



®

VLB JANAKIAMMAL COLLEGE OF ARTS AND SCIENCE

(An Autonomous Institution, Affiliated to Bharathiar University, Coimbatore)
Approved by Government of Tamil Nadu, AICTE (New Delhi) & Accredited by NAAC
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Since 1992



Institutional Development Plan 2026-2035


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PREFACE

In an era marked by rapid technological disruption and profound educational transformations under the National Education Policy (NEP 2020), higher education institutions must evolve from conventional teaching centers into dynamic ecosystems of innovation, research, and holistic development. Since its inception in 1992–93 under the guidance of Late Shri V. L. Balakrishna Naidu and the VLB Janakiammal Trust, VLB Janakiammal College of Arts and Science (Autonomous) has remained dedicated to quality, inclusivity, and value-based education.

This *Institutional Development Plan (IDP) 2026–2035* sets out a comprehensive ten-year strategic roadmap designed to position the college at the forefront of autonomous higher education in India. Structured around the University Grants Commission (UGC) IDP Framework, this document charts measurable milestones across curriculum re-engineering, research and intellectual property creation, human resource empowerment, global and industrial partnerships, financial sustainability, and next-generation physical and digital infrastructure.

Through focused short-term, medium-term, and long-term action targets—supported by specialized initiatives like the VLBJ IGNITE Pre-Incubation Centre—this plan operationalizes our commitment to academic rigor, green campus practices, and societal impact. It serves as an operating charter and strategic compass for faculty, administrators, students, and stakeholders as we collectively build a future-ready, nationally distinguished institution.



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1. GENESIS, VISION, AND MISSION

VLB Janakiammal College of Arts and Science (Autonomous) was established in the academic year 1992–93 under the visionary founding leadership of Late Shri V. L. Balakrishna Naidu. Operating under the aegis of the VLB Janakiammal Trust (VLBJ Trust) in Kovaipudur, Coimbatore, Tamil Nadu, the college was born out of a deep commitment to democratize higher education and empower rural and urban youth through value-based academic excellence. Over its 32-year legacy, the institution has evolved into a premier autonomous postgraduate and research destination affiliated to Bharathiar University and recognized under Sections 2(f) and 12(B) of the UGC Act.

VLB Janakiammal College of Arts and Science offers a robust academic portfolio spanning 25 undergraduate and 4 postgraduate departments alongside and 5 Ph.D. research programs. The institution's commitment to quality is evidenced through three cycles of NAAC accreditation (Cycle 1 Grade B with CGPA 2.83 in 2008, Cycle 2 Grade A with CGPA 3.04 in 2014, and Cycle 3 Grade B++ with CGPA 2.87 valid through 2026). The college operates from a serene 8.1-acre campus featuring 14,392 sq.m. of modern built-up infrastructure, well-equipped classrooms and seminar halls, modern academic computers, and two computerized libraries integrated with INFLIBNET N-LIST and DELNET databases.

A key institutional distinction is the VLBJ IGNITE Pre-Incubation & Startup Centre, comprising five specialized practical learning hubs: Computer Centre, Mobile Service Station, Plants & Nursery Hub, Couture Hub, and Viscom Innovative Hub.

Vision:

To achieve global standards of academic excellence and holistic transformation by nurturing value-driven leaders, innovators and responsible citizens for a sustainable world

Mission:

- To impart rigorous, transdisciplinary education across Arts, Humanities, Commerce, Management and Science, rooted in strong foundational knowledge.
- To equip learners with 21st-century skills, critical thinking, communication and a digital-ready mindset essential for an evolving global landscape.
- To foster a collaborative ecosystem of research, ideation and entrepreneurship aligned with industry demands.
- To nurture ethically upright, socially responsible leaders with professional integrity and emotional balance.
- To uplift diverse segments of society while fostering lifelong learning and environmental consciousness.

Quality Policy:

- We are committed to achieving the highest standards in teaching, learning, research, and innovation through continuous improvement and quality education.
- We uphold honesty, accountability, professional ethics, and moral values while nurturing responsible and value-driven leaders.
- We foster character building, creativity, critical thinking, entrepreneurship, digital readiness, and a passion for continuous learning in a rapidly evolving world.
- We embrace diversity, equity, and community engagement, empowering individuals to contribute meaningfully to society with compassion and respect.
- We foster environmental responsibility and prepare globally responsible citizens for a sustainable future.

