-employment
7	Enhancing Digital Resources	Expand the E-Granthalaya digital repository and provide remote access to students & faculty	2025-2026	Library Department, IT Team	Better academic resources accessibility
8	Organizing Annual Networking Conferences	Conduct conferences and symposiums on higher education trends and industry expectations	Yearly	Principal, Faculty Members	Increased institutional visibility, knowledge sharing
9	Creating a Placement & Internship Cell	Establish a dedicated placement unit to	2025-2027	College Administration,	Higher placement rate and industry





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S.N.	Objective/Activity	Execution Plan	Time Bar	Performing Body	Outcomes
		engage with recruiters and facilitate student internships		Industry Partners	exposure
10	Promoting Interdisciplinary Collaboration	Conduct joint workshops and seminars among Science, Commerce, and Arts faculties	2025-2030	Faculty Members, External Experts	Holistic academic development and interdisciplinary research

**Table 39- Long-Term (2025-40) Goals under networking and collaboration enablers**

S.N.	Objective/Activity	Execution Plan	Time Bar	Performing Body	Outcomes
1	Establishing a Research & Innovation Hub	Develop an advanced research center with state-of-the-art facilities	2025-2035	Research Committee, UGC, Private Funding	Increased patents, innovation-driven projects
2	Developing a Global Academic Exchange Program	Facilitate international faculty and student exchange with reputed universities	2026-2032	Principal, Academic Council	Global academic exposure, collaborative research
3	Expanding PhD Programs and Research Funding	Strengthen PhD courses and secure national & international research grants	2027-2039	Research Committee, Govt. & Private Funding Agencies	Increased research output, higher global rankings
4	Creating an Incubation & Startup Center	Establish a dedicated incubation hub for student and faculty startups	2028-2035	EDP Cell, Govt. & Industry Partners	More successful startups, self-reliant graduates
5	AI & Technology Integration in Education	Implement AI-driven learning, smart classrooms, and digital labs	2025-2035	IT Department, Faculty, Govt. Grants	Improved learning outcomes, technologically advanced campus
6	Strengthening National and International Collaborations	Develop long-term MOUs with global academic and industry leaders	2025-2039	College Administration, Academic Council	Enhanced institutional reputation, increased cross-





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					border collaborations
7	Establishing Industry-Sponsored Research Chairs	Invite industries to sponsor faculty research in emerging areas	2027-2039	College Administration, Corporate Partners	Industry-relevant research, better employability
8	Setting Up a Community Outreach & Social Innovation Program	Engage with the local community for sustainable development initiatives	2025-2035	Social Responsibility Cell, Faculty, Students	Positive societal impact, practical exposure for students



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### **G. Physical Enablers**

**Introduction-** Physical enablers refer to the infrastructural facilities and resources that support academic, research and co-curricular activities in a higher educational institution. In a government higher educational institution, these enablers play a crucial role in enhancing the learning environment, ensuring accessibility and promoting holistic student development.

**Scope-** The scope of physical enablers in a government higher educational institution extends across various dimensions, including:

1. Academic Infrastructure – Classrooms, laboratories, libraries and research centers that facilitate quality education and innovation.
2. Technology Integration – Smart classrooms, computer labs and internet facilities that enable digital learning and research.
3. Accessibility and Inclusivity – Ramps, elevators and assistive technologies for students with disabilities.
4. Recreational and Extracurricular Spaces – Playgrounds, auditoriums and cultural halls for the overall development of students.
5. Administrative and Support Facilities – Well-equipped offices, faculty rooms and student service centers.

**Importance-** The significance of physical enablers in a government higher educational institution can be highlighted as follows:

Enhancing Learning Outcomes – Proper infrastructure supports effective teaching, research and skill development.

1. Fostering Innovation and Research – Well-equipped labs and libraries enable students and faculty to conduct meaningful research.
2. Ensuring Accessibility and Comfort – Adequate facilities create an inclusive and comfortable learning environment.
3. Encouraging Sports and Extracurricular Activities – A balanced approach to academics and extracurricular activities fosters well-rounded personalities.
4. Strengthening Institutional Reputation – A well-developed physical infrastructure attracts students, faculty and collaborators.

**Need of Physical Enablers in Higher Educational Institutes-** Government higher educational institutions often face challenges such as inadequate infrastructure, lack of modernization and limited accessibility. Addressing these needs is crucial for:

1. Meeting the Growing Demand for Higher Education – With increasing student enrollments, upgraded facilities are essential.
2. Enhancing Employability and Skill Development – State-of-the-art labs and digital infrastructure help students gain practical knowledge.



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3. Bridging the Gap between Public and Private Institutions – Competitive infrastructure ensures government institutions remain at par with private colleges.
4. Supporting Research and Development – Advanced facilities encourage postgraduate students and research scholars to engage in meaningful academic pursuits.
5. Improving Student Well-being – A well-structured campus with proper amenities enhances student satisfaction and productivity.

