



**Deccan College Post-Graduate & Research Institute,  
Pune (India)**

(Deemed to be University Under Section 3 of UGC Act, 1956)

**NATIONAL EDUCATION POLICY-2020  
IMPLEMENTATION PLAN  
2023-2024**

## PREFACE



The Deccan College Post-Graduate and Research Institute (Deemed to be University), Pune is implementing the National Education Policy (NEP) 2020 in a phased manner. The task of preparing the Comprehensive Roadmap for Implementation of NEP 2020 by the NEP Cell involved a series of discussions/consultative sessions. The NEP Cell conducted brainstorming sessions to devise the roadmap for implementation.

Based on the Comprehensive Roadmap under thirteen major heads with short-term, mid-term and long-term goals to achieve the targets in a phased manner. The projected goals will pave the way for excellence in academics, research, and innovative initiatives of our university. For the desired outcomes, the progress of the phased implementation will be assessed periodically, and if the need arises, targets may also be reviewed and revised.

I feel privileged to acknowledge and put on record the constant support and guidance of the Hon'ble Minister of Ministry of Education, Govt. of India, Chairman, University Grants Commission, Directorate of Higher and Technical Education, Govt. of Maharashtra, esteemed members of the Academic Council and the Board of Management of the University. Their motivation and constant guidance helped us prepare this goal-oriented document to implement NEP at our University in a phased manner. I am also thankful to the members of the NEP Cell who worked on the planning and implementation of NEP-2020 at our university.

**Prof. Pramod Kumar Pandey**  
Vice-Chancellor

## **BACKGROUND**

National Education Policy 2020 is a landmark document and a guiding source to bring reformative changes in the Indian education sector. It presents the vision for greater access, equity, excellence, inclusion, and affordability to help India emerge as the knowledge superpower. The policy is a revolutionary step for the Government of India. It will bring transformational changes in the entire education system through advancements in pedagogies, knowledge creation, innovative delivery mechanisms and integrated management of education systems.

This policy replaces the 34-year-old National Policy on Education (NPE), 1986. The need for a similar policy was felt in 1964 and the same year, under the Chairmanship of D.S. Kothari, a 17-member Education Commission was constituted to draft a National Policy on Education. The Indian Parliament passed the first education policy in 1968, followed by NPE-1986 and its Programme of Action (PoA) in 1992. After 34 years, the most comprehensive, structured, and visionary policy was drafted under the Chairmanship of noted scientist Dr K. Kasturirangan to meet the contemporary and futuristic needs of a large population of Indian youth.

The Deccan College Post-Graduate and Research Institute (Deemed to be University), is one of the oldest universities (established on 6<sup>th</sup> October 1821) in the country. We have specialised departments in our Institute i.e., Ancient Indian History Culture & Archaeology, Linguistics, Sanskrit and Lexicography.

The draft of the implementation of the National Education Policy (NEP) 2020 is in a phased manner. Preparing the Comprehensive Roadmap for Implementation of NEP 2020 by the NEP Cell involved a series of discussions/consultative sessions. The NEP Cell conducted brainstorming sessions to devise the roadmap for implementation. Based on the Comprehensive Roadmap under eleven major heads with short-term, mid-term and long-term goals to achieve the targets in a phased manner. The projected goals will pave the way for excellence in academics, research, and innovative initiatives of our university. For the desired outcomes, the progress of the phased implementation will be assessed periodically, and if the need arises, targets may also be reviewed and revised.

