



VILLA MARIE DEGREE COLLEGE FOR WOMEN

Somajiguda, Hyderabad – 500082

Affiliated to Osmania University, Management Programs Approved by AICTE

An ISO 9001:2015 Certified Institution

Accredited by NAAC with B⁺⁺ Grade



INSTITUTIONAL DEVELOPMENT PLAN

2023-2038



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INSTITUTIONAL BASIC INFORMATION

1.1 INSTITUTIONAL PROFILE:

Villa Marie Degree College for Women is an Accredited Institution by NAAC with B⁺⁺ Grade, an ISO 9001:2015 Certified Institution, founded by Dr. Philomena, established in the year 1997, with the noble and far-sighted vision of imparting quality education. The Institution, in its present confines of Somajiguda, is under the affiliation of Osmania University with the Choice Based Credit System (CBCS).

It has a state-of-the-art infrastructure that plays a crucial role in creating a congenial environment for learning and preparing students for the future. The institution has MOUs collaborating with Professional Bodies to offer a wider spectrum of knowledge beyond the curriculum.

The faculty is committed and dedicated to deliver quality teaching with ICT Embedded innovative pedagogical tools. They keep abreast with the emerging trends in their respective domains through research and networking. A Local Chapter of SWAYAM, NPTEL exists which seeks to enhance the knowledge and expertise of staff and students.

Students delve into the field of education with academics, added with exclusive value-added Certificate Courses. The results in the Osmania University Semester End Examinations have always been 90% and above. They are mentored under the Mentorship Program fostering holistic development with strong work ethic, confidence and respect. The Placement Cell assists in employability skills for the students, is associated with leading companies, and has been a campus to scout for talent.

The spacious library and Information Centre has more than 10000 books, journals, and magazines with a dedicated space for the Digital library. It is fully automated using the New Zen Lib Version Helium 3.1 library software system, integrated into the OPAC.

National and International players adorn the Department of Physical Education which is well equipped with Indoor and Outdoor Sports facilities along with the Gymnasium and Fitness Centre.

The institute has driven various endeavours toward supporting community and environmental causes, sensitizing the students to explore value beyond the regular curriculum under its signature banner VICAS. Community engagement, ethics, leadership and development of strong communication skills are the integral components of Villa Marie's graduate experience that embodies its vision and embarks on its mission towards women empowerment.

INSTITUTIONAL DEVELOPMENT PLAN

2.1 VISION:

To emerge and rise as an excellent educational Institution in imparting quality formal education, fostering innovations, promoting entrepreneurship by laying a holistic learning environment.

2.2 MISSION:

- To provide value based education with global perspective
- To emerge as a fulcrum of teacher - learner interface
- To promote the college as a hub of all academic transactions and polishing the learner's competence level
- To impart moral ethics, encourage co – curricular activities and community outreach programs for personal growth, enrichment and social transformation.

2.3 VILLA CREST:

The College commenced its first academic year in the year 1998 with the motto “VILLA VISIE VISTA” meaning a house of learning with light of distinct vision of richer vistas for a prospective tomorrow. Villa Marie's educational philosophy is the foundation in our approach in educating the youth. We believe in educational excellence in a caring environment. The motto emphasizes the college's commitment in the pursuit of academic excellence.

2.4 CORE VALUES:

- Aims at erudite academic excellence by providing quality education
- Adheres to integrity namely – honesty, trust, respect, fairness, courage and responsibility
- Accentuate collaborative learning thereby catering to prominence of intellectual development
- Committed to innovation keeping at par with the emerging educational trends
- Encouraging learners towards prolific participation in the society
- Enliven active learning environment catering to women empowerment of building a nation by encouraging a sense of community responsibility.

