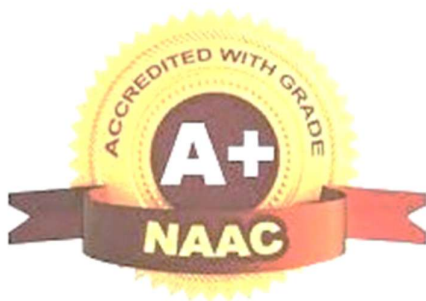




Institutional Development Plan (IDP)



DAV POST GRADUATE COLLEGE

(An Institution For Higher Education Research)

(ADMITTED TO THE PRIVILEGES OF BANARAS HINDU UNIVERSITY)

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Prof. Mishri Lal
- ✓ **Coordinator - IQAC**
Dr. Parul Jain
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- ✓ **Administrative Officer**
Mr. Kunwar Shashank Shekhar
- ✓ **Section Officer (Admin)**
Mr. Surjeet
- ✓ **PA to Principal**
Mr. Vipin Kumar



MANAGER'S MESSAGE



It is with immense pride and a deep sense of responsibility that I introduce the Institutional Development Plan (IDP) of DAV PG College, Varanasi. This document is not merely an administrative exercise; it is a collective strategic blueprint that encapsulates our aspirations for the next phase of institutional growth and excellence.

For decades, we have been a beacon of knowledge and character development in the heart of the ancient city of Varanasi.

This IDP is a solemn commitment to honour that legacy while boldly navigating the future. It is designed to ensure that the college remains resilient, relevant, and responsive to the evolving needs of our society and the global academic landscape.

The IDP outlines precise, time-bound goals focused on four critical pillars of institutional development:

1. Academic Innovation and Quality Enhancement
2. Modernizing Infrastructure and Digital Access
3. Strengthening Research and Community Engagement
4. Governance and Stakeholder Synergy

The successful execution of this ambitious plan requires the cooperative effort of every member of the DAV PG College family: the dedicated faculty, the committed staff, our energetic students, the invaluable alumni, and the supporting management.

As the Manager, I assure all stakeholders that the Management will provide the necessary strategic direction, resources, and unwavering support to realize the goals set forth in this IDP.

Let us work together to make DAV PG College, Varanasi, not just one of the best colleges in the region, but a nationally and globally recognized centre of academic distinction and character development.

Shaping the Future, One Step at a Time.



PRINCIPAL'S MESSAGE



It is a privilege to address our stakeholders on the launch of the Institutional Development Plan (IDP). This IDP translates the college's founding ethos into measurable, actionable objectives for the academic and administrative transformation of DAV PG College, Varanasi.

This plan is the result of intensive consultation with our faculty, administrative staff, and various committees, ensuring that it is realistic, resource-efficient, and aligned with the latest mandates of the higher education sector, particularly the National Education Policy (NEP) 2020.

The IDP outlines specific deliverables key areas of implementation which include Academic & Curriculum Innovation, Research, Innovation, and Faculty Development. Infrastructure and Technology Upgradation and Student Support and Holistic Development.

As the Principal, my earnest effort would be towards this transformation by ensuring transparency, accountability, and timely execution of every phase outlined in the IDP. The successful implementation of this plan will not only secure a higher accreditation grade but, more importantly, reaffirm our commitment to the welfare and future success of our students.

I call upon our faculty, staff, and students to actively participate in this exciting journey. Together, we will elevate the standard of education at DAV PG College, Varanasi, and set new benchmarks for academic excellence.



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DAV POST GRADUATE COLLEGE, VARANASI

About the College

DAV (Dayanand Anglo Vedic) Post Graduate College was established by its mother institution, Arya Vidya Sabha, Kashi. The idea behind its establishment was to open an institution in the heart of the city and under the umbrella of Banaras Hindu University, to cater to the need of value and skill based education to the students.

Two disciples of Mahamana Pandit Madan Mohan Malviya Ji, viz. Pt. Ram Narayan Mishra and Shri Gauri Shankar Prasad were instrumental in establishing the college. The college was established in 1938 as an Intermediate college recognized by Banaras Hindu University. It got degree status from the University in 1947 and permanent affiliation in 1954. The college started running undergraduate courses in the faculty of Arts, Social Sciences and Commerce, and in 2008 the University allowed the college to start Ph.D. Research and Post Graduate courses in four subjects namely, Commerce, Sociology, Economics and History. The College is catering with distinction not only to the needs of the students of the Eastern districts of U.P. but also the adjoining states too. Because of this, the University has allowed the college to start PG and Ph.D Courses in three more subjects viz. Psychology, Political Science & English from the session 2010-11. In the year 2014-15 the college also incorporated both PG and Ph.D. Research in the Departments of Hindi, and AIHC & Archaeology.

VISION

Dhiyo Yonha Prachodayat, the Rig Veda apothegm in the logo of the college set down its understanding of such an education system which includes elimination of ignorance ,imperfection and all other human weaknesses giving way to inner wisdom and perennial learning.

DAV PG College envisions to be one of the best academic centres of India with the holistic model of education for the betterment and empowerment of the society. To enliven this vision, DAV emphasizes over constant process of learning which imbibes preservation of traditional and cultural heritage along with new and innovative practices of research, teaching and learning, skill development and professional leadership, enrichment of sensitivity towards gender, caste, colour and creed, inculcation of ethics , morality and human values to produce such citizens who can contribute significantly in developing egalitarian and prosperous nation.

MISSION

The stated mission of DAV PG College is:

- *To provide a stimulating environment of learning and teaching with available and new resources which can ignite young minds and make a difference on a global level.*
- *To innovate and renovate the learning and teaching process where teaching and learning can be carried forward in the challenges and changes of real life.*
- *To groom professional leadership and skill development among students ,the highest quality of add on professional courses- Communicative Courses , Travel and Tourism, Hindi Patrakarita,etc are offered along with degree courses.*
- *Sustenance of the core values and respect of all the communities to develop a culturally sensitive environment.*
- *To help the students in materialising the employability skills.*
- *Enrichment of co-curricular activities linking it to the educational world for overall development of the personality of the students.*
- *To promote teaching facilities to be leading academicians and researchers by providing various facilities such as in-house lecture Programmes, organisation of National and International Seminars, Conferences, Workshops ,etc.*

STRENGTHS, WEAKNESSES, OPPORTUNITIES AND CHALLENGES (SWOC)

STRENGTH

- We are a distinguished institution that has established itself as a cornerstone of higher education in the region. With a history dating back to 1938, the college has been instrumental in providing value-based education to a growing student population. The college's strengths are manifold, reflecting its commitment to academic excellence and all-round development.
- The college boasts a reputation for academic rigour and success. We offer a wide range of programs catering to the diverse interests of students. The faculty comprises of experienced and well-qualified members who are dedicated to the intellectual growth of students.
- The college's infrastructure provides an environment for learning and research. The campus is equipped with modern classrooms, laboratories, a library with a rich collection of books and journals, and sports facilities along with gymnasiums that encourage a healthy lifestyle among teachers and students. Our students have consistently brought laurels to the institution by securing top academic positions at the university level showcasing the college's emphasis on scholastic achievement.
- The college management plays a pivotal role in the institution's success by providing necessary funds and support. This enables the college to organize various quality enhancement activities such as extension lectures, seminars, workshops, and quizzes, which contribute to the holistic development of students
- Our College stands out for its commitment to provide multidisciplinary education to students by offering a wide range of courses across various disciplines, allowing students to explore their interests and develop a well-rounded skill set. This approach to education ensures that students are equipped with a diverse set of skills and knowledge that will serve them well in their future careers.

- Our commitment to provide value-based education places a strong emphasis on ethics, morality, and social responsibility, instilling in students a sense of integrity and compassion that will serve them well throughout their lives. This focus on values sets the college apart and ensures that students not only excel academically but also become responsible and ethical individuals.
- We stand out for our focus on outcome-based education. We have a robust system in place for collecting feedback from students and using this feedback to continuously improve and enhance the quality of education.
- The college also has an active Internal Quality Assurance Cell (IQAC) that works tirelessly to monitor and evaluate the quality of education and ensure that the college meets the highest standards of excellence. The IQAC plays a crucial role in maintaining and enhancing the quality of education at the college and ensures that students receive the best possible learning experience.
- In addition to our academic strengths we are also committed to work towards environmental sustainability. This commitment to sustainability sets the college apart and demonstrates its dedication to creating a better future for the planet.

WEAKNESS

- One of our major weaknesses is the lack of permanent teaching staff. A significant gap in the faculty strength. It leads to overburdening of existing faculty members, affecting their productivity and the overall learning experience of students. This shortfall impacts the student-teacher ratio and affects the quality of education and attention each student receives.
- Another weakness of the college is the limited scope of research opportunities available to students and faculty members. This is primarily due to the limited number of research scholars being allotted to college faculty by the mother institution.

- As an affiliated college, the curriculum is determined by the affiliating university, leaving little room for the college to introduce new and innovative courses or make changes to the existing curriculum.
- Limited financial resources are also a major weakness of the college. Without adequate funding, the college struggles to upgrade its infrastructure, modernize its facilities, and provide the necessary resources for academic and research activities.

It's important for the college to seek innovative solutions and partnerships that can help overcome these challenges and continue to offer a valuable educational experience to its students.

OPPORTUNITIES

- Our college stands at the cusp of a transformative era, poised to embrace opportunities that will propel it into a new realm of academic excellence and societal contribution. We are diligently working towards increasing the number of Memorandums of Understanding (MoUs) and Industrial Linkages, which are pivotal for fostering a symbiotic relationship between academia and industry. These partnerships will not only enhance the practical knowledge of students but also open avenues for collaborative research and innovation.
- Additionally, the college is expanding its Multi-disciplinary subject in NEP BA course offerings to include subjects like geography and painting, thereby providing a more holistic and diversified educational experience.
- Our college is focused on enhancing the employability of our students through the establishment of an effective placement cell. Through rigorous training and networking events, the cell ensures that students are well-prepared to embark on their professional journeys. Through career counseling, skill development workshops, and networking opportunities, we aim to empower our students to secure rewarding employment opportunities upon graduation. For this purpose the college, along with the six value added courses, have also started certificate courses in German and French .

