

Shree Chhatrapati Shivaji Bahu Uddeshiya Gramin Vikas Sevabhavi Shikahan Sanstha's

**MAHATMA PHULE MAHAVIDYALAYA,  
KINGAON**

**TQ. AHMEDPUR DIST. LATUR (M.S)**

**PERSPECTIVE PLAN**

**FOR THE PERIOD  
ACADEMIC YEAR 2017-18  
To  
ACADEMIC YEAR 2027-28**

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## Current Status of the College

### General Profile

**i. Name and Address of the College**

Shree Chhatrapati Shivaji Bahu Uddeshiya Gramin Vikas Sevabhavi Shikshan Sanstha's  
Mahatma Phule Mahavidyalaya, Kingaon  
Tq. Ahmedpur Dist. Latur

**ii. Year of Establishment of the College: 2001**

**iii. College Website:** [www.mpmkingaon.org](http://www.mpmkingaon.org)

**iv. Institutional Status: Grant-in-Aid Private**

**v. Award and Recognition.**

**1. Best Exam Centre Award in Mar/April 2004**

**2. No. of Academic Programmes offered in the ac. Year 2017-18**

UG	Arts	B.A. Marathi B.A. Hindi B.A. English B.A. Sociology B.A. Economics B.A. Public Administration B. A. Geography
	Science	B.Sc. Botany B.Sc. Chemistry B. Sc. Physics B. Sc. Mathematics B.Sc. Computer Science B.Sc. Microbiology B. Sc. Zoology
	Commerce	B. Com

## About the College

Mahatma PhuleMahavidyalaya, Kingaon, Tq.Ahmedpur Dist. Latur is established by Shree Chhatrapati Shivaji Bahu Uddeshiya Gramin Vikas Sevabhavi Shikshan Sanstha Kingaon in 2001. It is located in socially, educationally and economically backward rural area. It caters to the needs of the students mainly belonging to Nomadic Tribes in the rural areas. It provides educational facilities at Degree Level as Arts, Commerce and Science. It has campus of 05.00 acres of land in the village of Kingaon, Dist.Latur. The college is 60 km away from Latur District and 110 km from the university S.R.T.M. University, Nanded. From there on the college has been striving hard to keep up with the motto of the college “*TAMSOMA JYOTIRYAGAMAY*” meaning “*LET ME FROM DARKNESS TO THE LIGHT*”.

The aim of the college is to provide higher education to the educationally and economically weaker students. The Mission of the college is bringing the students into mainstream of higher education and makes them stand on their own feet by providing required needs based higher education. The Vision of the college is turning the students into enlightened citizen to realize their self and eager to contribute their bit in Nation building.

At present the college has 15 departments at undergraduate level and we are looking forward to introduce PG courses as well as some skill orientated courses so that students from this region get the job opportunity and they can stand on their own feet. The college has appointed fourteen permanent faculty members in different departments. Our students and faculty members are also participate in various social awareness programmes through NSS. The college has been able to promote service that is more responsive and more relevant and to develop healthy co-curricular and extra-curricular activities in campus. We are all geared up to face the NAAC with revised ICT based process.

During the past Sixteen Years, the collage has acquired good reputation for campus discipline, open and transparent administration, high academic standard, good examination system and best form for sports and extracurricular activities enriching the personality of students.

## SWOC ANALYSIS OF MAHATMA PHULE MAHAVIDYALAYA KINGAON 2017-18

The College IQAC conducted an Internal SWOC analysis while preparing the report submitted to NAAC for National Assessment and Accreditation of College in the year 2017-18. The outcome of the analysis, given below, has been considered while preparing the perspective plan of the college.

### ***A. Institutional Strength***

- ✚ Strength of girl students is more than boys.
- ✚ Nearly 80% component share of SC, NT and OBC students
- ✚ Good relationship between the students and the faculty members
- ✚ Availability of the best infrastructure.
- ✚ Extensive use of ICT and updated infrastructure
- ✚ Qualified and research oriented faculty members.
- ✚ Student adoption scheme.
- ✚ Good network of management and teachers with stakeholders.
- ✚ Faculties paper presentation in national and international conferences, seminar and workshops
- ✚ Good network of management of Co-curricular, extra-curricular and extension activities.
- ✚ Devoted staff with spirit of Team Work.
- ✚ Maintains very good relationship with stakeholders
- ✚ Well established Supportive alumni having an emotional bonding
- ✚ Spacious play grounds.