On 28<sup>th</sup> July 2021, the UGC in concurrence with the Ministry of Education notified “*The University Grants Commission (Establishment and Operation of Academic Bank of Credits in Higher Education) Regulations, 2021*”. UGC issued a letter to all the Universities of the country for the registration and implementation of the ABC on the DigiLocker portal on 21<sup>st</sup> February 2023. the UGC issued. The document “*NEP-2020 Implementation Plan: Strategic Action Plan and Goals*” and “*NEP 2020 Report on “Structure and Curriculum of Four Year and Dual Multidisciplinary Degree Programme with Multiple Entry and Exit Options for Implementation in State Universities of Maharashtra*” submitted to the Ministry of Higher and Technical Education, Government of Maharashtra, Maharashtra State, October 2022 is referred to chart out the modalities for phased implementation of the Policy at various levels, and broadly earmark the short-term, mid-term and long-term goals which may be assessed and reviewed periodically. On 20<sup>th</sup> April 2023 Govt. of Maharashtra released “*Directives of Credit Frameworks of UG Programs*” (शासन निर्णय क्रमांक: एनईपी-2022/प्र.क्र.09/विशि- 3 शिकाना). On 16<sup>th</sup> May 2023 “*Structure and Credit Distribution of PG Degree Program*” (शासन निर्णय क्रमांक: एनईपी-2022/प्र.क्र.09/विशि- 3 शिकाना) was issued by the Government of Maharashtra which is to be applied to the University from 2023-2024.

We feel that the Comprehensive Roadmap for Implementation prepared by the NEP Cell and this document on the Strategic Action Plan shall facilitate our University in putting the vital components of the Policy in place in a time-bound manner. The present document focuses on all important aspects of NEP-2020 under eleven major heads, and the remaining aspects/components of NEP that are not covered in this document may also be considered for necessary implementation in a phased manner.

## **NEP CELL 2020**

### **Members**

1. Prof. Shahida Ansari (Convenor)
2. Dr. Rahul Mhaiskar
3. Shri Gopal Joge
4. Dr. Pradnya Deshpande
5. Dr. Madhavi Godbole (External)

**NEP-2020**  
**IMPLEMENTATION PLAN**  
**2023-2024**

## **1. Holistic and Multidisciplinary Education**

### **A) Action Plans (initiatives to achieve the goals)**

#### **1. Offer multiple entry and exit points**

**Lateral entry, re-entry after exit from lower level of 2 years master degree programme.**

- i. Availability of vacancies after exit needs to be advertised to Prospective applicants
- ii. Advertise the availability of vacancies for higher level (2nd year) for re-entry. Plus, vacancies created due to failure in the previous year.

#### **2. Provide rigorous research-based specialization.**

- i. 2nd year is to be entirely devoted to research.

#### **3. Provide opportunities for multidisciplinary work.**

- i. Introduce interdisciplinary courses

#### **4. Flexibility in curriculum**

- i. Credit-based courses on community engagement and services, environmental education and value-based education.
- ii. On Job Training, Internship, Project Reports, Field Reports as well as research internship programmes.

#### **5. Open Distance Learning (Diksha, Swayam, e-PG Pathshala, Coursera)**

- i. Credits will be accepted from online platforms

#### **6. Academic Bank of Credit (ABC)**

The institution is registered for ABC institutional ID. Students registered will have ABC IDs from the years 2022-2023. Application for all programmes includes ABC ID on the admission form and examination form from 2023-2024. The student's ID card will be having ABC ID. The university has already started uploading students' credit records on DigiLocker, a national digital portal.

## 7. Flexibility in designing programmes

### PG & Ph.D. PROGRAMME BASED ON NEP 2020 PATTERN

Level	Sem	Major		RM	OJT FP	RP / Disse rtatio n	SEM	Degree
		Mandatory	Elective 1 out of 2-3					
6.0	I	12-14 (4*3+2)	4	4			20-22	PG Diploma  40-44
	II	12-14 (4*3+2)	4		4		20-22	
	Cum cr.	24- 28	8	4	4	--	40-44	
<b>Exit option: PG Diploma (40-44 Credits) after Three Year UG Degree</b>								
6.5	III	12-14 (4*3+2)	4			4	20-22	PG Degree 80 - 88
	IV	12 (4*3)	4			6	22	
	Cum cr.	24-26	8			10	42-44	
<b>1. 2 Years-4 Sem. PG Degree (80-88 credits) after Three Year UG Degree</b> <b>2. 1 Year-2 Sem PG Degree (40-44 credits) after Four Year UG Degree</b>								
8		Coursework Min. 12 (3*4)			Training in Teaching / Education/ Pedagogy: 4		16+ Ph.D. work	Ph.D.

