

ICE College of Hotel Management,
Premanjali Complex, Opposite Elora Park Hotel, Pune – Satara Road,
Balajinagar, Dhankawadi, Pune – 411043

INSTITUTIONAL DEVELOPMENT PLAN (IDP 2025-2028)

CONTENT		
1.	Institutional Basic Information	
	1.1	Institutional Profile
	1.2	Institutional SWOC Analysis
2.	Institutional Development Plan	
	2.1	Vision
	2.2	Mission
	2.3	Goals and Objectives
	2.4	Executive Summary
	2.5	Developing Motivated and Energized Faculty
	2.6	Teaching, Learning and Education Technology
	2.7	Research, Development and Innovation
	2.8	Industry-Academic Partnership
	2.9	Institution's Placement Plan for Students
	2.10	Achieving the Target for Accreditation
	2.11	Incubation and Start-up
	2.12	Alumni Engagement/ Activities plan
	2.13	Skill Development of Non-teaching Staff
	2.14	Any Other Initiatives for the Student's and Institutional Growth
	2.15	Strategic Plan of the institution.

1. INSTITUTIONAL BASIC INFORMATION

1.1. Institutional Profile:

Name of the institution	ICE College of Hotel Management, Premanjali Complex, Opposite Elora Park Hotel, Pune – Satara Road, Balajinagar, Dhankawadi, Pune – 411043
Head of the Institution	Mr. Shatrughan Kumar Roy
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College website	https://icecollegepune.com/

1.2 Institutional SWOC Analysis:

1. Strengths:

1. Parent management with a strong focus on academics and research, as well as social concerns.
2. Experienced, dedicated faculty, recruited as per UGC norms.
3. Being one of the most prestigious single faculty institute of the affiliating Kavi Kulguru Kalidas Sanskrit University, the institute has ample representation in various Levels in Hospitality Industry. Faculty members provide a conduit for the review, revision, and improvement of curricula in response to the demands of the rapidly changing modern world.
4. Adequate eco-friendly physical infrastructure in the institution to nurture scholarly pursuits students a considerable number of whom are from rural background of Maharashtra.
5. Systematised accompaniment of mentoring and counselling by competent faculty to facilitate active participation and inculcate a value system among the students.
6. Round the clock CCTV surveillance of the campus premises.
7. Efforts on institutional and personal level to reduce the ‘Carbon-footprint’ by incorporating contemporary technology based lights, gadgets etc. along with the traditional eco-friendly measures.
8. Various institutional practices reflect the policy of decentralisation and participative management prevalent in the Institute.
9. Involvement of the faculty in college for executing student and institute related activities through various committees.
10. State-of-the-art facilities for teaching, learning, research, sports, students, recreation, etc.
11. Technology enabled campus with 24 X 7 Wi-Fi and internet facilities for the staff and

students.

12. Extensive incorporation of e-governance to promote less-paper and paperless systems in the institution.
13. Enough provision of Student-centric, experiential learning by adopting relevant pedagogies, field surveys, educational tours, etc.
14. An atmosphere for holistic development of the student by maintaining a balance between curricular, co-curricular and extra-curricular activities. This is quite evident by the participation and awards won by the students at national and state level.
15. A well-run, seamless system that makes it easier to distribute different State and Central Government Scholarships to the eligible students.
16. Organization of national and international conferences, workshops, webinars and Faculty Development Programs mirrors the intent of academic progression of the institute.
17. Noteworthy active collaborations and MoUs with the teaching, research, industrial and Non-Government institutions.

2. Weaknesses:

The institution has a lot of strength, but there are also some areas where it struggles to keep up with the fast-paced, dynamic environment. The institute needs improvement in a few areas, including plan execution, decision-making delays, building upkeep and repairs, instrument and equipment maintenance, syllabus updating and modification in accordance with economic employment profiles, etc. Following is the enumeration of the key avenues that need to be catered to:

1. Lack of autonomy.
2. Inadequate incubation and startups.
3. Alumni Association needs strengthening in terms of financial support from alumnus and eventual provisions from the institute in general and students in particular.
4. Not being a residential campus is one of the weaknesses of the college. This is due to the limitations imposed by the physical and financial resources.

