



SOPHIA COLLEGE

(AUTONOMOUS), AJMER

RE-ACCREDITED 'A+' GRADE BY NAAC (UGC)

Institutional Development Plan

(Based on UGC Guidelines & NEP-2020)

(2024–2034)

S. No.	Content	Page. No.
1.	Executive Summary	03
2.	Institutional Context	04
3.	Vision, Mission & Core Values	04
4.	Social & Academic Mission	05
5.	Institutional Profile & SWOC <ul style="list-style-type: none"> • Key Data • SWOC Analysis 	06
6.	Strategic Goals (2024–2034)	07
7.	Development Objectives	07
8.	Key Performance Indicators (KPIs)	08
9.	Institute Development Plan (IDP) Framework -Major Components: Enabler-Based Strategic Plan <ul style="list-style-type: none"> A. Governance Enablers B. Financial Enablers and Funding Models C. Academic Enablers D. Research & Innovation E. Human Resources Management Enablers F. Enablers for Networking and Collaborations G. Physical Enablers H. Digital Enablers I. Inclusivity & Equity J. Sustainability & Green Campus 	09-14
10.	Monitoring & Review Assurance	14
11.	Declaration	15
12.	Annexures	16

Executive Summary

Sophia College (Autonomous), Ajmer, guided by its enduring motto “*Seek Ye Wisdom,*” stands as a premier institution committed to academic excellence, value-based education, and the holistic development of young women. With a rich legacy and a progressive outlook, the College offers a diverse range of Undergraduate, Postgraduate, Doctoral, Professional, and international programs across disciplines such as Arts, Science, Commerce, Computer Applications, and Management Studies. Its autonomous status enables flexibility in curriculum design, fostering innovation, multidisciplinary learning, and alignment with national and global academic standards. Beyond academics, students actively participate in co-curricular and extension activities through various clubs and institutional initiatives such as the MHRD recognized Institution Innovation Council, Nature Club, Women Development Cell, NSS, and NCC, complemented by strong sports infrastructure that encourages teamwork and leadership.

Building on this strong foundation, the Institutional Development Plan (IDP) 2024–2034 outlines a strategic roadmap to transform the College into a leading centre of academic excellence, innovation, and social impact. The IDP is aligned with the National Education Policy (NEP) 2020, Sustainable Development Goals (SDGs), and the National Credit Framework (NCrF), ensuring a future-ready and globally relevant education system. The Plan focuses on key strategic priorities:

- Academic transformation through multidisciplinary and flexible curricula
- Strengthening research, innovation, and incubation ecosystem
- Enhancing employability, skill development, and entrepreneurship
- Advancing digital transformation and smart campus initiatives
- Ensuring financial sustainability and robust governance mechanisms

Adopting a holistic approach, the IDP integrates governance reforms, academic advancement, research development, human resource capacity building, infrastructure modernization, and digital enablement. With its unwavering commitment to excellence, inclusivity, and innovation, Sophia College (Autonomous), Ajmer continues to evolve as a centre of higher learning dedicated to shaping empowered, globally competent, and socially responsible citizens.

Institutional Context

Sophia College (Autonomous), Ajmer has been a legacy in higher education, committed to delivering quality education and fostering holistic development among students for the past 67 years.

Since attaining autonomous status in 2015, the institution has been strategically positioned to:

- Design and implement flexible, outcome-based curricula
- Foster interdisciplinary and multidisciplinary learning approaches
- Strengthen research culture and enhance scholarly output
- Build robust industry linkages and collaborative partnerships

This autonomy has enabled the College to continuously innovate and align its academic practices with evolving national and global standards.

This IDP is developed in alignment with:

- NEP 2020 vision of holistic education
- SDGs for sustainable development
- Academic Bank of Credits (ABC)
- National Credit Framework (NCrF)

Vision, Mission & Core Values

- **Vision**

‘Seek Ye Wisdom’ To work for the promotion and empowerment of women in the field of Higher Education by providing ample opportunities for their holistic development so as to enable them to make an effective contribution to the community, society and nation.

- **Mission**

Sophia College (Autonomous), Ajmer seeks to pursue wisdom by nurturing scholastic excellence, instilling moral values, creating responsible citizens and building global competencies.

