

**SURANA  
COLLEGE  
AUTONOMOUS**

**INSTITUTIONAL  
DEVELOPMENT PLAN  
2025**



**SURANA EDUCATIONAL INSTITUTIONS**

# IDP

This Institutional Development Plan brings together and articulates our choices and decisions, outlining the goals and strategies that will guide our institution's progress. While it provides a clear direction, it is not rigid; rather, it serves as a dynamic and adaptable 'living document', evolving in response to new strategies, opportunities, and imperatives that align with our mission and vision.

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## CHAIRMAN'S MESSAGE

As an Industry sponsored, promoted by Microlab Pharma, a leading pharmaceutical company in India, the Surana Group of Institutions drives Industry oriented practitioners' prospects in student learning outcomes.

We are delighted to provide you a vibrant campus life, where your energy and excitement enrich your educational journey in Surana Campus, wherein the Institution look forward to learning, exploring, and growing together.

Institution fosters a campus culture that is compassionate, inclusive, supportive, and safe. This is a place where we celebrate our differences and learn from the variety of perspectives represented in our vibrant and complex society. By honouring and respecting each other, we create a living and learning environment where we can all pursue our dreams and reach our highest potential.

Shri Dilip Surana  
Chairman  
Surana Educational Institution



## MANAGING TRUSTEE'S MESSAGE

At the Surana Group, we deeply value the importance of cultivating an environment that promotes intellectual curiosity, free inquiry, and open dialogue, with academic freedom as a foundational principle.

We believe it is essential to empower our faculty and thought leaders to advance knowledge and actively engage in interdisciplinary discussions on emerging ideas and innovations.

The institution encourages faculty members to responsibly integrate the principles of academic freedom within their disciplines, creating a dynamic space for rigorous intellectual exploration. By doing so, we ensure a strong alignment with the curriculum while fostering the holistic development of our students

I warmly welcome all students to embark on this incredible journey of growth and learning. Wishing you great success in discovering your true potential and making meaningful contributions to society

Dr. Archana Surana  
Managing Trustee  
Surana Educational Institutions



# GDA FOUNDATION

GDA Foundation, established in 1994, a beacon of hope in Bangalore, stands as a testament to the power of education and holistic development. With a mission to empower individuals and communities, the foundation has been instrumental in providing access to quality education, healthcare, and social welfare programs.

## MOTTO

“Vidyadhanam Sarvadhanapradhaanam”  
(‘Knowledge is the greatest wealth’)

Surana Educational Institutions embody his profound belief in the transformative power of education. His philosophy, “Vidyadhanam Sarvadhanapradhaanam” (Knowledge is the greatest wealth), serves as the cornerstone of the institution’s mission. Dr. Surana envisioned bridging the gap between opportunity and access to quality education, creating a space where students from diverse backgrounds could thrive and achieve their potential.

This vision of excellence and inclusivity was carried forward by his son, Dr. Dilip Surana, who focused on making quality education both affordable and accessible. Under his stewardship, the institution continued to uphold its commitment to delivering top-tier education that empowers individuals from all walks of life.

Dr. Archana Surana further expanded this legacy by addressing contemporary educational challenges and empowering over 45,000 individuals through her dynamic leadership. Her forward-thinking approach ensures that the institution remains relevant in an ever-evolving world while staying true to its core values of inclusivity, innovation, and holistic development.

Together, the Surana family has shaped a legacy of academic excellence and social impact. Their unwavering commitment to knowledge, accessibility, and empowerment has positioned Surana Educational Institutions as a leader in the educational landscape, inspiring generations to unlock their true potential and contribute meaningfully to society.

# SURANA EDUCATIONAL INSTITUTIONS

Surana Educational Institutions (SEI) is a pioneering group of educational establishments dedicated to holistic learning and personal growth. The group includes a school, three pre-university colleges, one autonomous college offering both Undergraduate & Postgraduate & 3 Undergraduate Colleges. Spread across four campuses located in Bangalore, SEI offers a dynamic and inclusive environment for students.