**Conclusion-** The presence of robust physical enablers in a government higher educational institution is indispensable for fostering academic excellence, research, inclusivity and holistic development. Investment in infrastructure, technology and accessibility measures will ensure that such institutions continue to serve as centers of quality education and innovation.

**Table 40- Present Status of Physical Infrastructure in the College under Physical Enablers**

S N	Details	Present Status		Remarks
		No. of Room	Size of Room (in sq. ft.)	
Administrative and Science Block				
01	Principal Room	01	25 ×18.5	-
02	Principal Room	01	18.8 ×10.10	-
03	Principal Washroom	01	05.7 ×12	-
04	Principal PA Room	01	18.1 ×12	-
05	Washroom	01	05.7 ×12	-
06	AO Room	01	12 ×25	-
07	Senior Clerk Room	01	25 ×18.9	-
08	Cash Counter Room	01	12.25 ×25	-
09	Exam Control Room	01	18.6 ×25	-
10	Evaluation Room	01	31.7 ×25	-
11	Exam Record Room	01	12.3 ×9.2	-
12	Library	01	38.4 ×31.8	-
13	Library Book Room	01	32 ×25	-
14	Library Room	02	15 ×25	-
15	Reading Room	01	33 ×25	-
16	Mathematics Dept.	01	19.8 ×12	-
17	Mathematics Washroom	01	06 ×12	-
18	Class Room	01	33 ×25	-
19	Conference Room	01	45 ×25	-
20	Home Sci. Dept.	01	45 ×25	-
21	AU Room	01	77 ×20	-
22	AL Room	01	77 ×20	-
23	IQAC Room	01	25 ×18.5	-
24	Student Union Room	01	25 ×18.5	-
25	Class Room	08	31.8 ×25	-
26	Physics HOD	01	18.6 ×12	-
27	Physics Washroom	01	05.5 ×05.9	-



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28	MSc Lab	01	31.8 ×25	-
29	BSc Lab	01	48.6 ×25	-
30	Dark Room	01	18.9 ×25	-
31	Store Room	01	18.9 ×25	-
32	Staff Room	01	19.5 ×18.8	-
33	Chemistry HOD	01	18.6 ×12	-
34	Chemistry Washroom	01	05.5 ×05.9	-
35	MSc Lab	01	25 ×13.7	-
36	BSc Lab	01	45 ×25	-
37	Laboratory Room	01	18.9×25	-
38	Staff Room	01	32 ×25	-
39	Store Room	02	18.7 ×19.4	-
40	Botany HOD	01	18.6 ×12	-
41	Botany Washroom	01	05.5 ×05.9	-
42	MSc Lab	01	31.8 ×25	-
43	BSc Lab	01	48.6 ×25	-
44	Lab Assistant Room	01	19.5 ×18.8	-
45	Store Room	01	18.8 ×18.8	-
46	Staff Room	01	32 ×25	-
47	Zoology HOD	01	18.6 ×12	-
48	Zoology Washroom	01	05.5 ×05.9	-
49	MSc Lab	02	18.7 ×19.4	-
50	BSc Lab	01	45 ×25	-
51	Laboratory Room	01	18.9×25	-
52	Lab Assistant Room	01	09 ×15	-
53	Staff Room	01	25 ×13.7	-
54	Store Room/Washroom	01	25 ×12	-
<b>Arts PG Block</b>				
55	Hindi HOD Room	01	27 ×20.6	-
56	Hindi Washroom	01	7.4 ×06	-
57	Hindi Class Room	01	16 ×20.6	-
58	PG Lecture Room	10	41 ×20.6	-
59	Computer Lab	01	19.8 ×24.3	-
60	English HOD Room	01	20.7 ×16	-
61	English Washroom	01	7.4 ×06	-
62	English Class Room	01	27 ×20.6	-
63	NSS Room	01	10.3 ×13.7	-
64	SC-ST yojana Room	01	40.9 ×20.8	-
65	Economics HOD Room	01	13.6 ×13.5	-
66	Economics Washroom	01	7.4 ×06	-
67	Economics Lecture Room	01	27 ×20.6	-
68	History HOD Room	01	13.6 ×13.5	-