- **Core Values**

- ***Faith***: We believe that we can lead young women to experience the Supreme Being by exposing them to eternal values through the quest of truth and self-knowledge.
- ***Integrity***: We are convinced that there is a Supreme Power, the source of wisdom and discernment. As stewards of the Almighty we are responsible to build up a world based on integrity, equity and inclusivity in spite of the diversity and panoptic spectrum of the universe.
- ***Accountability***: We believe that in our pilgrimage towards excellence we are accountable to our stake holders and hence transparency in all departments is of paramount importance.
- ***Creativity***: College through its curricular, extra-curricular and outreach activities aims to nourish individuals who are creative, innovative and research oriented. Such individuals will contribute to building a more sustainable and equitable world.

Social & Academic Mission

○ **Social Mission**

The institution is committed to:

- Youth empowerment through education
- Providing affordable and inclusive education
- Promoting gender equity and diversity
- Supporting underprivileged and PwD students
- Engaging in community development initiatives & NSS initiatives
- Community outreach & NSS initiatives

○ **Academic Mission**

The institution is committed to:

- Deliver multidisciplinary and skill-based education
- Foster critical thinking and innovation
- Focus on Outcome based Education
- Promote lifelong learning & value education

Institutional Profile & SWOC

1. Key Data

Parameter	Details
Students	~1400–1600
Programs	<p>Under Graduate - B.A., B.B.A., B.Com., B.C.A., B.Sc., 4- Yr. B.A. Honours, 4- Yr. B.Sc. Honours, 4- Yr. B.Com. Honours, 4- Yr. B.Com. Honours, 4- Yr. B.C.A. Honours, B.Lib. I.Sc.</p> <p>Post Graduate – M.A.(English Literature/ Geography/ Political Science / Sociology/History/Psychology), M.Sc. (Chemistry/Computer Science), M.Com. (A.B.S.T./Bus. Adm.),</p> <p>Ph.D. - Geography, Chemistry, Computer Science, Commerce, Sociology, Economics, Hindi Literature, Home Science, History, Psychology, Physical Education, Botany, Physics, Zoology, Mathematics & Management.</p>
Faculty	66
Campus	Semi - Urban

2. SWOT Analysis

Category	Strengths (S)	Weaknesses (W)	Opportunities (O)	Threats (T)
Academic	<p>Autonomy in curriculum development</p> <p>Outcome based Education</p> <p>Blooms Taxonomy implemented</p> <p>Qualified Faculty members</p>	Gaps in Industry Exposure	<p>Integrated courses in the field of Indian Knowledge System</p> <p>Collaboration with Industries</p> <p>Successful Implementation of Hons. Programme (4 Year UG Programme)</p> <p>Introduction of additional skill based courses</p>	<p>Competition from online platforms</p> <p>Limited Postgraduate Admissions</p>
Research	<p>High-impact publications</p> <p>Research Incentives to the staff for publications,</p>	Low patent filings	Govt. funding schemes (e.g., ICSSR, UGC, IMPRINT etc)	Brain drain to universities

	presentations, attending conferences/ Seminars/ Workshops 22 Research Supervisors in 16 subjects. Seed Money Grant for Institutional Research Projects			
Infrastructure	Smart classrooms Incubation Centre for Startups Well-furnished Media Lab and Laboratories	Limited hostel capacity	Green campus grants	Rising maintenance costs
Governance	Transparent BoM & BoS Structure & meetings	Multi-layered approval processes slows down decision-making	Autonomy status flexibility	Regulatory compliance burdens
Financial	Effective Cost Management	Over-reliance on tuition fees	CSR partnerships	Economic downturns

Strategic Goals (2024–2034)

- Achieve academic excellence through NEP-aligned, multidisciplinary, and outcome-based education
- Establish a robust research and innovation ecosystem with increased publications, projects, and patents
- Enhance student employability and entrepreneurial capabilities through industry integration
- Transform into a digitally advanced smart campus with ICT-enabled learning systems
- Strengthen institutional governance and leadership through transparency and e-governance
- Develop global and industry collaborations for academic and research enrichment
- Ensure inclusive, equitable, and student-centric education
- Build a sustainable and green campus with environmentally responsible practices
- Achieve financial sustainability and resource optimization
- Position the institution among leading colleges at state and national levels

