Nizam College (Autonomous)

Re- accredited by NAAC with 'A'

A Constituent college of Osmania University

INSTITUTIONAL DEVELOPMENT PLAN

2025-2035

Introduction to Institutional Development Plan (IDP)

Nizam College, a constituent college of Osmania University, prepares its Institutional Development Plan (IDP) as a strategic roadmap to guide its academic and institutional growth over a defined period. Rooted in its rich heritage and commitment to quality education, the IDP focuses on strengthening teaching–learning processes, student support systems, infrastructure, research culture, governance, and community engagement.

The plan is developed through a comprehensive assessment of the college's existing strengths, emerging challenges, and future aspirations. It ensures that institutional priorities are clearly identified and resources are utilized effectively. The IDP reflects the vision of the college and translates it into achievable strategies through active participation of faculty, students, administrators, alumni, and other stakeholders, thereby ensuring balanced, inclusive, and sustainable development.

Objectives of the Institutional Development Plan

1. To enhance the quality of teaching–learning and evaluation by adopting innovative pedagogies and strengthening faculty development.
2. To promote research culture, innovation, and academic collaborations within the framework of Osmania University and other institutions.
3. To strengthen student support services, including mentoring, career guidance, internships, and skill development initiatives.
4. To upgrade and maintain infrastructure, including classrooms, laboratories, library resources, digital facilities, and heritage campus amenities.
5. To ensure transparent, efficient, and accountable governance through structured planning and monitoring systems.
6. To promote equity and inclusion by providing equal opportunities to students from diverse socio-economic backgrounds.

7. To strengthen community engagement and extension activities, reflecting the college's commitment to social responsibility.
8. To ensure sustainable institutional growth while preserving the heritage and academic legacy of the college in alignment with national educational priorities.

Introduction to College

Established in 1887 through the amalgamation of Hyderabad School and Madarsa-i-Aliya, Nizam College is one of the oldest and most reputed institutions of higher education in South India. With a distinguished legacy of academic excellence, the college has continually evolved to meet the changing demands of higher education. Initially affiliated with the University of Madras for nearly six decades, it became a Constituent College of Osmania University on 19th February 1947.

In alignment with the vision of the National Education Policy 2020, the college is progressively adopting a multidisciplinary and holistic approach to education. It offers a wide range of undergraduate and postgraduate programmes in Arts, Social Sciences, Commerce, and Sciences, along with professional and emerging programmes such as MBA, MCA, B.Sc. Data Science, B.Sc. (Honours) Computer Science, BCA, BBA (Retail Operations), and B. Com (Finance). The curriculum emphasizes critical thinking, skill development, and academic flexibility within the existing framework. As part of its commitment to experiential learning, the college has incorporated mandatory student projects at both undergraduate and postgraduate levels, ensuring practical exposure, research orientation, and application of theoretical knowledge.

The institution promotes experiential and outcome-based learning through internships, project work, seminars, and field-based activities. It also integrates digital learning practices and encourages innovation, research orientation, and employability skills, in tune with contemporary educational trends and NEP recommendations.

Research and academic enrichment remain integral to the college ecosystem. Faculty and students actively participate in research, with several pursuing doctoral and postdoctoral work. Academic activities such as workshops, conferences, and collaborative initiatives contribute to a vibrant learning environment.

Recognized as a "College with Potential for Excellence" under the UGC X and XI Plans, the institution continues to uphold high standards in higher education. It was reaccredited by the National Assessment and Accreditation Council (NAAC) in March 2025 with an 'A' grade and a

CGPA of 3.01.

The Placement Centre actively supports student career progression through training, internships, and campus recruitment drives. Students have been placed in reputed organizations such as Wipro, Infosys, Tata Consultancy Services, Cognizant, Amazon, Accenture, among others.

The college has a diverse student community representing varied socio-economic and cultural backgrounds, creating an inclusive and vibrant academic atmosphere. This diversity enriches peer learning and fosters a broader outlook, preparing students to thrive in a global environment. Overall, Nizam College continues to balance its rich heritage with evolving academic practices, aligning itself with national educational priorities while maintaining institutional authenticity and academic integrity.

VISION

To continue as a centre of excellence in education and research and consolidate our position as a reputed institution of higher education in the country.