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2.5 INSTITUTIONAL GOALS AND OBJECTIVES:

The strategic plan of the Institution is crafted to achieve the following goals:

- To develop Villa Marie Degree College for Women as a reputed educational brand in India.
- To establish and maintain high educational global standards to meet the evolving needs of a dynamic, competitive world.
- To foster creativity, innovation, entrepreneurship and a strong culture of self-directed learning among students.
- To advocate Information and Communication Technology in academic and personal development
- To promote research advancement among students and staff by fostering a culture of inquiry, providing resources and opportunities for collaboration to drive academic excellence and contribute to knowledge creation.
- To instill core human values, self-discipline, integrity, and leadership qualities in students while fostering harmonious relationships and engaging them in community service to promote social responsibility and environmental stewardship.
- To become a deemed University by 2047

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2.6 SWOC ANALYSIS

INSTITUTIONAL STRENGTHS

- Good Governance and Leadership
- ISO 9001:2015 Certification
- Well-Equipped Infrastructure
- ICT Integration and Innovative teaching-learning process
- Value-Added Courses
- Committed and dedicated Teaching Faculty
- Diverse Committees and Units
- State-of-the-Art Laboratories
- Safe Environment for Girls
- Social Responsibility through VICAS (Villa Marie Initiatives towards Community Awareness & Services)
- Consistent Academic Performance

INSTITUTIONAL WEAKNESSES

- No External Funding
- Limited Industry Interaction
- Lack of Research Activity
- Space Constraints
- Alumni Participation

INSTITUTIONAL OPPORTUNITIES

- Organize FDPs and Conferences
- Research Involvement
- Autonomous Status
- Program Expansion
- Competitive Exams
- PG Programs
- Online Courses
- Non-Teaching Staff Training

INSTITUTIONAL CHALLENGES

- Industry-Institute Interaction
- Placements in Core Companies
- Student Progression
- Stakeholder Networking
- Industrial Training Focus
- Faculty and Student Research Involvement
- UGC 12(b) Approval
- Research Challenges
- Alumni Involvement

INSTITUTIONAL DEVELOPMENT PLAN

2.7 EXECUTIVE SUMMARY

STRATEGIC PLANNING @ VILLA MARIE DEGREE COLLEGE FOR WOMEN

At Villa Marie Degree College for Women, strategic planning plays a crucial role in exploring available options, setting clear priorities, and defining the methods to achieve them. It is a disciplined effort that shapes the institution's decisions and actions, guiding what we do, why we do it, and how we move forward.

In response to the evolving landscape of higher education, we recognize the importance of setting clear priorities while remaining adaptable to capitalize on emerging opportunities. Our college remains steadfast in its vision to provide Holistic Education for the Empowerment of Women,

The strategic plan serves as a roadmap for institutional decisions, both long-term and day-to-day, ensuring that our actions align with the college's Vision, Mission, and Core Values. It also ensures that our operations remain fiscally and operationally sustainable, both now and in the future.

To achieve this mission, we consistently evaluate our past initiatives and strategically plan for the future. The collaborative efforts of management, faculty, administrators, students, and alumni enable us to identify opportunities that foster qualitative growth for the institution.

The success of initiatives in areas such as Academic Excellence, Teaching, Learning and Education Technology, Research Development and Innovation, Infrastructure Development – Physical and Digital, Robust Feedback Mechanism, Centre of Excellence (COE), Placement and Alumni Engagement, Institutional Social Responsibility and Skill Development for Non - Teaching Staff reflects the effectiveness of our Institutional Strategic Plan. Strategic planning is only successful when backed by a clear and empowering vision.

The following key areas for development, along with the associated goals, have been identified for our Strategic Plan 2023-38:

INSTITUTIONAL DEVELOPMENT PLAN

2.8 ACADEMIC EXCELLENCE

The **Plans for Academic Excellence** in college focuses into clear, actionable steps that develop time management and overall engagement with refining skills and strategies that ensure continued growth and success.