### ***B. Institutional Weakness***

- ✚ Lack of Research culture in faculty and students
- ✚ Hostel facility is not available for students.
- ✚ Non-availability of financial support from funding agencies
- ✚ Major, minor, research projects are not submitted.
- ✚ Faculty representatives are not on the university bodies/ committees.

- ✚ Poor intake quality of students.
- ✚ Lack of P.G. courses and Research Centre
- ✚ Majority of students are belongs to working classes
- ✚ College situated in the Hilly and Economically Backward area.
- ✚ The students are migrating to District areas.
- ✚ Library process not yet fully automated.

### ***C. Institutional Opportunities***

- ✚ The college has sufficient land area for future development.
- ✚ To start value added courses such as skill development programme, with a view to enhance employability and holistic development of student.
- ✚ To provide more research facilities to students.
- ✚ To introduce multi faculty U.G.
- ✚ Opportunities to collaborate with other organizations.
- ✚ Scope to organize various level seminars, conferences and workshops.
- ✚ To get recognition of 2(f) & 12 (B) status and apply for different schemes.
- ✚ Apply for the major and minor projects.
- ✚ To develop industry-institute linkages

### ***D. Institutional Challenges***

Our college faces following challenges.

- ✚ To bring the rural and economically weak students in the main stream of education.
- ✚ To orient for job opportunities to rural students.
- ✚ To develop research activities.
- ✚ To make MoU with other organizations/ Associations.
- ✚ To retain the talented students who are opting city based college.

On the basis of the above SWOC analysis, it is clear that there are certain weaknesses which need to overcome in days to come. Majority of them are financial and procedural. The challenges can be converted into opportunities with an appropriate planning, utilizing the aspects of strengths and support of top management in days to come

## **AN INTRODUCTION TO THE PERSPECTIVE PLAN 2017-18 TO 2027-28**

A proactive role by the IQAC of an institution is crucial in maintaining the momentum of quality consciousness. NAAC and UGC assign the responsibility on the IQAC for planning, guiding and monitoring Quality Assurance (QA) and Quality Enhancement (QE) activities of the institution. With this background, the College IQAC has undertaken the task of designing a Perspective Plan for the period of ten years commencing from academic year 2017-18 to academic year 2027-28 for a balanced growth. The quality indicators of different criteria determined by NAAC have been taken into consideration as the base to create Quality Radars and to make out milestones for the future.

In the preparation of the Perspective Plan, the Internal Quality Assurance Cell (IQAC) of the college has taken initiatives to obtain Inputs from all stakeholders viz, the management, Principal, the faculty, the administrative staff, students of the college, the Alumni Association of the college, the parents and the peer colleagues. Stakeholders' expectations, management policies, goals and objectives and the vision and the mission statement of our college and quality policy of the college are also considered as a base for formulation of the perspective plan.

The present Perspective Plan principally based on-

1. The NAAC guidelines for ensuring quality aspects in the higher education;
2. Motto and aims of Management and the college;
3. Vision and Mission statement of the College;
4. Quality Policy of the College;
5. Inputs from stakeholders;
6. Societal expectations from the college;
7. SWOC Analysis done by IQAC in 2017-18;

## **Perspective Plan Proposed by IQAC for the period 2017-18 to 2027-28**

The prime role of IQAC is to suggest quality measures for the betterment of an institution. While preparing a road map for future growth, the members of the IQAC have considered Feedback from all the stakeholders and the recommendations specified in the meetings of the IQAC. Besides, innovative ideas as suggested by all the stakeholders are also carefully incorporated in perspective plan. Student feedback mechanism, self-appraisal and job satisfaction record of teachers, faculty training programmes arranged by the college as well as attended by teachers, faculty improvement programmes, introduction of Research committee to play a proactive role in encouraging teachers for research are some of the measures initiated with priority The draft of Perspective Plan has to be discussed, reviewed and approved in the local managing committee of the college and Governing Body of MPMK before implementation.

A midterm review is proposed to be conducted by the end of the 3rd and 6th years viz. in 2019-20 and in 2023-24 respectively to appraise the extent to which goals have been achieved. In addition, keeping a scope for midterm correction, the IQAC also proposes an idea of reviewing the perspective plan during the 21 years celebrations of the college in 2021. This will enable the college to take stock of the accomplishments and to relook into the action plans and untouched/ newer areas to lay stress upon. We hope this will facilitate the college to realign the road map to reach the expectations of stake holders in a harmonious way.