3. Opportunities:

The ability to profit by higher education is spread among all classes of people. There are great reserves of untapped ability in society. Being a government-aided institute providing education at affordable -cost, with proficiency, we have an opportunity for working up on novice scholars who are out in the world with an aim to get educated. The apparent opportunities for the institute includes:

1. Scope for introducing PG courses.
2. To organize more number of faculty development workshop, seminar and conferences.
3. Scope for self-financed or industry funded projects.
4. Opportunity in the promotion of sports/cultural events.
5. Opportunity to the students in the preparation of competitive examinations including NET/SLET
6. Strengthening the two way connection between the institution and the community for making the education more comprehensive and all-encompassing.
7. Exposing the students to online distance learning and access to online content.
8. Setting up a learning path leading to employability and Industry connect by making use of the forums for experiential learning.
9. Conjunction with the alumni to tap the unharnessed potentialities for student progression and inculcating employability skills.
10. Strengthening of remedial/tutorial classes to improve results at UG level.
11. Obtaining higher position in NIRF.
12. Addition of the PG Courses, Online Courses, provisions of the selective courses from SWAYAM, NPTEL and other platforms will offer complementary knowledge and skill component to the students.

4. Challenges:

The major challenges for our institution include:

1. To provide coaching of competitive examination.
2. Obtain research grants from government agencies.
3. Monitoring learning outcome and planning accordingly for individual level mentoring and adaptive student based learning.

4. Offering interdisciplinary courses in the framework of new NEP-2020 curriculum.
5. Receiving the donations from the alumnus, philanthropists and making the provisions of the scholarships.
6. Improvisation in pedagogical use of online enabled teaching–learning which has to be balanced with the traditional tutoring techniques.

2.1 Vision

Techniques To Offer Industry relevant curriculum to meet the ever growing demands of the service sector. To encourage reading and research to meet effective quality assurance standards for a well structured progression of the student's career path. To encourage students to critically reflect on theoretical and practical approaches to behavior, work and organisation, in the Hospitality Industry. To provide students with the ability to cultivate, establish and fulfill human needs to identify and solve profession related problems in creative way and to perceive the significance of social, economic and environmental influences as they relate to the hospitality Industry.

Mission

- To develop students into patriotic, passionate and performing citizen of the country.
- To instill ethical values in students by organizing academic programmes or projects so that they fight out against injustice, and evil trends in the society
- To expose and motivate students to develop skills for quality education and evaluation to make them self- dependent.
- To stimulate the research in higher education.
- To bring students into the stream of e-learning.
- To be a beacon light to non-accredited colleges of the region.
- To make students aware of global environmental issues and ignite in them the spirit of protecting Mother Earth.
- To obtain Autonomy from UGC.
- Implementation of National Education Policy 2020.

2.2 Goals and Objectives

Goals	Objectives
➤ Impart education of the highest standard through value based holistic teaching and learning by integrating traditional and innovative practices.	➤ Sharpen knowledge and skills of the students ➤ Holistic development of the students and Faculty
➤ To inculcate innovative practices and research attitude amongst all the stakeholders.	➤ Contribution to new knowledge ➤ Contribution to innovative ideas ➤ Enhances creativity and critical thinking
➤ To build industry-academia linkages to provide access to multiple career opportunities.	➤ Supplements classroom learning through industry exposure. ➤ Short term internship programme. ➤ Better placement opportunities.
➤ To empower the students with knowledge, skills, competencies and values so as to enable them to face global challenges.	➤ Professional development. ➤ Capacity building. ➤ Enhance employability of the students.
➤ To create a platform for youth for exploring their creative potential and nurturing the spirit of critical thinking.	➤ Independent, self-reliant and opportunistic individuals. ➤ Entrepreneurship development.
➤ Inculcate a strong belief in hard work and core values of gender equality, human rights and social ecology in order to make them socially responsible citizens.	➤ Sensitization on human rights, gender equality, social ecology, physical and mental wellbeing. ➤ Awareness about relevant laws. ➤ Citizens with civic sense.
➤ Implement motto of NEP-2020 “Educate, encourage and enlighten”	➤ Bring students of deprived class into main flow of education. ➤ Encourage students to pursue higher education ➤ Emphasis on access, equity, quality, affordability and accountability.

