

# ST. EDMUND'S COLLEGE, SHILLONG



## Institutional Development Plan (IDP)

Road Map for 10 Years  
Phase I (2025-2030)  
Phase II (2030-2035)

Prepared by  
IQAC



Internal Quality Assurance cell (IQAC)  
**St. Edmund's College**  
Shillong- 793003, Meghalaya, India

# Institutional Development Plan

2025–2035

## Section 1: Institutional Profile

<b>Institution</b>	St. Edmund's College, Shillong
<b>Established</b>	1923
<b>Type</b>	Aided, Minority (Christian), Co Ed.
<b>Affiliation</b>	North-Eastern Hill University (NEHU), Shillong
<b>Location</b>	Laitumkhrach, Shillong, Meghalaya – 793 003
<b>Founded by</b>	The Congregation of Christian Brother in India (CCBI)
<b>NAAC Accreditation</b>	A (Cycle 4) with 3.20/4
<b>Programs Offered</b>	UG (B.A., B.Sc., B.Com., B.C.A, BSW) and PG Programs
<b>Departments</b>	23
<b>Student Strength</b>	Approximately 3,000+ students
<b>IDP Period</b>	2025 – 2035 (10-Year Plan)

### 1.1 Vision

St. Edmund's College, Shillong has a vision that is enshrined in the motto of the College: "*Facta Non Verba*" which translates "Deeds Not Words". It aims at imparting equitable quality education grounded on the core values of excellence, competition and ideals. The College also stands on the principles advocated by Edmund Ignatius Rice, the Founder of the Institution.

### 1.2 Mission

The College endeavors to create a stimulating environment in the Campus through various academic programmes and co-curricular activities to develop character, shape personality and build in a sense of social responsibility among our young men and women. As the college prioritizes learning, teaching and sharing of knowledge, education is therefore perceived as a potent vehicle that works towards transforming attitudes and mind-sets for the good of one and all in the society and the world at large.



## Section 2: SWOC Analysis

### STRENGTHS

- A clean, green litter free campus
- A dedicated well-qualified faculty having symbiotic relationships with the students.
- Celebrate diversity, and ethnicity, practice gender equality and the legacy of 100 years.
- Well-equipped laboratories, GIS laboratory, Bioinformatics Centre and Advanced Biotechnology laboratory.
- ICT-enabled classrooms, AV rooms, and multipurpose 800-capacity Auditorium.
- Well-maintained playground, basketball and handball court (Astroturf), indoor games facilities and gymnasium.
- Different clubs/units/societies for the students to engage in extra and co-curricular activities.

### OPPORTUNITIES

- Introduce a flexible hybrid teaching mode on a digital platform using new-age learning tools coupled with conventional methods.
- Identify avenues for internships, live projects, hands-on training, and industry visits to ensure placements and job prospects.
- MOUs with various institutions and corporate/government sector to facilitate faculty and student exchange programmes, start-ups and entrepreneurial initiatives.
- Opportunities for research activities on local needs and value orientations through the CURE programme by availing grants from government and non-government agencies.
- Introduction of socially relevant Vocational Training Courses to equip local youths with the necessary skills for gainful employment and start-ups.
- To introduce the fourth year of the UG programme according to NEP 2020 across all departments.
- To initiate and study the feasibility of starting integrated B.Ed. courses.

### WEAKNESSES

- Curriculum design is the prerogative of the affiliating University for which the College has limited scope in framing new credit-based courses.
- The industry-academia interface is negligible as North East especially Meghalaya is not known for industrial growth.
- Campus placement is not formalized.
- Alumni participation is limited.
- Limited participation of teachers in consultancy and revenue generation.
- Activities beyond syllabi are slow with limited participation from students.

### CHALLENGES

- Fulfilling the necessary parameters for attaining Autonomy and the status of the Centre for Potential of Excellence.
- Bolster research capabilities by involving students and teachers through effective collaborations with institutes of eminence.
- Establish and strengthen connections with industry and technical schools to impart comprehensive learning skills relevant to employment opportunities and start industry/market-driven courses.
- Motivate the students through the Institute Innovation Council (IIC-SEC) for entrepreneurship opportunities and establishment of START-UPS with the motto of Job Givers.
- To establish the extension campus at Mawjrong, East Khasi Hills to start UG courses in Social Work and Computer Applications.
- To prepare our students to compete in the National level entrance examinations such as IIT JAM, GAT B, CAT, and CUET-PG.
- Connect with eminent and successful Alumni to contribute in a meaningful way.
- Attract companies to visit the campus for proper job offers.
- Engagement of qualified coaches to train students in various sporting activities.



