

INSTITUTIONAL DEVELOPMENT PLAN (IDP) UNDER NEP 2020



Established: 1971

**Managed by Keshod Kelavani Mandal
N. P. ARTS & COMMERCE COLLEGE**

Akshaygadh Road, KESHOD 362220.

Dist. JUNAGADH (Gujarat)

Established: 1971

Email : npccollegekeshod@gmail.com

(Year 2026-2035)

**Department of Higher Education
Government of Gujarat**

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Vision and Mission

Describe the institution's vision for its future—the institution's expectations for its future self, embodying where the institution wants to be.

VISION

N P Arts & Commerce College (Nagar Panchayat Arts & Commerce College – Keshod) is situated in a small semi-urban town of Junagadh district. It was established in the year 1971 by the generous donations from Keshod Nagar Panchayat to keep the institution away from politics and political influence, an education trust was formed and it was handed over to trust, Keshod Kelavani Mandal, is the trust manages the institute.

As the institute is situated in semi-urban area, most of our students come from nearby villages belong to the agriculture class.

Vision:

- To provide facilities for Higher Education to the rural rustic students of this region.
- To provide facilities for Higher Education to the socially economically backward & under privileged students of this region.
- To uplift the students not only educationally but also morally socially & economically.
- To set up centre for education at local level.

Describe the overall mission and purpose of the institution.

MISSION

Our is one the oldest institute, established (in the year 1971) to provide education to the youth of nearby villages and talukas of the district. Our is the only College providing education of the students among five talukas. The initial mission is to provide quality higher education to the students. To achieve this, apart from class room interaction, seminars, group discussion and other extra-curricular activities are arranged frequently. Efforts are being mandatory develop scientific temperament and instill humanitarian values In young minds. Importance is given on the all-round development of the students through various skill development programs and on creating awareness among them towards the problems of the society. Till now the Institute serves successfully in achieving this mission/object.

Mission of the college is to:

- Produce thinkers, effective communicators and life-long learners.
- Empower the students to contribute to all round development of society and nation building process.
- Lead higher education towards inclusive excellence.
- Provide professional development for aspiring rural and urban students.
- Create gender equity and mutual respect, so that a strong and healthy society is emerged.
- To develop human potential (potentials of the rural and urban youth) to its full estextent so that intellectually capable and imaginatively gifted leaders can emerge in arrange of professions (in the professional areas)
- Provide life-long education that produces graduates with the skills necessary to sustain a caring, supportive climate throughout the College

INSTITUTIONAL BASIC INFORMATION

Institutional Identity:

- a. Name of the Institution: **N P Arts & Commerce College-Keshod**
- b. Type of Institution: **GIA**
- c. Category: Co-education/ Girls: **-Co-education**
- d. Location: (urban / rural): **-Rural**
- e. Website Address of the College: www.npcollegekeshod.org
- f. Name of Head of Institution and Project Nodal Officers

Head and Nodal Officer	Name & Department	Mobile Number	E-mail Address
I/c Principal	Dr. S.K. Pambhar	90992 49982	hetsneh1976@gmail.com
Vice-Principal	Dr. R.H. Parmar	98989 84550	floraparmar@gmail.com
IDP, Coordinator	Dr. C.J. Vadhiya	94279 27892	chandvadhiya@gmail.com

Establishment Details:

Sr. No.	Establishment Details	
1	Year of establishment	June, 1971
2	Name of University to which Affiliated	Bhakta Kavi Narsinh Mehta University, Junagadh
3	Year of Permanent Affiliation	8-12-1992
4	Year of Temporary Affiliation	NA

NAAC Accreditation:

	Date of Application	Date on which accreditation was received	Grade	Valid till
1 st Cycle	31.10.2006	31.03.2007	B+	31.03.2012
2 nd Cycle	24.12.2014	25.06.2015	B	24.06.2020