2.5. Developing Motivated and Energized Faculty

Short Term

- Improve faculty competencies in terms of academic proficiency, research skills and administrative capacity by holding FDPs and deputing faculty for seminars, conferences and presentation of research papers.
- Conduct interactive sessions department-wise for sharing knowledge gained by faculty during workshops – particularly when a new course (paper) is introduced
- To collect students' feedback for appraising the performance of faculty at the end of each semester. Feedback to be communicated to faculty for perusal and improvement.

Mid Term

- To make teaching - learning process more effective, introduce smart classrooms, ICT integrated teaching and train faculty in innovative teaching methodology.
- Encourage minor research projects to be undertaken by faculty.
- Incentivize the excellence of faculty.
- Give adequate time to faculty for interaction with students, for conducting research and for other activities.
- Promote teacher internship programmes.

Long Term

- Empower the faculty to conduct innovative teaching and research.
- Give freedom to faculty to creatively design their own curricular within the approved framework including textbook and reading material.

2.6. Teaching, Learning and Education Technology

Implementation of Outcome Based Education

- Course outcomes and learning outcomes to be clearly specified.

Enhancement of Students' Progress

- Supporting the overall academic success of students including enrolment, retention and timely graduation.
- Ensure more Scholarships for students.
- Conduct remedial classes for weak students/repeaters.

- Conduct bridge courses for students.
- Improve the placement opportunities for students after graduation.
- To promote self-employment /entrepreneurial skills among aspiring students.
- Industrial visits to Hospitality establishments.
- Organize lecture series of successful hospitality entrepreneurs.
- Encourage students to be members of the various cells, associations, clubs of the college.
- Create opportunities to gain knowledge, skills, and credentials in high demanding fields.
- Providing students opportunities of internships with local industries, businesses, artists, crafts persons.
- Ensure basic medical facilities for all students in the institution.
- Create or upgrade an efficient mechanism for grievance handling.
- Create systems and processes that are required to ensure students' physical health and emotional wellness.
- Instill a work culture among students by making internship a part of the curriculum.
- Create awareness about international days like World environment day etc.
- Celebrate India's unity in diversity on campus.

☐ **MOOCs and ODL**

- Encourage students to register for various online courses of their choice under SWAYAM and Udemy, Edx and Coursera.

2.7. Research Development and Innovation

Short Term

- Locating funding agencies and passing on the information about research projects to faculty members and encourage them to apply for government and Non-government agency grants etc.
- Subscribing to UGC care list of journals and E- Resources in the library.
- Statistical software package training for research scholars.
- Training on research ethics for faculty & Ph. D. students
- Developing an institutional research information system for sharing the status of research projects {website/blog /portal}
- Distance learning training courses by SWAYAM / Coursera.
- Organizing online webinar on research paper publications.
- Requisite software for plagiarism check.

Mid Term

- Developing research labs.
- Developing a research library/resource platform.
- Developing e-resources by subscribing to e-journals, e-reports from reputed National, International organisations
- Developing a competency/capability Centre
- Developing incubation & start –up centre.
- Student exchange programme to get wide exposure across universities.

Long Term

- Developing research laboratory.
- Developing research Centres.
- Working on major research projects

2.8. Industry-Academic Partnership

- To arrange more guest lectures from industry experts on the latest job requirements and skills needed to enhance employability of graduates in the market.
- Plans to sign MOUs with local industry for student internships, training, and placement.
- Planning industrial visits to local industry to give practical exposure to the students while learning.
- Students to conduct surveys or Case studies on local industries and share survey findings with suggestions with the same industries as part of TY project work.
- Having Guest faculty from industry to design and teach add-on courses to students.
- Periodical workshops, special lectures, group discussions to be arranged with the support of local industries.

2.9. Institution's Placement Plan for Students

- Talk on career guidance by experts for TY students in each semester.
- To organize workshop on interview techniques.
- Placement of the students to be facilitated through collaboration with Local branches of companies.
- Organizing Workshops on startups for self-employment and developing entrepreneurship skills.
- Coaching classes for various competitive exams.
- Students Internship/project to be a regular part of the syllabus and curriculum.
- College plans to strengthen industry placements through more MOUs with reputed firms and industries.

