



INSTITUTIONAL DEVELOPMENT PLAN 2022-2032

As a part of NEP 2020



SEPTEMBER 21, 2022
DON BOSCO COLLEGE OF ENGINEERING
Fatorda, Goa

INSTITUTIONAL DEVELOPMENT PLAN (IDP 2022-2032)
FOR HIGHER EDUCATIONAL INSTITUTIONS IN GOA
As part of the implementation of National Education Policy-2020

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1. Institutional Basic Information

1.1. Institutional Profile:

Name of the Institution	Don Bosco College of Engineering					
Head of the Institution	Dr. Neena Panandikar					
Contact Details	Email principal@dbcegoa.ac.in		Cell No. 9823625216		Office 0832 2744111	
College Website	www.dbcegoa.ac.in				AISHE Code: C-46324	
Name of the IQAC Coordinator	Dr. D. S. Vidhya		Email ds.vidhya@dbcegoa.ac.in		Cell No. 9552754115	
Name of the NEP Coordinator	Satyesh Kakodkar		Email satyesh.kakodkar@dbcegoa.ac.in		Cell No. 9822384689	
Name of the RDI Coordinator	Dr. Shwetha P		Email Shwetha.p@dbcegoa.ac.in		Cell No. 7507558940	
Name of the TLET Coordinator	Dr. Amrita Naik		Email amrita.naik@dbcegoa.ac.in		Cell No. 7798677144	
NAAC Accreditation Status	1 st Cycle: Not applied		Grade: --	2 nd Cycle: --	Grade: --	
	3 rd Cycle		Grade:	4 th Cycle	Grade:	
NIRF Ranking	2020-21: No		2019-20: No	2018-19: No	2017-18: No	
UCG Recognition	2(f)	Yes √	No	12 B	Yes √	No
NBA accreditation	Yes: √		No			
Financial Status	Government /Aided:			Self-Finance: √		
Under National Education Policy (NEP 2020), would your institute prefer to be:	iii. Part of Higher Educational Institution (HEIs) cluster.					

1.2. Institutional SWOC Analysis

Strengths:

- ICT enabled teaching learning process
- Sponsored Research
- Consultancy Projects
- Well-equipped Digital Library
- Industry Collaborations
- Publications in renowned journals
- Beyond Syllabus Activities
- Academic Audit process for quality assurance

- Institutional and Departmental Committees for working towards excellence in education

Weaknesses:

- Minimum number of faculty PhD. Holders
- No hostel facility
- International engagement of student – faculty exchange programme

Opportunities:

- Partnerships with FICCI, ISRO, CIL, DRDO, GTA, and other industries
- FiiRE (Technology Business Incubator)
- Goa State Innovation Council
- Prototyping Laboratory
- International collaborations
- Academic Autonomy
- Contribution towards sustainable development of the society
- Institutional Social Responsibility
- Expansion of research programs

Challenges:

- Change in admission scenario in Engineering
- Implementation of NEP 2020
- Unpredictable placement scenario
- Availability of competent Ph.D. faculty

2. Institutional Development Plan (for at-least next 10 years)

2.1. Vision

To evolve as a Centre of Excellence for professional education, fostering innovation, entrepreneurship, research, and consultancy, by providing a holistic learning environment, thus ensuring integral development of the youth, the Don Bosco way

2.2. Mission

- To provide quality education and training with a global perspective that produces engineers with professionalism and ethics
- To emerge as a focal point for research and consultancy services through advocacy and collaboration with prestigious institutions, industry, and all other stakeholders, locally and globally
- To promote innovation by providing state of the art incubation facilities
- To foster integral development through career counseling, skill upgradation and entrepreneurship initiatives
- To impart value education and encourage extra-curricular activities and community outreach programmes for personal growth and social transformation

2.3. Goals and Objectives

- Transform Teaching/Learning process focusing on outcome-based Education

- Develop and nurture a diverse educational and professional environment.
- Promote innovation by providing state of art facility
- Foster collaboration with community organizations through faculty and student engagement.
- Plan for future expansion through up-gradation of infrastructure and other amenities
- Develop the institute as a Centre of Excellence

2.4. Executive Summary

- Mitigate opportunity for pursuing higher education
- Conduct outreach on higher education opportunities and scholarships
- Increase employability potential
- Develop more courses on life skills and languages
- Develop bridge courses for students
- Provide socio-emotional and academic support and mentoring for all such students through
- suitable counselling and mentoring programmes
- Develop and support technology tools for better participation and learning outcomes.
- Conduct outreach programmes on higher education opportunities and scholarships

2.5. Developing Motivated and Energized Faculty

Action Plan	Timeline
Organize FDP for faculty on technical and skill-based competencies	Short Term (2 years)
Grant incentives to faculty to publish research work in reputed journals and conferences	
Conduct induction trainings for new faculty to align them with the vision, mission, and objectives of the institute	
Promote faculty to collaborate with industry, research organizations such as ISRO, DRDO for projects	
Increase in the number of faculty holding Ph.D.	Mid Term (5 years)
Promote faculty towards applying for research grants	
Encourage faculty exchange programmes with Binghamton University and other such renowned universities	Long Term (10 years)