2. CORE VALUES STATEMENT

- **Learner-Centered Excellence:** We prioritize student growth through Outcome-Based Education, experiential learning in IGNITE hubs, and personalized academic mentoring.
- **Ethical Conduct & Social Commitment:** We instill strong moral principles, civic responsibility, and community service through active NSS, NCC, YRC, and Unnat Bharat Abhiyan (UBA) programs.
- **Quality Assurance & Continuous Improvement:** We maintain rigorous quality benchmarks through IQAC monitoring, regular curriculum updates, academic audits, and ISO surveillance.
- **Inclusivity & Equal Opportunity:** We ensure equitable higher education access through the 'Aram Cheiyya Virumbhu' sports merit perks, Young Women Empowerment Programme (YWEP), and support for marginalized learners.
- **Sustainability & Environmental Responsibility:** We champion green campus practices, water harvesting, waste management, and solar energy integration to cultivate green citizenship.
- **Collaborative Outreach & Industry Links:** We foster meaningful partnerships across 62 active MoUs with corporate and academic bodies to drive student placements, internships, and consultancy.
- **Transparency, Accountability, and Governance:** We operate under decentralized, participatory leadership, transparent admissions, and robust administrative oversight.

Institutional Weaknesses:

- **Global Diversity:** Limited representation of international faculty and international students on campus.
- **Patent Grants & Commercialization:** Relatively low volume of commercialized patents and granted copyrights.
- **Consultancy Revenue:** Need to formalize and scale departmental corporate consultancy services.
- **Competitive Exam Success Rate:** Scope to increase student clearing rates in national competitive examinations (UPSC, NET/SET, GATE).

Institutional Opportunities:

- **NEP 2020 Operationalization:** Full implementation of the National Credit Framework (NCrF), Academic Bank of Credits (ABC), and Multiple Entry-Exit pathways.
- **Emerging Technology Integration:** Expanding specialized programs in AI, Machine Learning, FinTech, Data Analytics, and IoT.
- **Research Funding Mobilization:** Capitalizing on UGC and ICSSR grant schemes to upgrade research laboratories.
- **Alumni Network Monetization:** Building a dedicated global alumni portal for structured mentorship, endowments, and corporate placements.

Institutional Threats / Challenges:

- **Dynamic Technological Disruptions:** Rapid pace of industry shifts requiring continuous curriculum re-engineering.
- **Regional & Private Competition:** Increasing competition among autonomous and private higher education institutions in the Coimbatore region.
- **Social Risk Aversion:** Parental reluctance toward student startup ventures despite campus incubation support.

3. STRATEGIC GOALS & DEVELOPMENT OBJECTIVES (THE 6 ENABLERS)

To achieve long-term academic excellence and national distinction, VLBJCAS structures its 10-year Institutional Development Plan around the six strategic enabler pillars defined in the UGC IDP framework:

3.1 ACADEMIC ENABLERS & CURRICULUM INNOVATION

VLBJCAS will transform its academic ecosystem into a flexible, future-ready learning environment aligned with NEP 2020 and global standards.

1. Curriculum Design & NEP 2020 Integration

- **Outcome-Based Education (OBE):** Complete re-engineering of all UG and PG programs under an OBE framework mapped to Program Outcomes (POs), Program Specific Outcomes (PSOs), and Course Outcomes (COs).

- **Multidisciplinary Pathways:** Introduce flexible credit-based interdisciplinary programs combining Computer Applications with Commerce, Visual Communication with Digital Marketing, and Catering science with Management.
- **Regulatory Alignment:** Operationalize the National Credit Framework (NCrF), Academic Bank of Credits (ABC), and National Higher Education Qualification Framework (NHEQF) across all cohorts.
- **Continuous Revision Cycle:** Mandate curriculum updates every 3 years with mandatory participation of industry leaders, alumni practitioners, and academic experts.
- **Indian Knowledge System (IKS):** Integrate IKS modules into value education, literature, and management courses to foster cultural grounding and ethical leadership.

2. Skill Integration & Future Readiness

- **Emerging Technologies:** Embed specialized Skill Enhancement Courses (SECs) in Artificial Intelligence, Machine Learning, Data Analytics, Cloud Computing, Cyber Security, and IoT across disciplines.
- **21st-Century Capabilities:** Incorporate value-added papers dedicated to critical thinking, design thinking, computational logic, and virtual collaboration.
- **Employability & Life Skills:** Mandate modules on financial literacy, legal rights, digital fluency, and startup management for all graduating students.

