

INSTITUTIONAL DEVELOPMENT PLAN (IDP)



Lords Universal College

**LORDS UNIVERSAL DEGREE COLLEGE,
GOREGAON (W), MUMBAI**

INSTITUTIONAL DEVELOPMENT PLAN

Affiliated to University of Mumbai

Committed to Excellence in Multidisciplinary Education



1. Institutional Profile and Programs Offered

Institutional Profile

Lords Universal Degree College (LUCDC), located in Goregaon (W), Mumbai, is a prominent institution affiliated with the **University of Mumbai**. Established with a commitment to providing quality and holistic education, LUCDC caters to a diverse student body across Arts, Commerce, Science, and Management streams. The college focuses on a **student-centric, outcome-based education (OBE)** model, leveraging **Information and Communication Technology (ICT)** to enhance the teaching-learning process, and preparing students for the global workplace. LUCDC actively seeks to align its academic and administrative processes with national quality frameworks and the **National Education Policy (NEP) 2020**.

Programs Offered

Program Level	Faculty/Stream	Program Name (Examples)
Undergraduate (UG)	Commerce	B.Com. (Accounting & Finance), B.Com. (Banking & Insurance), B.Com(MS) (Bachelor of Management Studies), B.Com. (Accountancy)
Undergraduate (UG)	Arts & Humanities	B.A.MMC (Mass Media & Communication)
Undergraduate (UG)	Science	B.Sc. (Information Technology), B.Sc. (Computer Science)
Postgraduate (PG)	Management	M.Com. (Advanced Accountancy and Management)
Skill & Add-on	Value-Added Courses	Tally, Spoken English & Soft Skills, Investment in Mutual Funds

2. Vision, Mission, and Core Values

Vision

Our vision is to develop, future-ready learners by fostering academic excellence, innovation, and integrity, while supporting them through experiential learning and inclusive practices, and inclusive practices, enabling students to emerge as responsible and contributing citizens in a dynamic global society.

Mission

Lords Universal College is committed to providing a quality, learner-centered education that integrates academic excellence, practical exposure, and emerging technologies. It fosters critical thinking, effective communication, ethical values, and lifelong learning within an inclusive and supportive environment, which enables students to become competent professionals and responsible citizens.

Core Values

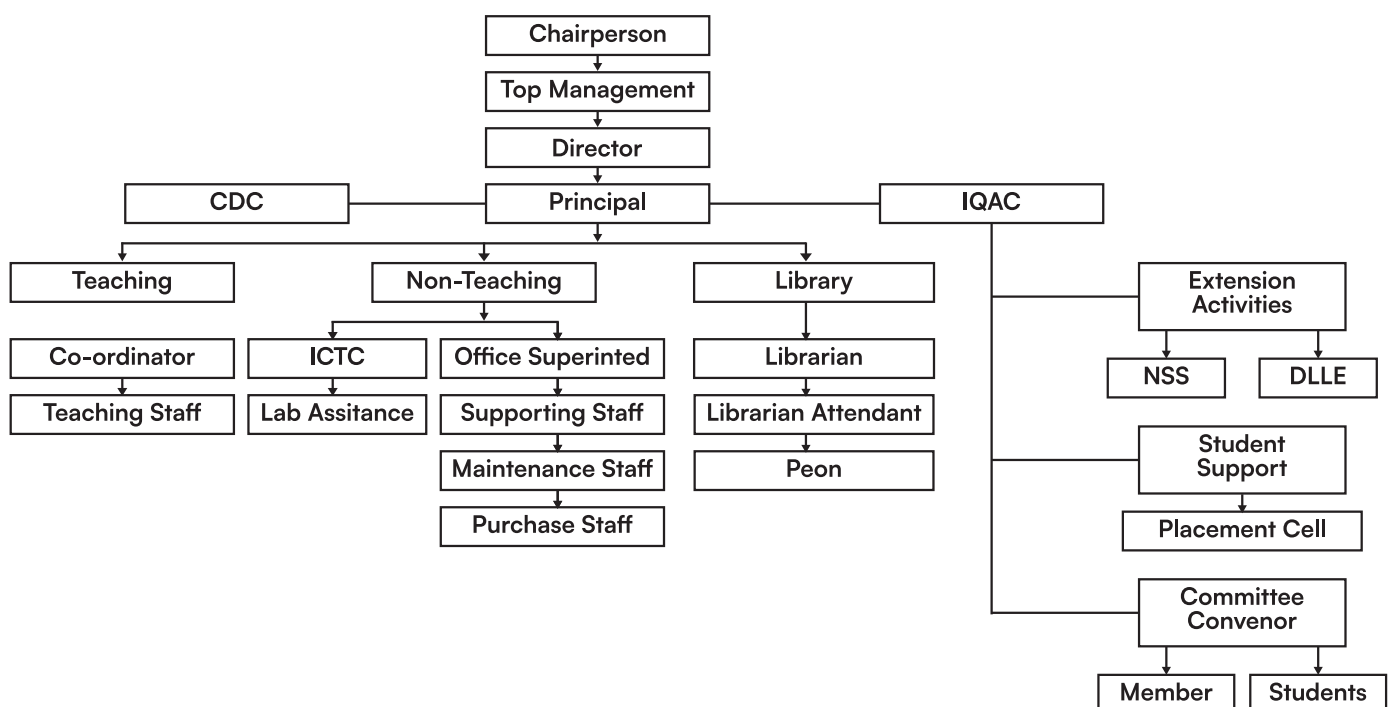
- **Integrity:** Ethical conduct that inspires trust.
- **Excellence:** Continuous improvement in academics and administration.
- **Inclusivity:** Equal opportunity and respect for diversity.
- **Innovation:** Adoption of new ideas, technology, and creative practices.
- **Social Responsibility:** Commitment to community development and the environment.

