



*Estd. 1970*

## **MANOHAR MEMORIAL COLLEGE, FATEHABAD**

**Ratia Road, Fatehabad (Haryana)-125050**

**(Affiliated to Chaudhary Devi Lal University, Sirsa)**



**INSTITUTIONAL DEVELOPMENT PLAN**

## **Institution Profile**

The memory of a young, dynamic, and energetic youth in Manohar is perpetuated, in the form of an educational institution named Manohar Memorial (P.G.) College Fatehabad. Manohar, whose life was snatched by the cruel hands of destiny at the prime age of 22 years, was the only son of Mehta Khem Raj Batra, a renowned name and personality in the region. With the philanthropic gesture of Mehta Khem Raj Batra coupled with the social leanings and bent of the visionary people of the town, the idea to establish an educational institution in the fond memory of Manohar brewed and was effectively nurtured by the socially conscious people of this region. The people's collective and dedicated endeavours resulted in a dream come true in the form of this college, the foundation stone of which was laid down by the then Chief Minister of Haryana Ch. Bansi Lal on June 24, 1970.

Since then, this institution has never looked back. Overcoming all the obstacles and constraints faced by an institution in an educationally backward region, the institution banking upon the dedicated and soulful efforts of its constituents, vast and sprawling campus of 20 acres of land and coveted recognition U/s 12(b) and 2f from the UGC, has marched ahead and proudly established itself as a premier co-educational institute in the state of Haryana running 10 Post Graduate and 7 Under Graduate programmes along with diploma and certificate courses in different academic streams. Not only in the field of academics, this college feels immensely proud of its achievements in the field of co-curricular activities too. The overall development of students with the ignition of social concern in them is the prime motive of everyone involved in the mission undertaken by this institution. The milestones are being surpassed; new destinations and targets are being sighted and accomplished. The march ably cued by 82 well-qualified teachers and 3197 zealous students is on, and we sincerely hope to keep pace with the developments and changing needs of the globalized world and try to match our strengths and capabilities to deliver what is expected of us.

## **Vision**

‘TAMSO MA JYOTIRGAMY’

‘Education for mitigating darkness of ignorance and illiteracy’

The vision which navigates every constituent of the college towards its mission is effectively reflected in the emblem of the college and reads ‘TAMSO MA JYOTIRGAMY’ meaning ‘from darkness to light’. The darkness of illiteracy and ignorance has to be mitigated through the light of knowledge and education. Taking this vision as our lighthouse we at Manohar Memorial College endeavour sincerely to move ahead in the perpetual journey towards enlightenment through education.

## **Mission**

The foremost mission of the college is to lay the path and suitably embark upon it toward the upliftment of society and its constituents. Instilling in our students a sense of confidence, engagement, analysis, and decision-making through the power of knowledge is at the core end of all our endeavours. We untiringly strive –

- To make available affordable means of education by charging minimum fees and providing students with various fee concessions.

- To motivate the underprivileged and deprived constituents of society to equip themselves with the power of education and help themselves in overcoming the constraints by adhering to various reservation norms as laid down by the Govt.
- To nurture and groom the youth in such a way that they feel engaged and attached in the process of development of the society and its constituents by incorporating various social service platforms and programs in the curriculum.
- To appraise the people of this educationally backward region, with the power of education by continuously infusing its importance and unparalleled efficacy.
- To ensure that economic constraints never dampen the spirit of getting educated by offering various monetary awards and recognitions to meritorious students.
- To ensure that quality education is provided to everyone without any religion, region, gender, or economic bias by offering a curriculum that is uniform in every respect about the course and program opted by them.
- To cope with the latest and suitably embrace the changes in the field of education in this rapidly changing era along with nurturing our cultural roots, ethics and traditions by making available the latest means of teaching and learning techniques.
- To promote and initiate the spirit of searching and researching new paths and means among teachers and students by suitably updating them with the rapidly changing scenario and keeping pace with it.
- To bring out confident human resources equipped with all such traits to face the challenges of the globalized scenario by imparting to them the traits of knowledge and decorating them with the sheen of honesty, morality, and humility.