**Think-tank behind  
Perspective Plan**

<p>S.C.S.B.G.S.S.Sanstha Management</p> <p>Shree: R. R. Bodke <b>President</b></p> <p>Shree. V. R. Bodke <b>Executive President</b></p> <p>Shree. M. T. Divte <b>Vice-President</b></p> <p>Dr. B. R. Bodke <b>Secretary</b></p> <p>Smt. K. S. Darekar <b>Joint-Secretary</b></p> <p>Smt. S. V. Bodke <b>Treasury</b></p> <p>Smt. L. M. More <b>Mamber</b></p>	<p style="text-align: center;"><b>Principal</b></p> <p style="text-align: center;">Dr.Wadkar D. S.</p> <p style="text-align: center;">Advisors</p>	<p style="text-align: center;">College Staff as Member of IQAC Committee</p>
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## **Guiding Principles of Perspective Plan 2017-18 to 2027-28**

While preparing the present perspective plan, the IQAC has considered following main objectives:

- 1) NAAC the observer of quality bench marking in higher education
- 2) Vision and Mission Statement of Our College.
- 3) Quality Policy of the College

This has helped us to formulate our future goals.

### **Core Values of NAAC:**





1. Contributing to National Development
2. Fostering Global Competencies among Students
3. Inculcating a Value System in Students
4. Promoting the Use of Technology
5. Quest for Excellence

### **Our College Vision and Mission Statement**







#### **VISION:**

**“TamasomaaJyotirgamay” (Let me from darkness to the light)**

#### **MISSION:**

-  To uplift the rural youth with good education
-  Empower women through education
-  To serve the students community who are poor, needy, and socially, economically and educationally weaker in this region.
-  To empower the students morally, culturally and physically.

#### **OBJECTIVES:**




-  To provide education to the masses and educationally backward communities.
-  To make the students disciplined and punctual citizens of the Country.
-  To make the students knowledgeable, cultural and responsible citizens of the Country.
-  To provide educational training to face various challenges in the competitive world.
-  To make the students efficient and self-reliant.
-  To impart quality education and to imbibe the spirit of nationalism and patriotism.

## Aims and Objectives of Perspective Plan

Writing a vision document envisages a concerted team effort. Considering the background of our college as an institution imparting quality education in Arts, Science and commerce field, the College IQAC has identified the broad aim of perspective plan as follows:

- i. To institute a sustained quality system embedded with a conscious, consistent and programmed action;
- ii. To create an enabling academic environment for students embedded with sincerity, discipline and commitment;
- iii. To mould humane citizens of the nation;
- iv. To establish globally the brand image of the college;
- v. To emerge as a model college for degree education.

The aim identified has been to bring three 'Hs' together in an integrated manner viz...

-  **Hand**(to develop skills)
-  **Head** (to gain advanced knowledge) and
-  **Heart**(to inculcate human values)

To achieve these broad aims, a set of following objectives are identified to be achieved through this perspective plan over the next 10 years:

1. To uphold continuously good academic performance;
2. To inculcate learner centric and effective teaching learning process;
3. To ensure transparency and credibility in the process of students' evaluation;
4. To develop a comprehensive system of student mentoring and student support;
5. To take care of horizontal and vertical up gradation of students considering the limits of time and expectations;
6. To create a research culture in faculty and students.
7. To launch value added and skills development programmes improving the employability of students;
8. To motivate students for self-employment and to enable them to emerge as entrepreneurs;
9. To involve a friendly, efficient and flawless administrative set up ensuring a smooth day to day functioning;
10. To empower faculty about emerging trend in their profession for academic advancement.

## **Curricular Aspects**

### **1. Appointment of Qualified Teachers**

The Vacancies of teaching faculty will be filled on priority basis and the appointment of qualified, eligible candidate as per norms of UGC, Maharashtra government, Swami Ramanand Teerth Marathwada University Nanded and regulation of the CSBGVSS Sanstha will be made. The appointed teachers have to go through the rigorous interview (technical, personal, etc.) and demo lectures before the expert committee and students. The college will conduct appointment and faculty development programmes, subsequently.