3. Objectives of the Institutional Development Plan (IDP)

The IDP 2025-2030 is designed to achieve the following specific objectives:

1. To ensure the full and effective implementation of **Outcome-Based Education (OBE)** and the **National Education Policy (NEP) 2020** across all programs.
2. To significantly enhance **research aptitude** among both faculty and students by establishing a dedicated Research & Innovation Cell and securing external funding.
3. To achieve an increase in the **rate of campus placements and internships** by 20% through structured training and industry partnerships.
4. To establish and maintain a completely **paperless, effective e-Governance system** covering all administrative, academic, and financial processes.
5. To strengthen the **physical and ICT infrastructure** by upgrading all classrooms to smart classrooms and completing library automation.
6. To promote **sustainable and green campus initiatives** by implementing measures like solar lighting and digital resource management.
7. To maximize **community engagement** by adopting a local community/village for long-term extension activities and launching 20+ outreach programs annually.
8. To reinforce the institutional **Internal Quality Assurance Cell (IQAC)** to ensure sustained quality and successful accreditation cycles.

4. Organizational Structure (Organogram)



The college adheres to a structured organizational hierarchy for effective governance and administration.

5. SWOC Analysis

A **SWOC (Strengths, Weaknesses/Challenges, Opportunities, Constraints)** analysis was conducted to inform the strategic direction of the IDP.

Strength, Weakness, Opportunity and Challenges (SWOC)	
Sr. No.	Strength
1	Progressive and Visionary Management.
2	Experienced and Dedicated Staff.
3	Prime positioning in close proximity to Goregaon Railway Station/Bus Stop.
4	Committed to holistic student development.
5	Skill-boosting and value-added courses.
6	Career Guidance & Counselling.
7	Scholarships to Students.
8	On request installments facility in payment of fees.
9	Industrial Visits / Action Projects carried out by Students.
10	Active Grievance Redressal Cell.
11	Vibrant DLLE and NSS unit.
12	24X7 Surveillance mechanism in place.
13	Wide use of E governance.
14	Par excellence infrastructure.
15	ICT enabled and air conditioned classrooms.
16	Uphold consistent hygiene and sanitation practices.
Sr. No.	Weakness
1	Constraints of space and Time for organising several programmes.
2	Poor focus on research and publications.
3	Unable to update the syllabus to meet the industry requirements.
4	Difficult to track old alumni.
5	A sizable number of students admitted with low percentages
6	Limited offerings by canteen.
7	Insufficient library facility.
Sr. No.	Opportunity
1	Faculty Development Programs.
2	Creation of YouTube videos for students.
3	Computerised Library Facilities.
4	Promoting open learning resources.
5	Organization of national seminars/workshops.
6	Encourage minor/major research.
7	Training for Competitive Exams.
8	Introduce more add-on courses.
9	Academia Industry Collaboration.
10	Coding system in Examination.

Sr. No.	Challenges
1	Attracting meritorious students.
2	Improve attendance of students.
3	Overcome language barriers.
4	Improving students academic performance.
5	Motivate staff and students to undertake research work.
6	Bridge the gap between syllabus taught and Industry requirement.
7	Difficulty to track students qualifying competitive exams.
8	Implementation of New Education Policy 2020.

6. Strategic Goals and Milestones (2025–2030)

The strategic goals are categorized into seven key areas, with clear timelines derived from the institutional planning documents.

A. Academic Excellence

Category	Short-Term Goals (25-27)	Mid-Term Goals (27-29)	Long-Term Goals (29-30)
Curriculum	Implement Outcome-Based Education (OBE) across all programs.	Launch multidisciplinary projects and experiential learning modules.	Achieve full NEP-2020 multidisciplinary implementation and flexibility.
Resources	Integrate LMS and E-content in 80% of all courses.	Strengthen Board of Studies/Academic Advisory with 15+ industry experts .	Establish a Center of Excellence for Teaching-Learning .

B. Research & Innovation

Category	Short-Term Goals	Mid-Term Goals	Long-Term Goals
Structure	Establish a functional Research & Innovation Cell (RIC) .	Launch an Annual Research Journal indexed in UGC-CARE list.	Establish a functional Patent/IPR Cell and secure 2+ patents.
Activities	Conduct 2 research methodology workshops & one National Conference.	Increase faculty publications in SCOPUS/WOS journals by 25%.	Secure at least 3 funded student research projects and innovation grants.