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69	Education HOD Room	01	19.8 × 24.3	-
70	Sociology HOD Room	01	20.7 × 16	-
71	Sociology Lecture Room	01	27 × 20.6	-
72	Political HOD Room	01	20 × 16	-
73	Political Lecture Room	01	13.7 × 16	-
74	Commerce HOD Room	01	13.6 × 10.3	-
75	PG Washroom	08	13.9 × 11	-
<b>Geography and Extra-curricular Building</b>				
76	Geography HOD Room	01	16.5 × 14.9	-
77	Geography Washroom	02	05.9 × 6.9	-
78	Geography Staff Room	01	15 × 13	-
79	Geography Lab	01	19.6 × 19.1	-
80	Geography Lab	01	38 × 18	-
81	Biocontrol Laboratory	01	19.6 × 20.6	-
82	Sports department	01	14.9 × 20.6	-
83	Sports Store Room	01	17 × 18	-
84	Sanskrit department	01	14.9 × 16.5	-
85	Rover Ranger Room	01	12.7 × 18	-
86	Geography Block Lecture Room	05	30.5 × 19.1	-
87	Geography Block Lecture Room	01	54.5 × 18	-
88	Music Room	01	12 × 18	-
89	Geography Block Washroom	08	19 × 12.5	-
<b>B.Ed. Building</b>				
90	B.Ed. Department	08	15 × 10.1	-
91	B.Ed. Store	01	13 × 16	-
92	B.Ed. Library	01	27 × 13	-
93	B.Ed. Washroom	04	03.5 × 13	-
<b>Auditorium</b>				
94	Auditorium	01	Available	Need renovation in both civil & acoustics with electronic equipment.

**1. Primary goals of the college-**

1. Ensuring Quality Education – Providing modernized classrooms, laboratories and libraries including E-library to enhance the learning experience.
2. Promoting Digital and Smart Learning – Integrating ICT-based teaching tools such as smart boards and e-learning platforms.
3. Enhancing Accessibility and Inclusivity – Implementing ramps, elevators and assistive technologies for differently-abled students.



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4. Strengthening Research Facilities – Upgrading laboratories, research centers and libraries to support innovation.
5. Encouraging Sports and Extracurricular Activities – Establishing sports complexes, cultural halls and recreational spaces.
6. Sustainability and Eco-friendly Campuses – Adopting green buildings, solar energy and waste management systems.
7. Ensuring Student and Faculty Welfare – Developing hostels, medical facilities, canteen facility and well-equipped common areas.

**Table 41- Short-term (2025-2030) Goals under physical enablers**

(Focus on immediate improvements and enhancements in infrastructure and facilities.)

Sr. N.	Objective/ Activity	Execution Plan	Time Bar	Performing Body	Outcomes
01	Upgrading Classrooms	1. Construction of new classrooms 2. Installation of smart boards 3. Construction of well-equipped lab	2 to 3 years	State Govt.	Creation of the state-of-the-art teaching and learning facilities
02	Expanding Library Facility	1. Construction of library according to student strength 2. Procurements of books (according to new syllabus) and computer (for accessing e-content)	4 to 5 years	State Govt.	Increment in student Library facilities along with latest books and e-content access
03	Installation of Solar System	1. Installation of solar panel on roof top of college buildings 2. Installation of power backup based on solar system	2 to 3 years	College	Incorporation of clean energy and environment friendly resources in college campus
04	Constructing Washrooms	1. Construction of modern washroom 2. Installation of continuous water supply in washroom	2 to 3 years	State Govt.	Hygienic and comfort washroom facilities for students and faculty
05	Installing CCTV Cameras	1. College campus covered with CCTV camera 2. Establishment of monitoring system of CCTV	1 to 2 years	College Administration	State-of-art monitoring in campus for better and disciplined management



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06	Secured Entry Points	1. Construction of boundary wall 2. Establishment of security and scrutiny system at entry point	4 to 5 years	State Govt.	A secured campus for students and staff
07	Fitness Centers	1. Construction of gymnasium 2. Installation of fitness equipments	2 to 3 years	State Govt.	Creation of physical wellbeing facilities for students
08	Canteen Facility	1. Construction of college canteen 2. Establishment of canteen services	2 to 3 years	College Administration	Availability of low-cost & hygienic foods and beverages
09	Botanical Garden and Green Campus	1. Plantation of native and other important plants 2. Arrangement to display scientific naming and uses of important plants 3. Installation of waste disposal/compost system 4. Installation of rain water harvesting system 5. Organization of campus cleaning drives	1 to 2 years	College Administration	Creating aesthetic value and help in live demonstration of native and other important Flora to the students and making them aware of waste disposal/ composting & water conservation

**Table 42- Long-term (2025-2040) Goals under physical enablers**  
(Focus on sustainable development and major transformations in physical infrastructure.)