- To further enrich the educational experience, the college is working towards faculty-student exchange programs.
- These programs will allow both faculty and students to gain international exposure, exchange ideas, and cultivate a broader perspective. These programs will also provide our faculty members with valuable opportunities for professional development and collaboration with international counterparts.
- In our commitment to foster a culture of research and innovation, we plan to organize seminars, workshops, and research projects that will enable our students and faculty to engage in meaningful scholarly pursuits. By encouraging a spirit of inquiry and curiosity, we aim to cultivate a community of lifelong learners who are passionate about pushing the boundaries of knowledge.
- We are working towards strengthening our alumni association, which will serve as a valuable resource for networking, mentorship, and career advancement. By nurturing strong ties with our alumni, we hope to create a supportive and engaged community that will contribute to the continued success of our college.
- Our college is embarking on a journey filled with promising opportunities that will not only enhance the educational landscape but also contribute significantly to the community at large. The college is committed to nurturing the next generation of leaders, thinkers, and innovators who will leave an indelible mark on the world. By working together towards our shared goals of academic excellence, industry relevance, and community engagement, we can create a vibrant and dynamic learning environment that will empower our students to thrive in an increasingly competitive and complex world.

Challenges

- One of the foremost challenge that the college grapples with is catering to students who are first-generation learners. These students often come from backgrounds where higher education is not the norm, and they lack the necessary support and guidance to navigate the complexities of college life. As a result, these students face unique

challenges in terms of academic performance, career guidance, and overall adjustment to the college environment. We must make concerted efforts to provide tailored support and resources to first-generation learners, ensuring that they have equal opportunities to succeed and thrive in their academic pursuits.

- Another significant challenge that our college faces is the difficulty in obtaining research projects. Research plays a crucial role in enhancing the academic experience and fostering critical thinking skills among students. We must actively seek out collaborations with industry partners, government agencies, and other research institutions to facilitate research opportunities for its students and faculty.
- In addition to these challenges, we also grapple with the initiation of new courses, including value-added courses that are aligned with industry trends and demands. In today's rapidly evolving job market, it is crucial for us to offer courses that equip students with the knowledge and skills needed to succeed in their chosen careers. Developing and implementing new courses can be a complex and resource-intensive process, requiring careful planning, curriculum design, and faculty training
- Furthermore, the college also faces the challenge of filling up vacant posts, both in academic and administrative positions. Staff shortages significantly impact the functioning of institutions. We must prioritize recruitment and retention efforts to attract qualified and dedicated individuals who can contribute to the academic and overall development of the institution. By ensuring a robust and diverse workforce, the college can enhance its capacity to deliver high-quality education and support services to its students.
- Beyond academics, student engagement, mental health, and overall well-being are critical and challenging aspects in students' life. We are planning to organize many more extracurricular activities, counseling sessions, and health awareness programs. A supportive student community fosters holistic development.

- In addition to these challenges, we also face issues related to infrastructure, funding, student retention, and community engagement. Addressing these challenges requires a collaborative and strategic approach, involving all stakeholders in the college community. By identifying and proactively addressing these challenges we can strengthen our position as a leading educational institution in the region, providing students with a transformative and enriching academic experience

IDP Purpose and Objectives

The Institutional Development Plan (IDP) is essential for DAV PG College Varanasi, as it is for other Higher Education Institutions (HEIs) in India, primarily to serve as a strategic roadmap for comprehensive development, quality enhancement, and alignment with national educational roadmap. It is an essential document that aids the college in methodically evaluating its present state and making future plans.

The Institutional Development Plan (IDP) for DAV Post Graduate College, Varanasi, is a strategic, forward-looking document that serves as the blueprint for the college's holistic growth and qualitative enhancement over a defined period.

Rooted in the college's founding vision of providing value-based, skill-oriented education under the umbrella of Banaras Hindu University (BHU), the IDP translates its core mission into measurable objectives and actionable strategies .

The IDP for DAV PG College is structured around several critical areas of development, all aimed at achieving academic excellence and institutional robustness:

1. Academic & Curriculum Reforms (NEP 2020 Integration):

- This is a central focus, particularly in light of the National Education Policy (NEP) 2020 to cater to the multi-disciplinary approach , student-centric learning framework, including the implementation of credit-based grading systems and the introduction of various Major, Minor, Multidisciplinary (MD), Skill Enhancement (SEC), and Value-Added Courses (VAC).
- The aim is to enhance critical thinking, skill development, and employability.

2. Modernization of Infrastructure ICT:

- The plan outlines necessary upgrades to physical and digital infrastructure, such as the establishment of new labs to impart practical training, the installation of Smart Classrooms and more LCD

projectors in UG classes as well and the enhancement of Wi-Fi and digital resources.

- A key objective often highlighted is the establishment of essential facilities like an extension of Girls' Hostel and more ramps and facilities for PWD students.

3. Quality Assurance and Accreditation:

- The IDP commits to developing best practices in teaching, learning, and evaluation. It works in coordination with the Internal Quality Assurance Cell (IQAC) to set benchmarks, measure performance, and prepare for continuous quality cycles

4. Research, Innovation, and Faculty Development:

- The plan focuses on boosting the research environment by encouraging faculty publications, securing research grants, organizing national/international seminars, and developing specialized research centres.
- It also includes plans for continuous faculty upskilling through Orientation and Refresher Courses (FDPs) to adopt modern, blended teaching pedagogies.

5. Student Support and Holistic Development:

- The IDP emphasizes the all-round grooming of students by strengthening co-curricular and extension activities (NSS, NCC), offering career guidance and counselling services (including mental health care), and inculcating human values and professional ethics.
- The Institutional Development Plan is fundamentally a mechanism to ensure that DAV PG College, Varanasi, remains a dynamic, relevant, and high-quality higher education institution. It systematically addresses the gap between the current institutional status and its desired future state, guaranteeing continuous improvement and sustained contribution to the nation's human resource development.

OBJECTIVES OF IDP

The **primary objectives** of the Institutional Development Plan (IDP) for DAV PG College Varanasi are centred on achieving academic excellence, ensuring holistic student development, modernizing infrastructure, and strengthening research and community engagement, all while aligning with the mandates of the National Education Policy (NEP) 2020. The IDP for DAV PG College Varanasi fulfils several critical purposes:

- **Strategic Growth and Vision Realization** through strategic blueprint that outlines the institution's future roadmap, encompassing short-term, mid-term, and long-term goals for institutional growth and aligning its operational goals with its core vision and mission
- **Compliance and Quality Assurance** will be a major driver for IDP to equip the institution to face challenges and progress towards the multi-disciplinary framework and other key aspects mandated by the NEP 2020. Further, this would help in the process by providing systematic evidence of planning, implementation, and continuous improvement, which is essential for maintaining and enhancing its quality grading.
- **Infrastructure and Resource Enhancement** would serve to augment student support systems and address academic gap. For DAV PG College, this includes addressing specific needs like the construction of new classrooms, further digitization of the library.
- **Academic and Faculty Development** would focus on strengthening curriculum design to align with national and global standards, including the integration of multi-disciplinary and skill-based courses. DAV PG College has already focused on introducing skill-based courses and implementing NEP-related changes. Along with this the faculty should also be complimented with the resource through the research cell for publications and international participation.
- **Fostering a Culture of Excellence** to reinforce the college's commitment to holistic development, ensuring students acquire not

just academic knowledge but also essential life skills, professional ethics, and values.

In essence, the IDP is an indispensable tool for DAV PG College Varanasi to formalize its strategy, continuously improve its academic and administrative performance, secure its place in the evolving higher education landscape, and effectively contribute to regional and national development.



ENABLERS



(A) Governance Enablers

Objective

It works for promoting, better transparency, and accountability to providing safe and good environment to the institution as well as academic planning and implementation according to the guideline of NEP 2020.

1. Body of Governance and Advisory Board

Current status- a management committee which is fully functional governing body with sufficient numbers of most eminent members is working properly. There are meetings held with stakeholders (committee members, faculty, non-teaching staffs, alumni and parents) to discuss different scenarios (like safe environment in the institution) through various functions meet regularly. Advisory board has a clear vision and roadmap for the institution. Governing body headed by Management committee with principal having dedicated team of IQAC (faculty in charge and various active cells), administrative officers (SO admin and SO account) and college library.

Short term goal:

- Need to provide updated idea and knowledge regarding new technology and UGC norms to all members.

Midterm goal:

- Need to include some members as external advisory board from other institutions to enhance betterment of the think productivity of institution.

Long term goal:

- Need to organize workshops for enhancement of technological knowledge and personality development time to time.

Strength: Various committees and cells are given responsibilities to look after different aspects of the college properly.

Gap: All the members are not fully aware and practiced to new rules as well as new technologies with time.

2. Quality assurance:

Current status- A fully functional and regulatory body (IQAC) conducting quality audits regularly. Different Cells and Faculty in Charge are in active form under the IQAC. It provides a better environment to improve academic and administrative performances of the college. It works with some specific objectives and strategies for betterment of the college.

Short term Goal:

- Need to create a setup highly equipped with latest technology for better performance.

Midterm Goal:

- Need to improve the number of members in IQAC as the team for the better performance of the Institution.

Long Term Goal:

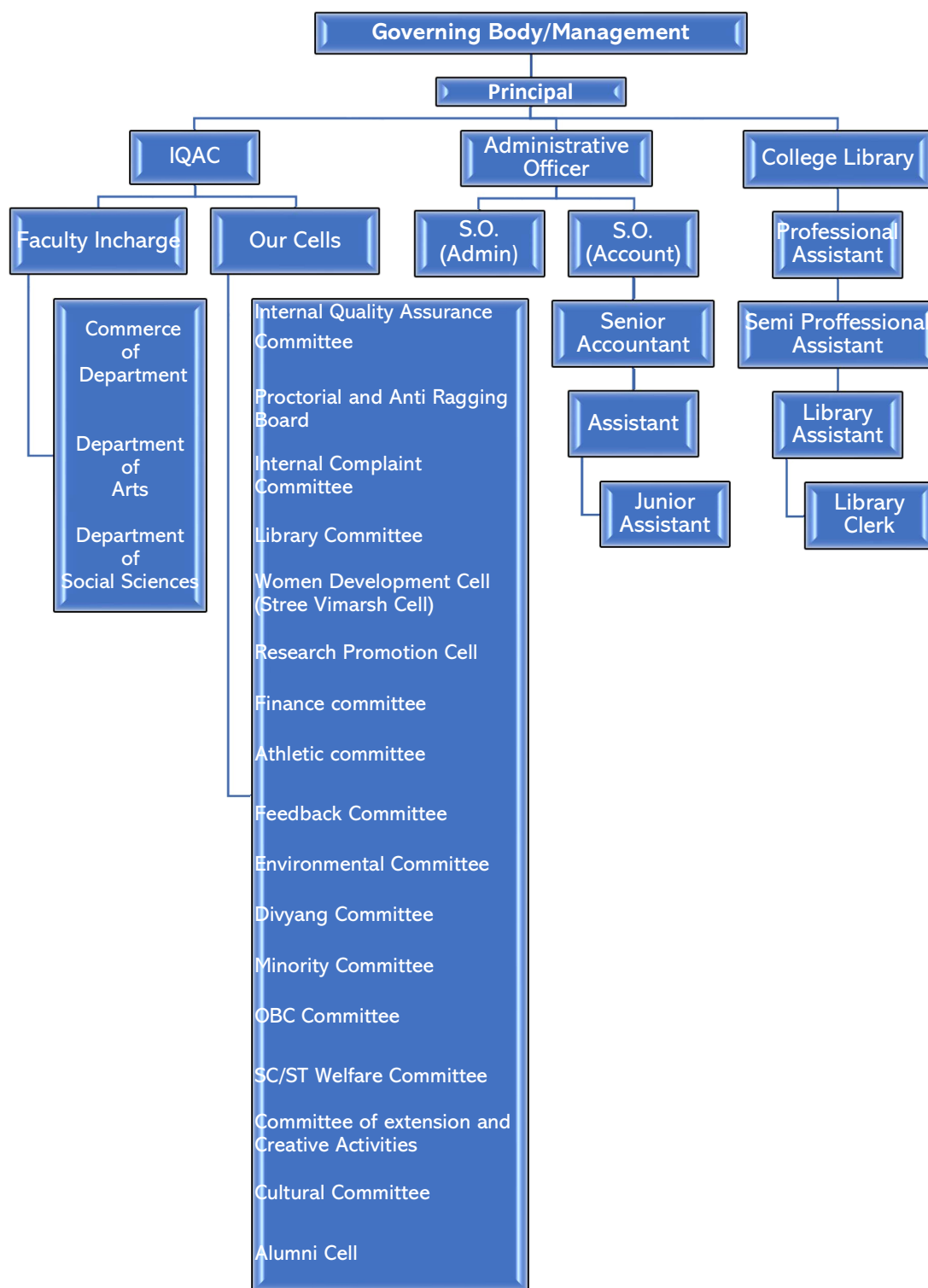
- Need to organize workshops to introduce knowledge about updated technology and software for the betterment of the institution.