#### Abbreviations:

OJT	On Job Training Internship/ Apprenticeship
FP	Field projects
RM	Research Methodology
RP	Research Project

- i. 2 years Master's programme with the second year entirely devoted to research and internship after 3 years of the Bachelor's programme.  
On completion of 2 years Master's Programme, the student will be awarded a Master's Degree. Minimum of 80 credits.
- ii. 1-year master's programme entirely devoted to research (2nd Year Master's Degree with Research) for students completing a 4-year bachelor's programme (allied disciplines) with Research/Honours. Minimum of 40 credits.
- iii. Students enrolled for a 2-year Master's programme and completed 1 year will be awarded the certificate titled Post-Graduate Diploma/ P.G.-1'. Minimum of 40 credits.
- iv. Possibility of introducing integrated M.A. in collaboration with International Universities, institutes & colleges.

#### **8. Flexibility in designing of Ph. D. programme**

- i. PhD shall require either a Master's degree or a 4-year Bachelor's degree with Research/Honours from allied disciplines with min 200 credits.

#### **9. Multidisciplinary Education and Research Universities (MERUs)**

- i. To set up MERU, the university will aim to attain the highest global standards, and it will offer credit-based courses across India. It will accept credits from open and distance learning (ODL) platforms.

#### **10. Research and innovation centres**

##### **Short-term plan (< 2 Years)**

- a. Promote and support centres in frontier areas of research, and greater industry-academic linkages (eg. MoUs).
- b. Research in the topics linking health and heritage.
- c. Support and promote competitions.

##### **Mid-term plan (2-5 Years)**

- a. Formulating a credit-based programme for community engagement (E.g. Heritage-related programmes and courses).
- b. Credit-based extra-curricular activities
- c. Upgradation of labs with the help of the National Research Foundation (NRF) to support vibrant research.

### **Long-term plan (5- 10 Years)**

- a. Technological Development centres
- b. Setting up start-up incubation centres
- c. Set up new labs for frontline research with the help of the National Research Foundation

## **2. Optimal Learning Environments and Support for Students**

### **1. Comprehensive and appropriate curriculum**

- a. Redesigning a Master's programme to expand cognitive abilities.
- b. Regular updating of the syllabus (Every 3 years).
- c. Teaching modes- Online, traditional 'in-class' and ODL.
- d. Development of ODL programme.
- e. Curricular improvement: set-up, opportunities for funding for various topic-centred activities (literature, music, drama, etc.)
- f. Research programme as per UGC norms and international standards.

### **2. Engaging pedagogical syllabuses**

- i. Fieldwork, seminars, workshops, classroom discussions, example-based content, poster presentations, and preparation of syllabus and lesson plan are part of teaching and assessment.

### **3. Assessment**

- a. Continuous formative assessment (Mid-term, unit-wise assessment): 50%
- b. Final examination: 50%
- c. Informal assessment in the form of a book review, practicals, presentations, debates, group discussions, brainstorming sessions, etc.
- d. CBCS needs revision to instil innovation and flexibility to move to a criterion-based grading system.
- e. The criterion-based grading system will assess students' achievement based on the learning goals for each programme and making the system fairer and outcomes more comparable.



#### **4. Student support**

- a. The University is equipped with a Library, ICT classroom, laboratories, sports and recreation areas (Gymkhana), students' discussion spaces and dining areas (Students' Mess), fitness centre, sports activities, culture/arts clubs, eco-clubs (Nature Club), activity clubs, community service projects, etc.
- b. The University is equipped with Ladies' and Gents' Hostel facilities.
- c. Medical insurance, timely health check-ups.
- d. High-quality support centres, and professional academic and career counselling.