C. Employability & Skill Development

Category	Short-Term Goals	Mid-Term Goals	Long-Term Goals
Placements	Launch a dedicated Placement Portal with industry listings.	Achieve 75% campus placement and internship participation rate.	Establish a self-sustainable Center for Employability Skills and Entrepreneurship .
Training	Conduct soft skills, job readiness, and Finishing School training for all final year students.	Ensure all students complete at least two Value Added Courses (e.g., Tally, Cyber Security).	Formalize Industry Mentorship Program across all streams.

D. Governance, Leadership & Quality Assurance

Category	Short-Term Goals	Mid-Term Goals	Long-Term Goals
Digitization	Implement ERP for admission, attendance, and finance with 90% usage.	Release a comprehensive IQAC Handbook and Quality Policy document.	Achieve NAAC Binary Accreditation with an improved grade.
Quality	Strengthen grievance redressal and student support systems with digital tracking.	Digitalize records of all academic and administrative committees.	Institutionalize best practices recognized at state/national level.

E. Infrastructure & Learning Resources

Category	Short-Term Goals	Mid-Term Goals	Long-Term Goals
Resources	Upgrade 70% of classrooms with ICT facilities and internet connectivity.	Complete Library Automation (RFID/Barcode) and digital repository creation.	Set up a fully operational Digital Resource Centre and Media Lab.
Sustainability	Launch the Green Campus Policy .	Implement solar lighting and water harvesting system initiatives.	Achieve 'Plastic-Free Campus' status and receive an external Green Audit Certification .

F. Student Support & Progression

Category	Short-Term Goals	Mid-Term Goals	Long-Term Goals
Placements	Launch a dedicated Placement Portal with industry listings.	Achieve 75% campus placement and internship participation rate.	Establish a self-sustainable Center for Employability Skills and Entrepreneurship .
Training	Conduct soft skills, job readiness, and Finishing School training for all final year students.	Ensure all students complete at least two Value Added Courses (e.g., Tally, Cyber Security).	Formalize Industry Mentorship Program across all streams.

G. Community Engagement & Social Responsibility

Category	Short-Term Goals	Mid-Term Goals	Long-Term Goals
Outreach	Conduct 20+ outreach and extension programs annually (e.g., digital literacy, health camps).	Adopt a community/village for a long-term extension activity (3+ years).	Establish a permanent Social Impact & Community Development Centre through NSS/NCC/DLLE.
Awareness	Organize awareness drives on environmental protection, gender sensitivity, and financial literacy.	Achieve recognition for community service contributions at the University level.	Integrate social responsibility as a compulsory component (credit-based) in the curriculum.

7. ENABLERS FOR IDP IMPLEMENTATION

The following enablers represent the core institutional mechanisms and systemic practices that will facilitate the successful achievement of the IDP's strategic goals:

A. Governance and Quality

- **Strengthening the IQAC:** Ensure the Internal Quality Assurance Cell (IQAC) is fully functional and empowered to conduct audits, collect feedback, and prepare Action Taken Reports (ATRs) twice a year.
- **Effective Leadership:** Promote a culture of decentralization and participatory management with defined administrative and financial powers delegated to HODs and committee convenors.
- **Stakeholder Involvement:** Involving all stakeholders, including Alumni, Industry experts, and Parents, in the processes leading to appointments, nominations, and curriculum design reviews.
- **Functional Committees:** Ensure active and fully operational committees, particularly the Infrastructure Committee for time-bound resource upgrade, and the Research Advisory Committee for ethical clearance and funding guidance.

B. Human Resource and Faculty Development

- **Faculty Training:** Mandate and sponsor Faculty Development Programs (FDPs) focusing on NEP 2020, Outcome-Based Education (OBE), advanced ICT tools, and specialized research methodology.
- **Performance Appraisal:** Implement a transparent and objective Annual Performance Appraisal System (APAS) linked to research output, student feedback, and institutional goal achievement.
- **Nodal Officers:** Appoint and empower Nodal Officers for key functions like the Placement Cell, IPR, Swayam/MOOCs, and Student Mentoring, providing them with necessary training and resources.

C. Resource and Infrastructure

- **Financial Planning:** Establish a Long-term and Effective Financial Plan to ensure sustainability, focusing on diversifying revenue streams (e.g., consultancy, sponsored research, and training programs).
- **Digitalization:** Achieve 100% implementation of the Enterprise Resource Planning (ERP) system across all modules (Admissions, Exams, Accounts, HR, Library) to ensure paperless and efficient administration.
- **ICT Infrastructure:** Secure reliable and high-speed internet connectivity, and provide regular maintenance and upgrade for all ICT-enabled classrooms and laboratories.

D. Process and Monitoring

- **Risk Management:** Establish a Disaster Management Committee and conduct annual safety and security audits (fire, electrical, data security) as outlined in the Risk Management Plan.
- **Feedback Integration:** Institutionalize the use of all stakeholder feedback (Student, Teacher, Employer, Alumni) to drive course correction and strategic interventions in curriculum and support services.
- **Monitoring & Evaluation:** Form an IDP Review Committee to monitor progress against milestones and meet twice a year, ensuring accountability for achieving the long-term goals.

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