3. Pedagogical Excellence & Blended Learning

- **Student-Centric Pedagogy:** Transition from lecture-dominated instruction to active learning models including flipped classrooms, peer teaching, case analysis, and experiential hub projects.
- **MOOCs & Digital Content:** Integrate NPTEL, SWAYAM courses into core electives, enabling credit transfer through the Academic Bank of Credits.
- **Innovative Assessments:** Supplement traditional term-end exams, practical capstone projects, e-portfolios, and continuous peer reviews.

4. Inclusivity, Flexibility & Lifelong Learning

- **Earn-While-Learn Facility:** Expand campus work-study opportunities within the VLBJ IGNITE hubs (Couture Hub, Nursery Hub, Mobile Service Station) providing financial aid and professional skills.
- **Accessible Education:** Provide assistive technologies, study materials, and barrier-free learning environment for Persons with Disabilities (PwDs) and first-generation learners.

5. Faculty Academic Enablement

- **Capacity Building:** Strengthen the Internal Quality Assurance Cell (IQAC) to conduct continuous Faculty Development Programs (FDPs) in modern pedagogical tools, AI in education, and research methodologies.
- **Industry Immersion:** Facilitate faculty sabbatical leaves and short-term industry attachments to cross-pollinate contemporary corporate practices into classroom instruction.

3.2 . RESEARCH, INTELLECTUAL PROPERTY & INNOVATION ENABLERS

VLBJCAS will establish a vibrant knowledge-creation engine that advances basic and applied research, drives technology transfer, and commercializes intellectual property.

1. Research Culture & Capacity Building

- **Centers of Excellence (CoE):** Establish dedicated CoEs in Artificial Intelligence & Machine Learning, IoT and Visual Media Studies.
- **Seed Funding Mechanism:** Allocate an internal research seed grant fund to support faculty and research scholars in executing pilot studies and prototype development.
- **Capacity Building:** Organize FDPs focused on high-impact journal publishing, grant proposal writing, and research ethics.

2. Publication & Knowledge Dissemination

- **Indexed Publications:** Incentivize faculty and research scholars to publish in Scopus, Web of Science, and UGC CARE-listed journals.
- **Academic Conferences:** Mandate every research department to organize at least one national or international conference annually.

3. Collaborations & Partnerships

- **Interdisciplinary Projects:** Encourage joint research initiatives connecting Computer Science, Commerce, Creative science, and Management.
- **Funded Research:** Target research project funding from Government agencies (DST, ANRF, ICSSR, UGC, TNSCST) and corporate CSR arms.

4. Student Research & Innovation

- **Undergraduate Research:** Introduce UG research mini-projects and postgraduate assistantships to cultivate inquiry at early academic stages.
- **Incubation & Hackathons:** Utilize the VLBJ IGNITE Pre-Incubation Centre to host internal hackathons, business plan competitions, and prototype exhibitions.

5. Intellectual Property (IP) & Commercialization

- **Dedicated IPR Cell:** Formulate a comprehensive IPR policy providing financial and legal support for patent drafting, copyright filing, and trademark registration.
- **Technology Transfer:** Establish a Technology Transfer Office (TTO) to bridge lab innovations with commercial markets and venture capital.

6. Social Impact & Sustainability

- **SDG Alignment:** Align institutional research initiatives with UN Sustainable Development Goals, focusing on clean water, renewable energy, rural healthcare, and sustainable agriculture.

3.3 . HUMAN RESOURCES MANAGEMENT ENABLERS

VLBJCAS recognizes that an empowered, skilled, and motivated workforce is the cornerstone of institutional sustainability and academic leadership.

1. Upgrading Faculty & Researcher Enablement

- **Global Benchmarking Recruitment:** Adopt transparent, merit-based recruitment standards to attract high-caliber faculty with Ph.D. qualifications and industry experience.
- **Technology-Driven Onboarding:** Implement comprehensive orientation protocols that integrate new hires into the institutional culture, research expectations, and governance frameworks.

- **Sabbatical & Research Autonomy:** Provide structured sabbatical leaves for faculty pursuing advanced research, postdoctoral fellowships, or book publications.