Short Term Plans:

- To obtain Assessment and Accreditation by NAAC
- To apply for the conferment of Autonomous status
- To place students for Internships in Industry
- To provide NPTEL / SWAYAM courses for both students and staff

Medium Term Plans:

- To apply for NIRF Ranking
- To enhance the NAAC Grade
- To collaborate Research in association with Industry
- To enable paid Internship for students
- Design curriculum and pedagogical innovations in tune with the needs of Industry

Long Term Plans:

- To feature among top colleges in NIRF Ranking
- To sustain the top grade by NAAC
- Tie up with reputed Foreign Universities.

By focusing on these steps the academic excellence is established and the ability to manage time effectively is ensured, setting the college up for success in the future. The key is to continuously strive for excellence, adapt to challenges, and keep the long-term vision in mind.

INSTITUTIONAL DEVELOPMENT PLAN

2.9 TEACHING, LEARNING, AND EDUCATION TECHNOLOGY

The Plans for Teaching, Learning, and Education Technology in College focuses on enhancing teaching practices, and fostering student engagement. It ensures teaching and learning experience, addressing to the emerging needs as per NEP 2020. This plan will build upon the foundation creating a sustainable, innovative, and adaptive learning environment that is future-ready.

Short Term Plans:

- Provide varied Programs for ample choice to the students
- Appoint qualified, experienced and proficient Faculty for holistic development of the learners
- Organize Extension / guest lectures, workshops and training programs for students to provide 360 degrees learning.
- Develop motivated and energised staff
- Encourage faculty to use the strength of technology to enhance effective teaching, learning process.

Medium Term Plans:

- Offer Inter-disciplinary courses in line with NEP 2020
- Inspire and engage the faculty towards Professional Development
- Peer Learning and Mentoring
- Organize National, International Seminars, Workshops and Symposiums for networking among students and staff.
- Encourage faculty to use the strength of technology to enhance effective teaching, learning process.

Long Term Plans:

- To provide Multi -disciplinary courses to cater to the needs of learners across the globe.
- Involve Faculty in Faculty Exchange Programs across Universities.
- Offer Training Programs for students by collaborating with Foreign Universities.
- Develop motivated and energised staff
- Encourage faculty to use the strength of technology to enhance effective teaching, learning process.

By executing these plans, the college will have significantly expanded the adoption of innovative teaching methods, and created a more inclusive and personalized learning environment for students. The goal is to refine and sustain a forward-thinking educational system that benefits both faculty and students. The aim is to ensure that students are not only receiving high-quality education but are also prepared to thrive in an ever-changing world.

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2.10 RESEARCH DEVELOPMENT AND INNOVATION

The Plans for Research Development and Innovation in college focuses on creating a solid foundation for fostering research culture, supporting faculty and students, and establishing key initiatives that drive innovation and collaboration. It focuses on building momentum for research initiatives, improving faculty and student involvement, expanding collaborations, and securing funding. The goal is to strengthen the research ecosystem and drive innovation across disciplines, eventually institutionalizing research and innovation as core values.

Short Term Plans:

- Organize Faculty Development Programs / Extension Lectures / Workshops on Research Methodology, Intellectual Property Rights (IPR), and emerging Research areas for both Staff and students
- Encourage students and staff for Research Paper Publications
- Grant Seed money by Management to staff and students up to Rs. 1 lakh.

Medium Term Plans:

- Promote collaborative / Inter disciplinary Research among Faculty and students
- Organize a minimum of 3 FDPs on Research Methodology, IPR and Contemporary Research areas
- Creating an Institutional Journal dedicated to publishing research papers by students and staff to foster academic contribution and knowledge sharing.
- Seed Money by Management up to Rs. 2 lakhs

Long Term Plans:

- Equip with Linkages and Collaborations with reputed Higher Educational Institutions for Inter disciplinary Research
- Elevating the Institutional journal to a National level for research paper publications, enhancing its visibility and impact.
- Grant Seed money by Management to staff and students up to Rs. 5 lakhs
- Create an ideal research eco systems

- Deputation of Faculty to Research Organizations for Collaborative Research
- Register for Patents

By executing this plan, the college can lay the foundation for a vibrant and sustainable research culture. This will not only elevate academic output but also encourage innovation and increase collaboration all of which are essential for establishing a strong research-driven academic environment. The goal is to foster a research-driven culture, support faculty and student researchers, and prepare the institution for future growth and innovation in the research space.