Since its inception in 1995 under the GDA Foundation, SEI has consistently worked towards bridging the gap between aspirations and opportunities. With a focus on inclusivity, the institution provides an empowering learning space that fosters academic excellence, character development, and essential life skills.

SEI is driven by a student-centric approach, emphasizing innovation, critical thinking, and ethical leadership. Through collaboration with parents, educators, and other stakeholders, the institution ensures a robust support system for its students, enabling them to achieve their fullest potential.

## SURANA COLLEGE AUTONOMOUS

With a legacy of three decades, the College is known for thinking and teaching differently. Through a multifaceted strategy that combines academic support, career guidance, skill development, and creating a supportive environment, faculty members collaborate with the industry to create educational experiences that help students build their future professions.

Surana College - Autonomous, situated at the #16, Southend road, Bangalore -04, is at the heart of Bangalore. It got accredited by NAAC with 'A' grade in 2013 in its maiden attempt. It was reaccredited with 'A+' followed by grant of 'Autonomous' status under Bangalore University due to exceptional academic performance by students in the university examinations with more than 85 Ranks and Gold medals, National and International championships in sports and cultural competitions, high impact research outputs. These are testament to the continuous improvement in the academic standards at Surana College. Faculty with a blend of academic and industry experience guide students to significantly improve their academic performance and excel in their career. Rooted in Indian culture with a Global outlook, the institution is a perfect place for imbibing holistic vision.

# VISION

To be the educational institution of preferred choice by ushering convergence of knowledge, skills and values through holistic education.

# MISSION

To Mould Character and Careers.

# MILESTONES



# IDP - 2025

## OBJECTIVE

- Create plan of action to reach new benchmark
- Laying the Foundation and Improvement in NIRF ranking
- Strengthening Academic performance & Scaling Up Research
- Enhancing National Presence & Achieving Global Recognition

## KEY PARAMETERS

- Governance & Management
- Teaching, Learning & Resources
- Research & Professional Practice
- Graduation Outcomes
- Outreach & Inclusivity
- Perception

# KP-1: EXCELLENCE IN GOVERNANCE & MANAGEMENT

Improved governance  
Via reforms

Administrative reforms

Improvements in Infrastructure

Improvements in HR policies & Management

Student development & support

## Short-Term Goals

- Establish all required committees and cells as mandated periodically
- Regularly review the functioning of committees, cells, and governing bodies, implementing necessary improvements for enhanced effectiveness
- Assign role-based designation & establish defined reporting structure Ensure consistent and centralized record management
- Enhance infrastructure to support both administrative and academic functions
- Enhance placement opportunities through structured campus recruitment drives

## Mid -Term Goals

- Develop a revised comprehensive and well-structured HR policy
- Leverage technology to streamline and simplify processes
- Strive to create a paperless administrative environment.
- Establish institutional administrative best practices, benchmarked with top institutions based on experiences hitherto.
- Build additional infrastructure for the extra-curricular and Co-curricular activities
- Enhance Student/Faculty engagement “beyond the classroom” activities.
- Augment the cultural mix, to promote harmony and a sense of belonging to the institution

## Long -Term Goals

- Build a congenial workplace environment to the satisfaction of all stakeholders
- Establish world class administrative practices to seek international recognition
- Revisit the Master plan and further infrastructure development based on need.
- Plan appropriate welfare measures for all staff members.
- Strengthening alumni network as well as alumni engagement for the benefit of the ongoing generations of learners.
- Introduce student development programs that equip students to thrive in the global market

# KP-2: ENHANCING TEACHING, LEARNING & RESOURCES

## Short -Term Goals

- Faculty Development & Recruitment:
  - o Reduce student-teacher ratio to below 15:1
  - o Attract best talent in the industry
  - o Conduct faculty development programs (FDPs) and pedagogy workshops
- Academic Reforms:
  - o Implement outcome-based education (OBE).
  - o Introduce Cross disciplinary Certificate courses & industry-aligned courses.
  - o Include MOOC learning as part of regular sessions.