2.6. Teaching, Learning and Education Technology

Action Plan	Timeline
Action plan execution by NBA Committee, Institute IQAC Committee and Academic Advisory Board of respective departments for enhanced teaching learning process focused on Outcome Based Education (OBE)	Short Term (2 years)
Review the outcome-based formats for the course plan, lecture plan, etc. as per the requirement of NBA	
Create awareness about NPTEL, MOOC, Coursera, Udemy, SWAYAM online courses for teaching learning purpose	
Continuous monitoring of teaching learning process through academic audits	
Review the midterm and end term progress and performance of the students	
Conduct remedial classes for the academically challenged students	
Conduct Audit Courses in Value Education, Communication Skills,	

Entrepreneur – Idea to Start-up, Bridge Mathematics, GATE Classes, Aptitude Classes and other relevant courses designed by the respective departments	
Propose Minor Degree to acquire BE Honors	Mid Term (5 years)
Conduct Finishing School for the graduates	
Apply for Autonomy	Long Term (10 years)

2.7. Research Development and Innovation

Action Plan	Timeline
Conduct seminars, talks and workshops for quality and quantity of research publications for faculty and students	Short Term (2 years)
Organize sessions by faculty and staff under R&D Committee, and Institution Innovation Council (IIC)	
Increase Research based projects from the industry	Mid Term (5 years)
Initiate Post Graduation programs	
Initiate consultancy project ideas with reputed organizations	
Enhance research culture among staff and students	Long Term (10 years)
Create Research and Development Lab	
Encourage filing for patents by faculty and students	

2.8. Industry-Academic Partnership

Action Plan	Timeline
Develop contacts and establish relationships with industry by signing MOUs to initiate and strengthen industry-academia bond	Short Term (2 years)
Get industry feedback for SWOC of the institute	
Include industry experts in IQAC for quality improvement in teaching	
Incorporate industry personnel in Board of Studies/ Academic Advisory Board (AAB) to share industry expertise	
Initiate industry supported laboratories	
Initiate internships in First Year of Engineering to the Final Year	
Promote Mini Projects with the industry to encourage faculty and students working in real time	Mid Term (5 years)
Initiate Faculty internship with the industry	
Organize Skill based programmes for the industry	
Initiate industry personnel engaging courses for the students	Long Term (10 years)
Collaborate with industry for Subject Matter Experts (SMEs)	
Develop association with industry for Skill Development for the students	
Co-create Centre with the industry participation	

2.9. Institution's Placement Plan for Students

Action Plan	Timeline
Train students in Technical and General Aptitude, Group Discussions and Soft & Interview skills through implementation of the Pre-Placement Model	Short Term (2 years)
Conduct HR Summit/Expert Talks	

Invite companies that do bulk hiring and conduct most exclusive placements	
Create awareness about higher studies to increase the number of students applying for higher studies	Mid Term (5 years)
Create awareness about civil services and defense to increase the number of students appearing for management, civil and defense exams	
Recruitment in Amazon, Apple, Intel, Samsung, Microsoft, L&T Construction, Seagate, Tata Motors, Schindler, and other world-renowned companies	Long Term (10 years)

2.10. Achieving the Target for Accreditation

Action Plan	Timeline
Form NAAC Committee to initiate the process	Short Term (2 years)
Apply for NAAC by 2024	Mid Term (5 years)
Facilitate the initiatives that increases the NIRF ranking	
Apply for Autonomy	Long Term (10 years)
Obtain NIRF ranking in the first 100	

2.11. Incubation and Start-up

Action Plan	Timeline
Facilitate students to work on new ideas by organizing various talks, seminars, workshops, and competitions	Short Term (2 years)
Organize sessions with FiiRE team and incubates for the students	
Frame institute Start-up and IPR Policy	
Organize entrepreneurship activities by Entrepreneurship Cell to promote start-up culture	
Encourage and support students in having their start-ups during study	
Support start-ups of students initially for seed funding through events supporting funding	Mid Term (5 years)
Collaborate with Global Innovators	Long Term (10 years)

2.12. Alumni Engagement/ Activities plan

Action Plan	Timeline
Organize Alumni talks	Short Term (2 years)
Organize Alumni Meet	
Attain feedback from Alumni on SWOC of the institute	
Form the Alumni Association	Mid Term (5 years)
Initiate Alumni-Student Mentor programme	Long Term (10 years)

2.13. Basic Infrastructure Development plan

Action Plan	Timeline
Upgrade internet facilities	Short Term (2 years)
WIFI enabled campus	

Upgrade existing library	Mid Term (5 years)
Set up of Cafeteria	
Building environmentally sustainable campus	
Set up Hostel facility	Long Term (10 years)
Set up Centre of Excellence	

2.14. Skill Development of Non-teaching Staff

Action Plan	Timeline
Carry out appraisals	Short Term (2 years)
Organize knowledge building workshops	
Encourage participation in training programmes for laboratory assistants and support staff	
Conduct skill building sessions	Mid Term (5 years)
Incentive policy for non-teaching staff	Long Term (10 years)

2.15. Any Other Initiatives for the Student's and Institutional Growth

Action Plan	Timeline
Foster collaboration with community organizations through student and faculty engagement	Short Term (2 years)
Mitigate opportunity for pursuing higher education	
Conduct outreach on higher education opportunities and scholarships	
Provide more financial assistance and scholarships to socio-economically disadvantaged students	
Conduct workshops for school teachers on various topics	
Provide skill training through PMKVY and Bosch Industry-Academia collaboration	Mid Term (5 years)
Promote STEM in villages through workshops, sessions, talks and interactions with school students, teachers, and parents	
Start Ph.D. Centre	Long Term (10 years)

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