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2.11 INFRASTRUCTURE DEVELOPMENT (PHYSICAL AND DIGITAL)

The Plans for Infrastructure Development (Physical and Digital) in college focuses on improving the learning environment, and setting up the foundation for long-term technological and physical improvements in a phased manner. It would focus on developing the infrastructure further to support growing technological demands, campus expansion, and sustainability. This plan addresses the evolving nature of education, technology, and campus development, ensuring that the college is well-positioned to offer innovative learning experiences, foster research, and meet the demands of a digital-first future.

Short Term Plans:

- Upgrade Computer Systems in a phased manner
- Setting up of Digital Library
- Conservation of Energy consumption in a phased manner
- Wi fi enabled Campus
- CCTV Surveillance in a phased manner
- Upgrade sports facilities in a phased manner

Medium Term Plans:

- Upgrade Computer Systems in a phased manner
- Setting up of Digital Library
- Conservation of Energy consumption in a phased manner
- Wi fi enabled Campus
- CCTV Surveillance in a phased manner
- Upgrade sports facilities in a phased manner
- Smart Classroom with interactive panel
- Augmentation of equipment in labs, library and gymnasium
- Setting up of Examination Branch

Long Term Plans:

- Upgrade Computer Systems in a phased manner
- Setting up of Digital Library

- Conservation of Energy consumption in a phased manner
- Wi fi enabled Campus
- CCTV Surveillance in a phased manner
- Upgrade sports facilities in a phased manner
- Smart Classroom with interactive panel
- Augmentation of equipment in labs, library and gymnasium
- Setting up of Examination Branch
- Providing office for all the centres of excellence with state- of- the- art technology.

By focusing on infrastructure development, the college can optimally utilize spaces, supporting a more engaging, flexible, and efficient learning environment for students and faculty. It will provide the foundation for a more flexible, efficient, and collaborative learning environment that supports both in-person and digital education while enhancing the campus experience for students and faculty. The college will be well-equipped to support the needs of its students, faculty, and staff, fostering innovation, collaboration, and excellence in education.

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2.12 ESTABLISHING A ROBUST FEEDBACK MECHANISM

The Plans for establishing a robust feedback mechanism in college is aimed at setting up processes that can gather valuable insights from various stakeholders and use this feedback to improve teaching, learning, administration, and overall student experience. This plan will focus on laying the foundation for a systematic, continuous feedback loop and ensures that feedback is acted upon in a timely and effective manner. The plan deepens the feedback culture, institutionalizes a culture of continuous improvement and actively informs decision-making processes at all levels of the institution. The plan focuses on evolving the feedback system into a well-integrated, transparent, and strategic tool that drives the long-term growth and success of the college.

Short Term Plans:

- To have structured questionnaires for all the stakeholders, prepared by IQAC
- To collect feedback regularly at the beginning and end of each semester from students
- Feedback from other stakeholders can be had annually
- Analysis of the feedback and Action taken report to be prepared and made available on website.

Medium Term Plans:

- To have the structured Questionnaire available on the college website for all the stakeholders
- To collect feedback regularly at the beginning and end of each semester from students, both online and offline
- Organize Industry Academia Meets to obtain Feedback on Curricular Aspects
- Feedback from other stakeholders can be had annually
- Analysis of the feedback and Action taken report, as approved in the Governing Body Meeting, is made available on website.

Long Term Plans:

- To have the structured Questionnaire available on the college website for all the stakeholders
- To collect feedback regularly at the beginning and end of each semester from students, both online and offline

- Organize Industry Academia Meets to obtain Feedback on Curricular Aspects
- Feedback from other stakeholders can be had annually
- Analysis of the feedback and Action taken report as approved in the Governing Body Meeting is made available on website.
- Constructive Feedback from all stakeholders will be considered for quality development of the Institution.

