



SHRI SHAHU SHIKSHAN PRASARAK SEVA MANDALS
SHRI VIJAYSINHA YADAV COLLEGE,
PETH VADGAON

Dist:- Kolhapur, Maharashtra
(Estd. 1999) www.vympv.ac.in

Reaccredited with B⁺⁺ Grade by NAAC

PERSPECTIVE PLAN

For the period

Academic Year 2021-22 to Academic Year 2031-32

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Current Status of the College:

General Profile

Name and address of the college : Shri Vijaysinha Yadav College, Peth Vadgaon

Year of Establishment of College : 1999

College website : www.vympv.ac.in

Institutional Status : Govt. aided Private Institute.

Award and Recognition : The College received Kolhapur District level Best College Award in National Service Scheme from Shivaji University, Kolhapur in academic year 2017-2018. The College received 'First Rank' in Faculty of Science Rural category in Shivaji University Merit Scholarship Scheme for the year 2016-2017. On 09th September, 2018, our college was honoured as 'Ideal College' by Dr. Sujit Minchekar Foundation, Hatkanangale.

No. of Academic Programmes offered in academic Year 2021-22

- UG : 1. B.A.
2. B.Com.
3. B.Sc.

Add-on Courses: (Minimum 30 contact hours)

1. COC in Spoken English (Department of English)
2. COC in Maintenance of Electrical and Electronic Appliances (Department of Physics)
3. Six days Value Added Certificate Course in Travel and Tourism Management
4. Short Term Course in Leadership Skills (English Department)

5. Six days Value Added Certificate Course in Youth Leadership Development (Political Science Department)
6. ICT and Funding Process for NGO (Department of Sociology)
7. Creative Gardening (Botany Department)
8. Certificate Course Preparation of Soap and Detergent (Department of Chemistry)
9. Certificate Course in Physiochemical Analysis of Water (Department of Chemistry)

About the College

Shri Shahu Shikshan Prasarak Seva Mandal, Peth Vadgaon was established in 1968 by Late Shri Vijaysinha Yadav Saheb with objective of imparting liberal and efficient Pre-Primary, Primary, Secondary, Higher Secondary, Higher and Professional education by opening the schools and colleges at the rural area.

Sanstha is now a leading educational institute in Kolhapur district of Maharashtra state, which has created a history by establishing ten educational institutions imparting education from the Pre-Primary to Graduate level.

Peth Vadgaon is a semi-urban area and adjacent area is rural. Therefore, it is very difficult to take higher education to both semi-urban and rural students particularly girls. Considering this fact in 1999 Sanstha established a Higher Education institute named after the founder Shri Vijaysinha Yadav Saheb.

The college was started with only a few students. Since the inception our College achieved a great success in academic, sports, cultural and research and now it's a renowned higher education institute in Kolhapur district affiliated to Shivaji University, Kolhapur. Our students are successful in every walk of life and are placed in various Government, Semi-Government and Private organization also. Our teaching and administrative staff is highly qualified, devoted, experienced, dedicated and student oriented.

SWOC ANALYSIS OF SHRI VIJAYSINHA YADAV COLLEGE 2021-22

The college IQAC conducted an internal SWOC analysis. The outcomes of this analysis given below have been considered while preparing the perspective plan of the college.

A. Institutional Strength

- Good number of student enrollment with more than sixty percent girls.
- Competent, dedicated and experienced teaching and non-teaching staff.
- Emphasis on learner centric ICT based teaching-learning approaches and pedagogic innovations.
- Multi Faculty College, offering a blend of academic and professional courses at and UG level.
- Good and impressive infrastructural facilities with well furnished laboratories, Library, NCC and NSS.
- Meaningful extension and outreach programmes, Sports facility with stadium and sports complex.

B. Institutional Weakness

- Increasing student strength creates pressure on infrastructure and resources.
- Number of industrial and research collaborations and linkages need to be increased.
- Limited number of digital classrooms.
- Less representation and achievements by girl students in sports and other activities at University and National level.
- Lack of some sustainable measures like rain water harvesting, solid waste management and waste water management.