2.10. Achieving the Target for Accreditation

- Orientation programme on NAAC documentation and revised accreditation framework.
- Conduct state and national seminars, webinars, workshops, conferences on topics such as IPR, research methodology, entrepreneurship development and soft skills etc.
- Motivate faculty members for quality research publications in peer referred journals and books.
- Encourage faculty to take up guide-ship and research projects.
- Establish college as a recognized research center .
- Enhance industry academia linkages through MoUs and contractual agreement.
- Starting more add-on-courses, skill-based courses, etc.
- To obtain potential for excellence status from NAAC.
- To obtain autonomy from UGC.

2.11. Incubation and Start-up

- Training students for undertaking minor research through offering of scholarships.
- Developing incubation & start –up centre.
- Provide skill based training and conducive atmosphere for entrepreneurship.
- Establish MoU with Government and Private sector to start new courses and training and financial and professional mentoring to students and alumni.
- Organize apprenticeship planning with local industries for the students.

2.12. Alumni Engagement/ Activities plan

Short Term

- Develop alumni engagement strategic plan and provide an action plan.
- Personal communication with highly engaged ex-students.
- To use alumni emails and phone numbers to increase the membership of alumni association.
- To identify top engaged alumni players and leveraging their influence to attract more alumni members in the association.
- Plan a batch wise and year wise online alumni community and increase collaboration with industry.
- Have an alumni social media pages like Facebook, Instagram and Youtube and link it with college website.

Midterm

- Offering incentives to alumni by giving them access to our library books to prepare for further

studies or competitive exams.

- Inviting alumni who are in high positions to deliver talks to students.
- Planning local job fairs, summer internships, workshops, certificate courses, field trips through the alumni network.

Long term

- Adoption of weak students (financially, psychologically, physically) and helping them in the form of scholarships and internships by affluent alumni.
- Planning Mega reunion events for regular connectivity and motivation between alumni and the college.

2.13. Skill Development of Non-teaching Staff

- Upgrade the IT skills of non-teaching staff by conducting periodic sessions on Microsoft Word, Excel, accounting software etc.
- Conducting soft skill training for multitasking staff.
- Regular FDPs on administrative guidelines and relevant procedures related to RTI, exams, fees, admissions etc. by inviting experts in respective fields.

2.14. Any Other Initiatives for the Student's and Institutional Growth

- Improving communication with key stakeholders.
- Foster greater engagement with the local community.
- Encourage students for 'Start ups' in traditional occupations.
- Strengthen Office Automation.
- Improve social responsibility and civic awareness among students through interaction and programmes with social organizations/NGOs.
- Implement MIS (Management Information System)

2.15 Strategic Plan of the institution

The Strategic Plan of the institution is divided under three heads: Academic, Administrative, and Infrastructure. It is a set of priorities for the institution and its academic and

administrative units. The plan intends to connect its various departments and operational units to steer the institution towards the achieving its goals, and fulfilling the needs of the region.

A. Academic

- Promotion of the Faculty.
- Inspiring Faculty to align towards state of the art teaching delivery.
- Development of Question Banks Providing Model Answers Innovation centre.
- Organizing students' cultural and technical festivals as grand events.
- Facilitate supervised internships for students in industry.
- Introduction of PG courses and increasing number of research centres.

B. Administrative

- Up-gradation of Networking and wireless network in each Labs and Class rooms.
- Automation – Online availability of Student information.
- Decentralization of administrative and financial powers.
- Library Automation and Digitization.
- Availability of best E-learning resources.
- Web enabled Modern Class rooms with audio visual facility and interactive boards.
- Counselling & Placement cell.
- Solar light Systems for sustainable energy conservation.
- Green Campus programme.
- Earn-while-Lean programme for the students.
- Work towards making the office paper less.
- Automation of Administrative and Financial offices.

C. Infrastructure

- Up-gradation of Networking and Wireless networking in each Labs and Class rooms.
- Development of Parking lots for green campus.
- Solar light Systems.
- Renovation of Roads/ Sewage Systems.
- Library Automation and Digitization.
- Web enabled Modern Class rooms with audio visual facility and interactive boards.

- Renovation of Laboratories.
- Green Campus programme.
- Career and Counselling Centre/Cell.
- Cultural Activity Centre.
- Common Room development scheme: a. Facilities for Girls Common Room:
 - i. Sanitary napkins box in each department.
 - ii. Proper availability of the First Aid Box in each department.
 - iii. Proper disposal of the Waste Management.