2. Modernizing Performance Management & Compensation

- **Dynamic API-Based Appraisals:** Upgrade the Academic Performance Indicator (API) evaluation system into a transparent digital dashboard rewarding teaching excellence, research output, patent filing, and mentorship.
- **Recognition & Incentives:** Institute annual awards and financial bonuses for faculty producing high-impact publications, securing external grants, and leading extension projects.

3. Empowering Administrative Staff for the Digital Era

- **Digital Upskilling:** Conduct regular training for non-teaching staff in office automation, data privacy, e-governance systems, and Education ERP operations.
- **Work-Life Balance:** Enhance staff welfare initiatives, including flexible leave policies, wellness checkups, and recreational programs.

4. Elevating Student & Learner Enablers

- **Career Success Programs:** Expand the Training & Placement Cell to offer personalized career counseling, aptitude coaching, and soft-skills training from entry through graduation.
- **Global Mobility:** Facilitate student participation in international exchange programs, virtual global classrooms, and foreign language training

5. Expanding Supportive, Facilitative & Emotional Enablers

- **Comprehensive Mental Health Ecosystem:** Establish a campus mental health network and professional counseling center supporting students and staff.
- **Accessible Leadership:** Foster a culture of open communication, trust, and participatory decision-making through regular town halls and feedback loops.

6. Leadership Development & Succession Planning

- **Leadership Pipeline:** Identify and mentor potential academic leaders among senior faculty, providing management training to prepare them for departmental and institutional governance roles.

3.4 . NETWORKING, COLLABORATION & INTERNATIONALIZATION

VLBJCAS will expand its collaborative ecosystem across global universities, corporate enterprises, alumni networks, and civic organizations.

1. Global Academic Collaborations & Internationalization

- **Global Partnerships:** Forge MoUs with accredited international universities for joint degree programs, student exchange semesters, and collaborative research.
- **Curriculum Globalization:** Incorporate global case studies, international literature, and cross-cultural business modules into the curriculum.

2. Industry Integration & Professional Networks

- **Scaling Active MoUs:** Leverage the active MoUs to execute industrial visits, joint certifications and corporate-sponsored activities.
- **Industry Advisory Boards:** Form Departmental Industry Advisory Boards to align course offerings with real-world sector needs.
- **Faculty Consultancy:** Promote corporate consultancy services where faculty solve technical, financial, and managerial challenges for local industries.

3. Strong Alumni Engagement & Synergy

- **Global Alumni Portal & App:** Launch a centralized digital portal to maintain an updated global alumni database and enable structured mentorship.
- **Institutional Contributions:** Encourage alumni to sponsor student scholarships, endow research chairs, and fund campus infrastructure.
- **Governance Representation:** Incorporate distinguished alumni into the Board of Studies, IQAC, and Advisory Committees.

4. Academic & Research Synergy

- **Cross-Institutional Collaboration:** Partner with neighboring autonomous colleges and research labs for shared library databases, sophisticated instrumentation, and joint publications.

5. Community & Civic Partnerships

- **Rural Outreach & UBA:** Collaborate with NGOs and local village panchayats under Unnat Bharat Abhiyan (UBA) to address rural sanitation, digital literacy, and women's health.

3.5 . FINANCIAL ENABLERS AND FUNDING

VLBJCAS will establish a modern, professional financial management structure transitioning from compliant accounting to strategic management accounting.

1. Sustainable Revenue Generation (Diversified Funding)

- **Diversified Income Streams:** Reduce reliance on tuition fees by expanding income from research grants, consultancy overheads, corporate sponsorship, endowments, and CSR funds.
- **Corpus Funds:** Build dedicated corpus funds to support sports merit scholarships ('Aram Cheiyya Virumbhu'), research seed grants, and emergency student financial aid.

2. Internal Revenue Generation (IRG) & Consultancy

- **Facility Commercialization:** Utilize existing specialized equipment, computer labs, and media studios to generate internal revenue through testing, training, and production services for external clients.
- **Departmental Consultancy:** Market faculty expertise in IT solutions, GST advisory, environmental testing, and media content creation to regional corporate clients.

3. External Grants and Government Liaison

- **Government Grant Proposals:** Establish a dedicated liaison cell to submit standardized research and modernization proposals to over 20 Central and State Government ministries.

4. Financial Governance, Budgeting, and Investment

- **Granular Budgeting:** Implement 1-year operational budgets (monthly granularity) and 5-year strategic capital expenditure forecasts.
- **Dedicated Finance Team:** Ensure professional oversight through qualified finance officers, internal auditors, and transparent financial reporting.