#### **5. Internationalization**

##### **Short-term plan (<2 years)**

- a. Deccan College is amongst the leading universities in the world in the areas of AIHC & Archaeology, Linguistics, and Sanskrit and Lexicography.
- b. Deccan College has signed (27 Nos.) MoUs with foreign Embassies, Universities, Institutions, and Museums for academic collaborations. The university has to invite further collaborations for research and training.
- c. Courses and programmes have been designed (E.g. Certificate courses in Persian, Japanese, German and Italian Language Teaching, Certificate and Advanced Certificate in Python). Further courses and programmes will be designed.
- d. The International Students' Cell is to be renamed the International Students' Office.
- e. Setting up of a special international hostel and residential facilities within the campus.

##### **Mid-term plan (2 – 5 years)**

- a. The university will accept and transfer credits to international universities in traditional in-class as well as the ODL platform.
- b. The curriculum and programmes will be revised to suit international standards.

##### **Long-term plan (5 – 10 years)**

- a. Setting up a new campus in other countries.

## **6. Financial support for students**

- a. The University will continue to provide financial assistance to M.A. & PhD students from various bodies (e.g. Narottam Sheksariya Foundation) to meritorious students.
- b. Efforts will be made to provide financial assistance for SC, ST, OBC, and other SEDGs. under various government schemes and the National Scholarship Portal, State Scholarship Portal, and other financial assistance organizations (E.g. UGC).
- c. Freeships will be introduced for SC, ST, OBC, and other SEDGs.

## **3. Motivated, Energized and Capable Faculty**

### **1. Systemize recruitment and career progression**

- a. Quality and engagement of faculty.
- b. Providing faculty with professional development opportunities.
- c. Factors behind low faculty motivation levels are addressed.

### **2. Infrastructure and facilities**

- a. Individual offices (computer, whiteboard, pinboard, office table and chairs).
- b. Smart classrooms (Internet, Wi-Fi, project, projection screen, whiteboard, other teaching supplies).
- c. Equipped labs.
- d. Individual and central library, pleasant space for teacher-student discussion (conference hall, staff rooms, equipped with basic facilities).
- e. Purified drinking water.
- f. Ladies' rooms.
- g. Clean working toilets (specially designed toilets for the elderly and physically disability).
- h. Canteen and mess facility within the campus.
- i. Efforts are to be made to reestablish Bank and ATM facilities within the campus.

### **3. Teaching duties and student-teacher ratio**

- a. Teaching duties may not exceed beyond the allotted UGC teaching hours
- b. Student-teacher ratios are not too high (e.g. 10:1 advisable)
- c. Appointment of permanent faculties.

### **4. Freedom to design own pedagogical approaches**

- a. Faculties will design their textbook, classroom material, assignments and assessments (e.g. Book reviews, field reports, and presentations).
- b. Empowering the faculty to create innovative teaching material, seminars, workshops, conferences, courses, discussion forums, research etc.
- c. The university will appreciate faculties with rewards, promotions and recognitions (e.g. the best teacher award).
- d. Faculties demonstrating leadership and management skills are identified for leadership positions.
- e. Institutional leaders aim to create a culture of excellence (innovative teaching, research, institutional service and community outreach) among faculty members and other all HEI leaders.
- f. Excellence will be further incentivised. Meanwhile, faculty not delivering on basic norms will be held accountable.
- g. Transparent and independent process for faculty recruitment regularize and CAS promotions according to up-to-date government norms (e.g., July 2018 UGC Guideline).

## **4. Equity and Inclusion**

Action Plan (step to be taken by the University)

- a. To continue to mitigate opportunity costs and fees for pursuing higher education.
- b. Tuition fees may be at par with nearby government institutions.
- c. Generate financial assistance and scholarships to SEDGs, outreach opportunities and fellowships for all.

- d. To increase the employability potential of higher education programmes, the university will sign MoUs with private and corporate institutions and will initiate campus opportunities.
- e. The university offers courses in foreign languages and will offer courses On Indian languages.
- f. The university buildings and facilities will be made wheelchair-accessible and disabled-friendly (e.g., Ramps in washrooms, museums, library, entrance, etc).
- g. Develop bridge courses for students that come from disadvantaged educational backgrounds such as coaching.
- h. Gender Equality will be strictly followed (E.g. Gender Equality Cell).