Section and Sub-Sections

Stream	Major subject	Minor subject
B.A.	Economics	Psychology
	Gujarati	English
	Sanskrit	-
	Physical education	
B. Com	accountancy	Computer
M.A.	Gujarati	
M.Com.	Accountancy	

Faculty and staff strength

Stream	Subject	Associate prof	Assistant prof.	Adhyapak sahayak	Visiting lecturer
B.A.	Economics	1	1	1	-
	Gujarati	-	1	1	-
	Sanskrit	1	2	-	-
	Psychology	1	-	-	-
	English	-	-	1	-
	Physical education	-	1	-	-
B.Com.	Accountancy	-	-	2	2

Students' Profile:**Academic Information for 2022-2023**

Sl. No.	Stream (Science/Commerce/Arts)	Level (UG, Diploma, PG)	Course name (Hons/ pass wise)	Duration (Years)	Sanctioned Annual Intake
1	Arts	UG	B.A.(Regular)	3Year	390
2	Commerce	UG	B. Com (Regular)	3 Year	260
3	Arts	PG	M.A. (Regular)	2 Year	120
4	Commerce	PG	M.Com (Regular)	2 Year	180

Current student strength

Sr. No.	Stream	Subject	Semester-2	Semester-4	Semester-6	Total
1	Arts (UG)	Economics	54	72	70	196
		Gujarati	56	47	61	164
		Sanskrit	41	39	42	122
	Commerce (UG)	Accountancy	58	51	48	157
	Arts (PG)	Gujarati	91	110	-	201
	Commerce (PG)	Accountancy	123	163	-	286
		Total	423	482	221	1126

No. of Class Room in the College:

Seating capacity	250 capacities	180 capacities	80capacity	20capacity
No of classroom	00	04	07	00

Library:

Sr. No.	Parameters	No of books
1	Total number of text books and reference books available in library for students(approx.)	Books 59411 Ref Books 5510

Reading Room:

Reading room	Sitting Capacity
00	There is no separate reading room, a small space is provided for reading in the library.

First Aid Box and Functional fire Extinguisher Facilities:

FirstAidboxavailable		Functional fire extinguisher		
Principal Room(Y/N)	Any other location (Y/N) if, Mention Location	Principal's chamber/Of fice/Classro om/Corridor	Near Main Electrical switchboard(Y/N)	Library(Y/N)
yes	Sports Room, NSS Room	Yes	Yes	Yes

Hostels (Boys)

Sr.	Parameters	Specify details
1	Does the college/Institute have Student Hostel (Yes/No)	No
2	If Yes, Number of Hostels	NA
3	Hostel-wise Intake Capacity	NA
4	Hostel-wise Present students' strength	NA
5	No. of ST students among sl.no 4 above	NA
6	No. of SC students among sl.no 4 above	NA
7	No. of differently able students among sl.no 4 above	NA
8	Facilities (Common room, Food, Games & Sports, Reading room etc.	NA
9	Hostel accommodation fees per month	NA
10	Hostel mess fees per month	NA
11	Mismanagement (fully by students/ fully by college admin/ both)	NA
12	Are the hostels accessible to differently able students?	NA
13	No of toilets in Boys Hostel	NA
14	No of urinals in Boys Hostel	NA
15	No of bathrooms in Boys Hostel	NA
16	No of drinking water facility in Boys Hostel	NA
17	Furniture provided to students (cot/table/bookshelf)	NA
18	Electricity connection available(Y/N)	NA
19	Fire Extinguisher: Y/N	NA
20	First aid box available: Y/N	NA
21	No of drinking water points available:	NA

Hostels (Girls)