### **Institutional Strength**

- 54 years of valuable existence, rendering service in the field of education, and making a mark of its own.
- The constraints of operating in an educationally backward region have never dampened the spirits. Instead, such obstacles have been taken as stepping stones and have provided us with suitable cues to gain more energy and strength.
- The college offers seven degree programs in Commerce, Arts, Science and Computer Application. 10 Postgraduate degree courses in Commerce, English, Hindi, Punjabi, Economics, Physics, Chemistry, and Maths are also offered besides professional courses of BCA, B. Lib., and PG Diploma in Yoga.
- The well-qualified, dedicated, and spirited human resource in teaching and non-teaching spheres is beyond any doubt the institution's strength. The faculty members who are eager to enhance the realms of their knowledge and disseminate the same among students are the assets that lend credibility to the texture of the Balance sheet of this institution.
- The state-of-the-art infrastructure, suitably studded with the latest technological gadgets and techniques, a well-equipped college library with KOHA, DELNET, and INFEBNET facilities, high-speed Wi-Fi internet access, EDUSAT facility, fully equipped computer and science labs, digital Language Lab.
- Renewable energy resources are very effectively tapped through a Solar setup of 65 KW which provides flawless 24/7 electricity backup.

- Eco-friendly campus enabled with Wi-Fi and internet connectivity which is laid out with ICT-based Seminar Hall, Committee rooms, and 66 spacious and airy classrooms.
- The college has NSS/NCC/YRC/Subject Societies always been on the frontline in fulfilling its social and academic objectives in educational attainments and sensitizing the masses towards social problems plaguing society. The college has been awarded and recognized for its untiring efforts in the field of Blood Donation Programs and Red Cross activities by the Hon'ble Governor of Haryana and the District Administration.
- The entire internal communication network is monitored and handled through an ERP module run Android app platform where any type of communication can be established and carried forward in a foolproof way with staff and students at whatever levels.
- 20 functional MOUs have been signed with various educational Institutions of the State

### **Institutional Weakness**

- The absence of industry linkage facilitating campus placements is the weakest link that gives reputed colleges of metro cities an edge over institutes in lesser developed areas.
- The rural areas of this educationally backward region of the state constitute a significant chunk of the total student strength. Lack of awareness among rural masses towards education and their very natural tilt towards agriculture act as significant hindrances in their educational development, which results in a high dropout ratio.
- Rural background and poor schooling put our students on the back foot as far as communication skills are concerned. The efforts to improve their communication skills by providing them well-equipped language lab and extra classes to target their communication traits have not borne the desired results.
- A smaller number of research papers in quality journals and publications due to a lack of regular faculty members.
- Govt. restrictions concerning faculty recruitment, intake of the students, and introduction of various new courses.

### **Institutional Opportunities**

The weaknesses mentioned above, in fact, make us more conscious and energetic to overcome the challenges. We try to search for opportunities out of the obstacles and sincerely endeavour to turn weaknesses into stepping stones. The options ahead of us are many.

- With the proper understanding of our constraints, we try to focus on the areas where we can earn an edge. Making our students strong on the academic front so that they breed in them the requisite courage and confidence to compete with the students of metro cities and big towns is a big challenge and opportunity.
- The lack of a level playing field puts us on extra alert. Starting underdogs and winning, pumps us up with an undying and never-ending spirit of putting our performance bar higher.
- There is no shortage of talent in rural areas. The need of the hour is to track such talent and effectively polish it tactfully. The hidden and unexplored talents of socially backward students hailing from rural and economically weaker regions and bringing them to the forefront of reputed platforms is an opportunity that needs to be exploited to our advantage by planning more outreach programs in rural areas.

- The mushroom growth of educational institutes in urban areas reaches the saturation point; it would naturally shift the focus to semi-urban and rural areas. The industry people should be made to understand that talent dwells in lesser-known towns and institutes too. Once this trend and direction transmute, the institutes in semi-developed areas have an opportunity to show and ably exploit their mettle.
- Feeling the pinch of our weakness in the field of research, we feel the need to establish a Research Incubation Centre that can explore various avenues and guidance enabling our students and staff to effectively surf in that field.
- Keeping in view the weak industry linkage and placement avenues for our students we look forward to establishing suitable linkage with the help of Alumni and preparing groundwork for Signing various MOUs with them for the benefit of our students.

### **Institutional Challenges**

To effectively endeavour to enhance the student's enrolment and curb the increasing tendency of youth to go abroad.

To garner more financial support from various Govt agencies and institutions.

- To suitably coordinate the changing textures of education invaded with the IT tools and gadgets with the traditional courses.
- To combat the significant fall in the strength of traditional courses.
- To develop a framework that can suitably address the economic needs of the students through the effective functioning of Placement Cells.
- To create more avenues and opportunities that can facilitate research-oriented programs.
- To generate more financial resources through Grant aids and other means that can strengthen the infrastructural base on which future development and growth depend.