Development Objectives

- Implement flexible, multidisciplinary, and outcome-based curriculum aligned with NEP 2020
- Promote holistic student development through academics, co-curricular, and value-based education
- Strengthen research, innovation, and publication culture
- Enhance employability, skill development, and entrepreneurship opportunities
- Develop a digitally enabled smart campus with ICT-integrated teaching-learning
- Build faculty capacity through continuous training and research engagement
- Ensure inclusive and equitable education for diverse learners
- Establish strong industry, alumni, and global collaborations
- Strengthen governance, leadership, and quality assurance systems
- Achieve financial sustainability through diversified funding sources
- Upgrade infrastructure with a focus on sustainability and accessibility
- Promote community engagement and social responsibility initiatives

Key Performance Indicators (KPIs)

1. Academic KPIs

Indicator	Current	Target (2034)
Student Enrolment	1476	2500
Pass Percentage	97.88%	100%
Student Satisfaction	80%	100%

2. Research KPIs

Indicator	Current	Target
Publications/year	60	100
Research Projects		
• Institutional Research Projects	6	15-20
• Funded Research Projects	0-1	5-10
Patents	0-1	05-10

3. Placement KPIs

Indicator	Current	Target
Placement Rate	10-15%	75%
Internships	~50% students	100% students

INSTITUTE DEVELOPMENT PLAN (IDP) FRAMEWORK

Major Components: Enabler-Based Strategic Plan

Strategic Goals & Development Objectives	Operationalization	Key Performance Indicators
A. Governance Enablers		
<ul style="list-style-type: none"> Strengthen the effectiveness of the Governing Body and Academic Council through structured planning and review mechanisms. Enhance and expand the e-governance system by integrating advanced and user-friendly features. Align all Standard Operating Procedures (SOPs), institutional policies, and administrative processes with the vision and mission of the College. Ensure strict compliance with regulatory frameworks prescribed by UGC, NAAC, and NEP 2020. 	<ul style="list-style-type: none"> Establish a fully paperless administrative system with e-tracking for all official processes. Introduce structured and periodic feedback mechanisms for both statutory and non-statutory committees. Continuously upgrade and optimize the existing e-governance modules. 	<ul style="list-style-type: none"> 100% implementation of e-governance modules (admissions, exams, finance) by 2027 Minimum 2 statutory body meetings/year with documented outcomes Annual strategic review conducted by IQAC ≥80% stakeholder satisfaction (feedback-based)
B. Financial Enablers and Funding Models (Resource Generation)		
<ul style="list-style-type: none"> Broaden the institution's funding base by enhancing alumni engagement, establishing collaborations with industry and academia, utilizing CSR initiatives, and engaging with fundraising agencies. 	<ul style="list-style-type: none"> Identify and collaborate with companies whose CSR initiatives align with the College's mission, vision, and goals. Provide structured training to faculty on effectively applying for grants from government 	<ul style="list-style-type: none"> 20% - 30% revenue from non-fee sources

<ul style="list-style-type: none"> • Explore and secure access to low-interest financing options from public and private sector institutions to support institutional development initiatives. • Generate additional revenue streams through the provision of internships and the introduction of specialized short-term certificate programs. 	<p>agencies, industry, and local NGOs.</p> <ul style="list-style-type: none"> • Expand the alumni network at national and international levels to create opportunities for mentorship, fundraising, and broader engagement. 	
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C. Academic Enablers

<ul style="list-style-type: none"> • Implement Outcome-Based Education (OBE) effectively across all academic programs. • Promote innovative pedagogy through creative and impactful teaching methods. • Offer multidisciplinary programs with cross-disciplinary electives. • Integrate multilingual and multicultural perspectives into courses. • Strengthen and streamline feedback mechanisms. • Align academic offerings with global knowledge and technological advancements. • Support students from vernacular backgrounds to ensure equitable access to quality education. 	<ul style="list-style-type: none"> • Conduct workshops and training programs on OBE implementation, attainment measurement, and innovative teaching practices. • Establish a Centre for Teaching and Learning to streamline and standardize curriculum development. • Develop a curriculum policy aligned with NEP 2020, UN SDGs, and national priorities. • Organize student workshops focused on language proficiency and capacity building. • Align curriculum with industry requirements and future job market trends to enhance employability. • Train faculty to use structured rubrics and effective assessment tools. • Integrate MOOCs and SWAYAM platforms into the curriculum to expand learning opportunities. 	<ul style="list-style-type: none"> • 100% programs aligned with NEP & Outcome-Based Education (OBE) by 2028 • Introduction of 2–3 new multidisciplinary programs every 3 years • $\geq 90\%$ student pass percentage • At least 30% courses with experiential learning components
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D. Research & Innovation