Sr.	Parameters	Specify details
1.	Does the college/Institute have Student Hostel (Yes/No)	No
2.	If Yes, Number of Hostels	NA
3.	Intake Capacity	NA
4.	Present students' strength	NA
5.	No. of ST students among sl.no 4 above	NA
6.	No. of SC students among sl.no 4 above	NA
7.	No. of differently able students among sl.no 4 above	NA
8.	Facilities (Common room, Food, Games & Sports, Reading room etc.)	NA
9.	Hostel accommodation fees per month	NA
10.	Hostel mess fees per month	NA
11.	Mess management (fully by students/fully by college admin/ both)	NA
12.	Are the hostels accessible to differently able students?	NA
13.	No of toilets in Girls Hostel	NA
14.	No of urinals in Girls Hostel	NA
15.	No of bathrooms in Girls Hostel	NA
16.	No of drinking water facility in Girls Hostel	NA
17.	Furniture provided to student(cot/table/bookshelf)	NA
18.	Electricity connection available(Y/N)	NA
19.	No of fire Extinguisher exist:	NA
20.	No of first aid box available:	NA
21.	No of drinking water facility available:	NA

Toilet/Urinal Facility in the College

Facility	Number for Boys	Number for Girls
Closets	00	00
Urinals	09	06

Drinking Water Facility in the College

Sl. No.	Drinking water with purifier	No of Taps	Capacity in liters
1	01	05	20Liters

SWOC Analysis

N P ARTS AND COMMERCE COLLEGE - KESHOD

Strength:

1. Sufficient area of land for future growth an extension of the institution.
2. Eco-friendly campus environment
3. The institution has dedicated teaching and non-teaching staffs
4. Wide variety of students from multi-ethnic domain
5. Achievement in sports and culture
6. A vibrant NSS/NCC Wing
7. Accessibility and connectivity of the institution have a location advantage.
8. The IQAC is continuously involved in enhancing the quality education and it is well-supported by Management and stakeholders in the formation and implementation of its policy.
9. The teachers are involved in social service and various program in the area.
10. Healthy relationship between teachers and students.
11. Well-equipped library
12. Effective implementation of the curriculum prescribed by the affiliating university.
 - Curricular programmes are conducted as per Academic Calendar.
 - Teaching activity is carried out by experienced and qualified teachers.
 - Lecture plus modern methods are used.
 - Co-operative friendly and healthy atmosphere
 - Discipline has been maintained.
 - Moral and value-based education.
 - Semester system is in practice.
 - No case of ragging, sexual harassment student complaint.
 - Less drop out ratio

Weakness:

1. Financial limitation
2. As per requirement, the institution has a smaller number of sanctioned posts.
3. Temporary arrangement for teaching and non-teaching activity with contractual/part time engagements.
4. Limited digital infrastructure, need to create smart class, MOOC studio to record online lectures, Skill development lab to provide employability skill training, etc.
5. Since our college is affiliated under university, we follow the curriculum of the university, not our own curriculum. We would like to offer other courses also which can generate more employability.
6. Less use of modern technology.
7. Library system not fully computerized.
8. Administrative system not fully computerized.
9. No major research activity conducted at college level.

10. Lack of fully equipped class rooms and Hall.
11. Lack of fully equipped staff room and lady's room.
12. Lack of good sanitary system for staff and students.
13. Undeveloped sports field and shortage of equipment's.
14. Computer Labs need up gradation and modernization.

Opportunity:

1. To provide quality education to rural/urban students. It is one of the important institutions in rural/urban area. We have sufficient land/building for and can introduce UG/PG in different subjects, digital education and other short-term courses also. By the proper facilities we can provide better employment to students and develop their spirits to nation-building.
2. Can be the guiding force towards bringing positive change in the society.
3. Suitable ambience for creating a harmonious environment.
4. Potential for research to usefulness in the path of human welfare and development.
5. Potential for extending the program "No Use of Plastics" in rural/urban areas.
6. Library- reading habit to be generated among a wider public.
7. For widening the scope of employment, short term training courses or workshop can be organized. There is greater possibility of networking among the alumni. Potential for extending facilities of competitive examination preparation for rural/urban areas students.
8. Potential to provide IT literacy training to rural/urban students of the area.
9. New skilled courses can be introduced especially short term (Certificate/Diploma)
10. Computer based and English Skill development courses.
11. Infrastructure can be utilized for some extra courses/programs (after noon/evening classes).
12. Possibility of more UGC funding under different schemes.
13. Use of Internet ICT to reach out the global pool of knowledge.