Strength: It focuses towards quality enhancement and decision making to improve institutional functioning in the good environment.

Gap: Due to the lack of members in the IQAC team by which the productivity of the work performance got affected.

3. Academic and administrative services:

Current Status: headed by the Principal with dedicated team of HoDs, Professors, Coordinators and supportive non-teaching staffs. A proper distribution of responsibilities has been provided to different section like SO, Account section, Proctorial Board ect. for betterment of the institution. Ethical committee is working.



Short Term Goal:

- The institute is committed to digitize all administrative works.
- All the members related to academic and administrative services must be updated with new rules and norms provided by UGC.
- Experts will do work as well as monitor regularly in response to the feedback and suggestions regarding to IDP.

Mid-term goal

- To enhancing the quality workshops and personality development program will be organized regularly.
- Utilize the external expertise from other higher educational institutions.

Strength

- A fully functional body with members as the expert is working properly.
- All the members having different expertise in with various disciplines working as the team.

Gap: Lack of the permanent employees affects the outcome of the work.

4. Financial autonomy:

Current Status: Dependent on government allocation like UGC fund.

Short term goal:

- To provide strength to the institute for getting financial support seeking towards the various foundations, organizations and alumni of the college.

Mid term goal-

- Seeking empowerment through different grants
- Seeking towards the CSR supports to the institute.

Long term goal-

- College expanded its societal engagements like establish scholarship for students support through alumni contributions.
- Collaborations and joint initiatives with NGOs to organize various events.

- Organize cultural and scientific events on campus involve with participants from other institution at state and national level.
- Institute will try to generate fund through RUSA, HEFA also.

Strength: Institute has the support from governmental body like UGC.

Gap: For the betterment of the institution and for the good outcomes Governmental fund is not sufficient to fulfill the need of the institution.

5. Student feedback:

Current status- online feedback system is functional and working properly. After getting feedback a proper analysis is conducting by experts. Monitoring and decision making need from feedback by faculty members in regular way.

Short term goal:

- Providing more facility to the students and make easy to this process.
- Need to create immediate solution counter for solving the problems.

Midterm Goal:

- Need to up gradation of class rooms.

Long term Goal:

- Need to use latest Software for feedback.

Strength: At present the experts take immediate action as possible on the feedback comes.

Gap: Due to lack of updated technology proper work is not possible with time.

6. IT web based Management System:

Current status: well equipped campus, working sufficient CCTV cameras which are monitoring every time by experts for safety and security within the campus.

Short term goal:

- Enhance the numbers of the CCTV cameras throughout the campus to provide more safety environment.
- Well equipped campus with updated technology.

Midterm goal:

- To decrease the gap of communication among the persons of the institute through technology.
- Need to Plagiarism software in the library.

Long term Goal:

- Institute will use Account software to make easy work for account section.
- Library up gradation with technology.

Strength: Team is working with sufficient number of active members.

Gap: An active team is working properly but lack of updated technology.

Action Plan:

- Need to enhance the number of permanent employees in the institution for the betterment of the productive outcomes.
- All the members of Governing body must be aware about rules and norms implemented by UGC as well as the new technologies.
- For betterment of think productivity of institution need to include some external members in advisory board.
- Workshops will be organized time to time for the personality development and awareness about new technologies and for improvement in the process of teaching and learning.
- For financial autonomy seeking towards the various foundations, organizations as well as the alumni of the institute.
- For the betterment of the college and to financial supports college will try to generate funds through CSR, RUSA, and HEFA.
- There will be the need to upgrade classrooms with recent technologies for teaching and learning processes.
- College campus need to use latest software to solve many problems related to students and employees also with time.
- Library must be well equipped with latest software regarding to plagiarism and other library work.

B. Financial Enablers and Funding Models

Objective

To enhance institutional financial sustainability through diversified funding sources, transparent financial governance, and efficient resource utilization in alignment with UGC-IDP guidelines.

Sub-Parameter

1. Funding Sources & Policies

Current Status

- Government-aided institution relying primarily on central government grants; limited internal revenue sources.

Short Term (2 Year Plan)

- The college will create a financial policy based on UGC-IDP guidelines and find new small income sources such as short-term certificate courses like foreign languages (German & French).
- Policies will also be made to encourage diverse academic programs, research, and equal growth of infrastructure.
- Since more academic activities are planned, the college will need new smart classrooms and proper financial planning.
- An Alumni Relations Office will be set up to build a strong alumni network and raise funds for scholarships and infrastructure.

Mid Term (5 Year Plan)

- The institution will increase its spending on infrastructure and development.
- It will also organize fundraising campaigns in India and abroad with alumni support to build a strong endowment fund.
- New policies will be introduced to promote start-ups and innovation, especially in science and technology, to attract funding and partnerships.

Long Term (10 Year Plan)

- The goal is to achieve a balanced revenue system — half from government funding, and the rest from academic programs, research projects, alumni support, and endowments.
- The college will set up a foundation for continuous fundraising and encourage alumni and donors to create academic chairs, research fellowships, and scholarships to support excellence.

Gaps / Areas Needing Strengthening: · Lack of a comprehensive *Institutional Financial Policy* to integrate resource generation with strategic goals. Overdependence on government funding with limited diversification of revenue streams. Need for professional financial planning to mobilize additional resources.

2. Action Plan and Budgets

Current Status

- The institution currently depends almost entirely on regular state and UGC funding, with a small portion (about 5%) coming from internal management. Only a few research projects receive funds from external agencies.

Short Term (2 Year Plan)

- Regular maintenance and financial audits will be conducted to keep assets properly managed.
- Stock management will be linked to the budget to reduce wastage and cut down on environmental impact.
- Financial planning will include social responsibility by encouraging the reuse, resale, or donation of outdated equipment and materials.

Mid Term (5 Year Plan)

- Funding priorities will be better aligned with the institution's goals in research, innovation, inclusivity, and international expansion.
- Old or unused assets will be identified and disposed of responsibly, following sustainable and circular economy principles as well as the UN Sustainable Development Goals.

Long Term (10 Year Plan)

- The institution will create clear policies to identify unnecessary spending and introduce targeted measures to reduce such expenditures over time.

Strengths

Stable government funding, transparent governance, growing awareness of sustainability, and an increasing focus on funding diversification and collaborations.

Gaps / Areas for Improvement

Heavy reliance on government funding, limited internal income generation, need of advanced financial management systems and trained finance personnel, outdated infrastructure, and no investment fund for long-term stability.

3. Harnessing Different Sources of Revenue

Current status

- The institution receives some government and development grants and has experience of handling both major and minor funded projects. It also maintains compliance through coordination with its affiliating university. New Self finance, diploma and certificate courses (French and German) have been introduced.

Short Term (2 Year Plan)

- Regular workshops will be organized to make faculty and staff aware of different funding options from government and private sectors. Faculty will be encouraged to take up research, consultancy, and project-based work.
- A reward system will be introduced to appreciate significant research and innovation efforts.
- The institution will publish a Research and Consultancy Bulletin to showcase ongoing projects, attract new funding, and raise visibility.
- Alumni contributions, endowment funds, and CSR partnerships will also be strengthened.

Mid Term (5 Year Plan)

- The institution will expand collaborations with both national and international research partners to attract joint project funding.
- Policies will be framed to form strong partnerships with industries for mutual benefit and resource generation.
- An office will be established to manage and monetize institutional innovations.

Long Term (10 Year Plan)

- Research labs and facilities will be made available to external organizations and industries for collaborative or rental use to increase income and encourage resource sharing.

Strengths

Experienced faculty in managing funded projects, a good record of receiving government and development grants, and efficient coordination with the affiliating university for compliance.

Gaps / Areas for Improvement

No dedicated Research and Grant Facilitation Cell, limited training for proposal writing and budgeting, and inadequate infrastructure to attract large-scale external research funding.

4. Close Liaison with GOI Ministries/ Agencies and others for Funding and Access to External Sources**Grants and Funding****Current Status**

- The institution has successfully completed a few government-funded projects. It maintains coordination with its affiliating university for compliance and regularly organizes research-related workshops and seminars.

Short Term (2 Year Plan)

- A central database of national and international funding agencies will be created to help faculty and researchers to easily access funding opportunities.
- Mentoring programs will train faculty and research scholars in writing and submitting funding proposals.
- The institution will also provide translation and documentation support to national academic and administrative bodies.
- Collaboration with private companies and industry associations will be initiated for joint research and consultancy projects.

Mid Term (5 Year Plan)

- The institution aims to strengthening capacity building program for teaching and non-teaching to provide professional and capacity-building training for government and corporate executives, improving outreach and generating additional revenue.

Long Term (10 Year Plan)

- The goal is to secure major research and infrastructure development grants from government ministries, national research councils, and international agencies to build advanced institutional facilities and technological capacity.

Strengths

Skilled faculty with experience in major and minor projects, a record of receiving development grants, strong compliance systems, and experience in organizing research-related workshops.