MISSION

To promote excellence in teaching, learning, and research through industry and academic collaboration, inclusive and value-based education, environmental sustainability, and alumni engagement, fostering competent, ethical, and socially conscious individuals

INSTITUTIONAL DEVELOPMENT PLANS AND NEP 2020

1. MULTIDISCIPLINARY AND HOLISTIC EDUCATION

SHORT TERM GOALS (1-3 Years)

- Introduce more multidisciplinary programs
- Ensure all students register under NAD and take the advantage of Academic Bank of Credits (ABC).
- Add more components in the curriculum related to skill-based, vocational, and value-added courses.
- Strengthen the quality and effectiveness of experiential learning components, including projects, internships, and fieldwork.
- Conduct FDPs on interdisciplinary and student-centric pedagogy.

LONG TERM GOALS (3-10 Years)

- Introduce multidisciplinary degree programmes with major–minor options.
- Implement multiple entry–exit system.
- Transform into a fully multidisciplinary institution.
- Strengthen research, innovations, and collaborations.
- Achieve holistic student development and high employability outcomes.

2. DIGITAL EMPOWERMENT

SHORT TERM GOALS (1-3 Years)

- Automation of examination processes
- Strengthen ICT infrastructure (smart classrooms, Wi-Fi, LMS).
- Digitize academic and administrative processes.
- Train faculty and students in digital tools and online pedagogy.
- Promote MOOCs and digital learning platforms.
- Implement an ERP system for admissions, attendance, exams, and finance.
- Introduce online grievance redressal and feedback portals.

LONG TERM GOALS (3-10 Years)

- Gradually expand blended learning and virtual lab integration across programmes.
- Create more e-content and establish data-driven governance systems.
- Transform into a fully digital smart campus.
- Integrate AI, analytics, and emerging technologies.
- Achieve paperless governance

3. SKILL DEVELOPMENT AND EMPLOYABILITY

SHORT TERM GOALS (1-3 Years)

- Increase skill-based and value-added courses.
- Conduct career guidance, aptitude, and communication training.
- Expand internships and industry exposure.
- Initiate faculty training in skill-based teaching.

LONG TERM GOALS (3-10 Years)

- Embed skill development into curriculum with credits.
- Build strong industry partnerships and placement systems.
- Promote entrepreneurship and innovation ecosystems.
- Achieve high employability and global career opportunities.

4. RESEARCH, INNOVATION AND ENTREPRENEURSHIP

SHORT TERM GOALS (1-3 Years)

- Strengthen R&D Cell and promote research culture.
- Conduct more workshops on research, IPR, and academic writing.
- Integrate student research projects and publications into the academic framework.
- Conduct workshops on applying for patents and research grants

LONG TERM GOALS (3-10 Years)

- Strengthen innovation cell and establish incubation centre.
- Promote interdisciplinary and funded research.
- Develop startup ecosystem and promote consultancy.
- Achieve national and international research collaborations.
- Acquire more patents and research grants.

5. CAPACITY BUILDING OF TEACHERS

SHORT TERM GOALS (1-3 Years)

- Conduct FDPs on pedagogy, ICT, and OBE.
- Promote faculty participation in training and refresher courses.
- Strengthen mentoring and peer-learning systems.

LONG TERM GOALS (3-10 Years)

- Develop and strengthen Continuous Professional Development (CPD) **programmes** for faculty and staff.
- Promote research, consultancy, and global exposure.
- Strengthen a culture of excellence and innovation among faculty.

6. GOVERNANCE AND AUTONOMY

SHORT TERM GOALS (1-3 Years)

- Strengthen autonomous governance structures by delineation of roles
- Ensure regular curriculum revision aligned with NEP/industry needs
- Include industry experts, alumni, and external academicians in Boards of Studies.
- Create department-level committees for curriculum innovation

LONG TERM GOALS (3-10 Years)

- Digitize governance processes.
- Utilize autonomy for curriculum innovation.
- Implement data-driven and e-governance systems.
- Maintain digital repositories for syllabi, reports, policies, and IQAC documents.

7. QUALITY, RANKING AND ACCREDITATION

SHORT TERM GOALS (1-3 Years)

- Strengthen IQAC and documentation systems.
- Conduct audits and improve NAAC metrics.
- Improve NIRF ranking

LONG TERM GOALS (3-10 Years)

- Achieve high NAAC accreditation grades.
- Improve national rankings and global recognition.
- Institutionalize quality benchmarks and best practices.

8. EQUITABLE AND INCLUSIVE EDUCATION

SHORT TERM GOALS (1-3 Years)

- Provide scholarships, remedial support, and inclusive infrastructure.
- Sustain and strengthen gender equity and awareness programmes.
- Strengthen support facilities for disadvantaged learners.