Challenges:

1. **Use of Modern Technology**—Most of our students are belonging to villages and economically backward background, they are not well versed with the modern technology use.
2. **Lack of Transport Facility** – There is insufficient transport facility available.
3. **Campus Recruitment** – Keshod is a small town having no big industry therefore we cannot arrange for the campus interview except, special arrangement of campus university carried out with the NGOs.
4. **Shortage of Funds** –Due to shortage of funds, College cannot carry out major modernization programs.
5. **Staff Shortage**—We are currently facing the shortage of staff in case of teaching and non-teaching posts.
6. **Support from stake holders**—Lack of support from the stake holders and society.
7. **Curriculum** –Being an affiliated College, there is no flexibility to adopt new career-oriented courses.

Specific objectives: -

- To make provision for quality education.
- To provide sufficient infrastructure facilities to the students.
- To make provision for employability Skill Training for the students.
- To make provision for computer / IT Literacy Training for students.
- To make provision for value education.
- To prepare the students to face the interviews for getting different jobs.
- To improve the teaching standard including communication skills of the faculty members through training Program.

NEED ASSESSMENT

Academic Administration:

1	Whether detailed lesson plans are given to students?	Yes
2	If yes, Is the lesson plan followed strictly?	Yes
3	What type of monitoring system is followed for completing course within set Timeframe?	Every faculty prepares unit and semester wise calendar under the supervision of H.O.D.
4	What type (monthly, quarterly, biannually, annually) of attendance management system is followed in the institute? What is the method of in impatient Faculty/students?	biannually Manually
5	What type of feedback system issued for Appraising the performance of faculty members? a. 360 degree b. Students' feedback c. Self-appraisal d. CCR	Students' Feedback Self-appraisal
6.	Is the rating communicated to teachers for improvement?	Yes

Infrastructural Development & Maintenance:

Sr.	Describe	
1	What type of expansion work is required for existing Infrastructure? Is own land available for this?	1. Creation of Smart Class Room. 2. Auditorium construction 3. New Class room for UG and PG 4. RO plant Yes, own Land is available
1(a)	Are Men and women hostels adequate as per demand? If expansion required, is own land available?	NA
1(b)	Are Men and women toilet block adequate per demand? If expansion required, is adequate pace available?	NA
2	What type of modernization/renovation works are needed for existing infrastructure? (Laboratories, Library, hostels etc.)	1. Library Modernization and reading room construction 2. Creation of Smart Class Room. 3. Computer Lab modernization with Computers
3	What type of infrastructural development work required for non-academic are for the institution (toilets, girls' common room etc.)	1. Girls Common Room 2. Girls Toilet 3. Boys Common Room
4	What type of infrastructural development work is needed for making the accessible for differently-able students?	Ramps
5	Does the institute maintain the academic and non-academic infrastructure areas?	Yes
6	What are the monitoring mechanisms followed for maintenance?	for the routine work and repair staff and hire manpower is used and for the measure, repairs and construction is carried out by the Management of the College.