### Section 3: Strategic Goals (2025–2035)

Based on the SWOC analysis and in alignment with UGC IDP guidelines and NEP 2020, the following strategic goals are established for the decade 2025–2035:

1. Attain Autonomous Status
2. Become a research-active institution with a dedicated Research & Development Cell by 2027.
3. Fully implement NEP 2020 — including CBCS, multidisciplinary programs, and NHEQF/NSQF integration — by 2026.
4. Establish a fully functional, paperless digital campus with LMS, ERP, and smart classrooms by 2027.
5. Strengthen industry-institution linkages, resulting in wider placement and internship opportunities by 2030.
6. Establish at least two Centers of Excellence (CoEs) in priority areas by 2030.
7. Establish courses in the Extension Campus
8. Introduce ITEP – 3 levels
9. Significantly expand international collaborations, student exchange programs, and global exposure by 2030.
10. Achieve financial sustainability through diversified revenue streams including research grants, consultancy, and CSR by 2032.
11. Ensure 100% Differently abled accessible campus and robust gender equity infrastructure by 2026.
12. Foster a vibrant alumni engagement ecosystem contributing to mentorship, funding, and placement by 2027.

### Section 4: Physical Infrastructure

#### 4.1 Current Status

St. Edmund's College is situated in Laitumkhrah, Shillong, with a historic campus that includes academic blocks, a library, laboratories, a chapel, hostel facilities, and sports grounds. While the existing infrastructure reflects decades of development, targeted upgradation is necessary to meet contemporary standards of teaching, research, and student wellbeing.

#### 4.2 Development Plan

##### Smart Campus Initiative (By 2027)

- Install a centralized Building Management System (BMS) for energy, lighting, and security.
- Deploy CCTV surveillance across the campus with a central command room.
- Establish a 24/7 campus Wi-Fi network with fiber-optic backbone.
- Create smart classrooms with interactive panels, audio-visual systems, and video recording facilities in all major lecture halls.

##### Green & Sustainable Campus (By 2028)

- Undertake continuous green audit and develop a campus sustainability plan with SDG goals.
- Install rooftop solar panels to meet at least 30% of campus electricity needs.
- Strengthening of rainwater harvesting protocols and water recycling systems.
- Develop an Herbal Garden/Biodiversity Park leveraging Meghalaya's rich flora.
- Introduce e transport vehicles in campus for transport facilities within campus.
- E waste disposal via certified recycler tie up, Single use Plastic ban across Campus, Segregation of waste, creation of Green Warden Student Squad and ensuring annual waste audit.



### Academic & Laboratory Upgradation (By 2027)

- Upgrade all science laboratories with modern equipment aligned with NEP 2020 requirements.
- Establish a state-of-the-art Computer Centre with a minimum 1:3 student-to-computer ratio.
- Set up a Multimedia Studio for creation of digital content, podcasts, and e-learning material.
- Create dedicated spaces for vocational education, training, and skilling.

### Inclusive & Accessible Campus (By 2026)

- Ensure all buildings have ramps, lifts, and accessible washrooms for PwD students.
- Establish a dedicated Psychosocial Counselling and Wellbeing Centre.
- Upgrade the student health Centre with basic inpatient/outpatient facilities.
- Renovate and expand student hostels, ensuring separate, safe accommodation for women students.

### Sports & Cultural Infrastructure (By 2028)

- Upgrade indoor and outdoor sports facilities including gymnasium, indoor sports hall, and grounds.
- Develop a cultural performance space/auditorium for artistic and cultural activities.
- Create student recreation spaces that blend modernity with the college's heritage aesthetic.

## Section 5: Digital Infrastructure

### 5.1 ICT Backbone (By 2026)

- Deploy campus-wide fiber-optic network with minimum 1 Gbps speed and two redundant internet connections.
- Establish a secure, scalable Data Centre (or migrate to cloud infrastructure).
- Install a structured Wi-Fi network ensuring connectivity in all classrooms, labs, hostels, and common areas.

