



METAS ADVENTIST COLLEGE

NAAC ACCREDITED, AICTE APPROVED

Post Box No. 24, Athwalines, Surat-395001, Gujarat

Institutional Development Plan (IDP) 2023–2028

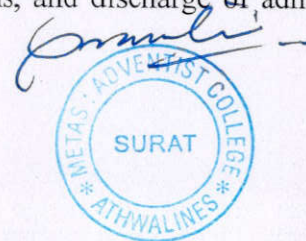
The Institutional Development Plan (IDP) of Metas Adventist College has been prepared in alignment with the University Grants Commission (UGC) Guidelines on Institutional Development Plans and the vision of the National Education Policy (NEP) 2020. The IDP provides a structured roadmap for academic excellence, institutional transformation, research, innovation, governance, digitalization, infrastructure development, financial sustainability, student success, and quality assurance over the period 2023–2028.

Unlike a conventional Institutional Development Plan (IDP), the IDP is a dynamic institutional framework that guides continuous improvement through measurable objectives, annual action plans, periodic review, and evidence-based decision making. It supports the institution's aspirations toward autonomy, enhanced NAAC accreditation, greater research productivity, stronger industry engagement, and holistic student development while remaining committed to its Vision, Mission, and core values.

The plan has been formulated after assessing institutional strengths, opportunities, developmental needs, available resources, stakeholder expectations, and emerging trends in higher education. Existing institutional goals have been aligned with NEP 2020 priorities including multidisciplinary education, outcome-based learning, digital transformation, research and innovation, employability, community engagement, sustainability, and good governance.

The Institutional Development Plan (IDP) of the college is built firmly on its Vision and Mission which are stated as follows:

It is the expressed purpose of the college to ensure that students the college are provided with the best and the latest in terms of education, leadership training, personality development, career preparation, the conduct of examinations, and discharge of administrative duties pertaining to their academic matters



Mission Statement:

To Touch the Lives and to Transform People by
Teaching, by Healing, and by Creating
a Better Community for man and God.

Vision Statement:

To Become a Dynamic Global Institution and a Centre of Excellence.

Core Values:

- Compassionate in all dealings
- Loyal to organizational goals
- Hard work with passion and productivity
- Continuous self-renewal
- Honest and integrity in all aspects



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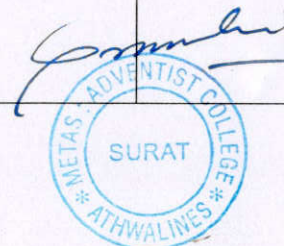
Sr. No	Institutional Development Goals	Objectives	Actions	Personnel In-Charge	Time Line	Evaluation	Budget Allocated
1	Evolution from traditional college to autonomous college/university	Fulfill all administrative, academic, and infrastructural requirements to receive the necessary accreditation as a college.	Form teams and allocate the following tasks - Conduct a study of existing administrative paperwork - Conduct a survey of existing labs - Conduct a survey of existing infrastructure - Compile library books details - Conduct a study of faculties' academic profiles - Compile a report on students' academic performance - Identify loopholes, flaws, discrepancies	President Principal, Exe. VPAA HOD	2023-2028	Ongoing	10,00,000
		Hold talks and negotiations with each category of stakeholders to get them on board with the decision to transit to autonomous status.	- Convene meetings with relevant committees - Create awareness among the stakeholders - Hold interactions with stakeholders through meetings and talks across the table - Form a committee to conduct a special study on the process - Hold talks with officials at the university and governmental levels	President Principal, Exe. VPAA HOD	2023-2028	Ongoing	
		Ensure the required systems and mechanisms are in place to enable the college to	- Work on a blueprint to reconfigure offices, departments, and infrastructure to adapt to the new status. - Appoint/assign personnel to handle relevant matters pertaining to the autonomy.	President Principal, Exe. VPAA HOD	2023-2028	Ongoing	



		function under the new status.					
2	Expansion of New Programs: Creation of Assets and infrastructures for new programs	Build infrastructure on the new campuses to be acquired.	- Work towards identifying how the new campuses are to be utilized - Conduct a study and survey to find out the type of facilities to be built - Contact architects and engineers to discuss the design of the new structures	President, Principal, College board, Board of Higher Education	2023-2028	Ongoing	25,00,000
		Build new infrastructure on existing land to start new programs.	- Identify the purpose for which infrastructure is to be built - Identify site for new infrastructure - Hold discussions with the architect and engineer to work on the design of the building - Apply for relevant required permission and approvals from government agencies - Prepare the ground for work	President, Principal and College Committee, Board of Higher Education	2023-2028	Ongoing	
		Renovate existing infrastructure to create more space.	- Conduct a study of MBA classrooms - Determine the required renovation of MBA classroom	President, Principal and College Committee, Board of Higher Education	2023-2028	Ongoing	
		Strengthen and empower the existing Research Cell of the college	- Streamline the function of the cell - Tap into the experiences of faculties in the field of research - Assign mentorship roles to those who have experience in research and research publications - Place young faculties under specific members of the cell to be guided in research publication work	President, College Committee, Research Cell, IQAC	2020-2021	Completed	5,00,000