Gaps / Areas for Improvement

Need to establish a research and development section to handle. No dedicated cell for financial management, training in proposal writing and budgeting, as well as inadequate infrastructure for applying to high-value projects.

5. Internal Revenue Generation (IRG): Different Sources of Revenue

Current Status

- Currently, college generates only a modest amount of money from a limited number of activities. There's clearly room to grow and tap into the potential across different departments.

Short Term (2 Year Plan)

- In the next couple of years, more certificate and vocational courses, along with weekend workshops and faculty-led training sessions, will be conducted.
- Each department will have its own IRG unit to coordinate these efforts.
- Faculty and staff will be well-informed about the government schemes, CSR opportunities, and private grants available, holding regular workshops to share this knowledge.
- To boost visibility and attract funding, a biannual Research and Consultancy Bulletin will be published, highlighting new or ongoing projects.

Mid Term (5 Year Plan)

- The plan is to establish an incubation and entrepreneurship cell to support start-ups, consultancy, and innovation.
- Income will be generated through technology transfers, patents, and online courses.
- Strengthening national and international research partnerships and collaborations will open doors to joint projects and additional funding sources.
- New institutional policies will help us to forge strategic alliances with industry benefiting both sides.
- A dedicated Office for Intellectual Property Rights will be set up to handle patents, licensing, and technology commercialization effectively.

Long Term (10 Year Plan)

- A Long time goal is to make IRG to become an integral part of every department, with clearly defined targets and transparent reporting.
- The aim will be to prepare some units to become financially self-sufficient.
- Research facilities and specialized labs will be opened to external partners, industries, and other institutions on rental or collaborative terms, fostering resource sharing and mutual growth.

Strengths (Existing/Developed Capacities)

This college has good potential to generate revenue through short-term skill courses and certificate programs. Faculty are well-qualified and eager to deliver training and consultancy services. Also, students show strong interest in vocational and add-on courses that prepare them for the job market.

Gaps / Areas Needing Strengthening

There is a pressing need to upgrade our infrastructure — better labs, smart classrooms, and studios would allow us to run larger and more diverse programs. Currently, this college doesn't have a dedicated IRG cell to oversee and evaluate revenue-generating efforts consistently, and seed funding for start-ups and innovation projects is lacking. Right now, we depend too much on a few sources without enough diversification.

6. Financial/Investment Committee

Current Status

- The college has a financial committee to look after financial matters, but has one committee focused solely on reviewing financial plans and guiding investment decisions.

Short Term (2 Year Plan)

- In the next couple of years, aim is to set up a formal Investment Committee.

- Their main job will be to regularly review budgets, financial plans, and expenditures to make sure everything fits with what the college wants to achieve.
- This committee will clearly define who does what and create regular reporting processes.

Mid Term (5 Year Plan)

- Within five years, the committee will take on a bigger role-crafting detailed financial strategies, assessing risks, and deciding which investments to prioritize to help protect and grow the college's resources.
- They will work very closely with the main decision-makers to ensure funds are used wisely for sustainable growth.

Long Term (10 Year Plan)

- Looking far ahead, this committee will become an essential advisory group, not just watching investments but also leading the way with innovative financing ideas, partnerships, and income diversification.
- Their work will be crucial to the college's financial strength and independence.

Strengths

There's a growing culture of careful financial management and more awareness about sustainable growth.

Gaps / Needs:

The lack of dedicated committee may effect decision-making about finances slower, and chances for strategic investments may be overlooked.

7. Staff Providing Financial Services

Current Status

- The administrative staff are dedicated and hardworking, managing day-to-day financial tasks admirably. We see great potential in empowering them further with specialized training, particularly for navigating the complexities of research grant management.

Short Term (2 Year Plan)

- In the near term, targeted training we will provide to make financial processes smoother and more efficient.
- Creating easy-to-follow guides and checklists will help faculty and researchers access funds quickly and with minimal hassle.

Mid Term (5 Year Plan)

- The partnership between the Research Council and finance department we'll strengthen to ensure coordinated and transparent handling of research funds.
- Regular training and technology upgrades will support faster and more accountable financial operations.

Long Term (10 Year Plan)

- In ten years, the aim is to have skilled, proactive trained financial team using advanced tools to offer seamless, transparent support to every part of the university.
- This team will be an invaluable resource, helping faculty and researchers focus on their work while finances are managed expertly behind the scenes.

Strengths

Our team's commitment to growth and learning is a strong foundation for continuous improvement.

Gaps / Needs

Enthusiastic about providing the necessary training, simplifying procedures, and enhancing collaboration to eliminate bottlenecks and ensure our financial services shine.

Monitoring Mechanism

Implementation to be overseen by a *Monitoring Committee and Expenditure Committee* under the IQAC, responsible for periodic review and reporting to the principal.

C. ACADEMIC ENABLER

Objective

The objective of the Academic Enabler is to strengthen and transform the institution's academic ecosystem by aligning curriculum, pedagogy and learning resources with NEP 2020, industry expectations and future skill requirements. It aims to enhance employability, innovation and multidisciplinary learning through flexible and updated programs, strong industry-academia linkages and the integration of skill-based, project-based and technology-enabled teaching practices. The Academic Enabler further seeks to promote research, innovation, global exposure and continuous faculty development while ensuring that students receive all-inclusive support, modern learning resources and opportunities for learning, thereby fostering a skilled future-ready academic environment.

Sub-Parameter

1. Courses and curriculum catering to professional and industrial future requirements

Current status

- Curriculum primarily follows the affiliating university's structure with limited flexibility for innovation.
- Initial implementation of NEP 2020 has begun, emphasizing multidisciplinary and skill-based approaches.
- Value-added and vocational courses are introduced in select departments but not yet uniformly adopted.
- Industry collaboration and MoUs exist but need strengthening for internships, projects and curriculum enrichment.
- Faculty participation in online learning (SWAYAM, MOOCs) is increasing.
- Project-based learning is implemented in some departments, expansion across all programs is in progress.

Goals

Short-term (2 Year Plan)

- Implement NEP 2020 framework at the postgraduate level.
- Design academic pathways aligned with employability and entrepreneurship.
- Conduct employment-oriented workshops and seminars.
- Promote online and blended learning courses (SWAYAM, Coursera, etc.).
- Assess mentor–mentee effectiveness through structured feedback.
- Introduce vocational and skill-based short-term courses.
- Collaborate with industry for guest lectures, projects and workshops.
- Sign MoUs with industries and academic institutions for joint initiatives.
- Adopt project-based and case-based learning methods.
- Implement flipped classrooms to enhance interactive learning.
- Launch certification programs in emerging technologies like Blockchain, Digital Marketing and Data Analytics.

Mid-term (5 Year Plan)

- Conduct a comprehensive review of all academic programs to ensure employment relevance.
- Strengthen partnerships with industries and organizations for internships, placements and exchange programs.
- Organize professional development programs for faculty on innovative teaching methodologies.
- Strengthen student support services through career counseling and mental health initiatives.
- Introduce new interdisciplinary courses in fine arts, machine learning, music and education.
- Collaborate with national research institutes to promote innovation-driven education.

Long-term (10 Year Plan)

- Transform the institution into a Research and Innovation Hub by establishing a dedicated Research Centre.
- Integrate environmental sustainability and social responsibility into the curriculum.
- Encourage students to develop institutional applications and innovations leading to revenue generation.
- Establish twinning and dual-degree programs with reputed foreign universities and national institutions.
- Develop lifelong learning platforms for alumni to upskill and reskill in emerging technologies.

Strengths

- Experienced and qualified faculty committed to academic excellence.
- Growing student participation in vocational and online learning programs.
- Institutional culture supportive of entrepreneurship and innovation.
- Positive faculty–student mentorship system developing through NEP initiatives.

Gap

- Limited formal collaborations and MoUs with industries and research institutions.
- Uneven adoption of modern pedagogical practices across departments.
- Need for enhanced digital infrastructure for blended and flipped classrooms.
- Need of a structured framework for regular curriculum review and industry alignment.

2. Faculty / Teaching Staff

Current status

- The institution has a team of qualified and dedicated faculty members committed to quality teaching, student mentoring and institutional growth.

- Faculty members are actively involved in academic, co-curricular and extension activities.
- 95% teachers have completed research degrees (Ph.D./M.Phil.) and contribute through research papers, publications and participation in conferences. Even some teachers have D.Lit.
- Faculty members are encouraged to participate in orientation and refresher courses for skill enhancement.
- Digital tools and ICT-enabled teaching methods are being progressively adopted.
- Regular FDPs and workshops are organized, though greater focus is needed on interdisciplinary and industry-integrated initiatives.

Goals

Short-term (2 Year Plan)

- Detailed lesson plans are prepared and regularly uploaded on the institutional website for academic transparency.
- Provide incentives for research and publication through recognition, awards or monetary support.
- Conduct weekly guest lectures by allied department faculty to promote multidisciplinary education.
- Organize regular FDPs and workshops on pedagogy, research methodology and ICT-based teaching.
- Encourage participation in online certification programs (SWAYAM, NPTEL, MOOCs) for professional development.
- Develop e-content and digital teaching materials to support blended learning.
- Implement a structured feedback and appraisal system for continuous improvement.
- Host motivational and stress management sessions to ensure faculty well-being.

Mid-term (5 Year Plan)

- Develop partnerships with industry to align faculty knowledge with emerging trends and technologies.
- Encourage faculty participation in industry-led projects, internships and consultancy work.
- Establish international collaborations and exchange programs for faculty development and research partnerships.
- Set up a Centre of Excellence (CoE) in AI, Sustainability and Innovation, integrating interdisciplinary teaching and applied research.
- Organize advanced training programs and certifications in new technologies such as data analytics, fintech and digital innovation.
- Launch a faculty mentoring and leadership program to nurture future academic leaders.
- Enhance institutional research visibility through publications in indexed journals and conference participation.
- Develop interdisciplinary teaching and research modules.
- Host national-level FDPs and conclaves to position the institution as a hub of academic excellence.

Long-term (10 Year Plan)

- Forge long-term partnerships with government and private organizations for research funding, consultancy, and innovation projects.
- Develop the institution into a recognized research and innovation hub driven by faculty expertise and entrepreneurship.
- Institutionalize global faculty exchange programs and joint doctoral research initiatives.
- Establish endowed research chairs and fellowships in key areas like sustainability, AI, and entrepreneurship.
- Create a self-sustaining model of research and consultancy generating institutional revenue.

- Encourage faculty representation in policy-making and academic advisory bodies.
- Integrate AI-driven and experiential learning methods to prepare for future education systems.
- Build a globally competent, research-oriented, and socially responsible faculty ecosystem.