### **2. Conduct of Academic Audit**

In the **month of April** of every academic year regular practice of academic audit and assessment of the (Performance Based Appraisal System PBAS and Confidential report will be made.

### **3. Strengthening of Existing Programmes:**

### **4. Quantitative Strengthening of Existing Programmes:**

### **Augmentation of Academic Infrastructure**

Augmentation of Central Library, Classrooms, Multi media rooms, Separate parking for four wheelers ,Centralized Laboratory , Computing Laboratory, INFONET KRC and Inflibnet facility .UGC Network Centre, Interactive Language Laboratory, Gymkhana, Gymnasium, Play ground ,offices for N.S.S., Medical Health centre etc. certificate course in handling of the equipments to develop skill, which is need of the region.

### **Qualitative Strengthening of Existing Programmes**

#### **Use of ICT in Teaching-Learning:**

To make teaching learning evaluation more effective use of innovative teaching and learning resources like OHPs, LCDs, power point presentations, models, internet connections. Establishment of smart classrooms (Multimedia Room), Installation of 4G Wi- Fi facilities Interactive Language Laboratory, Computing Laborator

## **Seminars and Workshops**

### **Organizations of Seminars and Workshops**

The eminent Researchers, Scientists, Academicians, Social thinkers, Persons from Banking, Marketing, industrialists, academicians, subject experts from different other institutions and universities will be invited as resource persons and which will help to the students to get acquainted with the emerging techniques and trends of the industries ,subject matters and awareness about the duty to be discharge towards society.

### **Deputation to Seminars and Workshops**

To promote the continuous professional development and the sustainability of improvement reforms and training initiatives college will depute the faculty to participate in seminars and workshops based on curricula. Thus by Implications of such policy and practice of teachers participation which will be benefitted by students and the institution by large.

### **Development of Linkages**

With a view to execute curricula, we will develop the linkages with academic institutions (MOU) ,academic body and industries.

## **Curriculum Design and Development**

### **An Active Participation in Curriculum Design and Development:**

The faculty will be motivated for active participation in curriculum design and development in curriculum designing and development of affiliated and autonomous certificate, diploma, bridge and remedial programmes.

### **Effective Communication of Curriculum Design and Development to Faculty**

The College will effectively communicate the curriculum design and development to faculty through organization of seminars and workshops and will depute them for participation in seminars and workshops.

## **Sensitization of Curriculum**

Our faculty will sensitize, course design and development, to learners systematically and objectively.

## **Academic Flexibility**

We will accept competence enhancing curricular strategies by starting multifaceted, comprehensive, well designed curriculum which promotes excellence, value addition and contextual relevance by providing utility, access, relevance, service and preservation and promotion of heritage. We will have additional range of programme options, course options, and course combinations. Thus, college will offer maximum possible flexibility in UG.

## **Feedback on Curriculum**

To develop mechanism to obtain the feedback on curriculum, it's scientific, systematic analysis and interpretation and we will enhance this for effective communication to concerned authorities for revision and restructuring of curriculum. The feedbacks will be collected from stakeholders and it will be analyzed and action will be taken.

**Tutor Ward Mechanism:** The tutor ward mechanism will be continued to resolve the difficulties of the students.

## **Rainwater Harvesting:**

The rainwater harvesting is a technology and will be used for collecting and storing rainwater from rooftops, the land surface or rock catchments of the campus using systems constructed of three principal components; namely, the catchment area, the collection device, and the conveyance system.

## **Curriculum Update**

The college will actively participate in curriculum update process at University level, by representation on different academic bodies. Faculty will also involve in curriculum updating at college level. We will evolve an effective system of communication of curriculum update and aspects of its execution to the concerned stake holders, specifically the students.

## **Teaching-Learning Process**

### **Innovations are to be introduced in Admission Process and Student Profile**

#### **Transparent Admission Process**

We will strengthen well defined, transparent admission process based first come first serve basis with reservation policy and will continue the same process in future.

#### **Monitoring of Teaching-learning Process**

We will establish and monitor the academic and administrative process having a chain of command from Students-Teacher-Head of the Department-faculty Principal and vice versa which will facilitate two-way effective communications.

#### **Introduction of Specialty Programmes**

We want to be the pioneer institution to commence innovative self financed/unaided specialty programmes leading to degrees, commensurate with the needs of students in focused academic areas having employment potential. We will commence the innovative self financed unaided specialty programmes leading to post graduate degrees also.

