



UNITY
POST GRADUATE COLLEGE

INSTITUTIONAL DEVELOPMENT PLAN (IDP)

Academic session:- 2024-25

**Prepared By:- Management Committee
of the college**

Name of the College	UNITY DEGREE COLLEGE, LUCKNOW	Address of the College	Sector-B, Basant Kunj, Hardoi Road Lucknow Pin-226101
AISHE ID	C-12752	RHEO	LUCKNOW
Category (Govt./Aided/SF)	SF	District	LUCKNOW
Affiliating University	UNIVERSITY OF LUCKNOW	City	LUCKNOW
Date of Establishment	1998	Pin Code	226101
Name of the Principal	DR. SUNIL DHAWAN	Website Link	www.unitypgcollege.edu.in
Contact Number	7570006104	Latest NAAC Accreditation (CGPA/Grade)	(2.11/B)
Registered Email ID	unitydegree@gmail.com	Applied for NIRF (Yes/No)	YES
Name of the IQAC Coordinator	Dr. Shailly Pandey	Number of UG Programmes offered	04
Contact Number& Email ID	8795888893 pandey.shailly079@gmail.com	Number of PG Programmes Offered	01
Total Number Sanctioned Faculty Position	LAW, BBA, B.Ed, B.A., COMMERCE	Total Number of Full time Faculties	45
Number of Sanctioned Students Seats	BBA-60, LL.B (3years)-120, LL.B (5 years)-180, B.Com-60, B.Ed-100, M.Com-50, B.A.- 420	Total Number of Enrolled Students	1686



**STEPS FOR
PREPRATION
OF
INSTITUTIONAL
ACTION PLAN**

INSTITUTIONAL VISION & MISSION	MANAGEMENT ASPIRATIONS FOR FUTURE DEVELOPMENT OF HEI
INSTITUTIONAL STATUS OF MAJOR COMPONETS	ISSUES/CHALLENGES/ POTENTIALS FOR THE SAME
ANNUAL ACTION PLAN FOR INDIVIDUAL COMPONENT	PLAN FOR ACTIVITIES TO REACH TARGETS AS PER ACTION PLAN
STATUS OF DATA & WEBSITE	OVERALL SWOC ANALYSIS

Role of Management

Management of colleges plays a crucial role in overseeing various aspects of the institution to ensure its smooth functioning, growth, and sustainability. They are responsible for developing and implementing strategic plans for the college. This involves setting goals, defining the college's mission and vision, and outlining the steps needed to achieve these objectives.

S no.	Particular	What is?
1	Mission	<ul style="list-style-type: none">• To offer courses for the enhancement of professionalism, humanism and social responsibility through quality education.• To inculcate values of discipline, hard-work, team-spirit, scientific tempers and to develop critical thinkers.• Endeavour to stretch the intellectual and creative capacity of the youth and to empower them to assume leadership.• To promote education that would be liberal, progressive and explores new dimensions.
2	Vision	<p>We envisage the idea of constructing a society full of worthy human beings. We are and will be an institution where every student will learn to design his life in the best-suited way to survive the challenges posed by the competitive world. Our job is to enable our students to stand up for themselves. We empower them with quality education to face the real world. We embark upon training and developing future lawyers, judges, jurists, educators, managers and entrepreneurs who will take the country forward. We want our students to be well prepared and retain a lifelong commitment to learning, service, and achievement and gain recognition for the values they imbibe at Unity and reach the zenith of their capabilities in their respective career fields.</p>
3	Goal	<ul style="list-style-type: none">• To provide a platform to education seekers coming from varied backgrounds of the society for gaining value-based learning with equal opportunity.• To prepare able, good and responsible citizens for coming generations through training and learning the dignity of human values.• To promote advanced knowledge in social, literary, legal and managerial sciences by providing instructional, practical, clinical and research facilities for promising boys and girls through development of scientific temper, humanism, spirit of research, reform, development and precision in thought, speech and writing so as to meet the philosophical, scientific, economic and technological challenges of the contemporary world.

		<ul style="list-style-type: none"> To cherish and follow the universal noble ideals of mankind and to value and preserve the rich heritage of the composite culture of India. To strive towards excellence in all spheres of individual and collective activity to reach higher levels of endeavour and achievements to fulfil these objectives. Our emphasis is upon "Education with quality and discipline".
4	Best Practice	<ol style="list-style-type: none"> Parent Teacher Meeting Free Legal services and Organising free Legal camps, separate legal cell at the college campus No student should be deprived of Education due to Financial crises. Therefore, college gives fee concession to needy minority students and started Justice Murtaza Husain Scholarship for the purpose.