Strengths

- Well-qualified, committed, and experienced faculty.
- Supportive institutional environment promoting academic innovation and autonomy.
- Positive student–teacher rapport enabling effective mentoring.
- Faculty participation in seminars, FDPs, and conferences.
- Active involvement in co-curricular, community outreach, and institutional development programs.

Gap

- Limited industry exposure and collaborations for faculty.
- Need for more funded research projects and consultancy work.
- Uneven participation in publication and patent-related activities.
- Limited international academic linkages and exchange opportunities.
- Inadequate institutional mechanisms for structured faculty appraisal and incentive-based growth.

3. Non-Teaching Staff

Current status

Non-teaching personnel are the backbone of the institution, ensuring that administrative, financial, and operational processes function efficiently. The staff members are cooperative, experienced and committed to institutional progress. However, structured exposure to emerging digital platforms, policy updates, and leadership training remains limited. A more systematic approach to staff development is required to align administrative practices with contemporary educational and regulatory demands.

Goals

Short-term (2 Year Plan)

- Conduct regular capacity-building and digital-literacy sessions to strengthen staff proficiency in office automation, e-governance, and record-management systems.
- Provide orientation programs that update staff on current government policies, institutional regulations, and administrative reforms.
- Organize workshops on institutional procedures and compliance requirements to ensure smooth, transparent, and legally aligned operations.
- Establish a structured internal communication system to enhance coordination among departments.

Mid-Term (5 Year Plan)

- Introduce comprehensive training modules on soft skills, conflict resolution, time management, and human resource management—especially for staff who interact frequently with students and external stakeholders.
- Develop partnerships with professional bodies or universities for specialized administrative training.
- Encourage cross-departmental learning and job rotation to enhance flexibility and efficiency.
- Implement a feedback-based performance appraisal system that recognizes innovation and commitment among non-teaching staff.

Long-Term

- Design and implement a clear career-progression framework for non-teaching staff, promoting continuous professional development and motivation.
- Establish a leadership-development program for mid- and senior-level administrative staff to build future institutional leaders.
- Transition towards a paperless, fully digital administrative ecosystem for greater efficiency and sustainability.

- Foster a culture of lifelong learning by encouraging staff to pursue higher education and professional certifications.
- Retain skilled personnel by creating opportunities for advancement and recognizing excellence in service.

Strengths

- Committed and experienced workforce.
- Smooth coordination between academic and administrative units.
- Supportive environment conducive to institutional functioning.

Gap

- Limited exposure to emerging technologies and e-governance tools.
- Lack of structured and continuous training programs.
- Absence of a formal career-progression or incentive system.

4. Comprehensive Learning and Other Issues

A. Learning resources

Current status

The institution provides well-equipped classrooms, digital learning facilities, and library resources. ICT tools and online learning platforms are integrated to enhance accessibility and engagement.

Goals

- Short-term: Upgrade physical and digital resources; ensure equitable access.
- Mid-term: Develop a centralized e-learning platform and digital repository.
- Long-term: Establish a fully digital learning ecosystem integrating AI-based tools and analytics.

Strengths

- ICT-enabled classrooms and updated infrastructure.
- Library with access to digital repositories and e-resources.
- Availability of basic technological tools for hybrid learning.

Gap

- Limited access to premium online databases.
- Need for modernization of traditional learning spaces.
- Under utilization of ICT resources across departments.

B. Evaluation system

Current status

Assignments, projects, and evaluations are conducted regularly but need better alignment with learning outcomes and practical applicability.

Goals

- Short-term: Standardize rubrics and feedback mechanisms.
- Mid-term: Link assignments to employability and real-world problem-solving.
- Long-term: Institutionalize outcome-based assessment across all programs.

Strengths

- Continuous assessment promotes consistent engagement.
- Regular internal evaluations and feedback mechanisms.
- Faculty involvement in designing evaluation tools.

Gap

- Lack of uniform assessment rubrics.
- Limited outcome-based evaluation framework.
- Feedback not always linked to improvement plans.

C. Pedagogical practices

Current status

Teaching combines traditional classroom methods with ICT, but more interactive, research-driven and learner-centric pedagogy is needed.

Goals

- Short-term: Train faculty in blended and flipped classroom models.
- Mid-term: Adopt learner-centered, research-integrated pedagogy.
- Long-term: Develop a culture of innovation in teaching through global collaborations.

Strengths

- Dedicated, qualified faculty using a mix of teaching techniques.
- Encouragement of experiential and participatory learning.
- Availability of ICT tools for modern pedagogy.

Gap

- Uneven adoption of innovative teaching across departments.
- Limited exposure to interdisciplinary and collaborative learning.
- Need for capacity building in technology-driven pedagogy.

D. Earn while learn

Current status

Few structured programs currently exist for students to gain work experience while pursuing their studies.

Goals

- Short-term: Pilot small-scale 'Earn While Learn' projects on campus.
- Mid-term: Formalize partnerships with local businesses, startups, and industries.
- Long-term: Institutionalize an 'Earn While Learn' scheme integrated into curriculum and credit systems.

Strengths

- Student willingness to participate in practical and entrepreneurial activities.
- Institutional flexibility to design part-time engagement models.

Gap

- Limited industry partnerships for part-time work or internships.
- Lack of financial and policy support for such programs.

E. Modern Development and Skill Enhancement

Current Status

Skill-based programs are being introduced gradually, aligned with NEP 2020, but require more structured integration across all courses.

Goals

- Short-term: Introduce need-based skill and value-added courses.
- Mid-term: Establish a Skill and Career Development Cell (SCDC).
- Long-term: Become a recognized center for skill-based and vocational learning.

Strengths

- Value-added and certificate courses in various domains.
- Focus on employability, entrepreneurship, and life skills.
- Supportive faculty for skill enhancement activities.

Gap

- Limited industry exposure and practical training.
- Absence of a formal skill development structure.
- Gaps between academic learning and industry demands.

F. Innovation and Entrepreneurship

Current Status

Innovation and entrepreneurship are encouraged through various student forums and activities, but the ecosystem requires strengthening.

Goals

- Short-term: Organize innovation workshops and entrepreneurship awareness camps.
- Mid-term: Establish an Innovation and Entrepreneurship leading to patents and startups.
- Long-term: Build a self-sustaining innovation and incubation hub.

Strengths

- Active participation in hackathons and idea competitions.
- Emerging student interest in innovation and startups.
- Faculty mentors supporting entrepreneurial learning.

Gap

- Limited incubation facilities and startup funding.
- Insufficient awareness about IPR and business models.
- Lack of long-term mentoring for student entrepreneurs.

Action Plan for Academic Enabler

- Conduct curriculum revision workshops to align all programs with NEP 2020, flexibility, and interdisciplinary learning.
- Introduce value-added, vocational, and certification courses in emerging technologies and skill areas.
- Strengthen industry–academia linkages through MoUs, internships, projects, guest lectures, and collaborative research.
- Expand project-based, case-based, and flipped-classroom teaching methods across all departments.
- Promote blended learning and increase participation in online courses such as SWAYAM, NPTEL, and MOOCs.
- Organize regular Faculty Development Programs (FDPs) on pedagogy, digital tools, research methodology, and outcome-based education.
- Establish a Faculty Research Cell to coordinate publications, patents, and funded research projects.
- Encourage faculty involvement in interdisciplinary teaching, industry training, consultancy, and global collaborations.
- Provide structured capacity-building training for non-teaching staff in e-governance, digital literacy, and administrative procedures.
- Develop a clear career-progression and leadership-development framework for non-teaching staff.
- Upgrade ICT-enabled classrooms, laboratories, library resources, and digital infrastructure.
- Develop a centralized e-learning platform and digital repository for teaching and learning materials.
- Create uniform assessment rubrics aligned with outcome-based education and real-world applications.

- Integrate project-based, peer, and self-assessment practices into the evaluation system.
- Promote learner-centered, research-integrated, and technology-driven pedagogical practices.
- Encourage the use of simulations, case studies, and experiential learning strategies.
- Introduce on-campus part-time opportunities and formalize Earn-While-Learn partnerships with industries and community organizations.
- Establish a Skill and Career Development Cell (SCDC) to offer soft skills, communication, digital literacy, and employability training.
- Organize career counseling, placement training, and aptitude-building workshops for students.
- Conduct innovation workshops, hackathons, startup boot camps, and ideation camps.
- Establish an Innovation and Entrepreneurship Cell (IEC) and incubation support for startups.
- Provide guidance on IPR, patents, business models, and innovation commercialization.
- Promote interdisciplinary research projects and collaborations with national and international institutions.
- Move towards digital administration by training staff, adopting e-governance systems, and improving internal communication processes.

D. Research, Intellectual Property and Supportive Enablers

Objective

To develop an effective, inclusive, supportive and innovation-based research ecosystem at DAV PG College, Varanasi, that can empower faculty and student research capabilities, facilitate interdisciplinary collaboration and establish long-term connections with the community and industry to support the development of the region and the country.

I. Research Infrastructure and Ecosystem Development

Current Status

DAV PG College, Varanasi has basic research facilities such as departmental laboratories in disciplines such as Commerce, Economics, Psychology, Communicative English, Archaeology and Computer Lab and smart classes and internet-enabled teaching rooms. However, there is need for advanced research tools, digital access to journal subscriptions and online databases. It is also required to institutionalise research data management systems, interdepartmental access and digital project monitoring systems.

Goals

Short-term (2 Year Plan)

- Carry out a thorough research infrastructure and online resources audit of all departments.
- Create a Central Research Repository to gain visibility and data protection of the faculty and student research outputs.
- Modernise laboratories in terms of ICT tools, analytical software and safety standards.
- Introduce Departmental Research Hubs (within main disciplines e.g. Economics, Commerce, Political Science, Sociology, Psychology, Archaeology) of small-group research and mentoring.

Mid-term (5 Year Plan)

- Integrate the repository for wider academic indexing and visibility.

- Introduce a Digital Research Proposal and Project Tracking System to cover research proposals, funded projects and outcomes.
- Develop the DAV Innovation and Entrepreneurship Cell (DIEC) with the collaboration of IIC, MSME Innovation Hub, and local industries.

Long-term (10 Year Plan)

- Establish a Research and Innovation Park within the campus to provide faculty-student start up, consultancy, and industry collaborations.
- Introduce sustainable funding system based on consultatory fees, grants and corporate sponsorships.
- Build more smart classrooms with Smart boards
- Establish the college as a regional center of applied and interdisciplinary research in a group of BHU-affiliated colleges.

Strengths

- Existing specialised labs in few departments.
- Experienced and research-oriented faculty.
- Academic linkage is given through association with Banaras Hindu University.