#### **Distance Education**

We will start all PG courses at our existing Distance Education Center.

#### **Attendance Committee:**

- To keep track of students' attendance and to ascertain whether there is any correlation between their attendance and performance and if so, to what degree.

**Class Coordinator:**

- To help students in their pursuit of knowledge. To guide the students about rules of attendance (general), Industrial Visits, sports, medical leave etc. Address students' queries.
- To arrange meeting with the parents of students, especially defaulters.
- To inform the HOD about making alternate arrangement for lectures and practical's when a faculty is absent.
- To coordinate with the Attendance Committee of the department to update attendance in case of medical leave, sports leave etc. Collect information regarding weaker students from the subject teachers and arrange remedial classes, counseling sessions in consultation with the HOD. Identify good students and motivate them to excel. Update data regarding students' achievements in academics, sports, extracurricular activities etc.

**Recording of Attendance**

Attendance of student for each lecture shall be maintained and reported to the designated committee. The students having more than 50 % absentee will be identified and their attendance report will be communicated to the parents and necessary action shall be taken against them according to rules.

**Counseling Committee:**

Faculty will serve as student advocates by consulting with students, parents, teachers, and others regarding strategies to help students and their families. Also as mentors, role models, and a confidante to students and faculty members who need someone to share their burdens with during various times of their lives.

**Recognition of Merits**

Academic performance of students shall be recognized by organizing the felicitation ceremony (Awards). This will result in strengthening of healthy and positive environment essential for effective teaching-learning process.



## **Catering to Diverse Needs**

### **Supporting Academic Programmes and Policies Proportionate to Needs of Students**

The college will conduct bridge and remedial courses for educationally disadvantaged students. The college will support the advanced learners and concentrate on enhancing aspects like knowledge, attitude and skill.

### **Encouragement to Students**

Students will be encouraged to participate in co-curricular and extra-curricular activities. Interactions with students at various levels will help to assess students' knowledge and skill.

### **Guest Lecture Series**

Elaborative lectures of guest faculty will be organized to broaden the knowledge horizon of learners.

### **Conduct of Revision and Interactive Sessions**

At the end of the term or the semester, revisions and interactive sessions will be conducted to create confidence among students to prepare for examination.

### **Parent Meetings**

Meetings of the parents will be conducted regularly, where; we will discuss the attendance and performance of the students with the parents and will appeal them to participate in improving the academic performance of their wards.

### **Invitation of Parents' Views**

Valuable suggestions of parents will be invited on curriculum, teaching-learning and activities of the college and will be taken into account for improvements in the concerned college policies.

## **Access for Information**

College will continue to provide easy access to daily newspapers, journals, periodicals and internet in the Library and reading halls which will strengthen the reading habit of students and teachers and lead to enhance their knowledge. We will subscribe additional journals, periodicals for enriching the reading resources.

## **Strengthening of Innovations and Discipline in Teaching-Learning Process**

### **Academic Calendar**

The academic, co-curricular and extra-curricular activities for the academic year will be planned in academic calendar prior to the beginning of every academic year.

### **Faculty Handbook (DTR)**

(Academic Diary) Faculty handbook shall be provided to each faculty containing academic calendar, planning of the workload, time-table, lectures available and synopsis of every lecture / practical. It will also include certification of completion of syllabus at the end of term / semester and academic year. The academic work including lectures, practicals, tutorials, etc. shall be allocated as per the norms and discussion in departmental meetings. Faculty handbook (DTR) shall be checked by the Head of the department and endorsed by the Principal, periodically.

### **Allocation of Academic Work**

Academic and co-curricular and other related work will be allocated among the staff by constituting different committees and associations.

### **Student Centric Teaching**

The college will strengthen the student centric teaching system, where academic as well as other activities will be focused for overall development of students.

### **Strengthening of Academic Programmes**

Career oriented graduate, postgraduate programmes; diploma and certificate courses in faculties of Science, Arts and Commerce will be strengthened in respect to its teaching, learning and evaluation aspects.

### **Extensive Use of ICT in Teaching**

The faculty will be promoted to use various teaching techniques and aids. Special efforts will be made to improve the learning and communication skill of learners.