LONG TERM GOALS (3-10 Years)

- Develop a fully inclusive campus ecosystem.
- Ensure equal learning outcomes and reduced dropouts.
- Build a culture of diversity, equity, and social responsibility.

9. INDIAN LANGUAGES & KNOWLEDGE SYSTEM

SHORT TERM GOALS (1-3 Years)

- Promote Indian languages and bring in more IKS components into curriculum.
- Conduct seminars and faculty orientation programmes on IKS.
- Encourage student projects on Indian knowledge traditions.

LONG TERM GOALS (3-10 Years)

- Establish IKS Cell.
- Promote research and interdisciplinary studies in IKS.
- Achieve national and global recognition in Indian knowledge systems.

10. INTERNATIONALIZATION OF EDUCATION

SHORT TERM GOALS (1-3 Years)

- Offer foreign language courses
- Introduce global case studies and international content in syllabus
- Introduce global and contemporary perspectives in curriculum.
- Invite international guest lectures/webinars
- Encourage joint research and publications with foreign institutions
- Participation in international conferences

LONG TERM GOALS (3-10 Years)

- Promote internationalization through virtual exchanges, international guest lectures, and collaborative online learning initiatives.
- Align curriculum with global standards.
- Attract international students.
- Achieve global partnerships and rankings.

Nizam College (A)

S W O C

Strength

- Heritage
- Location
- Extra-curricular activities
- Governance
- Autonomy
- Faculty
- Departments
- Transparency
- Examinations and Evaluation Infrastructure
- Alumni
- Inclusiveness and diversity

Weakness

- Inadequate allocation of Budget
- Permanent faculty Crunch
- Financial Instability and its cascading effect
- Certain unusual limitations

Opportunities

- Geographical advantage
- Hyderabad emerging as a global leader
- Employment Opportunities
- New Education Policy

Challenges

- Unable to Design and Implement New Programmes and develop Infrastructure
- Administrative issues
- Recruitment
- Tenure based Principal

Student Attributes

- **Lifelong Learning:** Develop independent learning habits, critical thinking, and the ability to apply knowledge to real-life situations.
- **Critical Thinking:** Analyze information, evaluate arguments, identify logical gaps, and draw evidence-based conclusions.
- **Interdisciplinary Learning:** Gain knowledge across disciplines and understand connections between different fields.
- **Communication Skills:** Communicate effectively in speaking and writing, present ideas clearly, and engage in active listening.
- **Technical Skills:** Acquire practical and subject-specific skills relevant to their field of study.
- **Problem-Solving Skills:** Use analytical and creative approaches to identify problems and propose effective solutions.
- **Managerial & Team Skills:** Work collaboratively, make decisions, and demonstrate empathy and understanding of others.
- **Digital Skills:** Use ICT tools effectively, access and evaluate information, and apply software for analysis and communication.
- **Entrepreneurial Skills:** Develop the ability to initiate ventures, innovate, and explore self-employment opportunities.
- **Creative Skills:** Think innovatively, approach problems from multiple perspectives, and adapt to complex situations.
- **Research Skills:** Formulate research questions, analyze data, apply appropriate methodologies, and follow ethical research practices.
- **Social Responsibility:** Uphold ethical values, respect diversity, promote sustainability, engage in community service, and contribute to societal and environmental well-being.

RESOURCE MOBILIZATION AND FINANCIAL SUSTAINABILITY

Nizam College, a constituent college of Osmania University, aims to expand and diversify its resource base through innovative and sustainable approaches.

Key Strategies

- **Alumni Endowment Development:** Establish structured alumni endowment funds and strengthen global alumni networks for recurring contributions.
- **Industry & CSR Partnerships:** Collaborate with industries and corporates for CSR funding in areas such as infrastructure, skill development, digital labs, and student training programmes.
- **Heritage Monetization:** Develop a formal framework for monetizing heritage assets with premium pricing and branding.
- **Skill-Based Revenue Programs:** Introduce certificate/value-added courses, coaching programs, and continuing education initiatives for external learners and professionals.
- **Research & Consultancy Expansion:** Encourage faculty to undertake consultancy projects, patents, and funded interdisciplinary research to generate revenue.
- **Digital & Online Education Initiatives:** Expand online/blended learning programmes through platforms and partnerships with institutions like Indira Gandhi National Open University and Dr. B. R. Ambedkar Open University.
- **Infrastructure Optimization:** Develop structured policies for leasing campus spaces for academic, cultural, and community events.
- **Internationalization Efforts:** Explore virtual collaborations or collaborations with the new foreign University Campuses being established.