S.N.	Objective/Activity	Execution Plan	Time Bar	Performing Body	Outcomes
01	Specialized Laboratories	1. Construction of new laboratories 2. Purchasing of required instruments 3. Launching new research	10 to 15 years	State Govt. and College Administration	Creation of and maintenance of standard research laboratories for fund generation



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		programmes according to industry and society demands			
02	Automated Administrative Services	1. Establishing online based TC/CC and other college services 2. Establishing online learning, examination & evaluation system	5 to 10 years	State Govt. and College Administration	Online distribution of TC & CC and creation of online facilities for learning, submission of assignments and evaluation.
03	Eco-friendly Buildings	Construction of only eco-friendly buildings of college	10 to 15 years	State Govt.	Making an eco-friendly campus
04	Rainwater Harvesting Systems	Establishment of rainwater harvesting system in whole college campus	10 to 15 years	College Administration	Play important role in water conservation
05	Establishment of Multi-Purpose Auditoriums	Construction of Multi-Purpose Auditoriums	10 to 15 years	State Govt.	Facilities for organizing seminar/symposium /conferences & workshops
06	Establishment of Cultural Centers (Amphitheater)	Construction of cultural theater and amphitheater	10 to 15 years	State Govt.	Facilities for organizing cultural activities for holistic developments of students
07	Expanding Hostel and Residential Facility	1. Construction of boys and girls hostel 2. Construction of college staff quarters	10 to 15 years	State Govt.	In-campus hostel facility encourage poor and students from remote areas
08	Developing High-standard Sports Facilities	1. Developing new play grounds for different sports 2. Purchasing of sports equipments 3. Organizing sports activities for students and college staff from	5 to 10 years	State Govt. and College Administration	Promoting holistic development and develop feelings of unity & belongingness in the college students





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		time-to-time			
09	Introducing Bicycle-friendly Campus	Construction of bicycle corridor in college campus and promotion of use of bicycle in college campus	5 to 10 years	State Govt. and College Administration	Encouraging eco-friendly and health centric practices

**Conclusion-** Higher educational institutions play a vital role in fostering academic excellence, research and overall student development. The UGC guidelines emphasize the need for continuous improvements in physical enablers to create an inclusive, technology-driven and sustainable learning environment. By achieving both short-term and long-term goals, institutions can ensure world-class education standards and holistic student growth.



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### **H. Digital Enablers**

#### **Overview: Scope, Importance and Need**

A Digitally Enabled College plays a crucial role in transforming the traditional education system by integrating technology into teaching, learning, and administration. These institutions leverage smart classrooms, e-learning platforms, digital libraries, and online governance systems to enhance accessibility and efficiency. The scope of digital transformation in these colleges extends to virtual learning, online admissions, automated attendance tracking, digital research resources, and skill development programs in collaboration. By adopting these technologies, college can bridge the educational gap between urban and rural areas, ensuring that students from all backgrounds have access to quality education.

The importance of digital enablement in college is immense. It not only enhances the learning experience through interactive tools but also fosters transparency and efficiency in academic administration. Digital tools allow students to access recorded lectures, e-books, and online assessments, making education more flexible and self-paced. Furthermore, digital governance minimizes paperwork, reduces administrative burdens, and streamlines processes like admissions, fee payments, and academic tracking. It also prepares students for the evolving job market by equipping them with digital literacy and industry-relevant skills. Additionally, global connectivity through digital platforms enables collaborations with international universities, experts, and researchers, expanding opportunities for students and faculty alike.

The need for digitally enabled college has become more evident with the rapid advancements in technology and the changing educational landscape. The demand for 21st-century skills requires students to be proficient in digital tools, critical thinking, and problem-solving. The digital divide between rural and urban areas has long been a challenge, and technology-integrated colleges can help bridge this gap by providing equal learning opportunities. The COVID-19 pandemic further highlighted the necessity of digital learning, as remote education became the only means of continuing academic activities. Government initiatives like Digital India and National Education Policy (NEP) 2020 emphasize the role of technology in education, pushing for a more inclusive and tech-driven approach to learning. Additionally, digital education is cost-effective, reducing the need for extensive physical infrastructure while increasing outreach and accessibility.

In conclusion, the integration of digital technology in college is not just an option but a necessity for modern education. It enhances learning experiences, makes education accessible to a wider population, improves administrative efficiency, and prepares students for future job markets. By investing in digital infrastructure and promoting online learning, government institutions can ensure that higher education remains inclusive, future-ready, and aligned with global educational standards.

#### **Present Status in College**

Radhey Hari Government Post Graduate College, Kashipur has complete internet facility for connecting external world through an electronic device to the stakeholders. The Internet plays a pivotal role in connecting the institution with its stakeholders, including: **a.** Connecting with Students **b.** Connecting with Teachers **c.** Connecting with Parents. A college website serves as a centralized digital platform for students, faculty, and administration. It provides important information, online services, and interactive features to enhance the learning experience and college



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management. The college has its own website (<https://rhgpgckashipur.ac.in/>) on which all the information related to the college and the university is given. Radhey Hari Government Post Graduate College is a Wi-Fi-enabled campus. For online study, the teachers provide study material in the form of a PDF book, video lecture to students. An Online Study Material System provides easy access to digital learning resources, enabling students to study anytime, anywhere. RHGPGC Kashipur has own well established Digital Library for students an online platform where books, research papers, audiobooks, magazines, and other study materials are available in digital format. Users can access, read, download to the content anytime. College has a video conferencing facility for virtual classrooms, faculty meetings, student counselling, online events, and remote learning. Since the college is a government college and is affiliated to Kumaun University, Nainital. So as per the rules of the university exams in the college are not paperless and the evaluation is also not done online. And as per the orders of the Uttarakhand government, admissions are done on the basis of merit and not online tests.