### 5.2 Learning Management & Administration (By 2026)

- Implement a comprehensive Education ERP system integrating admissions, academics, examinations, finance, and HR.
- Deploy a Learning Management System (LMS) with two-way video/audio, assignment submission, quizzes, and progress tracking.
- Introduce online/hybrid examination and evaluation systems with automated result processing.
- Integrate with National Academic Depository (NAD), Digi Locker, and Academic Bank of Credits (ABC).

### 5.3 Digital Content & Repository (By 2027)

- Establish a College Journal on Multidisciplinary research
- Build a digital library with subscriptions to JSTOR, Sodhganga, N-LIST (INFLIBNET), and other academic databases.
- Develop open online course materials, MOOCs, and video-recorded lectures accessible to all students.
- Strengthening a plagiarism detection system for faculty and students.
- Create an online student publication and magazine platform.

### 5.4 Data Privacy & Cybersecurity (By 2026)

- Implement a comprehensive cybersecurity policy and infrastructure.
- Establish a Disaster Recovery Site (DRS) for critical academic and administrative data.
- Ensure compliance with the Digital Personal Data Protection Act for all student/staff data.



## Section 6: Academic Infrastructure

### 6.1 Curriculum Reform (By 2026)

- Complete alignment of all UG and PG programs with NEP 2020, CBCS, NCrF, NHEQF, and NSQF frameworks.
- Introduce Multiple Entry and Multiple Exit (MEME) options across all programs.
- Integrate vocational education and skill courses into the main curriculum with appropriate credit weighting.
- Design interdisciplinary and multidisciplinary program offerings (e.g., Environmental Studies + Economics, Data Science + Social Sciences).
- Introduce emerging technology-linked courses: AI & Machine Learning, Data Analytics, Cybersecurity, Blockchain, IoT, and Digital Marketing as elective or minor programs.

### 6.2 Pedagogy & Teaching-Learning Excellence (By 2026)

- Adopt a blended learning model across all departments with a minimum 30% digital component.
- Mandate student-centric pedagogies: flipped classrooms, project-based learning, case studies, and simulations.
- Integrate AR/VR technologies in science and vocational subjects.
- Establish a dedicated Centre for Teaching & Learning Excellence (CTLE) within the college.

### 6.3 Faculty Development (Ongoing)

- Conduct a minimum of two Faculty Development Programs (FDPs) per year covering NEP implementation, digital pedagogy, research methodology, and IP management.
- Incentivize faculty pursuing Ph.D., post-doctoral research, and research publications.
- Introduce Academic Performance Indicators (API)-based faculty reward systems.
- Facilitate faculty exchange programs with national and international partner institutions.
- Engage Industry Experts as visiting/adjunct faculty/PoP.

### 6.4 Student Development (Ongoing)

- Embed Employability Skills across all programs: communication, digital literacy, financial literacy, critical thinking, and entrepreneurship.
- Introduce an 'Earn While Learn' scheme for financially disadvantaged students through college-based work opportunities.
- Mandate industry internships and community projects as credit-bearing components.
- Establish a Career Development and strengthen the Placement Cell.
- Create International Exposure opportunities through exchange programs, international conferences, and global MOOCs.

## Section 7: Research & Intellectual Property Infrastructure

### 7.1 Research & Development Cell (By 2027)

- Strengthen the Research & Development Cell (RDC)
- Create seed research grants for faculty-Student initiated research projects.
- Develop institutional policies for research ethics, data management, and research integrity.
- Explore funding from DST, DBT, ICSSR, UGC, and other funding agencies for extra mural research.

### 7.2 Priority Research Areas



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Given the unique ecological, cultural, and socio-economic context of Meghalaya and Northeast India, the following research thrust areas are proposed:

- Biodiversity Conservation and Ecology (leveraging the megadiverse Khasi-Jaintia- Garo hills ecosystem)
- Indigenous Knowledge Systems and Ethnobotany
- Socio-economic Development and Tribal Studies of Northeast India
- Environmental Science and Climate Change Adaptation
- Digital Technologies and Applications for Northeast India
- Public Health, Nutrition, and Community Wellbeing
- Sustainable Tourism and Heritage Studies
- Cross-Border Trade and Regional Development
- Sustainable Business Models Using Local Resources
- Economic Impact of Tourism on Local Businesses

### **7.3 Intellectual Property & Research Monetization (By 2029)**

- Establish an IP Cell to guide faculty and students on patent filing, copyright, and technology transfer.
- Set annual targets: minimum 2 research publications per department, 1 patent filed per year institution wide.
- Develop an Incubation Centre in partnership with the Meghalaya government and industry stakeholders to support student start-ups.