Financial Enablers and Funding Model

Identify and prioritize the existing & additional sources of funding for the development of financial enablers such as government grants, project overheads, research consultancies, patents, alumni donations, private sector partnerships, and fundraising campaigns. There are four major sources of revenue generation:

- Tuition fee
- Government Grants
- Sponsored research and development projects from the Government and private/ corporate sector
- Philanthropic contributions and other income like CSR, royalties on intellectual property (IP)/ patents etc.

S No.	Financial Independence, Stability and Funding Models Requirements	Current Status of Share of Financial dependency	Plan of Action To increase revenue source
1	Financial Policies	College Fees	Grant If Possible
2	Action Plan and Budgets	Budget depends on fees	Grant
3	Main sources of revenue to be developed	College Fees	Plan to Receive Grant From Govt / Industry
4	Financial/ Investment Committee	Yes (Purchase Committee)	-
5	Software/ Technical support	Available	
6	Internal Audit department	Yes (Done by Authorised C.A.) Reports of Internal Audit of Last 5 Years is available with the A/C department	-

Digital Infrastructure

Digitalization has taken the world by storm due to its capacity to cause substantial transformations in how institutes function by improving their internal processes. Information and Communication Technologies (ICT) and its infrastructure support have become an integral part for existence and learning experiences in all aspects of life. ICT has fundamentally changed the systems and processes of nearly all forms of institutes within their learning activities and governance. The presence of ICT in the education and research domains / sectors has made a substantial impact in the last few years and it is virtually at par with the other functional fields.

S No.	Type of Digital Infrastructure Required	Current Status	Plan of Action
1	Open Wi-fi Availability for Staff & Faculties	Available	
2	ICT enables Classrooms	Available (05)	More to develop
3	Smart Classes	One	Gradually develop all in smart classes
4	Digital Library, ILMS	Available	
5	Subscription to E-resources	Few	Plan to subscribe for all departments
6	Institutional Website	Yes	
7	Registered Alumni Network	Alumni Association is registered	
8	Student-Computer Ratio	60:1	
9	Paperless Office	Started	Plan to achieve 100% paperless
10	Online Evaluation of Student Examination	NA	Examinations are conducted by University
11	Website-based exam result	Yes (by University)	
12	Online Marksheet Announcement	Yes (by University)	
13	Enterprise Resource Planning	No	To be started soon
14	Plagiarism software facility	No	
15	Online Digital Student Placement	Available but depends upon the employer	Planning to keep records on CMS
16	Social media-based promotions	Available	
17	Student Publication	Yes	
18	Video Conference Facility	Available	

Academic Infrastructure

The Academic Infrastructure is a set of reference points which give institutions a shared starting point for setting, describing and assuring the quality and standards of their higher education courses. A good academic infrastructure ensures a healthy and progressive learning environment resulting in energy and interest which ultimately promotes better learning performance. It is the responsibility of an institution to create an environment that not only assures learning, but also pays special attention to the mental and physical well-being of the students. They should provide a learning atmosphere to every student where they acquire knowledge and skills to grow as a responsible individual.

S no.	Types of Academic Infrastructure	Current Status	Plan of Action
1	Courses Catering to professional / Future requirements	LLB (Hons),LLB (3Years),B.Com.M.Com.B.Ed,BBA	Planning to introduce more
2	Value Added Courses for students (non-credit/at least 30 hrs duration)	4 Add on course	more to be introduced
3	Participation in online MOOCs/ SWAYAM/NPTEL	Yes	
4	Feedback on Curriculum by Students/Faculties	Yes	
5	Industrial collaboration for curriculum designing	Curriculum designing is part of University	-
6	Skill Enhancement Courses	Yes	
7	Capacity Building Courses like soft skills/language/IPR	Part of University Curriculum	
8	Session Wise Teaching Plans	Semester wise (smoothly)	Theory + Practical
9	Awareness about COs & POs among teaching & non-teaching staff	Yes	
10	Facilities for Faculties (Faculty Exchange/Conferences)	Yes	
11	Facilities for Non-Teaching Staff	Yes	-
12	Facilities for students	Wi-Fi / Library/Sports/Gym	-
13	Exam Question Bank	Yes	-
14	Assignments	Yes (Per Subject)	-
15	Assessments	Yes	-
16	Pedagogy	Practice Oriented	-
17	Earn While Learn Facility for Students	No	Planning to do so
18	Academic Flexibility and Multidisciplinary	Yes	-

Physical Infrastructure

Physical infrastructure is vital for colleges, providing essential facilities like transportation, electricity, sewage drainage and open spaces. Our focus is availability of support for academic, research, cultural activities, sports and green campus facilities (rainwater harvesting, waste management). These facilities include classrooms, laboratories, libraries, and spaces for cultural and sports activities, with a growing focus on sustainability. Overall, college infrastructure plays a key role in creating a conducive learning environment and fostering holistic development.