### **1. Internet usage**

The RHGPGC Kashipur has complete internet facility for connecting external world through an electronic device to the stakeholders. The Internet plays a pivotal role in connecting the institution with its stakeholders, including:

#### **a. Connecting with Students**

- Providing online learning materials, lectures, and assignments.
- Offering digital libraries and resources for academic improvement.
- Facilitating virtual classrooms and remote learning.

#### **b. Connecting with Teachers**

- Enabling access to teaching materials and online content.
- Promoting collaboration between teachers through shared platforms.

#### **c. Connecting with Parents**

- Keeping parents informed about students' academic performance.
- Providing regular updates regarding school activities and events.

### **2. Website**

A college website serves as a centralized digital platform for students, faculty, and administration. It provides important information, online services, and interactive features to enhance the learning experience and college management. The RHGPGC Kashipur has its own website (<https://rhgpgckashipur.ac.in/>) on which all the information related to the college and the university is given.

#### **Benefits of a College Website**

**Streamlines Admissions & Fee Payment** – Reduces paperwork & manual processing

**Enhances College Reputation** – Showcases achievements, rankings, and facilities

**Supports Online Learning & Digital Library** – Boosts research & academic collaboration

**Facilitates Career & Placement Services** – Connects students with recruiters

### **3. Online Messaging stakeholders' groups**

For online messaging in the college, all the departments have created their own groups to deliver information and study material to the students like WhatsApp, Telegram, Google Classroom etc. An Online Messaging System connects students, faculty, administration, and external stakeholders for real-time communication, collaboration. It enables both vertical and horizontal communication to ensure smooth operations and knowledge sharing within an educational or institutional ecosystem.



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✓**Vertical Communication:** Between administrators, faculty, and students

✓**Horizontal Communication:** Among faculty, student groups, and research teams

#### **4. Online Blogs & sites for every course**

There is no provision of Online Blogs & sites for every course in the college right now.

#### **5. Wi-Fi Campus**

Radhey Hari Government Post Graduate College is a fully Wi-Fi-enabled campus. Wi-Fi-enabled campus provides seamless internet connectivity for students, faculty, and administrative staff, enabling e-learning, online research, virtual collaboration, and digital campus services.

#### **6. Online Study material**

For online study, in Radhey Hari Government Post Graduate College, the teachers provide study material in the form of a PDF book, video lecture to students. An Online Study Material System provides easy access to digital learning resources, enabling students to study anytime, anywhere.

##### **Best Platforms for Online Study Materials**

##### **a. Google Classroom & Google Drive**

✓ Free and widely used for sharing PDFs, assignments, and lecture notes

✓ Integrated with Docs, Slides, and Forms for interactive learning

##### **b. Moodle & Blackboard**

✓ Open-source LMS with built-in study material organization

✓ Supports quizzes, assignments, and discussion boards

##### **c. Open Educational Resources (OER)**

✓ Websites like MIT OpenCourseWare, OpenStax, and NPTEL offer free university-level courses

##### **d. Online Libraries & Journals**

✓ Access research papers and eBooks from DOAJ, PubMed, IEEE Xplore, and Google Scholar

#### **7. Digital Library**

RHGPC Kashipur has own well established Digital Library for students an online platform where books, research papers, audiobooks, magazines, and other study materials are available in digital format. Users can access, read, download to the content anytime.

##### **Benefits of Digital Libraries**

✓**24/7 Access** – Read and research anytime, from anywhere.

✓**Paperless & Eco-Friendly** – No need for physical books or printing.

✓**Advanced Search & Filters** – Find books or research papers within seconds.

✓**Multimedia Support** – Supports text, audio, video, PDFs, and interactive content.

#### **8. Digital Publication**

RHGPC Kashipur does not have any publication of its own but the professors and research scholars of the college do their research publications online themselves. Since the college is affiliated to Kumaun University, Nainital therefore question paper printing is also not done in the college.

#### **9. Paperless office**

RHGPC Kashipur is a government college, hence as per the order of the Uttarakhand government, under the paperless office in the college, the salary of the professors and employees is given through the **IFMS** portal implemented by the government and the **Samarth portal** is also being used by the Higher Education Department. But still the office has not become completely paperless.



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### **10. Paperless exams**

RHGPC Kashipur is a government college and is affiliated to Kumaun University, Nainital. So as per the rules of the university, exams in the college are not paperless. But some quiz competitions or any other exams organized by departmental council or college are conducted online/paperless.