## Mid -Term Goals

- Implement AI-driven adaptive learning & personalized education tools
- Develop courses relevant to industry/market and deliver in association with industry leaders.
- Introducing an international faculty for specialized courses

## Long -Term Goals

- Launch dual-degree programs with top universities Globe
- Fully integrate AI-driven personalized learning systems.
- Rank among the Top 100 QS

# KP-3: ENRICHING RESEARCH & PROFESSIONAL PRACTICES

## Short-Term Goals

- Research Output & Funding:
  - o Set a target of a minimum of one publication in Scopus/Web of Science publications per faculty per year
  - o Establish research clusters in AI, sustainability, and emerging technologies
  - o Incentivize faculty for publishing, patents, and industry projects
- Industry Collaboration & MOUs
  - o Sign MOUs with industries for joint research & funded projects
  - o Strengthening consultancy services & corporate partnerships
  - o Collaboration with leading organizations for courses development and delivery

## Mid -Term Goals

- Increase patents & funded projects.
- Strengthen interdisciplinary research
- Establish industry-sponsored research labs on campus.

## Long -Term Goals

- Aim for Rs. 20+ crore in funded projects & 50+ patents per year.
- Strengthening global collaborations for research & exchange programs

## KP-4: ELEVATING GRADUATION OUTCOMES

### Short-Term Goals

- Placements & Higher Education:
  - o Organize soft skills & industry training programs for students
  - o Improve placement percentage to 80%+ with higher package offers.
  - o Facilitate study abroad & dual-degree programs with international universities
- Entrepreneurship & Startups
  - o Conduct training on entrepreneurship through E-cell and IIC
  - o Host annual hackathons, innovation challenges, and entrepreneurship bootcamps.
  - o Establish an Incubation Center with seed funding for student startups

### Mid -Term Goals

- Achieve 90%+ placements in top companies & higher package opportunities.
- Implement mandatory internships & apprenticeships in industry for all programs
- Develop student startup fund & venture capital-backed projects

### Long -Term Goals

- Ensure 100% placement for students in core & international job markets
- Become a preferred hiring destination for top recruiters

# KP-5: ESTABLISHING NEW BENCHMARKS FOR OUTREACH & INCLUSIVITY

## Short-Term Goals

- Diversity & Social Inclusion:
  - o Increase scholarships for economically weaker students & women
  - o Enhance rural outreach for admissions & academic support
- Student Exchange & Internationalization
  - o Introduce student-faculty exchange programs and Global eminence with institutions of national importance

## Mid -Term Goals

- Enroll more students from other states (target 20% of total intake).
- Expand rural admission programs with scholarships & mentorship.

## Long -Term Goals

- Expand international student admissions to 10%.
- Enhance social responsibility programs & rural impact initiatives.

# KP-6: ESTABLISHING STRONGER MARKET PRESENCE & PERCEPTION

## Short-Term Goals

- Branding & Marketing:
  - Strengthening online presence via social media, website & digital campaigns
  - Improve alumni engagement & funding
  - Organize high-impact national/international conferences
  - Students to organize and participate in events across various geographies

## Mid -Term Goals

- Reach top 100 in NIRF, participation in I Guage and other top ranking in the globe
- Host global academic summits, research symposiums & startup conclaves
- Develop collaborations with Ivy League & top global institutions.

## Long -Term Goals

- Rank among the top 100 QS Asia.
- Develop strong alumni relations & global brand recognition.