S no.	Type of Physical Infrastructure	Current Status	Plan of Action	Yes/No
	Administrative Block	Chairman's Room, Secretary's Room, Co-ordinator's Room, Principal's Room, OSD's Room, Account's Office, Main Office	Upgrade Administrative facilities	Yes
1	General Campus Infrastructure	<p>1. Main Building Ground Floor: Administrative Block, Class Room = 05, Auditorium =01, Library =01, Computer Lab = 01, Meeting Hall = 01, HOD Room = 01, Photocopy Room = 01, Rest Room =04 (02 Girls-02 Boys), Legal Aid Cell, Visitor Room</p> <p>2. Main Building First Floor: Class Room = 09, HOD Room = 02, Staff Room = 03, Sport's Room =01, Infirmary = 01, Store Room =02, Rest Room =04 (02 Girls-02 Boys).</p> <p>3. Main Building Second Floor: Staff Room-01, HOD Room-01, Rest Room-02 Class Room: 12</p> <p>4. Education Block Ground Floor: Class Room = 04, HOD Room =01, Staff Room = 01, Psychology Lab = 01, Science Lab = 01, ET Lab = 01, Girl's Common Room = 01, Store Room = 01, Rest Room = 02 (01 Girls-01 Boys).</p> <p>5. Education Block First Floor: Class Room = 03, Hall = 01, HOD Room = 01, Staff Room = 01, Language Lab = 01, Rest Room =02 (01 Girls-01 Boys).</p>	Increase the number of classes	Yes
2	Green Campus Initiatives	04 Lawns with variety of trees and plants.		Yes
3	Indoor, Outdoor Sports, Games Facilities	Table Tennis, Badminton Court, Chess and Carrom Board, Sport Room		Yes
4	Lecture Room and Classrooms as per requirements	Available		Yes
5	Meeting Room/Conference Hall	01 Meeting Hall, 01 Conference Hall		Yes
6	Laboratories and Research Centres	01 Psychology Lab, Library with Journals and Reference Books 01 Language Lab	To establish forensic lab	Yes

		01 Science Lab		
7	Cafeteria	Available		Yes
8	Student Grievance Cell/Anti Ragging Cell	Available		Yes
9	Girls Common Rooms	Available		No
10	Creche	NA	In planning	No

Research and Intellectual Property Infrastructure

Intellectual infrastructure, encompassing basic research, ideas, and general-purpose technologies, serves as a fundamental driver for societal progress, facilitating downstream activities such as information production, innovation, and community building. Emphasizing the 4C's skills—Critical Thinking, Creativity, Communication, and Collaboration—in research becomes instrumental for addressing local, regional, and national challenges. These skills empower individuals to analyse problems critically, generate creative solutions, communicate effectively, and collaborate seamlessly, offering a comprehensive approach to problem-solving. By integrating these skills into the research process, intellectual infrastructure not only addresses immediate concerns but also contributes to the long-term development and resilience of local, regional, and national systems, creating a more adaptable and robust societal framework for the future.

S no.	Types of intellectual property infrastructure	Current Status	Plan of Action
1	Quality Research	Research development Cell established	To promote more publications
	Research Grant from Govt/Non Govt agencies	No	-
2	More Faculty members with Ph.D.	21	03 pursuing
3	Faculty encouragement for Book Publications, Research Publications and Patents	Additional salary increments and other possible support	Provide all the support to faculty members
4	More conferences (At least two conferences per year per college)	Workshop/conference organised	Will organize more workshop/ conference
5	Compulsory patent claim for UG & PG projects in Professional subject areas	No	Plan to start
6	Institutional Innovation Cell (IICs)	Constituted	Trying to strengthen

Infrastructure for Networking and Collaborations

The students remain in the institute for 2 years (Post graduate) to 5 years (integrated Masters / PhD programmes) and are dependent on Brand of HEI. The Alumni as the real trustee of the Brand of HEI to be the major stakeholders in its Governance, Management and Growth of the HEI. HEI requires to set up a mechanism to win their trust and enable their constructive and hassle-free engagement with the Institute for life with networking and connectivity in getting endowment, new projects, funds, knowledge, mentorship.