<ul style="list-style-type: none"> • Encourage consultancy projects involving faculty and students to apply academic expertise for societal benefit. 	<ul style="list-style-type: none"> • Provide incentives for faculty to secure external research funding and train them in preparing proposals for national (DST, DBT, UGC, 	<ul style="list-style-type: none"> • Minimum 100 research publications/year by 2034
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<ul style="list-style-type: none"> • Promote entrepreneurship, start-up incubation, and technology transfer initiatives. • Enhance both the volume and diversity of external research funding. • Cultivate a strong research culture across all disciplines. 	<p>SERB, ICSSR, etc.) and international funding agencies.</p> <ul style="list-style-type: none"> • Establish Industry–Academia Centres of Excellence in emerging areas such as AI & Data Science, Renewable Energy, Biotechnology, Climate Studies, and Humanities & Social Sciences. • Set up a dedicated consultancy cell to deliver expert services to industry, government, and non-profit organizations. • Create a Patent Cell with dedicated infrastructure and support for IPR facilitation. 	<ul style="list-style-type: none"> • At least 05 funded research projects (minor/major)
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E. Human Resources Management Enablers

<ul style="list-style-type: none"> • Attract, develop and retain high-quality human resources • Create positive and productive work environment 	<ul style="list-style-type: none"> • Invite industry professionals and entrepreneurs to contribute to program delivery on campus. • Provide incentives to faculty for achieving professional milestones. • Train faculty to design and deliver MOOC/ODL-based programs. • Create opportunities for consultancy and industry collaborations. • Promote awareness and effective implementation of the Career Advancement Scheme (CAS). • Implement an e-Service Book system for digitized employee records, enabling efficient verification and online leave management. • Establish on-campus childcare facilities to support gender equity. 	<ul style="list-style-type: none"> • $\geq 70-80\%$ faculty with PhD qualification by 2034 • Each faculty to attend minimum 5 FDPs/year • Student mentoring ratio maintained at 1:25
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F. Enablers for Networking and Collaborations

<ul style="list-style-type: none"> • Actively engage with local communities and the broader industry ecosystem. • Strengthen relationships and interactions with alumni and key stakeholders. • Foster long-term partnerships to support institutional growth, knowledge exchange, and outreach initiatives. 	<ul style="list-style-type: none"> • Build strong networks with local industries through industry associations and chambers. • Develop a functional collaboration network with Jesuit higher education institutions. • Identify and engage a mentor institute within the Jesuit network for guidance and support. • Establish CSR partnerships for campus development and promote virtual research collaborations with other universities. 	<ul style="list-style-type: none"> • 100% students undergo internships before graduation • At least 5 international collaborations/exchanges • Annual alumni engagement programs (≥ 3/year)
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G. Physical Enablers

<ul style="list-style-type: none"> • Develop a sustainable campus that supports seamless integration of academic, research, cultural, administrative, and sports activities. • Preserve campus aesthetics while ensuring a green, clean, and inclusive environment. • Establish an efficient and effective waste management system. 	<ul style="list-style-type: none"> • Install and upgrade to smart meters, and energy dashboards for real-time energy monitoring. • Conduct regular workshops and awareness campaigns to promote efficient energy management practices. • Implement energy conservation measures and progress towards a clean, green, and plastic-free campus. • Deploy smart waste bins and optimize waste collection and management processes. • Work towards achieving a carbon-neutral campus by integrating renewable energy sources and improving sustainability practices. • Implement campus-wide waste segregation and promote recycling, composting, and waste reduction initiatives. • Conduct regular energy and green audits to assess and improve sustainability performance. 	<ul style="list-style-type: none"> • Expansion of labs/classrooms by 30–40% • Fully accessible campus (PwD-friendly) • Annual infrastructure audit conducted
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	<ul style="list-style-type: none"> Expand, upgrade, and enhance infrastructure to ensure accessibility for Persons with Disabilities (PwDs). 	
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H. Digital Enablers:

<ul style="list-style-type: none"> Strengthen and expand digital infrastructure to effectively support academic, research, and administrative functions. Enhance digital literacy and build technological capacity among staff. Develop inclusive digital systems to ensure equitable access to technology for all students. Promote awareness about the negative impacts of excessive use of social media and digital platforms. 	<ul style="list-style-type: none"> Integrate national virtual lab resources into teaching– learning through a structured virtual lab setup. Train faculty to effectively use a wide range of digital tools for teaching and learning. Ensure continuous upgradation of ICT infrastructure supported by a strong feedback mechanism. Establish a Cyberbullying Prevention Cell to promote a safe digital environment. Provide screen readers and magnifiers to support visually impaired students. Regularly update and expand digital library e-resources. 	<ul style="list-style-type: none"> 100% courses supported through LMS ≥80% faculty using ICT tools in teaching Fully digitized administrative processes Establish digital library with 20,000+ e-resources
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I. Inclusivity & Equity

<ul style="list-style-type: none"> Promote equitable access to quality education for all students Strengthen gender equity and women empowerment initiatives Support economically and socially disadvantaged groups Ensure a safe, inclusive, and bias-free campus environment 	<ul style="list-style-type: none"> Provide scholarships, fee concessions, and financial aid Establish mentoring, counselling, and grievance redressal systems Conduct gender sensitization and inclusivity programs Ensure PwD-friendly infrastructure and learning resources Monitor inclusivity through regular feedback and audits 	<ul style="list-style-type: none"> Fully operationalized Co-educational structure Increase scholarship beneficiaries by 50% Conduct minimum 10 inclusivity programs/year Full compliance with Divyangjan accessibility norms
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J. Sustainability & Green Campus

<ul style="list-style-type: none"> Develop a sustainable and environmentally responsible campus Promote renewable energy and resource efficiency 	<ul style="list-style-type: none"> Implement solar energy, biogas, and energy-efficient systems Strengthen rainwater harvesting and water conservation practices 	<ul style="list-style-type: none"> 100% campus powered by renewable energy (solar) Functional rainwater harvesting & waste management systems
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<ul style="list-style-type: none"> • Integrate environmental awareness into curriculum and activities • Reduce carbon footprint and waste generation • Foster environmental responsibility among students and staff 	<ul style="list-style-type: none"> • Establish waste management and recycling mechanisms • Conduct green audits and environmental awareness programs • Promote paperless operations and digital practices 	<ul style="list-style-type: none"> • Conduct green audit annually • Reduce carbon footprint by 20–30% by 2030
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Monitoring & Review Assurance

The implementation of the Institutional Development Plan (IDP) will be guided by a robust monitoring and review mechanism to ensure timely execution, accountability, and continuous quality enhancement. The Internal Quality Assurance Cell (IQAC) will play a central role in tracking progress through clearly defined Key Performance Indicators (KPIs), periodic data collection, and outcome-based evaluation. Regular reviews will be conducted at departmental and institutional levels, including quarterly progress assessments and annual performance audits. Feedback from key stakeholders—students, faculty, alumni, and industry partners—will be systematically incorporated to refine strategies and address emerging needs. The Plan will remain dynamic, with scope for mid-course corrections based on performance insights, ensuring alignment with evolving academic, technological, and societal demands. Through this structured approach, the institution reaffirms its commitment to transparency, efficiency, and sustained excellence.



Declaration

The **Institutional Development Plan (2024–2034)** of **Sophia College (Autonomous), Ajmer** has been prepared in alignment with the guidelines of UGC and the vision of the institution. The Plan has been developed through a consultative process involving key stakeholders, including faculty members, administrative staff, students, alumni, and industry representatives.

This document is hereby approved for implementation, subject to periodic review and monitoring by the Internal Quality Assurance Cell (IQAC) and the Governing Body of the College.

The institution affirms its commitment to the effective execution of the strategies outlined in this Plan to achieve excellence in academics, research, governance, and community engagement.

Signatories

Name	Designation	Signature	Date
Prof. Sister Pearl	Principal	 PRINCIPAL SOPHIA COLLEGE (AUTONOMOUS) AJMER	26 June' 2024
Prof. Monika Kannan	IQAC Coordinator	 Coordinator Internal Quality Assurance Cell Sophia College (Autonomous) Ajmer	26 June 2024