3	Increase in research-related activities through platforms and support systems.	Introduce two research journals for publication of research papers in the Humanities, Social Sciences, Management, Commerce, Science, and Technology	• Appoint faculties from Research Cell to be in charge of publications • Appoint faculties from Research Cell to be in charge of peer-review work • Formulate guidelines for the submission of papers and for the selection of papers for publications • Create email accounts for the submission of soft copies of papers • Invite eminent academicians in relevant fields to act as peer reviewers	President, Principal, College Committee, Research Cell, IQAC	2020-21	Completed	
		Introduce workshops and seminars on research and publication	• Invite experts in the field of publication to workshops on research work, technical writing and submitting of papers to journals • Make this an annual event for faculties to attend • Send faculties to attend workshops and seminars on research and publication organized by other institutions Allocate budget	Principal, College Committee, Research Cell, IQAC	2020-21	Completed	
		Introduce a mentoring system	• Issue instructions to all departments to study the mentoring process and methods at the college level • Direct departments to allocate students under respective faculties in the departments • Assign duties and roles to be played by the faculties as mentors • Monitor the progress of the system	President, Principal, Exe. VPAA, Assoc. VPSA Heads of the Departments IQAC	2020-2021	Completed	5,00,000
		Streamline monitoring of students'	• Instruct Heads of departments to submit details of chronic absentees Instruct Heads to follow up with students who take leave of absence	President, Exe. VPAA Principal, Assoc. VPSA	2020-2021	Completed	



4	Addressing students' academic performance through mechanisms.	attendance and performance in exams	- Instruct Heads to interact and counsel students who show signs of lagging behind - Instruct Heads to assign mentors to special cases that required monitoring and counsel - Difficult cases to be handled by the Principal	Head of the Departments Attendance In-Charge			
		Hold parent-teacher meets at least once a year	- Sanction annual parents-departments meet - Instruct departments to invite parents of students to the departments - Direct departments to prepare a presentation on department profiles etc. - Direct departments to submit estimates for refreshments for parents - Direct departments to discuss the teaching-learning process with parents, evaluation process, job opportunities, performances of students, and co-curricular activities held by the departments	Principal, Exe. VPAA Assoc. VPSA, HODs	2023-24	Completed	
		Offer cash rewards for student research papers	Place students' research publications under Research Cell with special emphasis on mentorship	President, Principal, Exe. VPAA, Assoc. VPSA HODs	2023-24	Ongoing	
5	Strengthening the network and participation of alumni	Create opportunities and platforms for alumni to participate and contribute to college projects	- Share information regarding new projects with alumni. - Invite them to offer to contribute to specific aspects of the projects shared with them. - Provide details of modes of donation through which they can contribute	President, Principal, Exe. VPAA, Assoc. VPSA Head of the Departments	2023-2028	Ongoing	5,00,000
				President,			



		Introduce better mechanisms to network with alumni	• Create Instagram, email and Twitter accounts to connect with alumni • Request existing members in contact with the college to connect other alumni to the college through the above accounts. • Introduce magazines to keep alumni in touch.	Principal, Exe. VPAA, Assoc. VPSA Head of the Departments	2023-2028	Ongoing	
		Organize workshops and seminars for alumni on relevant themes	• Invite alumni to suggest themes and topics for workshops and seminars. • Coordinate with alumni on the best dates for workshops and seminars • Invite speakers as per themes from reputed institutions. • Allocate budget	President, Principal, Exe. VPAA, Assoc. VPSA Head of the Departments	2023-2028	Ongoing	

Goal 1

Evolution from traditional college to autonomous college/university

The college has now reached a stage where it could consider taking the step towards becoming autonomous, either as a college or a full-fledged university. This requires deliberate measures to be taken as against leaving it on autopilot and expecting for external policies and legislation to compel the institution to transition to the next level.

Objectives:

- Fulfill all requirements – administrative, academic, infrastructural – so as to receive the necessary accreditation as a college
- Hold talks and negotiations with each category of stakeholders to get them on board with the decision to transit to autonomous status
- Ensure the required systems and mechanisms are in place to enable the college to function under the new status



Goal 2

Expansion of Campus: Creation of Assets and infrastructures

The excellent academic performance of the college and the success of its co-curricular programs have resulted in a marked increase in enrollment and in the number of programs and courses being introduced annually. This has necessitated the expansion of the campus and the creation of new assets and infrastructures.

Objectives:

- Acquire more land at reasonable rates, or if possible below market rates.
- Build infrastructure on the new campuses to be acquired.
- Build new infrastructure on existing land.
- Renovate existing infrastructure to create more space.

Goal 3

Increase in research-related activities through platforms and support systems

Staying abreast of the latest development in different fields of study and attaining a high level of expertise in them requires faculties and students to spend time on research work. The college will introduce relevant research journals that will serve as platforms for the publication and dissemination of research-based papers and also incentives and support systems that enable both faculties and students to engage in research activities at the campus.

Objectives:

- Strengthen and empower the existing Research Cell of the college.
- Introduce two research journals for publication of research papers in the Humanities, Social Sciences, Management, Commerce, and



Science.

- Introduce workshops and seminars on research and publication.
- Introduce incentives for publishing research papers to students.
- Introduce award systems for publications.

Goal 4

Addressing students' academic performance through mechanisms

Introduce systems and mechanisms to monitor students' attendance, performance in class, and participation in co-curricular activities.

Objectives:

- Introduce a mentoring system
- Streamline monitoring of students' attendance and performance in exams
- Hold parent-teacher meets as often as possible.
- Introduce new facilities to enhance the classroom experience.



Goal 5

Strengthening the network and participation of alumni

Alumni of the college can play important roles in the growth and development of the college. The college will introduce means to enhance the network and the participation of alumni in the academic affairs of the college.

Objectives:

- Introduce better mechanisms to network with alumni
- Create opportunities and platforms for alumni to participate and contribute to college projects
- Organize workshops and seminars for alumni on relevant themes