Effective Institutional Governance:

Sr. No.	Describe	
1	Does the institution have a duly constituted Governing Body? a. If yes, has it been approved? b. How frequently does the Governing Body meet? Yearly Biannually More times, as and when required	Yes, Yes, Approved Quarterly
2	Does the institution have an E-Governance project (ERP & MIS) implemented?	No
3	How is record keeping and data management done in the institute	Accounting and Partially student data is computerized
4	What type of library management system is there in the institute	Manual
5	What type of financial management and accounting system is followed in the institute?	Manual/ Computerized accounting management system is followed
6	Does the institute have its own active website? If yes, mention the web address	Yes www.npcollegekeshod.org

Manpower Management

Sl. No.	Describe	
1	Does the institute have adequate and skilled manpower (both teaching and non-teaching)?	No 3 posts of teaching staff and 3 posts of non-teaching staff are vacant.
2	Does the institute have a grievance redressal mechanism? Does it represent all the stakeholders? Please specify: a. For Staff b. For Students	Yes (a) For Staff – Senior faculties and representatives of Management (b) For Students – Staff Members and students’ representative
3	What type of staff engagement practices (academic, behavioral & organizational) are followed in the institute? a. Regular training b. Counseling on performance c. Any other (please specify)	a. Regular training b. Counseling on Performance

Research & Development:

Sl. No	Describe	
1	What are the research initiatives taken by the institute?	Faculties and Ph.D. scholar registered under the faculties are provided facilities like TA/DA as per norms, study lives, research project grant, open excess all computers, internet facilities, printings, library books etc...
2	Has the institute identified the thrust areas for research work? If yes, please mention the areas.	No
3	How does the institute facilitate project funding from sources such as UGC, AICTE, ICSSR, CSIR, DBT, DST, etc.?	Ph.D. scholar registered under the faculties are facilitated for the procurement of UGC grant
4	Has the institute handled interdisciplinary projects?	No
5	Has the institute worked on student research projects?	No
6	Has the institute measured the growth in research and development through participation and contributions in International/National Conferences, Seminars, Symposiums, Workshops, and the initiation of academic exchange programs? If yes, please provide details.	Yes, the faculties are allow to nominate and contribute to National/International Conferences, Seminars, Workshops, faculties development program conducted by the Government.

7	"What type of facilities and incentives are provided to faculty members to manage research work after receiving funding?"	Most of faculty members at present having Ph.D. degree holder no need to get funding from the funding institute.
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Monitoring and Evaluation:

Sr.	Describe	
1	Does the present administration, academic, and financial system need monitoring and development for flawless implementation?	Yes
2	Does the institute have an IQAC cell? If yes, state the major functions of the cell.	Yes Major Functions: <ul style="list-style-type: none"> • Developing system for quality culture. • Provides necessary guidance to the teachers. • To provide training to the teachers. • Encourages the research-based work culture. • To reduce the gap between students and staff.
3	Give details of the number of meetings held by the IQAC in the last 3 years	6
4	Does the institute conduct the following audits: a. Academic Audit b. Energy Audit c. Green Audit d. Financial Audit e. Administrative Audit	a. Academic Audit d. Financial Audit e. Administrative Audit
5	Mention the audits last done:	June-2025 (2024-25)

Supporting Students from Disadvantaged Backgrounds

Sl. No.	Describe the particular needs of your students by answering the following questions:	
1	What is the academic/skill training support that students may need for improving employability?	<ol style="list-style-type: none"> 1. Computer and IT literacy 2. English and Communication Skills 3. Short-term Certificate Course 4. Personality Development Program for students' exposure

2	Do all students wanting hostel accommodation get it on priority from the 1st year onwards?	No
3	What is the academic/skill training support that SC/ST students may need for improving employability?"	<ol style="list-style-type: none"> 1. Computer and IT literacy 2. English and Communication Skills 3. Giving Extra Class and training through MOOCS studio/recorded lectures 4. Short-term Certificate Course
4	Do all SC/ST students wanting hostel accommodation get it on priority from 1 st year onwards?	No

PLANNING AND EXECUTION STRATEGY

Strategic Goals are to be prepared after consulting stakeholders such as students, parents, Governing Body, alumni, well-wishers, etc., A SWOC analysis be done based on which the Strategic Goals be prepared for the Institution. Some suggestive goals are given below.