5. Stakeholder Engagement for Fundraising

- **Philanthropic Networks:** Engage systematically with alumni, industrial trusts, and philanthropic bodies to fund long-term infrastructure and academic chairs.

3.6 . PHYSICAL & DIGITAL ENABLERS

VLBJCAS will upgrade its physical infrastructure and digital backbone to create a smart, sustainable, and accessible campus environment.

1. Upgrading Existing Physical Infrastructure & Campus Design

- **Modernizing Academic Spaces:** Transform standard classrooms into interactive smart classrooms equipped with digital boards, high-speed audio-visual systems, and ergonomic seating.
- **Enhancing Inclusivity (PwD):** Systematically audit all campus buildings to ensure 100% barrier-free accessibility, including ramps, elevators, tactile paths, and accessible restrooms.
- **Holistic Facilities:** Renovate sports grounds, indoor arenas, cafeteria facilities, and student recreation spaces.

2. Advancing Green Campus & Sustainability Initiatives

- **Resource Management:** Optimize water harvesting systems, rooftop solar power generation, and campus solid waste recycling hubs.
- **Carbon Neutrality Roadmap:** Implement energy-efficient LED lighting and tree plantation campaigns working toward a zero-carbon campus footprint.

3. Modernizing Digital Infrastructure & ICT Framework

- **Ubiquitous Connectivity:** Upgrade campus-wide Wi-Fi infrastructure to high-speed gigabit connectivity backed by secure cloud servers.
- **Paperless Administration:** Automate student admissions, fee payments, examination processing, hall ticket generation, and result publication through an integrated Education ERP.
- **Cyber Security & Data Privacy:** Establish robust firewall protocols and data privacy compliance aligned with national repository guidelines (NAD/ABC).

4. Enhancing Digital Pedagogical Tools & Blended Learning

- **Media Studios:** Establish digital content recording studios equipped with green screens, audio controls, and editing suites for faculty e-content production.
- **Digital Resource Center:** Expand the central library into a 24/7 digital resource hub offering remote access to e-books, e-journals, and global academic databases.

4. STRATEGY DEPLOYMENT AND ACTION PLANS

VLBJCAS will execute its 10-year Institutional Development Plan (2025–2035) through a structured, phased implementation roadmap:

4.1 Short-Term Plans (1–3 Years: 2025–2028):

- **Academic & Governance:** Complete OBE redesign across all programs, integrate NCrF/ABC credit systems, and fully digitize IQAC monitoring workflows.
- **Research & Incubation:** Establish the internal research seed grant fund and expand operational capacity across the 5 VLBJ IGNITE hubs.
- **Infrastructure & Inclusivity:** Complete 100% PwD accessibility audits and upgrade central computer labs with high-speed cloud connectivity.

4.2 Medium-Term Plans (4–7 Years: 2028–2032) :

- **Research & Industry:** Scale research output to exceed 60 Scopus/WoS publications annually, file 10+ patents, and formalize corporate consultancy across key departments.
- **Internationalization:** Establish 5+ active foreign university MoUs for student exchange, dual degrees, and joint research projects.
- **Green Campus:** Transition 40% of campus power consumption to rooftop solar energy and expand rainwater harvesting capacity.

4.3 Long-Term Plans (8–10 Years: 2032–2035) :

- **Sustainability Standard:** Achieve a carbon-neutral, eco-friendly campus model recognized nationally for environmental stewardship.
- **Financial Autonomy:** Generate 20% of annual operating budget through consultancy, IRG schemes, corporate sponsorships, and alumni endowments.

- **National Standing:** Position VLBJCAS among the top autonomous colleges in India with top-tier NAAC accreditation and NIRF rankings.

5. CONCLUSION

The Institutional Development Plan (2025–2035) of VLB Janakiammal College of Arts and Science (Autonomous) represents a transformative roadmap for academic brilliance, research innovation, industry integration, and social responsibility. By aligning its core strengths with the 6-Enabler Framework of the UGC IDP and the mandates of NEP 2020, VLBJCAS ensures structured, continuous growth. Driven by dedicated leadership, vibrant faculty, state-of-the-art incubation infrastructure, and active community outreach, the college is uniquely positioned to empower young minds and emerge as a premier knowledge hub shaping the future of higher education.