### **11. Online Evaluation**

Evaluation is done as per the instructions of the university under which online system is not available yet, hence online evaluation does not take place in the college.

### **12. Website based result announcement**

The university announces the results of all classes on the website itself so that students can check their results from anywhere and anytime.

### **13. NAD markscards Facility**

NAD markscards facility is also provided by the university to its students so that students can save and keep their marksheets safe through DigiLocker.

### **14. Online admission test**

As per the orders of the Uttarakhand government and Kumaun university, Nainital admissions are done on the basis of merit and not online tests.

### **15. Education ERP**

Education ERP (Enterprise Resource Planning) is a software solution that helps colleges, manage administration, academics, finance, student records, and other operations efficiently. It integrates all departments into a single system, automating tasks like admissions, attendance, exams, fee management, and communication.

The Uttarakhand government has its own finance-related portal, ifms, which works with all government departments as well as all government colleges of higher education department. The Higher Education Department has developed its own portal- Samarth Portal, on which various tasks like admission of students, fee management, student records, Staff records, staff/students' attendance, application for leave, exams, teachers' promotion form CAS process etc. are being done on the Samarth portal.

### **16. Plagiarism software facility**

A software facility available to every stakeholder to check plagiarism content in the documents.

Plagiarism software is a **digital tool** used to **detect copied content** in academic papers, research work, articles, or any written documents.

Plagiarism software facility is not available in the college.

### **17. Online digital magazine & Student publication**

An Online Digital Magazine is a web-based publication that contains articles, news, interviews, research, multimedia, and student contributions. It provides a paperless platform for students, educators, and institutions to share knowledge, creativity, and research work globally. Online digital magazine & Student publication facility is not available in the college but this facility will be started in the college in near future.

### **18. Online placement (Project, internship, & final)**

An Online Placement System helps students find internships, projects, and full-time job opportunities through digital platforms. It connects students, colleges and companies for seamless recruitment and hiring. Online placement (Project, internship, & final) facility is not available in the college. But the college will try to provide this facility to the students under short term goals.



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### **19. Video documentation of each course & each College**

Video documentation is an effective way to create and share detailed visual records of courses, lectures, and college activities. There is no video documentation of each course in the college. But this can be made possible with the efforts of the college teachers and college administration.

- Record lectures, tutorials, lab demonstrations, and workshops.
- Use screen recording software like OBS Studio, Camtasia, or Zoom for online classes.
- Event Highlights – Document seminars, cultural programs, and placements.
- Upload on YouTube, Vimeo, or the college website.
- Integrate with LMS platforms like Moodle, Google Classroom, or Blackboard.
- 

### **20. Video documentation on online public platforms**

Video documentation on public platforms helps institutions, educators, and students share educational content, campus insights, and course materials with a global audience. The college does not have the facility of video documentation on online public platforms. But this can be made possible with the efforts of the college. Some best public platforms have been given through which this can be done.

#### **Best Public Platforms for Video Documentation**

- a. YouTube (Best for Public Educational Content & Marketing)
- b. Vimeo (Best for Professional & High-Quality Videos)
- c. Facebook & Instagram (Best for Student Engagement & Live Sessions)
- d. LinkedIn Learning (Best for Professional Courses & Certifications)
- e. College Website & LMS (For Exclusive Access)

### **21. Social media-based promotions**

Social media is a **powerful tool** for promoting colleges, courses, and student activities. The college does social media-based promotions on various social media platforms.

#### **Best Social Media Platforms for Promotions**

- 1□. Facebook – Best for Student & Parent Engagement
- 2□. Instagram – Best for Visual Content & Campus Life
- 3□. YouTube – Best for Video Content & Learning
- 4□. LinkedIn – Best for Professional Networking & Placements
- 5□. Twitter (X) – Best for News, Announcements & Updates
- 6□. WhatsApp & Telegram – Best for Direct Communication

### **22. Use of ICCT underlying technologies like AI, BA, CC, DS, MB, OC, VR & AR**

ICCT (Information, Communication, and Computing Technologies) includes AI, Business Analytics (BA), Cloud Computing (CC), Data Science (DS), Mobile-Based Technologies (MB), On-Campus Computing (OC), Virtual Reality (VR), and Augmented Reality (AR). These technologies enhance learning, administration, research, and student engagement.

### **23. Studio for video online classes**

A well-equipped video studio enhances the quality of online classes, making them more engaging, professional, and interactive. Whether you're a college educator, setting up a studio ensures clear video, high-quality audio, and an immersive learning experience. The college does not have a studio for video online classes but it can be made using some of the following setup.