### **Institutional Development Plan (2024-2028)**

#### **1. Developing Motivated and Energized Faculty**

- Improve faculty competencies in terms of academic proficiency, research skills and administrative capacity by holding FDPs and deputing faculty for seminars, conferences and presentation of research papers.
- Conduct interactive sessions department-wise for sharing knowledge gained by faculty during workshops – particularly when a new course (paper) is introduced.
- Students' feedback for appraising the performance of faculty at the end of each semester. Feedback to be communicated to faculty for perusal and improvement.
- Faculty (especially adhoc basis) should be given job security, so that they may feel truly invested in, connected to and committed to the institution.
- To make teaching - learning process more effective, introduce smart classrooms, ICT integrated teaching and train faculty in innovative teaching methodology.
- Encourage minor research projects to be undertaken by faculty.
- Incentivize the excellence of faculty.



- Give adequate time to faculty for interaction with students, for conducting research and for other activities.
- Promote teacher internship programmes.
- Empower the faculty to conduct innovative teaching and research.
- Give freedom to faculty to creatively design their own curricular within the approved framework including textbook and reading material.

## **2. Teaching, Learning and Education Technology**

### **⇒ Implementation of Outcome Based Education**

- Course outcomes and learning outcomes to be clearly specified.

### **⇒ Enhancement of Students' Progress**

- Supporting the overall academic success of students including enrolment, retention and timely graduation
- Ensure more Scholarships for students.
- Conduct remedial classes for weak students/repeaters.
- Conduct bridge courses for students.
- Improve the placement opportunities for students after graduation.
- Promote self-employment /entrepreneurial skills among aspiring students.
- Industrial visits to manufacturing units.
- Lecture series by successful local businessmen.
- Encourage students to be members of the various cells, associations, clubs of the college.
- Create opportunities to gain knowledge, skills, and credentials in high demand fields.
- Providing students with opportunities for internships with local industries, businesses, artists, crafts persons.
- Ensure basic medical facilities for all students in the institution.
- Create or upgrade an efficient mechanism for grievance handling/redressal
- Create systems and processes that are required to ensure students' physical health and emotional wellness.
- Make available facilities for emotional health support for students.
- Create awareness of internationally celebrated days like World environment day etc.
- Celebrate India's unity in diversity on campus.

## **3. Research Development and Innovation**

- Subscribing to UGC care list of journals and E- Resources in the library.
- FDP on research methodology & statistics for faculty & PG students
- Training on research ethics for faculty & PG students
- Creating repository of ideas -National level seminar on quality research
- Distance learning training courses by Swayam / Coursera
- Research paper presentation for B.com/BCA /M.com students
- State level workshop on emerging trends in information technology
- Organizing Seminars on research paper publications

- Academic exchange programme { short term training programme for students by faculty from institutes of repute }
- State level skill-based workshop on mobile application Development.
- Requisite software for plagiarism check.
- Developing e-resources by subscribing to e-journals, e-reports from reputed National, International organisations
- To develop peer reviewed journal of the institute

#### **4. Alumni Engagement/ Activities plan**

- Develop alumni engagement strategic plan and provide an action plan
- To engage the current network of alumni members in two-way communication.
- Sending emails and text messages, creating google forms as the first touchpoint to lists
- To reach out to 400 new contacts of alumni in the next 2 years using questionnaires in google forms.
- Following up with individuals who have shown interest.
- Personal communication with highly engaged Ex Students.
- To use alumni emails and phone numbers to increase the membership of alumni association.
- To Identify top engaged alumni players and leveraging their influence to attract more alumni members in the association.
- Plan a batch wise and year wise online alumni community and increase collaboration with industry.
- Adoption of weak students (financially, psychologically, physically) and helping them in the form of Scholarships and Internships by affluent alumni.
- Planning Mega reunion events for regular connectivity and motivation between alumni and the college.

#### **5. Skill Development of Non-teaching Staff**

- Upgrade the IT skills of non-teaching staff by conducting periodic sessions.
- Conducting soft skill training for multitasking staff.
- Regular FDPs on administrative guidelines and relevant procedures related to RTI, exams, fees, admissions etc. by inviting experts in respective fields.

#### **6. Initiatives for the Student's and Institutional Growth**

- Improving communication with key stakeholders
- Foster greater engagement with the local community
- Start student facility centre to provide stationery and other items to students
- Encourage students for 'Start ups' in traditional occupations.
- Website upgradation.
- Strengthen Office Automation.
- Improve social responsibility and civic awareness among students through interaction and programmes with social organizations/NGOs.
- Provide a functional first aid box and fire extinguishers.
- Implement MIS (Management Information System)

## Conclusion

To conclude, IDP is a vision plan of the college which has been prepared by a team of experienced, senior faculty members of the college. There were many review meetings before the final IDP took shape. If the college receives budgeted funds from the central and state bodies, we assure that all the funds will be optimally utilised for the development of the college so that our college becomes a Centre of Excellence in Higher Education in Haryana and India as well.

*gans*