### **7.4 Centres of Excellence (By 2030)**

Proposed Centres of Excellence:

- CoE on Biodiversity, Environment & Sustainability — Leveraging Meghalaya's unique natural heritage for research, conservation, and eco-tourism education.
- CoE on Northeast India Studies & Tribal Entrepreneurship — Interdisciplinary Centre combining social sciences, economics, law, and culture to address NE India's development challenges.

## **Section 8: Supportive & Facilitative Infrastructure**

### **8.1 Student Support Services (By 2026)**

- Establish a fully functional Student Services Hub: admissions counselling, academic advising, career guidance, and mental health support under one roof.
- Deploy qualified psychosocial counsellors and establish a Wellness Centre.
- Strengthen the Grievance Redressal Cell and ensure transparent, student-friendly complaints system.
- Strengthen the Anti-Ragging Committee, Internal Complaints Committee (ICC), and Equity Cell with regular awareness programs.

### **8.2 Inclusion & Diversity (By 2026)**

- Develop and implement a comprehensive Diversity, Equity & Inclusion (DEI) Policy.
- Provide bridge courses and academic support for students from educationally disadvantaged backgrounds.
- Ensure full physical accessibility of campus for Differently abled students and staff.
- Introduce scholarship programs and fee waivers for socio-economically marginalized students.
- Sensitize all faculty, staff, and students on gender identity, disability inclusion, and anti-discrimination.



### 8.3 Building an Institutional Culture (Ongoing)

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- Celebrate the college's heritage through annual commemorations, Founder's Day events, and service-learning programs.
- Develop a strong mentorship program connecting senior students, alumni, and faculty with new students.
- Promote a culture of transparency and open communication through regular town halls, faculty meetings, and student council engagement.
- Recognize and reward excellence in academics, research, sports, and community service.

## Section 9: Networking & Collaboration

### 9.1 Alumni Engagement (By 2026)

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- Reconstitute and strengthen the Alumni Association with active chapters locally, nationally, and internationally.
- Establish a formal Alumni Mentorship Program connecting current students with successful alumni.
- Create an Alumni Endowment Fund with a target corpus of Rs. 1 Crore by 2030.
- Engage alumni as visiting faculty, guest lecturers, placement partners, and research collaborators

### 9.2 Industry Partnerships (By 2027)

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- Sign MoUs with Institution of repute, Industry partners in key sectors.
- Establish a structured internship and apprenticeship program ensuring all UG students complete at least one industry internship.
- Involve industry partners in curriculum design, guest lectures, live projects, and campus recruitment.

### 9.3 Academic Collaborations (By 2028)

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- Establish collaborations with national institutions (IITs, IIMs, central universities, NITs) for joint research, faculty exchange, and student mobility.
- Connect with the global Institutions of repute for digital student/faculty exchange, and joint programs.
- Pursue collaborations with universities in ASEAN countries, leveraging India's Act East Policy.
- Register students for international credit transfer programs and dual-degree initiatives where feasible.

### 9.4 Community & Government Engagement (Ongoing)

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- Continue and expand community outreach under the National Service Scheme (NSS) and Unnat Bharat Abhiyan (UBA).
- Partner with the Government of Meghalaya, North East Council, and DONER on development research and consultancy.
- Establish rural immersion programs and community-based research initiatives in collaboration with local NGOs.
- Engage with local governance bodies (Municipal Board, District Council) on urban planning and social development issues.



## Section 10: Governance Infrastructure

### 10.1 Governance Structure

- Ensure a fully functional Governing Body/Board with representation from faculty, alumni, industry, government, and the sponsoring body.
- Constitute/strengthen the Academic Council, Finance Committee, and IQAC with clearly defined roles, responsibilities, and accountability frameworks.
- Introduce a formal risk management framework covering financial, legal, academic, and operational risks.

### 10.2 Internal Quality Assurance (By 2026)

- Strengthen the Internal Quality Assurance Cell (IQAC) to drive continuous quality improvement across all departments.
- Implement a 360-degree feedback system for all faculty and administrative staff, with results shared transparently.
- Conduct annual academic audits, administrative reviews, and financial audits.
- Prepare and publish an Annual Quality Assurance Report (AQAR) as per NAAC requirements.