## **5. Teacher Education**

- a. All PhD research scholars will be required to take the credit-based courses in teaching/writing related to their chosen PhD subject during the doctoral training period. PhD students will also have the minimum number of hours of actual teaching experience gathered through teaching assistantships (Minimum 10 hours teaching in consultation with the Guide).
- b. Along with existing teacher training programmes organized by HRDCs and universities (Faculty Development Programme, Refresher courses, short-term courses, workshops) use of online technology platforms (SWAYAM/DIKSHA) for teacher training programmes will be supported for timely updates.
- c. Provision for establishing A National Mission for Mentoring outstanding senior/retired faculty who will provide short- and long-term professional support to the University teachers.

## **6. Reimagining Vocational Education**

### **Long-term plan (5-10 years)**

- a. Integration of Vocational education and profession based on the National Skills Qualifications Framework (NSQF).

- b. Models of Vocational Education and apprenticeships need to be experimented. For this Incubation, centres may be set up in partnership with industries.
- c. A credit-based framework may be provided for Vocational Education.

## **7. Catalysing Quality Academic Research in all Fields through a new National Research Foundation**

The university has formulated a Research and Recognition (RR) committee looking after the goals and policies envisioned by the National Research Foundation for catalysing Quality Academic Research:

- a. Governance and regulatory changes that encourage an environment of research and innovation.
- b. Developing a culture of research to permeate the university.
- c. Merit-based but equitable peer-reviewed research funding.
- d. Incentives for and recognition of outstanding research.
- e. Applying for research funding from NRF.
- f. Coordination with other funding agencies.
- g. Recognise outstanding research and progress.
- h. Research to inculcate and cultivate research habits in students oriented with sustainable development and holistic upliftment of society.

## **8. Transforming the Regulatory System of Higher Education**

The regulatory system of Higher Education will have four distinct functions of regulation, accreditation, funding and academic standard setting which will be set up within one Umbrella institution, the Higher Education Commission of India (HECI).

First, the vertical of HECI i.e., the National Higher Education Regulatory Council (NHERC),

Second, vertical HECI i.e., National Accreditation Council (NAC),

Third, vertical HECI i.e., Higher Education Grants Council (HEGC),

Fourth, vertical HECI i.e., General Education Council (GEC).

Such a transformation will require transparent public disclosure in the form of updated and accurate public websites.

The University has to implement the advisory formulated by HECI in due course of time. Hence, the Internal Quality Assurance Cell (IQAC) and University Website Cell (UWC) upgrade the necessary data on the website to maintain the transparency of disclosures.

## **9. Effective Governance and Leadership for Higher Education Institutions**

In a Phased manner in the next 15 years (by 2035) a suitable system of graded accreditation and autonomy is to be achieved. Upon receiving appropriate graded accreditation, the university shall establish a Board of Governors (BoG) comprising a group of highly qualified, competent, and dedicated individuals with a strong sense of commitment to the university. The guidelines and powers for BoG are defined in NEP 2020, Section 19.

## **10. Adult Education and Lifelong Learning**

### **Long-term goal (5-10 years)**

- a. The University will run a special course for Adult Education.
- b. The University will provide the necessary infrastructure for Adult Education.

## **11. Promotion of Indian Languages, Arts and Culture**

The university is one of the leading universities in the country and specialises in cultural heritage studies (languages, art, and culture). The university will continue to promote the following;