### **Motivation for Research**

The teachers and students will be motivated to undertake research activities such as preparation of projects, publication of research papers in reputed journals and participate and present the research papers in seminars / workshops / conferences. Students and teachers will also be encouraged to go for research degrees like, M.Phil, Ph.D. and Post-Doctoral Programmes. Computers with internet facility will be made available for research students and staff members for the completion of their projects and research work.

### **Students' Friendly Environment**

As a policy, creation of students' friendly environment within campus will be the priority for benefit of the students particularly those having rural background to develop their confidence level.

### **Strengthening of Innovations in Teachers' Quality**

#### **Appointment of Qualified Teachers**

The college will make continuous efforts to appoint qualified teachers as per UGC norms and if such candidates are not available teachers will be appointed on temporary basis in order to avoid the academic loss of students.

## **Seminars / Workshops / Faculty Development Programmes**

### **Organization of Seminars / Workshops / Faculty Development Programmes**

The college will continue the efforts in organizing seminars / workshops / faculty development programmes collaborating with UGC, DST etc. for improvement of quality of faculty.

### **Evaluation of Teachers by Students**

The college will strengthen the system of evaluation of teachers by students by filling in the questionnaire, which enables teachers to develop a sense of accountability, confidence, readiness to receive criticism, develop openness, sense of introspection and accept the situations to improve their performance in teaching. Review of feedback of students' evaluation of teachers will be considered and suggestions will be given to the teachers for their improvement. The teacher-evaluation system will benefit to students for development of listening and observation skills, analytical ability, understanding the aspects of teaching and learning, social responsibility, critical approach, consciousness about the process of teaching and learning, development of confidence and self-esteem. The informal feedback from students will also be taken about teaching-learning system of the college.

### **Self-Appraisal of Teachers**

We will strengthen the self-appraisal system of teachers, which will enable them to realize their academic standard and engage them in various activities to excel in their academic performance.

### **Periodical Meetings**

Meetings of faculty will be conducted periodically for taking feedback about teaching and evaluation and checking its adherence to the lecture plan.

### **Suggestion Box**

We have the suggestion boxes, where students deposit their suggestions. These suggestions will be scrutinized, periodically, and taken into account for further improvement.

### **Monitoring Mechanism for Arrival and Departure Time**

Separate registers are kept in the Administrative Office to record the time of arrival and departure of teachers, which will develop a sense of regularity and punctuality. The college will set biometric system with its analysis and **Movement register**.

### **Democratic and Participative Working**

We will strengthen democratic and participative working system which facilitates to take the right decisions for effective implementation of teaching-learning process.

### **Recognition of Achievements**

The college will continue the policy of felicitating and rewarding the faculty on their achievements in academics, social as well as personal life.

### **Staff Academy**

The Staff Academy of our college will organize various lectures on different issues and relevant topics by eminent personalities and staff.

### **Introduction of Innovations in Evaluation Process**

The college will continue to strengthen the evaluation process, where student's academic performance will be evaluated continuously by conducting tests, assignments, presentations, projects, viva- voce, term / semester examinations, etc.

### **Discipline:**

The Committee of the college will monitor students' movements and behavior to maintain conducive environment within the campus.

### **Result Analysis**

Examination results will be analyzed subject-wise in the meetings and discussions shall be made for future improvement.

## **Students Council:**

Meetings of Students' Council and Students' Welfare Committee will be conducted regularly to discuss the innovation in teaching-learning and evaluation system and planning of cultural, sports and other activities in decentralized manner. Thus, combined effect of traditional, specialty, non-formal programmes and the Centre of Institute of Distance Learning, will enhance the comprehensiveness in the academic system with strengthening of our academic proceedings and will enrich the ambience of our college. Along with the regular teaching methods, teachers will also use audio-visual aids and encourage students to participate in various workshops, seminars, campaigns, group discussions and various competitions like quiz, elocution, essay, debate, poster, etc. Opportunities will be given to the students to organize these programmes and competitions to improve their organizational skills and leadership quality with values like hard work, equity, co-operation and co-ordination through assigning responsibilities like reception, registration of delegates, compeering, stage decoration, board writing, hall arrangement, etc. The aim of this innovation will not simply impart an isolated and marketable skill but will be a total training to extend a skill oriented value based on holistic approach.

## **Research**

The college will conduct regular meetings of the Research Committee to identify the research potential, to promote the research and to prepare the research proposals.

