Institutional Development Plan (IDP) 2025–2030

1. Introduction

C. Abdul Hakeem College (Autonomous), established in 1965 at Melvisharam in Ranipet District, Tamil Nadu, is a premier institution committed to providing quality higher education and fostering the holistic development of students. Founded with the vision of promoting educational advancement in the region, the college has evolved into a reputed centre of learning that caters to the academic needs of students from Melvisharam and its surrounding rural and semi-urban communities.

The college is affiliated with Thiruvalluvar University and has been accredited with NAAC A+, reflecting its sustained commitment to academic excellence, quality assurance and institutional growth. The autonomous status granted to the institution enables it to design innovative curricula, introduce skill-oriented programmes and adopt flexible academic frameworks that respond effectively to emerging educational and industry requirements.

The institution offers a wide range of undergraduate, postgraduate and research programmes in the disciplines of Arts, Science, Commerce and Management. With a strong team of qualified faculty members and modern teaching methodologies, the college aims to create a dynamic academic environment that promotes critical thinking, creativity, research orientation and lifelong learning.

C. Abdul Hakeem College serves students from diverse socio-economic backgrounds and places significant emphasis on inclusive education, equitable access and student support systems. Scholarships, mentoring programmes, remedial coaching and career guidance initiatives are implemented to ensure that every student receives the opportunity to achieve academic success and personal growth.

In line with contemporary educational trends, the college has taken several initiatives toward digital transformation, including ICT-enabled classrooms, digital learning resources, e-governance practices and the integration of technology in teaching and learning processes. The institution also encourages research development, innovation and knowledge dissemination through faculty research projects, publications, seminars, conferences and collaborations with academic and industrial partners.

Community engagement and social responsibility remain integral to the mission of the college. Through extension activities carried out by NSS, NCC, Youth Red Cross and various departments, students actively participate in programmes that promote environmental awareness, public health, social welfare and rural development.

The Institutional Development Plan (IDP) of C. Abdul Hakeem College outlines the strategic roadmap for the future growth and transformation of the institution. The plan focuses on strengthening academic quality, enhancing research and innovation, expanding infrastructure, promoting industry collaboration and improving student employability. It also aligns with the policy directions of the University Grants Commission (UGC), AICTE, TANSCHE and the objectives of the National Education Policy (NEP) 2020, emphasizing multidisciplinary education, skill development, digital learning and global competitiveness.

Through this Institutional Development Plan, the college aims to build a progressive academic ecosystem that nurtures knowledge, innovation, social responsibility and sustainable development, thereby empowering students to contribute meaningfully to society and the nation.

2. Vision

- To achieve academic excellence through the holistic approach
- To provide world class teaching in higher education and research for the upliftment of rural community
- To offer need-based, Job-oriented Courses of study relevant to the society

3. Mission

- To strengthen youthful exuberance for contextualizing academic issues and career concerns

- To sensitize students' awareness to venerate quality as the defining element

- To foster the exultant spirit of Universal harmony by making education powerful and pervasive

4. Core Values

- To redefine education as a seed of invention and the crown of innovation

- To groom the votaries of learning to venerate work as worship

- To exemplify a Passport to the heart as a visa to the world of Universal fraternity

5. Institutional Goals (2025–2030)

- Achieve regional leadership in higher education.

- Enhance graduate employability.

- Increase research funding fivefold.

- Strengthen international collaborations.

- Develop a digitally enabled campus ecosystem.