This plan will establish a robust feedback mechanism that creates a continuous loop of feedback collection, analysis, and action. It will foster a culture of transparency and improvement within the college, ensuring that stakeholders feel heard and valued while also driving meaningful improvements in the academic and campus experience. The plan focuses on embedding feedback into every aspect of college life, creating a data-driven, transparent, and feedback-responsive institution. It envisions a sustainable feedback culture that drives continuous improvement, enhances stakeholder engagement, and ensures the institution remains adaptive, relevant, and aligned with global trends in education, industry, and society.

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2.13 CENTRES OF EXCELLENCE

The **Centres of Excellence** serves as a hub for Best Practices, innovation and knowledge sharing. The primary goal of COE is to standardise, optimise and continuously improve processes across the Institution. The goal is to strengthen its impact on the academic community, extend its reach to more stakeholders, and ensure sustainability through strategic partnerships and continuous development of faculty, students, and resources. The objective is to foster a high-impact academic community, and contribute significantly to societal development.

Short Term Plans:

1. To provide limitless opportunities for student leadership beyond classroom set up and academic programs.
2. Establish various Clubs and Cells:

S.NO.	NAME OF THE CELL	NAME OF THE CLUB
1.	Entrepreneurship Development Cell	Villa Chambers of Commerce Club
2.	Placement Cell	Gesto Club
3.	Women's Cell	Uthkrishta Club
4.	Counselling Cell	Scizone Club
5.	Consumer Cell	Literary Wizards Club
6.	Health Centre	Linguistic Pride Club
7.	Network Resource Centre	Sportsiva club
8	VICAS Centre	Earthwise Club

3. To organize various events and programs through these cells and clubs to promote the experiential learning through leadership skills.
4. To provide a platform to hone the inherent talents among students.

Medium Term Plans:

1. Enhance few cells into Centres of Excellence:
 - a) Health Centre
 - b) Network Resource Centre
 - c) Women's Centre
 - d) Research Centre
2. Organize a greater number of events and programs at Inter Collegiate level so as to provide befitting platforms for leadership development among students
3. Enable the centres to cater to a wider audience beyond the campus

Long Term Plans:

1. Promote minimum 10 Centres:
 - a) Health Centre
 - b) Network Resource Centre
 - c) Women's Centre
 - d) Research Centre
 - e) Centre for Placements
 - f) Centre for Innovation and Entrepreneurship skills
 - g) Multi media / Mass Communication Centre
 - h) Counselling Centre
 - i) Yoga Centre
 - j) VICAS Centre
2. Enable the Centres to cater to the needs of students at National and International Levels
3. Enable the Centres to cater to a wider audience beyond the campus.

By the end of this plan, the Centre of Excellence will serve as a focal point for cutting-edge research, student innovation, and industry collaboration, providing a strong foundation for long-term success. This will help establish the Centre as a leader in its field and a valuable asset to the college's academic and research community. This plan will position the Centre of Excellence as a key driver of innovation, research, and student success.

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2.14 PLACEMENT AND ALUMNI ENGAGEMENT

The Plans for Placement and Alumni Engagement in college focus on steps to enhance career readiness for students while initiating the process of fostering deeper connections with alumni. This plan aims to create an impactful framework that enhances student employability, strengthens alumni involvement, and fosters continuous interaction between the institution and its alumni network. This plan aims to not only enhance the employability and career opportunities for current students but also build a robust alumni network that actively contributes to the college's growth and helps foster lifelong connections. The key goal is to establish a long-term, mutually beneficial relationship that supports career development, networking, mentorship, and institutional advancement.