S no.	Types of Infrastructure Required for Networking and Collaboration	Current Status	Plan of Action
1	Collaborations – Horizontal, Vertical & Diversified	Yes	More in pipeline
2	Alumni Association & Networks	Registered Alumni Association	Increase interaction and participation of Alumni
3	Students Participation in Field Work and Project Work	Yes	
4	Industry Integrated Collaborations	Yes	-
5	Research Collaborations	No	Planning to start
6	Consultancy Collaborations	Legal Aid Cell	-
7	Placement Collaborations	With state employment exchange & other private agencies	We are looking for better opportunities for our students through collaboration
8	Collaborations for students - Earn While Learn model	NA	Aiming to generate collaborations for such organization
9	Collaborations with NGOs & Social service Organizations	Bewajah, NIIT Foundation, Samvad Mediation centre	
10	Startup Network Infrastructure	NA	Trying to commence

Student Support

Facilities by institutions for the students in providing mechanisms like guidance cell, placement cell, grievance redressal cell, welfare measures to support students. The institution has a structured counselling system. Scholarships and other aid are provided to needy students. Sustainable practices support optimal progression, facilitating movement to higher education or employment. Recognizing students' achievements in exams or competitions is also important.

- Student progression is a crucial factor impacting institutional performance in both NIRF Ranking and NAAC Accreditation.
- Non-Monetary Actions: Many areas, such as career guidance and student grievance redressal, require minimal financial investment and should achieve 100% performance.

S no.	Types of Student Support to Students by the Institution	Current Status	Plan of Action
1	Student-Faculty Ratio	1:37	To maintain the 1:20 ratio
2	Facilities of Career Guidance & Competition Exams to Students	<ul style="list-style-type: none"> • Career Counselling and Placement Cell is active in the college. • Faculty members & placement cell guide and Motivate the students for competitive exams. • Skill based add-on courses are organized through placement cell. 	<ul style="list-style-type: none"> • To Improve interaction with the industry is through campus placement, • To invite eminent personalities from various industrial & educational sectors. • To organize expert lectures and international seminars to educate students on the latest teaching/learning strategies and also have a discussion with educationists from other educational institutions. • To provide assistance for competitive examinations like PCS (J), UPSC, UPTET, UGC-NET, etc. • To encourage start-up and entrepreneurship.
3	Guidance for Student Progression	<ul style="list-style-type: none"> • Counselling and Career Counselling services for students on campus are provided. • Through guidance programme student cleared CAT EXAM. • Invited eminent personalities from various fields. • Organized expert lectures, national 	<ul style="list-style-type: none"> • To notify the advertisements regarding jobs and related information on the college website/notice board. • To organize Campus Placement Drives for students

		<p>seminars, workshop, training programme to enhance new skills and educate learning strategies.</p> <ul style="list-style-type: none"> Organized Field visit to give practical knowledge of industry and schools. 	
4	Any Scholarship/Aid/free ships to Students excluding Government Scholarship	<ul style="list-style-type: none"> Justice Murtaza Husain Scholarship Program Provides concession in tuition fees according to socio- Economic status of students. <p>Given proper guidance to get scholarship for minorities Tauheedul Muslimeen Trust (TMT), Wazeef-e-Sadat & many others.</p>	<ul style="list-style-type: none"> To ensure more scholarships for students. To extend scholarship facilities to eligible and financially needy students.
5	Extension & Out Reach Activities (NCC/NSS/Govt Schemes/Community Activities/Neighbourhood)	<ul style="list-style-type: none"> Organised Legal Aid camps for community outreach programmes. NSS unit is available. Organized plantation,International Yoga day Group Yoga,Scout guide camp, unicarrear fest, medical camp. Books and clothes collected for community services by Goonj (NGO). Community service rendered for under privileged group in the barawan kala village,lucknow. 	<ul style="list-style-type: none"> Expanding existing community outreach programmes.
6	Participation in Extra Curricular Activities like sports, Cultural events	<p>Participated-</p> <ul style="list-style-type: none"> National moot court competition, Debate competition,Lok Adalat organized by district legal services authority, poster making competition organized by legal specs Judgement writing competition in national law fest organized by Lucknow university 'AURA'IT fest LU inter collegiate youth fest Literacy and cultural competitions 	<p>To promote students participation -</p> <ul style="list-style-type: none"> Sports at district and state level. Cultural activity at state and national level. To Increase activities for intermediate students in the college.