Strategies Plan for institutional development based on SWOT analysis

1. Building up on our strengths, introduce new courses to make education accessible to more students from rural/nearby areas and less privileged sections of the society.
2. To enhance the quality of courses currently offered but making them more relevant, skill focused and responsive to the demands of the employment industry and to introduce Add on courses to Improve employability of the students.
3. Establish new infrastructure & improve the existing infrastructure.
4. To make teaching learning process more effective by Adding more smart classrooms, MOOC Studio, Skills Lab, Blended learning - MOOCS & Digital recording Studio, ICT integrated teaching for faculty in innovative teaching methodology.
5. Improve social responsibility and awareness in the students by pushing for more collaborative interaction between agencies working with a social concern.
6. Plan for increasing revenue sources, maintenance of assets, pro-environmental initiatives, social / community engagement etc.,
7. Improving communication with key stakeholders such as parents, alumni, local leaders, industries, etc.,
8. Improving the faculty competency in terms of academic proficiency, communication skills, administrative capacity etc.,

Execution Plan Goal:

Activity 1: Timely conduct of classes to complete syllabus.

Improvement Plan: Digital Classrooms are proposed under the project. Guest Faculty/Contractual Faculty will be engaged under the project.

Activity 2: Monitor weak / backward students and provide additional academic support.

Improvement Plan: Faculty will be motivated to engage with weak students. This will be factored in the timetable.

Activity 3: Ensuring access to library books and Computer Lab

Improvement Plan: Computer labs and computers are proposed under the project. Lab and Library will be kept open during college hours and students motivated to use them.

Activity 4: To provide placement opportunities for promoting employment.

Improvement Plan: To establish Skills lab to provide entrepreneurship and employability skills training. Opening of placement cell in the college.

-Liaoning with local Industries.

-Providing training to the students through different types of Agencies like Banking guide, DIC, MSME and rural self-employment Training.

Activity 5: Improving communication with key stake holders such as parents, alumni, industries and local Leaders.

Improvement Plan: Periodic meeting of parents, students and teachers.

-Periodic meetings by inviting carrier guide for guiding the students for different carrier opportunities.

Activity 6: Improving faculty competency items of ascendancy proficiency, communication skills and administrative capacity.

Improvement Plan: Complete visit to library by faculty members at least for one hour a day

-Holding faculty improvement programmes on monthly basis.

-Brain storming sessions, Language training and interpersonal communication skills training to be organized in proposed skills lab.

Activity 7: Monitoring the students and faculty for effective Learning outcomes.

Improvement Plan: Introduction of daily performance report.

Activity 8: Plan for increasing revenue sources

Improvement Plan: Collection of student fees for extra courses, Donation from public, etc.

Budget plan (Rs. In Crore)

Sl. No.	List of Activities	Specify	Estimate Cost (Rs.In Crore)	Detail Project Report attached
1.	Construction of New Library	2000-2500 sq. ft. including reading room	0.25	
2.	Renovation of existing infrastructure	Color work, plastering, etc.	0.26	
3.	Renovation of Girls Toilet	1	0.05	
4.	Renovation of Boys Toilet	1	0.05	
5.	Renovation of existing infrastructure	Furniture in classroom	0.50	
6.	Modernization of classrooms	Digital / Smart Class rooms	0.55	
7.	Upgradation of computer laboratories	Computer Lab with furniture and acoustic	0.35	
8.	MOOCS & Digital recording Studio	For Blended Learning	0.20	
9.	Books		0.10	
10.	Development of communication skill training	Establishment Skills Lab	0.24	
11.	Drinking water	Replacing UV plant with water purifier plant	0.05	
12.	CCTV Cameras	TO cover whole campus and classes	0.05	
13.	Sports equipment	Development of sports grounds, sports kits, etc.	0.25	
14.	Canteen	Including kitchen-Cooking Areas /stores-Gen, Cold, Vegetables/Preparation Aaes/Catering /Washing etc.)	0.10	
Total			3.00	