- We will continue to make an effort to promote research association with universities, industries and institutes.
- Exposure of students to various research areas where they will be guided to handle research projects independently.
- We will continue to appreciate and to recognize the teachers on successful completion of research projects, research degree programmes and research publications.
- We will continue to appreciate and to recognize the students who achieve meritorious places at District, University, State and National level research competitions/research activities.
- We will continue to depute the teachers for research seminars / workshops and training.

- We will make an effort to commence Ph.D. degree programmes at our college by establishing Research Centre in all different departments.
- College will promote faculty to submit proposal for research grants from UGC, DBT, etc.

### **Consultancy**

- The college will organize of expert lectures to promote consultancy aspect.
- The college will share the fund raised from consultancy with faculty.
- We will continue to appreciate and to recognize the faculty who provide consultancy services.

### **Extension**

- ✚ We will strengthen our NSS units.
- ✚ Library facility will continue to be extended to alumni as well as needy students of the nearby areas.
- ✚ Sports facilities will be extended to NGOs and other associations.
- ✚ Gymnasium will be made available to the people of nearby vicinity.
- ✚ Physical training to the alumni and candidates appearing for police examinations will be made available by the department of NCC.
- ✚ The college will provide help in maintaining the law and order during festivals to the Police department with the help of department of NCC.
- ✚ Workshops will be organized on acting for the Social Association.
- ✚ Variety of outreach programmes will be organized by different departments.
- ✚ Blood Donors' directory shall be prepared. In time of emergency the blood will be donated to the needy patients at free of cost.
- ✚ College premise will be always made available to conduct the examinations of Railways, Post and Telegrams, Institute of Chartered Accountants, Department of Higher and Technical Education, Government of Maharashtra and for organizations of functions of NGOs / GOs.
- ✚ Play ground will be made available to the sports and training activities of NGOs, GOs, associations, other neighboring institutions and organizations, etc.
- ✚ Training programmes will be organized on communication skills to the teachers of primary schools through Department of English.

- ✚ Programmes shall be organized for awareness programmes on health hygiene and personal sanitation, electrical safety, soil testing, environment, cleanliness campaign and environmental conservation campaign and tree plantation on first July.
- ✚ We will contribute to society by donating financial aids, computers and electrical appliances to NGO'S and Schools with the help students.
- ✚ Computer literacy programmes for disadvantaged School Students, will be organized with the help of department of Computer Science.
- ✚ Career fair will be organized with the help of Centre of Career Guidance, Placement and Counseling every year.
- ✚ Road safety programmes at Kingaon with collaboration Police Station will be organized with the help of Women Empowerment Cell.

### **Infrastructure and Learning Resources**

Perspective Plan as regards to Infrastructure and Learning Resources will be based on following strategic policies-

- ❖ Continuous improvement of infrastructure and learning resources.
- ❖ Development of additional infrastructure and learning resources.
- ❖ Availability of adequate average area of infrastructure per student.
- ❖ Optimum utilization of available infrastructure and learning resources.
- ❖ Maintenance of infrastructure and learning resources.
- ❖ Continuous efforts to obtain grants for infrastructure development.
- ❖ More specifically, practices of institution in respect to provision of infrastructure and

#### **Learning Resources will be as follows-**

- ❖ Adequate number of spacious and ventilated class rooms.
- ❖ Adequate number of spacious well equipped laboratories.
- ❖ Spacious and fully computerized Central Library with ever increasing holdings and user friendly and comprehensive Library services.
- ❖ Seminar hall with audio visual facilities.
- ❖ Good quality furniture
- ❖ Departmental faculty rooms with departmental libraries, computers and internet Facilities.