- a. The university will continue to organize Open Day programmes, and museum workshops for school teachers, students, and parents for awareness and increase student intake.
- b. The university will continue to encourage projects on languages for example the ongoing 'Survey of Dialects of the Marathi Language' (funded by Govt of Maharashtra).
- c. The university will continue to teach Indian and foreign languages in continuation with ongoing language programmes (Sanskrit, Persian, Italian, and Japanese).
- d. The most prestigious and one of its kind 'An Encyclopaedic Dictionary of Sanskrit on Historical Principles' is an ongoing project of the university (funded by Govt of India, the State govt of Maharashtra and some private bodies like Infosys Foundation, etc.). Similar projects will be further encouraged.
- e. The University will continue to contribute and assist the Govt. of Maharashtra Gazetteer.
- f. The university will continue to contribute to the 'Marathi Vishwakosh', a project funded by Govt. of Maharashtra.
- g. The university will continue to work on the SHRI-DST project started from 2021 till 2024 funded by the scheme Science and heritage research (SHRI) initiative by DST jointly with CDAC, Pune.
- h. The university has designed a syllabus on the Indian Knowledge System (IKS) and will provide teaching and institutional support.
- i. The university has two functional museums i.e., the AIHC & Archaeology Museum and Maratha History Museum for imparting education and awareness of our cultural heritage to our students as well as the general public.
- j. The additional new museum building on the campus will be focusing on the display of cultural heritage for the general public. Also, a virtual / e-museum will be established.
- k. Outstanding artists and craftspeople will be invited as guest faculty to promote and teaching learning cultural and local knowledge (e.g., pottery making, stone and glass bead making, tool mapping,

enstampages, fibre glass, terracotta object making, etc). The university may provide Artist(s)-in-Residence.

- l. The university will continue to teach courses bilingually as well as allow to write dissertations in English, Hindi, Sanskrit and Marathi.
- m. Whenever the 100 tourist destinations are identified under ‘*Ek Bharat Shreshtha Bharat*’ by the government, the university may send students to the specific/identified destinations.

#### **Long-term plan (5-10 years)**

- a. The university may introduce courses in Translation and Interpretation, tourism and heritage.
- b. Initiatives are to be taken in the form of collaboration with other universities / Indian language institutes and departments across the country to promote courses and research in classical languages like Pali, Prakrit, Persian as well as in Indology. Scheduled languages, Tribal languages and Endangered languages need to be preserved through training, and research; digitization of manuscripts will also be taken up. All these activities will be supported by NRF.

## **12. Technology Use in Integration**

- a. ICT classrooms are present within the departments and need upgrading from time to time.
- b. Wi-Fi facility is available within the campus
- c. Digital library is present in the form of OPAC to university students.
- d. Needs technological advancement by implementing smartboards, handheld computing devices, educational software, and hardware.

## **13. Online and Digital Education**

- a. The University will promote and contribute to online education through digital platforms like SWAYAM, e-PG Pathshala, Coursera, Swayamprabha, and MOOC courses.



- b. Blended learning (online meet, YouTube, movies, videos, etc) will be promoted and accessible to all including *Divyang* and students in a remote area.
- c. Online assessment and examination.
- d. Certification and credits earned by students through online learning will be assessed and accepted.
- e. All educational resources will be managed, preserved, and digital repository for any kind of challenging circumstances (The facility is available with the digital portal digilocker.gov.in)

## Part II

1. **Strengthening the Central Advisory Board of Education:** The University will follow and implement guidelines and directives set by CABE.
2. **Financing: Affordable and Quality Education for All:** The University will follow and implement guidelines and directives set by the central/ state government.
3. **Implementation:** Policies' effectiveness depends on their implementation; such implementation will require multiple bodies in a synchronized and systemic manner.

The University established the cells and committees for the successful implementation of NEP 2020

1. NEP Cell
2. Cultural Committee
3. Research and Recognition Committee
4. International Students' office
5. Nature Club
6. Website Upgradation Committee
7. Deccan College Past Students' Association
8. Gymkhana Club
9. Internal Quality Assurance Cell (IQAC)
10. Grievance Redressal Mechanism
11. Research and Development Cell

12. Publication Committee
13. ICT Committee
14. Information and Publicity Committee
15. Internal complaints Committee
16. Library Committee
17. SC/ST Cell
18. Master Trainer in Intellectual Property Rights
19. Fund Raising
20. Legal Ethics
21. Mess Committee

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