C. Institutional Opportunities

- To enhance the number of MoUs and linkages for collaborative research, publications, seminars / symposia / workshops, exchange and sharing of resources.
- To start multidisciplinary education and validate the academic progress.

- To increase the number of value-added courses.
- Cooperation with industries for mutual needs.

D. Institutional challenges

- Less preference of students to conventional courses.
- Shrinking financial aid from government.
- Employability of graduates.
- To put it in a nut shell, it may be stated that even though much has been done, we realize that much also yet needs to be done.

Recommendations of NAAC Reaccreditation committee Report 2015-16:

NAAC is an autonomous agency at national level to institute quality assurance and advancement in higher education sector in our country. Dedication towards quality is a self realization process and our college takes the recommendations given by NAAC peer committee which visited in September 2016 for reaccreditation as the base for achieving sustainability and augmentation in quality.

- Technology enabled interactive teaching and learning be introduced.
- B.Com. and postgraduate classes be introduced in a phased manner after demand survey.
- Consultancy and Research be encouraged as professional imperatives for the faculty with support from the management.
- Communication skills be promoted for better placements.
- Value added certificate and modular courses be introduced to supplement the curriculum of various subjects taught in the college particularly where PG courses are offered.
- Vision document with a perspective plan for the next ten years be developed.
- Facility for outdoor and indoor games both for boys and girls be improved & Girls' common room be provided with appropriate facilities.
- More girls be encouraged to participate in sports and co-curricular activities.

- Library be strengthened with its conceptual overhaul and improved accommodation / upgradation with latest books and journals and e-resources with more reading room space for students and teachers, and removal of old books.
- Provision of seed money be made to incentivize research in Marathi language, culture and heritage and other culturally relevant areas.
- IQAC be made more proactive in its planning and monitoring role with regular meetings and staff and students' interaction and participation for Quality and Excellence in Higher Education.
- Formal system of tracking alumni be evolved for their active involvement and online registration.
- Under its own policy of removal of obsolescence old hardware/computers be replaced with the latest machines and legal software.

AN INTRODUCTION TO THE PERSPECTIVE PLAN 2021-22 TO 2031-32

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 2021-22 to academic year 2031-32 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. Stakeholder's 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. The NEP 2020 guidelines to develop good, well rounded and creative individuals.
3. Motto and aims of Shri Shahu Shikshan Prasarak Seva Mandal and the college.
4. Vision and Mission statement of the College.
5. Quality Policy of the College.
6. Inputs from stakeholders.
7. Societal expectations from the college.
8. SWOC Analysis done by IQAC.
9. Minute suggestions given by the College Development Committee and University committee visiting college occasionally.

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 and 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 College Development Committee of the college and Governing Body of Shri Shahu Shikshan Prasarak Seva Mandal, Peth Vadgaon before implementation.

A midterm review is proposed to be conducted by the end of the 3rd and 6th years viz. in 2023-24 and in 2026-27 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 in 2025. 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.

Perspective Plan Proposed by IQAC for the period 2021-22 to 2031-32

Think-tank behind Perspective Plan

Sr. No.	Name	Designation
1	Shri. Gulabrao Pol	President
2	Smt. Vijayadevi Yadav	Vice- President
3	Sau. Vidya Pol	Secretary
4	Dr. Vijaya Chavan	Principal
5	Dr. Chandrakant Mane	IQAC Coordinator
6	Dr. Dinesh Bhandare	IQAC Co-Coordinator
7	Dr. Varsha Sahadev	Ladies Representative
8	Dr. Nazim Shaikh	Staff Secretary
9	Mr. Sandip Patil	Staff Secretary

Guiding principles of perspective plan 2021-22 to 2031-32

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) The vision of our parent body- Shahu Shikshan Prasarak Seva Mandal
- 3) Vision and Mission Statement of Our College.
- 4) 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

The Motto: Shahu Shikshan Prasarak Seva Mandal "Prajwalito Dnyanmay Pradipaha"

Our College Vision and Mission Statement

Vision:

To remove the darkness of illiteracy from the society with the light of knowledge.