		<ul style="list-style-type: none"> • Annual fest UNIFEST • 'SANKRITIKI'(Lucknow University) • 'UTKARSH' BBD. • Youth fest Amity university • 'Fiesta' integral university. 	
7	Promote Student Enrolment	<ul style="list-style-type: none"> • Participating in lucknow university centralised admission process. • Promotion of the college on social media platforms are done. • Student's interaction and counselling Organised in intermediate colleges. 	<ul style="list-style-type: none"> • To increase activities for intermediate students in the college. • The new courses (Training, Workshops and Interface) with focus on increasing the employability will be taken care of by the concern departments.
8	Initiatives to promote inter-state student enrolment	<ul style="list-style-type: none"> • Admission through online mode. • Promotion through social media platforms. 	<ul style="list-style-type: none"> • Establish MOU with other HIE/Research centre and communicate them for information.

Governance Infrastructure

Governance is the structured framework overseeing the direction and control of entities, encompassing decision-making, accountability, control mechanisms, and behavioural aspects at the entity's highest levels. It extends beyond a singular activity, constituting a comprehensive system and process. The effective implementation of a robust governance strategy necessitates a systematic approach, integrating elements such as strategic planning, risk management, and performance optimization. Successful governance outcomes result from institutions demonstrating their ability to judiciously wield the autonomy vested in them, emphasizing the need for a proactive and organized approach to navigate the complexities of decision-making, risk mitigation, and performance enhancement.

S no.	Types of Infrastructure Required for Effective Governance Structure	Current Status	Plan of Action
1	Senate	NA	NA
2	Functioning of		

IQAC	<ul style="list-style-type: none"> • IQAC cell is working. • Meeting is held periodically. <p>Functions are-</p> <ul style="list-style-type: none"> • Teachers training programme, Regular seminar/ workshops and conferences Support from alumni. • New academic plans/ courses • Academic audit • Presentation of feedback analysis to faculty members. • Promotion of publication of Research journal. 	<ul style="list-style-type: none"> • To encourage publication of Research journal & add on courses. • To encourage quality teaching with use of ICT tools. • To prepare college for Autonomy 	
3	Vision	<p>We envisage the idea of constructing a society full of worthy human beings. We are and will be an institution where every student will learn to design his life in the best-suited way to survive the challenges posed by the competitive world. Our job is to enable our students to stand up for themselves. We empower them with quality education to face the real world. We embark upon training and developing future lawyers, judges, jurists, educators, managers and entrepreneurs who will take the country forward. We want our students to be well prepared and retain a lifelong commitment to learning, service, and achievement and gain recognition for the values they imbibe at Unity and reach the zenith of their capabilities in their respective career fields.</p>	<ul style="list-style-type: none"> • We will try our best to become nationally known Institution that makes a difference. • To remain connected with and contribute to the world of education and work.
Mission and Roadmap for the institute	<ul style="list-style-type: none"> • To offer courses for the enhancement of professionalism, humanism and social responsibility through quality education. • To inculcate values of discipline, hard-work, team-spirit, scientific tempers and to develop critical thinkers. • Endeavour to stretch the intellectual and creative capacity of the youth and to empower them to assume leadership. • To promote education that would be liberal, progressive and explores new dimensions. 	<ul style="list-style-type: none"> • Offering high quality academic programmes to empower students to achieve success. • Recognition as an Institution of Excellence which offers integrated modern Education along with imparting traditional Indian values. • To achieve autonomous status for the college as per NEP-2020 norms. It will provide liberty to the college for commencement of job-oriented programs and to design at per curricular. 	

4	Risk Management Analysis	<ul style="list-style-type: none"> With regular meetings of Principal, Management & faculty Members risks of admissions, result of students, appropriate use of finance, reputation of the college are assessed and planning to face the challenges are discussed. 	More focussed and accurate system to be developed.
5	Student Feedback	<ul style="list-style-type: none"> Regularly taken through both online/offline. 	<ul style="list-style-type: none"> To involve 100% students

SWOC ANALYSIS

STRENGTHS

- 1. Quality of Teaching
- 2. Infrastructure
- 3. Location
- 4. Academic Activities for the grooming of the college
- 5. Placement & Training

WEAKNESS

- 1. No Financial Assistance from the government
- 2. Constraint of land for the expansion of the college

OPPORTUNITIES

- 1. Location of college gives opportunities to serve the socio-economically backward students
- 2. To develop the college as autonomous college and provide best possible quality education

CHALLENGES

- 1. Lack of grant is a challenge to maintain and grow the college
- 2. Regular research activities in the college.