6. Strategic Development Pillars

The Institutional Development Plan is structured around six strategic pillars:

6.1. Teaching and Learning Excellence

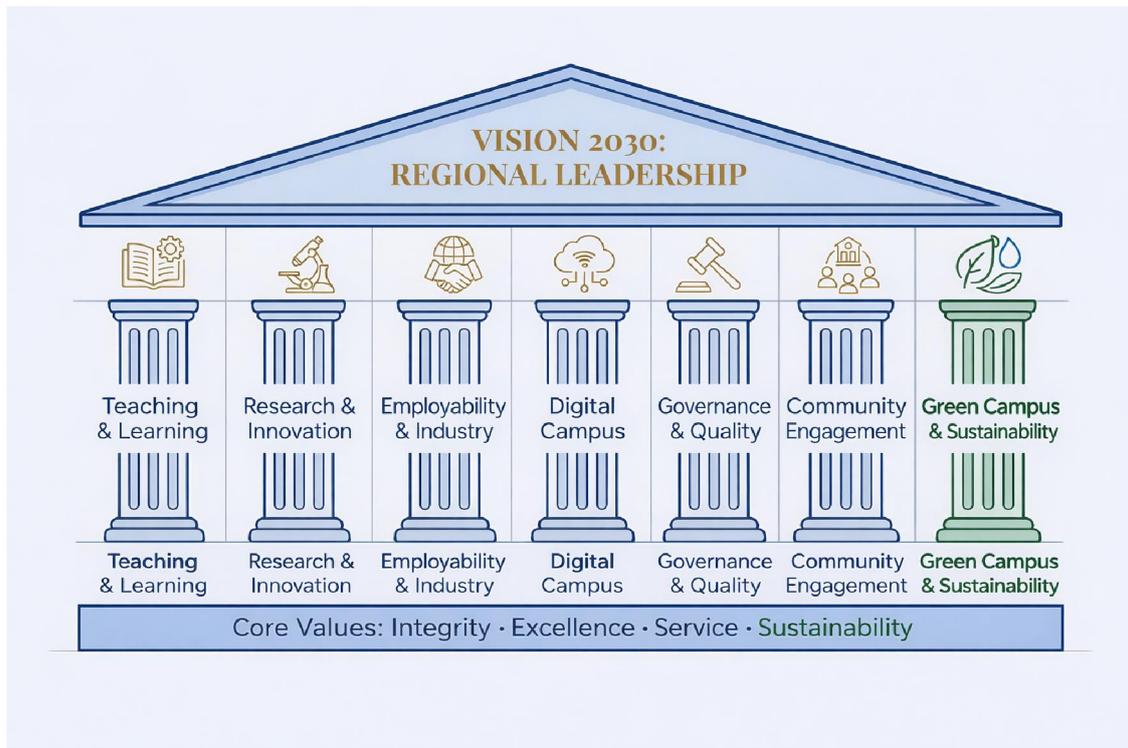### 6.2. Research and Innovation

6.3. Employability and Industry Integration

6.4. Digital Infrastructure Development

6.5. Governance and Quality Assurance

6.6. Community Engagement and Social Responsibility

6.7. Green Campus & Sustainability

VISION 2030: REGIONAL LEADERSHIP

Core Values: Integrity · Excellence · Service · Sustainability

6.1. Teaching and Learning Excellence

The college aims to modernize its teaching-learning ecosystem through Outcome Based Education (OBE).

Key initiatives include:

- Curriculum redesign aligned with NEP 2020
- Blended learning adoption
- Digital pedagogy training for faculty
- Continuous student assessment

Targets:

- 30% blended learning modules by 2028
- 100% faculty trained in digital pedagogy
- Improved student learning outcomes

6.2. Research and Innovation

The college plans to transform into a research-driven institution.

Key research clusters include:

- Sustainable Development and Renewable Energy
- Artificial Intelligence and Data Science
- Materials Science and Water Security

Strategies:

- Establish interdisciplinary research centers
- Provide seed research funding
- Encourage patent filing
- Promote industry collaboration in research

6.3. Employability and Industry Integration

Bridging the classroom-to-career gap is a major priority.

Initiatives include:

- Corporate Advisory Board
- Mandatory internships
- Skill development programs
- Industry-designed courses

Year	Target Placement Rate
2026	**55%**
2027	**60%**
2028	**65%**
2029	**70%**
2030	**75%**

Expected outcomes:

- 75% placement rate by 2030
- Increased industry partnerships

6.4. Digital Campus Transformation

Digital transformation will be implemented in three phases.