- ❖ Drinking water facilities with coolers and water purifiers.
- ❖ Adequate number of toilet blocks for girl and boy students and staff.
- ❖ Well furnished Conference Room.
- ❖ Well furnished and fully computerized Administrative Office.
- ❖ Spacious, well furnished, well ventilated Cafeteria.
- ❖ Boys and Girls Common Rooms.
- ❖ Science Resource Centre with Central Instrumentation Laboratory, Conference Room and Smart Class Room.
- ❖ Interactive Language Laboratory with 30 learning stations.
- ❖ Playground with all possible outdoor sports facilities.
- ❖ Well equipped Gymkhana and Gymnasium.
- ❖ Spacious N.S.S. and NCC offices.
- ❖ Maintenance and cleanliness of infrastructure with in-house as well as outsourced systems.
- ❖ Supply of electricity power with establishment of high power station coupled with solar facility ensured continuous and uninterrupted flow of electricity.
- ❖ Well maintained Medicinal plant gardens.
- ❖ Well developed botanical garden.
- ❖ Well secured fire fighting facilities.
- ❖ Effective internal communication through intercom facilities.
- ❖ Complete automation of Library services.
- ❖ Computers at laboratories, offices, Library and departments with LAN.
- ❖ Reading rooms facilities to alumni and outsiders.
- ❖ Spacious vehicle parking facility.
- ❖ Efforts to obtain infrastructure development, moderation, up-gradation grants from UGC, DBT, DST, etc.

### **Student Support and Progression**

#### **For Students**

- All the meritorious students from academic, NSS, NCC, cultural, sports and research activities will be felicitated by offering cash prizes, mementos and certificates.
- Additional library cards shall be provided to meritorious students.

- Sport shoes, kits and other essential articles will be provided to the students which will involve in sports activities.
- Preference will be given in admission to the students who have good performances in social, sports, cultural, NSS, NCC and research activities.
- Special coaches shall be invited for different games to train the students and promote the sports.
- Professionals from cultural field like choreographers, directors, musicians and artistes will be invited to guide the students for promotion of cultural activities.
- The college will organize workshops on dance, music, theatre, fine art and literary, every year.
- The college will establish Health Centre where first aid and basic medical facilities will be made available for the students. The services of doctor will be made available in emergency.
- First aid boxes shall be made available at gymkhana, administrative office and all science laboratories.
- All the students will be insured under Group Insurance Scheme.
- An effort shall be made to start state transport bus and railway concessions to needy students.
- The college will have a Centre for Career Guidance, Placement and Counseling which will provide career guidance and placement facilities to the students.
- The college will organize skill based workshops for interior designing and fashion designing.
- The college will organize welcome ceremony to the fresher's and farewell to the outgoing graduating students.
- Student friendly environment shall be created within the campus to help the students having rural background to build their confidence.

### **For Alumni**

- ✚ Alumni will be registered
- ✚ Library and reading room facilities will be extended to the alumni.
- ✚ Career guidance and placement services will be provided to the alumni.
- ✚ College ground and gymnasium facilities will be provided for physical fitness of alumni.
- ✚ Alumni will be invited for social, cultural and academic programmes of the college.

## **Governance and Leadership**

- ❖ Institutional Vision and Leadership Vision and mission of the institution will be communicated effectively to all stake holders.
- ❖ The management and employees will work together in progress of the institution.
- ❖ Democratic and transparent organizational structure will be provided to direct access for free flow of ideas.
- ❖ Organizational Arrangement will be made to facilitate
- ❖ Decentralized administrative mechanism with accountability.
- ❖ Participative functioning of the institution involving all members of the staff.
- ❖ Equitable allocation of responsibilities.
- ❖ Extensive committee structure with clearly defined roles, responsibilities and objectives.
- ❖ Efficient Students' Council and Students' Welfare Committee and Women Development Cells' Council having wide representation of students in decision making, execution of policies and developmental aspects of the college.
- ❖ Minimal interference by the management in the daily functioning of the college.

## **Strategic Development and Deployment**

- ❖ Perspective plan shall be formulated collectively having thorough review of the academic programmes and analysis based on feedback and SWOT analysis.

## **Human Resource Management**

- ✚ For effective Human Resource Management following steps shall be taken-
- ✚ Strategic policy and time bound implementation plans for filling in the vacancies with qualified faculty and staff.
- ✚ Periodical faculty and staff development programmes.
- ✚ Comprehensive and effective performance appraisal of faculty and staff.
- ✚ Team building, initiatives and good interpersonal relations.

- ✚ Conductive work environment.
- ✚ Liberty for use of innovative ideas and ICT in teaching-learning system.
- ✚ Various staff welfare schemes.

### **Financial Management**

For effective Financial Management following steps shall be taken-

- ✚ Growth oriented budgetary allocation.
- ✚ Financial freedom within the allocated budget.
- ✚ Effective internal control, monitoring mechanism and timely statutory audit of the accounts.
- ✚ Continuous efforts to obtain development grants from funding agencies such as UGC, DST, etc.