#### **Essential Setup for a Video Studio**

- 1□. Camera & Video Equipment





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- 2□. Lighting Setup
- 3□. Audio Equipment
- 4□. Video Recording & Editing Software
- 5□. Background & Studio Setup
- 6□. Internet & Streaming Setup

**24. Video conference facility**

A video conferencing facility is essential for virtual classrooms, faculty meetings, student counselling, online events, and remote learning. A well-equipped setup ensures seamless communication, high-quality video, and smooth interaction for students, educators, and administrators. Video conference facility is available in the RHGPG college Kashipur for virtual classrooms, faculty meetings, student counselling, online events, and remote learning.

**25. Online open Publication system**

An Online Open Publication System allows for the free exchange of new knowledge by enabling researchers, educators, and students to publish and access academic work without paywalls. This promotes collaborative learning, innovation, and global knowledge sharing.

**Table 43- Short-term (2025-2030) Goals under digital enablers**

S.N.	Objective/ Activity	Execution Plan	Time Bar	Performing Body	Outcomes
1	Enhancing Digital Infrastructure	Upgrade internet speed, set up smart classrooms, implement LMS, and cloud storage	Year 1-2	College, Higher education department, Uttarakhand Govt.	100% campus-wide digital access, improved teaching-learning experience
2	Faculty & Student Digital Literacy	Conduct workshops, training programs on AI, cybersecurity, digital tools	Year 1-5	College, Higher education department, Uttarakhand Govt.	80% of faculty and students certified in digital skills
3	Blended & Hybrid Learning Implementation	Introduce e-learning modules, virtual labs, and AI-driven learning tools	Year 2-4	College, Higher education department, Uttarakhand Govt.	50% of courses offered in hybrid mode, increased student engagement
4	Research & Innovation in EdTech	Establish digital research labs, fund AI-driven education projects, partner with EdTech firms	Year 3-5	Research Department, College & Higher education department	10+ EdTech research projects funded, industry-academia partnerships
5	Cybersecurity & Data Protection	Implement multi-layer security, conduct cybersecurity training, ensure compliance with data laws	Year 1-3	College, Higher education department, Uttarakhand Govt.	Zero major cyber incidents, secure student and faculty data



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<b>6</b>	Online Assessment & Accreditation	Develop AI-based proctoring systems, digitize student records using blockchain	Year 2-4	Kumaun University & Higher education department	100% online exam capability, globally recognized digital transcripts
<b>7</b>	Industry Collaboration & Digital Internships	Partner with companies for virtual internships, integrate industry certifications into curriculum	Year 2-5	Career Counselling Cell & College, Higher education department	70% of students complete digital internships, 30+ industry collaborations
<b>8</b>	Student-Centric Digital Services	Develop AI-based counseling, expand digital library access, implement chatbot support	Year 1-3	College, Higher education department, Uttarakhand Govt.	24/7 AI-powered student support, 50% increase in digital library usage

**Table 44- Long-term (2025-2040) Goals under digital enablers**

<b>S.N.</b>	<b>Objective/ Activity</b>	<b>Execution Plan</b>	<b>Time Bar</b>	<b>Performing Body</b>	<b>Outcomes</b>
1	Complete Digital Transformation	*Transition to fully digital campuses with AI-driven smart classrooms, virtual labs, and blockchain-based academic records. *Implement advanced LMS with AI-based personalization.	Year 1-10	College, Higher education department, Uttarakhand Govt.	*100% paperless education system. *AI-powered adaptive learning for personalized education.
2	Global Digital Accreditation & Recognition	*Partner with international accreditation bodies to establish global recognition for digital degrees. *Implement blockchain-based degree verification systems.	Year 5-12	College, Higher education department, Uttarakhand Govt.	*Increased global student enrollment. *Seamless verification for employment & higher education.
3	AI & Data-Driven Research & Innovation Hubs	*Establish AI research centers focused on EdTech, automation, and predictive analytics. *Develop an AI-driven curriculum enhancement	Year 3-15	Research Cell, College, Higher education department, Uttarakhand	*Breakthrough innovations in education technology. *Data-driven curriculum





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		tool.		Govt.	improvements for better learning outcomes.
4	Industry-Integrated Learning & Employment Pathways	*Establish University-Industry Collaboration Hubs to integrate real-world problem-solving into the curriculum. *Launch AI-driven career counseling platforms.	Year 4-15	College, Higher education department, Uttarakhand Govt.	*90% employability rate for graduates. *Strong industry-academia linkage for innovation.
5	Smart Campuses with IoT & Green Technology	*Deploy IoT for smart campus management (automated lighting, security, energy efficiency). *Establish green buildings with sustainable energy solutions.	Year 2-15	College, Higher education department, Uttarakhand Govt.	*Fully sustainable and energy-efficient campuses. *Cost reduction in operations via automation.
6	Global Digital Student Exchange & Virtual Mobility	*Develop a Virtual Student Exchange Platform allowing cross-border learning. *Enable real-time collaboration with international universities.	Year 5-12	College, Higher education department, Uttarakhand Govt.	*Increased global knowledge exchange. *Enhanced international collaboration & cultural diversity.
7	AI-Based Administrative Automation	*Implement AI chatbots, automation tools, and predictive analytics for university operations. *Automate student admissions, finance, HR, and academic planning.	Year 3-10	College, Higher education department, Uttarakhand Govt.	*Faster decision-making. *Efficient, cost-effective administration.
8	Advanced Digital Skill Development Centers	*Establish Centers of Excellence in AI, Data Science, Blockchain, and Quantum Computing. *Introduce skill-based micro-credentials for lifelong learning.	Year 4-15	College, Higher education department, Uttarakhand Govt.	*Workforce-ready graduates skilled in emerging technologies. *Increased lifelong learning opportunities.
9	Cybersecurity & Digital Ethics	*Strengthen cybersecurity policies with AI-driven threat	Year 3-15	College, Higher education	*Secure, ethical, and resilient digital infrastructure.