Phase 1: LMS and ERP implementation.
Phase 2: Virtual laboratories and digital training.
Phase 3: Open data portal and digital knowledge exchange platform.

This will support hybrid learning, efficient administration and global collaboration.

6.5. Governance and Quality Assurance

Strong governance ensures institutional effectiveness.

Key measures:

- Strengthening IQAC mechanisms
- Quarterly academic performance dashboards
- Annual external peer review
- Data-driven decision making

6.6. Community Engagement

The institution will strengthen community impact through outreach programs.

Initiatives:

- School education support programs
- Skill development for rural youth
- Environmental awareness campaigns
- Continuing education initiatives

Target: Reach 10,000 beneficiaries annually.

6.7. Green Campus & Sustainability

The institution aims to become an environmentally responsible and sustainable campus.

Key initiatives include:

- Campus-wide energy conservation measures
- Installation of solar power systems to reduce carbon footprint
- Waste management (segregation, recycling and composting units)
- Water conservation through rainwater harvesting and smart irrigation
- Promotion of eco-friendly transportation (bicycles, EV charging points)
- Green landscaping and biodiversity enhancement
- Paper-free administration through digital processes

Targets

To transform the campus into an environmentally responsible and sustainable ecosystem, the institution sets the following targets:

• **Energy Conservation:** Reduce overall electricity consumption by 20% within the next five years through energy-efficient lighting (LED), smart energy monitoring systems, and awareness programmes.

• **Solar Power Generation:** Install solar photovoltaic systems capable of generating at least 30–40% of the campus electricity requirement within five years.

• **Waste Management:** Achieve 100% waste segregation at source and establish functional recycling and composting units for organic waste within the campus.

• **Water Conservation:** Increase rainwater harvesting capacity and implement smart irrigation systems to reduce water consumption by 25%.

• **Eco-friendly Transportation:** Promote sustainable mobility by creating dedicated bicycle parking zones, pedestrian pathways, and EV charging stations, aiming for at least 20% of campus commuting to shift to green transport modes.

• **Green Landscaping and Biodiversity:** Increase campus green cover by 30% through tree plantation drives, herbal gardens, and biodiversity zones.

• **Paperless Administration:** Achieve 90% digital administration and documentation through ERP systems, e-governance platforms, and online communication tools.

7. Infrastructure Development
Infrastructure enhancement will include:

- Smart classrooms
- Research laboratories
- Digital library expansion
- Renewable energy initiatives
- Green campus development

8. Faculty Development
Faculty development programs will be organized regularly to enhance teaching and research capabilities.

Activities include:

- Workshops on pedagogy
- Research methodology training
- International collaborations
- Faculty exchange programs

9. Student Development
Student development initiatives include:

- Career guidance programs
- Entrepreneurship development cells
- Innovation clubs
- Leadership training programs
- Incubation Centre
- Student Exchange Programme

10. Five Year Implementation Roadmap

2026 – Foundation phase
2027 – Expansion of academic and research initiatives
2028 – Consolidation of industry partnerships
2029 – Acceleration through international collaborations
2030 – Achievement of institutional transformation goals

11. Resource Mobilization

Financial sustainability will be ensured through:

- UGC grants
- Government research funding
- CSR funding
- Alumni contributions

12. Risk Management

Potential risks include funding constraints, faculty workload and technological adoption challenges.

Mitigation strategies include phased implementation, industry and academia partnerships and resource mobilization.

13. Monitoring and Evaluation

The progress of the IDP will be monitored through:

- Monthly KPI review
- Annual quality assurance reports
- External peer evaluation

14. Expected Outcomes by 2030

- Enhanced graduate employability
- Improved research output
- Strong industry partnerships

- Advanced digital infrastructure
- Greater community impact