# STRATEGY & CONCLUSION

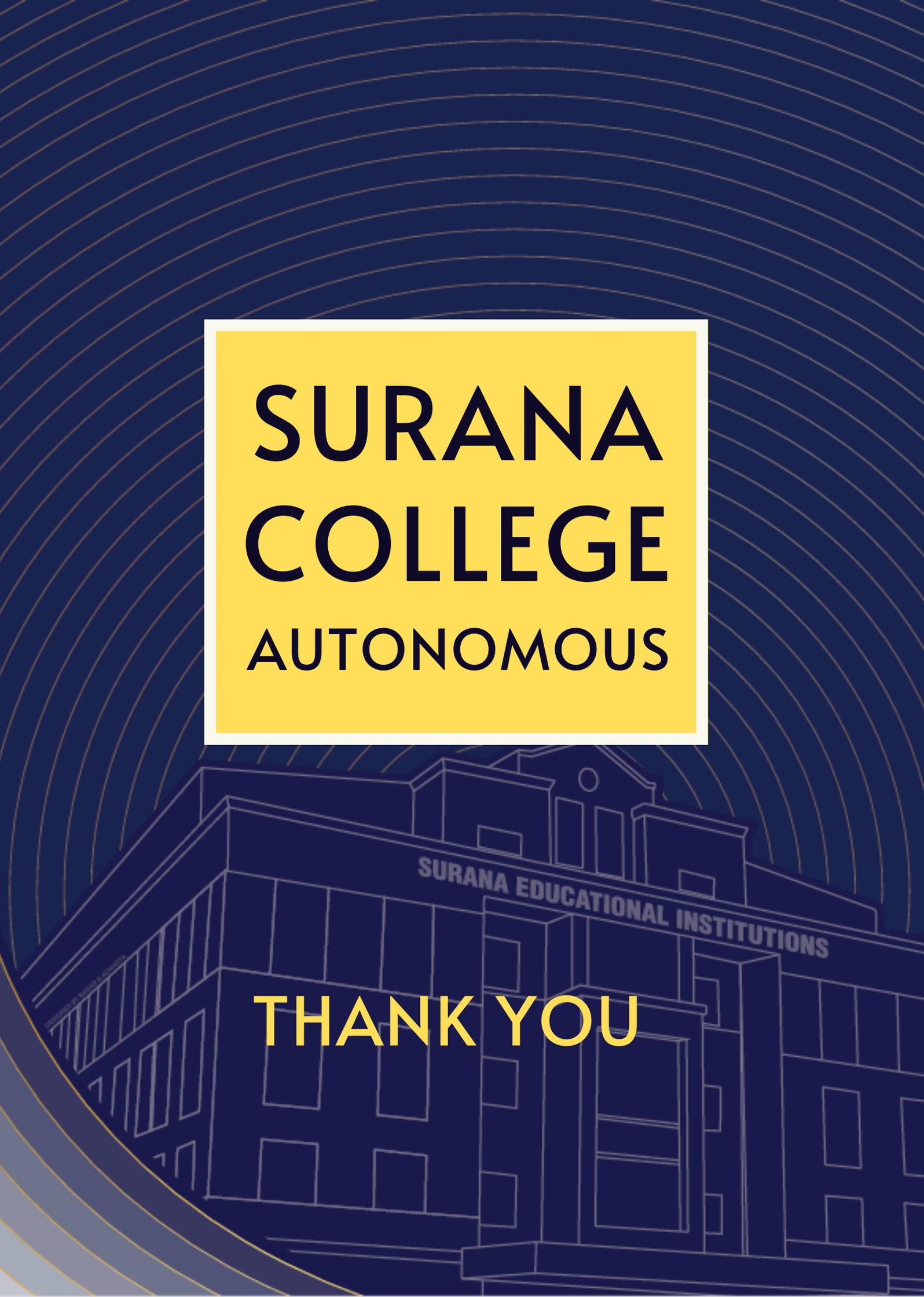
Outlined below are the execution and monitoring strategies for the successful implementation of the IDP.

**Dedicated NIRF Ranking Cell:** Monthly audits & progress tracking.

**Annual Stakeholder Review:** Faculty, students, and industry feedback.

**Performance-Based Incentives:** Faculty, researchers, and student support.

**Collaborative Leadership:** Government, industry & academic partnerships.

The background features a dark blue field with a pattern of concentric, light blue circles that create a tunnel-like effect. At the bottom, there is a white line-art illustration of a multi-story building. The building has several windows and a central entrance. The text "SURANA EDUCATIONAL INSTITUTIONS" is written across the top of the building's facade.

**SURANA  
COLLEGE  
AUTONOMOUS**

**THANK YOU**