Gap

- Some departments have limited advanced instruments.
- There is no standardized system of research tracking and citation.
- Lack of incubation and start-up culture.
- No Plagiarism check software for Faculties

II. Faculty Research and Academic Excellence

Current Status

The majority of the faculty members in DAV PG College are research-focused, and have doctoral degrees and frequent publications. But, lack of funds, absence of uniform research involvement within departments, and lack of proper training on research tools limit broader involvement.

Goals

Short-term (2 Year Plan)

- Implement an open Faculty Research Mentorship Programme where the senior researchers are matched with faculty in the early stages of their careers.
- Grant seed funding and faculty study leave to faculty who do doctoral or post-doctoral research.
- Organise FDPs on *research design, data analysis and other research tools*.
- Purchase of Plagiarism software (TURNITIN) for faculties

Mid-term (5 Years Plan)

- Create a Faculty Publication and Incentive Fund to assist in the financing of Scopus-indexed publications, book projects and patents.
- Introduction of Faculty Research Award annually to recognise excellent publications, innovation, and mentorship.
- Establish a partnership with the BHU centres and the nearby institutions to collaborate in supervision and research consultancy.

Long-term (10 Year Plan)

- Establish Alumni and corporate-sponsored Endowed Research Chairs in the major disciplines.
- Develop culture of high impact, interdisciplinary publications, which promote institutional reputation.
- Establish a Faculty Exchange and Visiting Scholar Programme with other national and international partners.

Strengths

- Experienced teaching faculty.
- Ongoing research publications.
- Supportive academic environment.

Gap

- Limited research grants and incentives.
- Lack of proper research tool awareness.
- Uneven distribution of research activity among departments.

III. Student Engagement, Skill Development, and Innovation

Current Status

- DAV PG College students are engaged in co-curricular events, workshops and departmental events. However, structured funding of student research, incubation centres and effective organization of study rooms are yet to be fully developed.

Goals

Short-term (2 Year Plan)

- Include research based assignments and mini projects to UG and PG courses as internal assessment.
- Introduce a Student Research and Innovation Fund (SRIF) which offers micro-grants to student-led research.
- Organize Innovation and Entrepreneurship Bootcamps together with local start-ups and alumni.

Mid-term (5 Year Plan)

- Form Interdisciplinary Research Clusters for addressing local and regional challenges.
- Make an Annual Student Research and innovative fair an institutionalised event where student work is presented to external appraisers.
- Offer innovation and data analysis courses, as well as other professional courses introduced by other departments, as certificate courses.

Long-term (10 Year Plan)

- Establish a Student Innovation and Start-up Incubation Centre which offers workspace and mentoring and networking with industries.

- Encourage research projects that are community-based and are tied to the learning of students and social responsibility and the development of the local community.
- Establish the college as a student innovation centre that is recognised in the BHU network of entrepreneurship and outreach to society.

Strengths

- Affiliation with BHU adds academic credibility
- Enthusiastic student participation.
- Strong mentorship by experienced teaching faculty.
- Easy access to library resources for all students

Gap

- Lack of structured financial support for student research.
- Low awareness of entrepreneurship and innovation opportunities.
- Limited structured mechanisms for interdisciplinary collaboration among departments restrict joint research, integrated curricula, and cross-disciplinary initiatives.
- Limited access to interdisciplinary and wider academic resources, including digital databases, online journals and external library networks, restricts collaborative research, reduces exposure to current global scholarship, and affects the overall research capacity of both faculty and students despite a well-maintained physical library infrastructure.

IV. Collaborations, Publications, and Global Outreach

Current Status

- DAV PG College, Varanasi, has well established academic connections with BHU and publishes two college journals (Journal of Economics and Commerce and Prabha). There are a number of MoUs with higher education organizations. However, there is little continuity of international partnership, consultancy models, institutional outreach.

Goals

Short-term (2 Year Plan)

- Sign new MoUs with universities, industries and NGOs in research, training and community projects.
- Enhance college journals by means of better peer-review, indexing and electronic access.
- Establish a Research Communication Cell where the research findings can be publicized through media, newsletters, and the internet.

Mid-term (5 Year Plan)

- Host National and International Conferences in accordance with the research strengths of the college.
- Initiate *Faculty-Student Collaborative Projects* with other institutions and have collaborative publications.
- Create *Consultancy and Extension Units* to transform research to social and industrial solutions.

Long-term (10 Year Plan)

- Establish college an International Research and Innovation Centre hosting national and international academic conferences.
- Strengthen *International Research Collaborations* for exchange programmes and joint patents.
- Develop *Alumni Research Network* for mentorship, funding, and professional linkage support.

Strengths

- Well-established college with a strong academic base and recognition (NAAC A⁺).
- Existing MoUs and active departmental events signalling readiness for partnerships.
- Internal publication infrastructure (journals) and scholarly culture among faculty and students.

Gap

- International collaborations are limited in scope and continuity.
- The scale and frequency of institution-level research conferences and fairs are not yet at full potential.
- Lack of formalised consultancy models and industry-research revenue mechanisms.
- Community-oriented research outreach and societal impact programmes are ad hoc and not yet systematically linked with collaborations.

Action Plans

1. DAV PG College, Varanasi, will modernize all the departmental labs and connect them in a single network that facilitates research and teaching. The college will include smart classrooms, new analytical tools and mechanisms to track and monitor research projects in a better way.
2. A digital repository will be established and placed centrally to store research papers, theses and project data. This repository will be connected to national repositories such as Shodhganga and IRINS in order to facilitate easy access to faculty and student work. There will also be increased access to e-resources, online materials and journals.
3. The college will set up the DAV Innovation and Entrepreneurship Cell (DIEC) as an official innovation hub. It will contain areas of student start-ups, alumni mentoring, and collaborations with the surrounding local industries to facilitate entrepreneurship and practical learning.
4. Research by individual faculties will be encouraged by mentoring and incentives, as well as access to plagiarism detection software (e.g., Turnitin). The college will also hold regular workshops on ethics in research, writing of project proposal and publication standards to maintain quality and academic integrity.
5. The curriculum will accommodate research and innovation in the form of credit-linked projects, internships and innovation bootcamps. The

Student Research and Innovation Fund (SRIF) will offer grants in small amounts to student projects and an annual research fair will be used to present their work.

6. The various departments will be motivated to collaborate in interdisciplinary research projects and consultancy tasks between local and community needs including education and health, conservation of heritage and sustainable development.
7. The establishment of a Grant Facilitation and Consultancy Cell will be established to assist faculty to seek to obtain external research funding. Some of the revenue obtained from the consultancy projects will be allocated to research infrastructure.
8. Students and faculty will be provided with digital research training on citation management tools, research databases and software such as SPSS and other tools to analyse data. Such programs will enable them to develop better research and analytical skills.
9. The college will promote the publication of research papers, books and monographs in well recognized journals. There will be upgrades to college journals by adding peer review and online accessibility and by assisting faculty and students to publish their works openly to enhance institutional visibility.
10. Lastly, the college will build stronger collaborations with universities, industries and research organisations through signing of new MoUs annually.

(E). HR Management Enablers

E(1). Faculty Recruitment and Responsibility:

Current status

- A fully functional body the Recruitment committee is Present, and tries to give its best and follow all transparency, unbiased norms always towards the recruitment for faculty. Institute provides the technological facilities to all applicants also.

Short-term (2 Year Plan)

- Automation screening process of applications to ensure quick and unbiased action.
- Provide a clear communication between the institute and applicant for recruitment process with transparency.

Mid-term (5 Year Plan)

- Provide fully digital platform for faculty recruitment process to lessen the gap between applicant and the institute.

Long-term (10 Year Plan)

- Provide the position to the institute globally after adopting best global practices in recruitment processes.

Teacher Excellence resources and Collaboration Opportunities

Current status: Institute provides sufficient educational technology but it has needed to get more empower itself. Institute is working on the providing good facilities to teaching learning process within the campus.

Short-term (2 Year Plan)

- For teaching excellence and pedagogical innovation a well equipped campus.
- Organize workshops and training programs to enhance teaching and research capabilities.
- Through various digital platforms teachers and researchers will enhance their knowledge with cross-disciplinary research and teachings.

Mid-term (5 Year Plan)

- Encourage faculties to participate in professional programs organized by other institutions globally.
- Promote the participation of faculties in multidisciplinary projects.

Long-term (10 Year Plan)

- Get the position of the institute as a hub for global academic excellence.
- Promote the faculty development through making new relations with international institutions globally.

Cross- Sectional Enablers**Technology, Infrastructure and Communication platform:**

Current status: Institute has good infrastructures as well as technology to support education and research activities of students, faculties and non-teaching staffs. Time to time institute is working for the betterment of communication within the campus.

Short-term (2 Year Plan)

- Promoting smart digital platform for students, faculties and non-teaching staffs.
- Facilitate nature loving environment within the campus.

Mid-term (5 Year Plan)

- Having better infrastructures promoting research work collaborating with different departments of the institute
- Establish effective communication channels to communicate within the campus.

Diversity, Inclusion and holistic wellbeing program:**Short-term (2 Year Plan)**

- Organize the gender sensitization programs for students, faculties and non-teaching staffs.
- Setup a wellness centre for Issues related to work-life balance.
- Organize workshops for mental health within the institute.

Mid-term (5 Year Plan)

- Setup a wellbeing center in the institution.
- Regularly assess and grievance redress mechanism based on feedback of faculties and non-teaching staffs.

Recognition and award

Current status: Institute organizes programs to encourage the performance of its students, researchers, faculties as well as non-teaching staff from time to time. Institute creates the productive and nurturing environment for all members of it.

E (2). HUMAN RESOURCE MANAGEMENT ENABLER**1. For Teaching Faculty-****2. For Students and Learners-****Current Status**

- College has a well-functioning admission portal and mentorship program.
- Awareness programs on admission policies are occasional
- Limited interaction between students and alumni.
- Scholarship programs exist but have limited outreach and awareness.
- Career guidance and internship opportunities are available but not consistently tracked or evaluated.

Goals**Short-term (2 Year Plan)**

- Reinforce and enhance the existing admission portal for better accessibility and efficiency.
- Better implementation of the Samarth initiative to provide targeted support for student development.
- Conduct structured awareness programs about admission policies.
- Expand and formalize the mentor-mentee program. Provide targeted counseling services focused on career opportunities and internships for the students.

Mid-term (5 Year Plan)

- Establish strategic partnerships with other institutions for academic and extracurricular collaboration.
- Facilitate regular alumni-student interactions to share experiences and guidance.
- Increase awareness and accessibility of scholarships with the introduction of new scholarship opportunities.
- Organization of career development workshops and skill enhancement programs for the students.

Long-term (10 Year Plan)

- Assess student progression in academic performance and extracurricular participation systematically.
- Promote admission of international students to increase diversity and global exposure.
- Review, improve and expand scholarship programs for broader impact.
- Strengthen the mentorship program by identifying gaps and implementing improvements.
- Enhance career counseling services by providing comprehensive information, personalized guidance and placement support.