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	Framework	detection. *Develop digital ethics guidelines for AI and education data usage.		department, Uttarakhand Govt.	*Zero major cyber incidents.
10	Expansion of AI-Driven Personalized Learning	*Implement AI-based learning analytics to track student progress. *Develop customized learning paths based on student needs and career aspirations.	Year 5-15	College, Higher education department, Uttarakhand Govt.	*Improved learning outcomes and student engagement. *Personalized education for every learner.



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**Annexure 1**

**Physical Infrastructure of Radhey Hari Government Post Graduate College, Kashipur**  
**(Existing, Under Construction and Future Construction in broad view of Activities under NEP 2020)**

**Part 1- Existing Structure**

S.N.	Name of Building	Year of Construction	Present Status of use	Further Recommendation
1	Administrative and Science Block	1978	In use	Needs complete renovation
2	Arts PG Block	2009	In use	Needs complete renovation
3	Geography Building	2011	In use	Needs complete renovation
4	E-Granthalaya	2018	In use	Only white wash
5	B.Ed. Building	2011	In use	Needs complete renovation
6	Auditorium	1980	In use	Needs renovation: Eco proofing, sound, light, projector, screen, AC, furniture, toilets renovation and white wash
7	YOGA Building	2011	In use	White wash
8	NCC Room	2011	In use	White wash
9	IGNOU	2011	In use	White wash
10	Uttarakhand Open University	2011	In use	White wash
11	Commerce Building	1969	Vacant	Demolition
12	Old Office and Canteen	1969	Vacant	Demolition
13	Guest House	2011	Occupied by Mandi Samiti	Renovation
14	Residential Complex (01 Principal, 16 Teachers, 04 Class 03 and 16 Class 04)	1980	Only six families: 02 Teachers, 02 Class 03 and 02 Class 04	Demolition
15	Tube well Room, Road, Boundary wall, Gates,	1969	In use	Renovation
16	Boys hostel	1980	Occupied by Police	Renovation
17	Volleyball, Basket ball ground	2010	In use	Renovation

**Part 2- Structure Under Construction**

S.N.	Name of Building	Present Status of Completion	Scheme	Cost (Rs)	Executive Body
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**Institutional Development Plan (IDP)**  
**Radhey Hari Government Post Graduate College, Kashipur**

1	Girls Hostel (51Bed)	50%	SASCI	750.09 Lac	Mandi Parishad
2	IT Lab (30 Computers)	70%	SASCI		
3	Boys Hostel Renovation (Instead of Boys Hostel kindly allow the renovation of Auditorium, PG and Geography Block) 114 Lac	Not started yet	SASCI		
4	Extra Classrooms	85%	PMJVV	357.43 Lac	Pay Jal Nigam
5	Exam Hall	Not started yet	SASCI	701.12 Lac	Mandi Parishad

**Part 3 : Future Construction**

(In broad view of Activities under NEP 2020)

S.N.	Name of Building	Justification
1	Administrative Block	In current administrative block, rooms are small and building is open from all sides; therefore not safe.
2	Commerce Block	Current building is not in use and is evacuated. Therefore new block is needed.
3	Science PG Block	Current building has not sufficient labs, classrooms and staff rooms. Classrooms are very small.
4	Library building	Currently Library is situated in Administrative block with insufficient space.
5	Conference Hall	There is no conference hall. One classroom is converted into conference room.
6	Professional and Distance education building	Instead of different separate rooms of IGNOU, UOU, Yoga, one combined building may be constructed.
7	Skill Development Centre and Entrepreneurship Cell /Incubation Centre	For skill courses and training program under NEP And to strengthen start-up ideas
8	Recreation building	For extra and co-curricular activities like NCC, NSS, Rover-Rangers, Cultural etc.
9	Gym and Indoor Games facility	Table Tanis, Badminton, Weight Lifting etc.
10	Canteen	For students and staff
11	Guest House	For visitors, resource persons and examiners
12	Residential Complex	For principal, teaching and non-teaching staff
13	College Boundary wall	For safety