Short Term Plans:

- Organize CRT Programs
- Collaborations or MOUs for Placements
- Target to provide placements to at least 50% of students registered
- Organize Annual Alumni Meets
- Promote Alumni assistance in training, placement and infrastructure development

Medium, Term Plans:

- Organize CRT Programs
- Collaborations or MOUs for Placements
- Target to provide placements to at least 80% of students registered
- Organize Annual Alumni Meets
- Promote Alumni assistance in training, placement and infrastructure development
- Policy of compulsory life time registration

Long Term Plans:

1. Organize CRT Programs
2. Collaborations or MOUs for Placements
3. Target to provide placements to at least 100% of students registered
4. Organize Annual Alumni Meets

5. Promote Alumni assistance in training, placement and infrastructure development
6. Create Corpus Fund for the welfare of students
7. Office for Alumni Association

These plans aim to strengthen the foundation for placement and alumni engagement by focusing on job readiness, connecting with alumni, and building an active alumni network that can offer mentorship and job opportunities. These steps will set the stage for a more comprehensive, long-term strategy that fosters on going collaboration between the college, students, and alumni. This plan aims to offer continuous professional development, and ensure that students have access to robust career opportunities, mentorship, and networking from the moment they graduate and throughout their careers.

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2.15 INSTITUTIONAL SOCIAL RESPONSIBILITY (ISR)

The Plans for Institutional Social Responsibility (ISR) in college focuses on initiating and strengthening socially responsible initiatives that align with the institution's values and mission. This plan will allow the college to make a visible impact on the community, engage students in meaningful projects, and establish a strong foundation for long-term social responsibility efforts. The focus is on expanding outreach, fostering deeper community engagement, strengthening partnerships, and embedding ISR into the institutional culture.

Short Term Plans:

- Organize outreach activities through VICAS covering areas such as Education, Cleanliness drives, Health Camps and Environment issues at nearby schools and slums near to College.
- Organize outreach activities at Department and Institution level

Medium Term Plans:

- To adopt an urban slum area and take up activities relevant for its development
- Organize Service Camps during summer in these slums and reach out to their needs.
- Organize Fund raising activities / Programs for the betterment of these slums.
- Collaborations with NGOs to have a greater impact on the activities of ISR

Long Term Plans:

- To adopt an urban slum area and take up activities relevant for its development
- Organize Service Camps during summer in these slums and reach out to their needs.
- Organize Fund raising activities / Programs for the betterment of these slums.
- Collaborations with NGOs and Government Agencies to have a greater impact (change the word) on the activities of ISR

This plan provides a roadmap for initiating impactful ISR activities that directly benefit the local community, raise awareness about important social issues, and foster a culture of social responsibility within the college. Through strategic planning, partnerships, and student engagement, the college can create positive social change and enhance its commitment to social responsibility. This approach ensures a lasting, sustainable impact on the community and the college's role as a socially responsible institution. This plan promotes a lasting legacy of positive change, with the college being a leader in social responsibility and environmental sustainability.

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2.16 SKILL DEVELOPMENT FOR NON-TEACHING STAFF

The Plans for Skill Development for Non-Teaching Staff in college aims to enhance their professional competencies and equip them with the necessary skills to support the academic and administrative functions of the institution. The plan deepens the expertise of staff, and aligning their skills more closely with the evolving needs of the college. This plan will ensure that non-teaching staff are not only proficient in their current roles but also have the capacity to take on new responsibilities, adapt to future challenges, and contribute to the long-term success of the institution.

Short Term Plans:

- Training in soft skills, personality development, IT skills, laboratory maintenance and library maintenance

Medium Term Plans:

- Regular Skill Development Programs

Long Term Plans:

- Regular Skill Development Programs

The plan for skill development for non-teaching staff focuses on improving basic skills, addressing immediate training needs, and setting the foundation for continued professional growth. By offering a blend of soft skills, technical skills, and role-specific training, the plan aims to enhance the productivity and effectiveness of non-teaching staff, ultimately benefiting the overall functioning of the college. The plan ensures that non-teaching staff contribute to the college's growth and success in an evolving higher education landscape.



Dr. Naveen Kumar
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