### 10.3 IT-Driven Governance (By 2026)

- Deploy a Management Information System (MIS) for real-time monitoring of academic, financial, and administrative KPIs.
- Digitize all administrative processes — admissions, examinations, fees, payroll, procurement — by 2026.
- Create a public-facing dashboard on the college website for transparency in governance, funds utilization, and outcomes.

### 10.4 NEP 2020 & Regulatory Compliance (By 2026)

- Ensure compliance with all UGC, NAAC, NEHU, and Meghalaya government regulatory requirements.
- File timely returns and reports with all statutory and regulatory bodies.

## Section 11: Financial Infrastructure

### 11.1 Revenue Diversification Strategy

As an aided institution, St. Edmund's College currently depends significantly on government grants and student fees. The IDP aims to diversify revenue streams to ensure long-term financial resilience:

Revenue Source	Target Contribution by 2030	Strategy
Student Fees (UG/PG)	35% of total revenue	Expand enrollment, introduce new programs
Government Grants (PM-USHA, UGC, etc.)	30% of total revenue	Active grant-seeking; dedicated grants cell
Research Project Overheads	10% of total revenue	Faculty research projects; industry-funded R&D
Consultancy & Training	10% of total revenue	Faculty consultancy; professional development programs



Revenue Source	Target Contribution by 2030	Strategy
Alumni & Endowments	8% of total revenue	Alumni fund drives, named chairs, CSR partnerships
Other (IP Royalties, Events, etc.)	7% of total revenue	IP commercialization; campus facilities rental

### 11.2 Financial Management & Transparency

- Establish a Finance Committee with clear investment and expenditure approval thresholds.
- Implement financial management software for real-time budget tracking and reporting.
- Conduct annual internal and external audits with reports presented to the Governing Body.
- Develop a 5-year rolling financial forecast and capital expenditure plan.
- Explore matching-grant schemes from alumni and CSR for infrastructure development.

## Section 12: Master Timeline & Milestones

The following phased timeline guides implementation:

Phase / Timeline	Key Milestones	Primary Domain
Phase 1 2025-2026	IDP Strategy Team formed; NEP 2020 alignment complete; ERP/LMS deployed; Differently abled accessible campus; IQAC strengthened; MIS operational	Governance, Digital, Academic
Phase 2 2026-2028	Initiate ITEP in its Extension Campus, Smart campus initiative: Higher Score in NAAC; R&D Cell established; more industry MoUs; alumni fund launched; CoE planning initiated; digital library live	Physical, Research, Networking
Phase 3 2028-2030	2 CoEs operational; international exchange programs active; incubation Centre launched; financial sustainability model functioning.	Research, Networking, Financial
Phase 4 2030-2032	Regional research leadership in biodiversity/NE India studies; robust placement record, alumni endowment corpus, research publications & patents targets met	Research, Financial, Academic
Phase 5 2032-2035	Full financial sustainability; global recognition; postgraduate research programs strengthened; sustainable campus model; IDP review and next cycle planning	All Domains



## Section 13: Key Performance Indicators (KPIs)

KPI	Baseline (2025)	Target (2030)	Target (2035)
NAAC Grade	A	Higher Score	Higher Score
Research Publications/year	~15	50+	100+
Patents Filed (cumulative)	Minimal	5	20+
Industry MoUs	<5	15+	30+
Student Placement Rate	25%	35%	50%
International Collaborations	1-2	5+	10+
Faculty with Ph.D.	40%	50%	65 %
Externally Funded Projects	1-2	5-6+	10-12+
Differently abled accessible campus (%)	~40%	100%	100%
Centres of Excellence	0	2	3+
Alumni Fund Corpus (Rs.)	Nominal	50 Lakhs	1 Crore+
Non-grant Revenue (%)	<10%	30%	50%+

## Section 14: Governance of the IDP

### 14.1 IDP Strategy Team

An IDP Strategy Team will be constituted comprising the Principal, Vice-Principal, Heads of Departments, Director, IQAC, Finance Officer, and student/alumni representatives. This team will meet quarterly to review progress, update plans, and address emerging challenges.

### 14.2 Annual Review Process

- Annual review of all KPIs against targets.
- Presentation of IDP progress report to the Governing Body each academic year.
- Stakeholder consultation (faculty, students, alumni, industry partners) to gather feedback for course correction.
- Mid-term review at 5 years (2030) with comprehensive assessment and plan revision if needed.

  
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