Strengths

- Existing admission portal provides a foundation for digitization.
- Mentorship, scholarships and career counseling exist, demonstrating institutional commitment for student support.
- Alumni network is available but underutilized.

Gaps

- Limited awareness and accessibility of scholarships among students.
- Mentor-mentee program require more structured evaluation and feedback mechanisms.
- International student admission strategies need more focus.
- Alumni engagement and partnerships with other institutions are minimal.

- Student support initiatives are fragmented rather than integrated.
- Programs like Samarth and awareness campaigns are not fully institutionalized.
- Need of improved systematic career development tracking which, in absence, reduces effectiveness of counseling services.

3. For Research Scholars

Current Status

- Research scholars are admitted based on general eligibility criteria but there is limited systematic assessment of their research interests, skills and goals.
- Faculty guidance for assigning research scholars is largely based on availability rather than alignment of expertise and interest.
- Data collection and monitoring of research progress exist with a few formal mechanisms to support skill development or career guidance.

Goals

Short-term (2 Year Plan)

- Establish a systematic mechanism to collect and analyze research scholars' statements of purpose to identify their interests and skill sets.
- Implement the statement of purpose analysis system for guiding decisions regarding researcher assignments.
- Use the collected data to assist faculty in matching research scholars to appropriate supervisors and projects.

Mid-term (5 Year Plan)

- Expand the data collection and analysis system to include all existing and upcoming research scholars.
- Utilize insights from the system to perform personalized mentoring, training and skill development plans for the research scholars.
- Organize regular workshops and seminars based on identified needs of scholars to strengthen their research capabilities.

Long-term (10 Year Plan)

- Develop a comprehensive research scholar development program which includes mentorship, career planning and skill-building pathways.
- Establish mechanisms to track research productivity, publications and progress for continuous improvement.
- Foster collaborations with other institutions, industries and alumni to provide exposure, funding opportunities and international research experiences.
- Introduce recognition and incentive programs to reward high-performing research scholars and encourage innovation.

Strengths

- Existence of Research Section cell.
- Faculty members are available and willing to mentor scholars.
- Some basic support structures like workshops and counseling already exist.
- Initial interest in improving scholar selection and guidance indicates institutional commitment.

Gaps

- Lack of systematic assessment of research scholars' skills and interests.
- Limited alignment between scholar expertise and faculty supervision.
- Tracking of research progress, publications and skill development is inconsistent.
- Absence of structured long-term programs to enhance research capacity and career outcomes.

3. For Non-Teaching Staff

Current Status

- Dedicated staff with institutional knowledge and experience.
- Training programs on digital tools and modern administrative practices exist periodically but are not consistently structured.

- Opportunities for career advancement, leadership and skill development are limited.

Goals

Short-term (2 Year Plan)

- Clearly define job roles and responsibilities to ensure recruitment aligns with required skills and qualifications.
- Initiate efforts to promote diversity and inclusion in recruitment processes.
- Organize regular training programs focused on digital tools and contemporary administrative practices.

Mid-term (5 Year Plan)

- Establish partnerships with technical institutes and training centers to enhance the competencies of non-teaching staff.
- Conduct specialized workshops to strengthen practical and professional skills.

Long-term (5 Year Plan)

- Implement leadership and management development programs to empower non-teaching staff for supervisory and administrative roles.
- Create structured career advancement pathways with performance tracking and mentorship support.
- Foster a culture of continuous professional development and recognition.

Strengths

- Dedicated staff with institutional knowledge and experience.
- Existing training programs provide a foundation for skill enhancement.
- Willingness to improve administrative efficiency and adopt digital tools.

Gaps

- Need of more systematic alignment between job roles and required skills.
- Diversity and inclusion in recruitment are not fully integrated.
- Limited long-term career development and leadership opportunities.
- Training programs are seldom held.

Action Plan for HRM Enablers

- Conduct a needs assessment for students, research scholars and non-teaching staff to identify skill gaps and support requirements.
- Upgrade and maintain the admission portal (Samarth) for better accessibility, user experience and data collection.
- Improve a mentor-mentee program with defined roles, responsibilities and feedback mechanisms.
- Create a central database to capture research scholars' statements of purpose, skills and interests for informed faculty allocation.
- Organize career counseling sessions, internship guidance and skill development workshops regularly.
- Define job descriptions and qualification requirements for non-teaching staff before recruitment.
- Introduce diversity and inclusion policies in hiring and HR practices.
- Conduct digital literacy and technical training programs for staff to improve efficiency.
- Collaboration with technical institutes, training centers and professional organizations to enhance staff competencies.
- Facilitate alumni interactions and knowledge-sharing sessions for students and research scholars.
- Conduct workshops and seminars based on identified training needs.
- Establish a monitoring and evaluation system to track academic performance, research output and career progression.
- Review and expand scholarship programs ensuring wider awareness among students.

- Develop leadership and management programs for non-teaching staff to prepare them for supervisory roles.
- Recognize and reward high-performing students, scholars and staff through awards and incentives.
- Encourage collaborations with international institutions, industries and alumni networks for exposure and research opportunities.

F. Physical Enablers

Objective

To develop, upgrade, and optimize physical infrastructure to support academic growth, research expansion, and student-centric learning in alignment with NEP 2020 requirements.

Sub-Parameter:

1: Physical Infrastructure Development

Current Status

- The college has two main buildings serving 12 departments. The institution possesses moderate physical infrastructure, including essential smart classrooms, administrative offices and laboratories. However, improving infrastructure is required to facilitate students and to meet NEP requirements to expand academic programmes and host large-scale student activities.

Short-term (2 Year Plan)

- Conduct a comprehensive infrastructure audit covering buildings, classrooms, laboratories, ICT facilities, accessibility, safety standards, and energy usage.
- Prepare a *Master Infrastructure Development Plan* aligned with academic expansion and NEP 2020 objectives.
- Introduce incremental upgrades such as smart boards, LED projectors, improved internet connectivity, and modernization of key laboratories.
- Renovate and maintain existing buildings to ensure safety and accessibility compliance with government standards.
- Strengthen campus maintenance systems through stock registers, asset tagging, and periodic physical verification.
- Develop basic facilities such as improved drinking water stations, upgraded sanitation blocks (including gender-friendly and accessible washrooms).
- Introduce more environment-friendly improvements—waste segregation, rainwater harvesting, green landscaping, and energy conservation drives.

Mid-term (5 Year Plan)

- Expand academic and administrative infrastructure, including new classrooms, seminar rooms, laboratories, tutorial spaces, and a dedicated Research & Innovation Centre.
- Develop a fully functional ICT-enabled campus with Wi-Fi for major academic blocks.
- Establish a multipurpose hall for academic events, cultural activities, and examinations.
- Build specialized infrastructure aligned with new programmes or skill-based courses.
- Create student-centric spaces—reading rooms, career counselling cell, incubation room, and indoor recreation facilities.
- Implement campus-wide solar energy installations and green campus initiatives.
- Develop improved sports infrastructure such as a playground, indoor sports hall, or fitness centre (phase-wise).
- Upgrade accessibility features: ramps, tactile paths, accessible toilets, and assistive signage for a Divyangjan-friendly campus including toilet.

Long-term (10 Year Plan)

- Establish a modern Academic Block with state-of-the-art smart classrooms, improvised research labs, and experiential learning spaces.
- Develop a full-scale Digital Learning Centre equipped with e-content creation facilities, virtual classrooms, and language laboratories.
- Modernize Central Library Complex with digital repositories, collaborative learning zones, and multi-disciplinary knowledge hubs.
- Build residential facilities (hostels for boys/girls and staff quarters) based on demand and feasibility.
- Create a fully sustainable, green, and energy-efficient campus with solar grids, zero-waste systems, water recycling units, and carbon-neutral policies.

- Establish a Centre for Skill Development and Community Outreach with dedicated training rooms, studios, and incubation units.
- Develop long-term partnerships for infrastructure growth through CSR support, alumni-funded buildings, and public–private collaborations.

Strengths (Existing / Developed Capacities)

- Adequate baseline infrastructure facilitating routine teaching-learning activities.
- Sufficient Outdoor and indoor sports areas
- Compliance with statutory norms related to safety and basic facilities.
- Institutionally motivated faculty and administration committed to phased infrastructure improvement.
- Sufficient land space for future expansion (if available).

Gaps / Areas Needing Strengthening

- Absence of a comprehensive long-term infrastructure development policy.
- Limited smart classrooms, smart podiums and digital learning infrastructure.
- Space for improvement for research labs for interdisciplinary work.
- Existing buildings require structural renovation and modernization.
- Insufficient accessibility features for Divyangjan students and staff, elevators and ramp for Divyangjan .

2. Smart Campus & Digital Infrastructure

Current Status

- The College currently has moderate digital infrastructure. Wi-Fi connectivity exists but is limited in bandwidth, speed, and coverage across academic blocks. ICT-enabled classrooms, smart boards, and projectors are available in all departments. Digital tools for teaching-learning and administrative processes are partially adopted.

Short-term (2 Year Plan)

- Conduct a digital infrastructure audit covering internet backbone, networking equipment, digital classroom tools, and e-governance readiness.
- Upgrade the entire campus with high-speed Wi-Fi, fiber-optic backbone, and modern routers.
- Install ICT kits (smart boards, projectors, audio-visual systems) in all major classrooms.
- Create a basic Learning Management System (LMS) for course materials, notices, assignments, and student engagement.
- Initiate capacity-building workshops on ICT pedagogy, digital tools, and blended learning for teachers.
- Introduce cloud-based storage for academic and administrative use.

Mid-term (5 Year Plan)

- Develop a fully ICT-enabled campus with 100% Wi-Fi coverage across academic blocks, library, laboratories, office, and common areas.
- Establish a Digital Learning Studio for e-content creation, lecture recording, and MOOCs.
- Implement campus-wide e-governance modules (admission, attendance, finance, examinations).
- Set up a Digital Learning Lab with high-speed systems, interactive boards, simulation tools, and digital collaboration platforms.
- Integrate biometric attendance and RFID-based library management systems.
- Train all faculty and students in advanced digital skills to enable blended and experiential learning.

Long-term (10 Year Plan)

- Transform the institution into a fully integrated Smart Campus with seamless ICT support for academics, administration, research, and student services.

- Establish a Digital Innovation & Research Hub for interdisciplinary digital projects and incubation activities.
- Achieve fully digital governance with AI-based academic analytics, smart timetabling, automated grievance redressal, and IoT-enabled campus management (smart lighting, energy sensors, digital security).
- Develop a completely paperless administrative system and promote digital sustainability using cloud-based operations.

Strengths (Existing / Developed Capacities)

- Basic digital infrastructure with some smart classrooms already functioning.
- Faculty are digitally aware and open to skill enhancement in ICT pedagogy.
- Existing computer labs and IT resources serve as a base for expansion.
- Institutional commitment to develop a phased digital transformation aligned with NEP 2020.

Gaps / Areas Needing Strengthening

- Limited Wi-Fi bandwidth and uneven connectivity across campus.
- Limited smart classrooms, smart podiums, and digital teaching tools.
- Lack of comprehensive digital governance and integrated administrative systems.
- Need for systematic digital literacy training for faculty and students.
- Minimal advanced infrastructure such as AR/VR labs or digital studios.

3. Academic Infrastructure (Classrooms, Laboratories, Research Centres)

Current Status

Functional classrooms and labs but requiring modernization; limited research infrastructure. Sufficient classrooms exist but only a small proportion are smart classrooms; several teaching spaces lack ICT-enabled facilities.

Short-term (2 Year Plan)

- Upgrade undergraduate labs with essential modern equipment.
- Expand classrooms and renovate existing learning spaces.
- Upgrade 30-40% classrooms into smart classrooms with modern AV systems, improved seating, and enhanced lighting and acoustics.

Mid-term (5 Year Plan)

- Establish specialized laboratories for new programmes.
- Develop a Research & Innovation Centre.
- Construct new classrooms, seminar halls, and flexible teaching spaces aligned with academic program expansion.

Long-term (10 Year Plan)

- Create multidisciplinary research hubs with high-end equipment.
- Achieve a fully ICT-enabled teaching-learning environment with 100% smart classrooms supporting blended, hybrid, and interactive pedagogies.

Strengths

- Basic academic and laboratory infrastructure available.

Gaps

- Need of upgrading equipment and research space.

4: Library & Digital Learning Resources

Current Status

- Library has a combination of traditional and modern layout with sufficient seating capacity and collaborative learning spaces. Library equipped with SOUL 3.0, adequate collections, and limited digital resources. Common rooms and study areas are limited.

Short-term (2 Year Plan)

- Expand reading areas, comfortable and modernize furniture, and implement digital cataloguing for improved access and efficiency.
- Upgrade reading room furniture.

- Improve lighting and ventilation
- Subscribe to N-LIST, e-journals, and digital databases.
- Create dedicated and comfortable reading corners and self-study zones.
- Improve seating and ergonomics.

Mid-term (5 Year Plan)

- Develop departmental mini-libraries and reading pods.
- Establish collaborative learning spaces with Wi-Fi and whiteboards.
- Establish a digital library with e-learning terminals and e-book repository.
- Establish Journals section to facilitate research.

Long-term (10 Year Plan)

- Transform into a fully automated hybrid library with flexible learning pods, digital repositories, and technologically enriched study environments.
- Develop a Knowledge & Learning Resource Centre with AI-enabled search systems
- Develop a Central Digital Library with AI-enabled search, digital repositories, and flexible pods.
- Establish a Learning Commons integrating digital, collaborative, and quiet zones.

Strengths

- Well-functioning central library with e-resources.
- Availability of departmental libraries.

Gaps

- Limited digital learning spaces; need for full automation.

5. Student Support Infrastructure (Hostels, Recreation and Health centre and Canteen)

Current Status

- Girl's hostel inside the campus. No hostel and common room for boys. Availability of health & first-aid room; working cafeteria.

Short-term (2 Year Plan)

- Renovate the existing hostels and create a new hostel for boys and girls separately
- To create health room and common rooms.
- Improve hygiene, sanitation, and dining facilities.

Mid-term (5 Year Plan)

- Construct additional hostel buildings.
- Establish indoor recreation and wellness facilities.

Long-term (10 Year Plan)

- Develop a modern residential campus with integrated dining, study, sports, and wellness zones.

Strengths

- Functional hostel and student amenities.

Gaps

- Hostels inadequate; recreation and health facilities need expansion.

G. Networking and Collaboration Enablers

Objective

- To build a strong academic, research, industry, and international collaboration ecosystem at DAV P.G. College, Varansi that promotes knowledge exchange, interdisciplinary research, student mobility, faculty development, and community engagement. The vision is to transform DAV P.G. College into a globally connected, research-oriented and socially responsive institution through strategic networking and collaborative partnerships.

Current Status

- DAV P.G. College, Varanasi maintains basic academic linkages with local universities, government institutions, and nearby colleges under BHU affiliation. Faculty members participate individually in national seminars, workshops, and conferences. Some departments organize guest lectures, extension activities, and community outreach programmes in collaboration with NGOs and government bodies.
- However, formal MoUs, international collaborations, industry linkages, joint research projects, faculty exchange programs, and student mobility programmes remain limited. Participation in inter-university collaborative research is still in a developing stage.

Goals

Short-term (2 Year Plan)

- Signing MoUs with at least 5 national academic institutions for student internship, faculty exchange and joint programmes.
- Initiating industry-academia interactions with local industries, hospitals, schools, NGOs and media houses.
- Organising joint seminars, conferences and workshops with nearby universities and colleges.
- Strengthening alumni networking platform for mentorship, placement guidance and institutional support.

Mid-term (5 Year Plan)

- Establishing collaborations with national research institutions such as ICSSR, ICMR, UGC-HRDCs and CSIR labs.
- Launching faculty and student exchange programmes with reputed Indian universities.
- Developing joint research projects, collaborative publications and interdisciplinary research groups.
- Introducing collaborative certificate and add-on courses with industry and academic partners.
- Institutionalising annual national level conferences and collaborative research conclaves.

Long-term (10 Year Plan)

- Establishing international academic collaborations with foreign universities for joint degrees, research and student mobility.
- Becoming a regional hub for collaborative research and innovation in Eastern Uttar Pradesh.
- Launching global MOOCs, virtual classrooms and joint online programs with international partners.
- Developing DAV P.G. College as a model collaborative institution among all BHU-affiliated colleges.
- Creating a permanent Centre for Academic Networking, Industry Linkages and Global Partnerships.

Strengths

- Affiliation with Banaras Hindu University (BHU) – a globally reputed central university
- Experienced faculty with national seminar and research exposure
- Active participation in extension activities and community outreach
- Functional alumni base across education, administration, business and services
- Supportive academic and administrative leadership

Gaps

- Limited number of formal MoUs
- Weak industry-university collaboration
- No structured international partnership framework
- Limited student exchange and internship collaborations
- Low participation in joint funded research projects
- Absence of a dedicated Collaboration and Partnership Cell

Action Plans

- Establish a Networking and Collaboration Cell to coordinate academic, research and industry partnerships.
- Sign MoUs with universities, research institutions, industries, NGOs and professional bodies.
- Promote joint research projects, co-authored publications and interdisciplinary research teams.
- Introduce internship, apprenticeship and field-training collaborations with industries and service organizations.
- Organise collaborative national and international conferences, workshops and FDPs every year.
- Promote faculty exchange, visiting professorships and scholar-in-residence programmes.
- Develop a strong alumni mentoring and placement network through digital platforms.
- Encourage student participation in inter-university competitions, innovation challenges and research festivals.
- Apply for collaborative research funding from UGC, ICSSR, DST, DBT and international agencies.

H. Digital Enablers

Objective

To build a digitally empowered academic, administrative and research ecosystem at DAV P.G. College, Varanasi, that enhances smooth communication, e-learning, online administration, and access of knowledge globally, by integrating technology. The vision is to establish a smart, inclusive, and paperless campus that promotes quality education, innovation and efficiency in teaching, learning and institutional management.

Current Status

- DAV P.G. College, Varanasi is determined to be digitally transformed both academically and administratively. The college has an official site where the institutional information, admission details, notices and other academic updates are available. Projectors are installed in a few classrooms. ICT-enabled learning among students is facilitated by a computer laboratory in few departments. At the institutional level, online feedback systems are in implementation. The library is partly digitalised and has access to online e-resources. However, full high speed Wi-Fi coverage, plagiarism-checking access to the entire faculty and dedicated digital studio to produce e-content are still needed.

Goals

Short-term (2 Year Plan)

- Introduction of Digital Repository where the theses, e-books, the study materials, and past years question papers will be stored.
- Facilitate faculty and academic staff development training on e-content development and integration of ICT.
- Strengthen the Digital library with access to more e-journals.
- Make plagiarism detector software (Turnitin) available to faculties to promote academic integrity.

Mid-term (5 Year Plan)

- Create a Digital Learning Studio to record video lectures and virtual classes so that they can be accessed online freely.
- Establish a Paperless Office System
- Launch College Mobile App to keep students informed about academic, fee payments, results and communication.
- Launch Digital Publications, such as e- journals, newsletters and annual reports in open-access form.
- Enhance the Digital Library by joining the national and international repositories.
- Incorporate NAD (National Academic Depository) solutions of secure and verifiable electronic mark sheets and certificates.
- Carry out Faculty Development Programmes (FDPs) regarding the application of digital technologies to academic activities, including AI, Data Analytics, Cloud Computing, etc.

Long-term (10 Year Plan)

- The college should be made a completely smart campus.
- Create a Digital Innovation and Learning Hub where faculties would be encouraged to design multi-media educational material.
- Encourage online classes and MOOCs that had been created by faculty to target both national and international students.
- Design an online Knowledge Sharing System, to reach world's renowned scholars and institutions.
- Make it paperless institution, all the way through, admission to certification.
- Make DAV P.G. College a prototype digital campus of all BHU-affiliated colleges, with its technology-based governance and comprehensive e-learning platform.

Strengths

- WIFI facility at the campus
- Dedicated faculty trained in ICT and e-learning tools.

- Well-structured college website with updated academic and administrative information.
- Availability of computer labs and few smart classrooms.
- Access to limited e-resources through library

Gaps

- Partial digitisation of library
- No dedicated digital studio for e-content creation.
- Limited digital training programs for faculty, students and staff.
- Need for stronger cybersecurity measures and data protection policies.

Action Plans

- Digitalise all academic blocks with high-speed Wi-Fi and LAN connection and equip smart classroom infrastructures to facilitate digital learning and virtual collaboration.
- Develop a hub where e-books, study materials and publications are stored and accessed.
- Increase access to e-resources, e-journals, and e-databases, and educate faculty and students on using and referring to e-libraries.
- Establish a video and audio recording studio to create lectures, tutorials, and MOOCs on the open-access platforms.
- Making Turnitin plagiarism software accessible to all the members of the faculty and conducting regular training on research ethics, digital data security and responsible online behaviour.
- Start online newsletters and more departmental journals, student based digital magazines; invite faculty and students to contribute to open-access online publications.
- Conduct regular FDPs and workshops on ICT tools, data analytics, AI applications and digital literacy.