Mission:

- To extend the Higher Education for the rural students especially for the girls.
- To promote the faculty of Science and Technology to develop Scientific temper among the rural students.
- To develop versatile personality of the students through extra-curricular activities.
- To impart cultural and social values in to the students by extension activities and to encourage them to face the challenges of brave new world.
- To impart the up-coming generations liberal, social, technical and professional.
- To provide a platform to the students to enhance their skills and potential as well as a sense of social responsibility and nationality through sports, cultural activities, NSS and other events.
- To create the values like Truth, Honesty, Morality and Virtue in to the students.
- To develop Multidisciplinary centre for Science and Technology.
- To make students a good citizen of India, and to develop regular, sincere and punctual students.

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, Commerce and Science field, the College IQAC has identified the broad aims 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: To emerge as a model college for conventional and non-conventional courses.

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

Hear (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 upgradation 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 for improving the employability of students;
8. To motivate students for self-employment and to enable them to emerge as an entrepreneur;
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.

Perspective plan 2021-22 to 2031-32

1. Curricular Aspects

1. Overall perspective of Curricular Planning and Implementation

Sr. No.	Area of concentration	Action Plan
1	Appointment of Qualified Teachers	<p>Well qualified and experienced teachers to be appointed against all sanctioned posts through rigorous process of interview and demo lectures as per norms and faculty improvement for all academic term so that faculty will be available for programmes conducted subsequently. Appointment procedure to be fulfilled before the start subjects to conduct all lectures right from beginning of the academic year.</p> <p>The work culture and professional environment of the college is to be familiarized to new entrants through induction meeting with Principal.</p>
2.	Conduct of Periodic Audits and NAAC	<p>The college to conduct periodic audits of the college (in addition to Regular Financial Audit of reaccreditation every year) by inviting team of academic peer experts and action to be initiated on their recommendations. The proposed audits to be undertaken in the next 5 years are:</p> <ol style="list-style-type: none">1. Academic audit (every year)2. Green Audit (from 2020-21 every alternate year)3. Energy Audit (2020-21 & 2024-25)

		<p>4. NAAC reaccreditation 3rd cycle (2021-22)</p> <p>5. Structural Audit (2025-26)</p> <p>All Audit Reports to be uploaded on the college website for the knowledge of all the stakeholders.</p>
3	Autonomous	<p>Academic autonomy will enable the college to status design enriched curricula in its desired manner. Most of vacant posts by the end of 2022-23, with enough experienced teachers in all departments, the college can apply to UGC for autonomy. Hence the college proposes to undertake intensive Department wise Audit after 2020-21. This will help to ensure an effective college management in the environment of autonomy.</p>

2. Strengthening of Existing Programmes:

1) Quantitative strength:

a) Introduction of Additional Divisions:

Taking into account the growing demand of our institution, the college will strengthen all the programmes by introducing the additional divisions.

b) Introduction of new programmes: Considering the employers' expectations and employability of students, the college can introduce career oriented specialty programmes periodically.

The college will introduce following new programmes in the next five years before applying for autonomy:

Undergraduate and Post graduate Programmes:

Sr. No.	Period	Course to be initiated
1.	2022- 23 to 2023 - 24	One Year Diploma in Geoinformatics M.Sc. (Mathematics) Certificate Course in Pollination Biology (6 Months)
2.	2023- 24 to 2026 - 27	M.A. (Hindi) Certificate Course on Self help group Certificate course in Fermentation Technology
3.	2027- 28 to 2031 - 32	M.A./M.Sc. (Zoology, Geography) Certificate course in Web Designing (6 months)

Other Programmes:

Sr. No.	Period	Course to be initiated
1.	2021- 22 to 2022 - 23	Bridge courses in CS
2.	2023- 24 to 2026 - 27	Common facility centre
3.	2027- 28 to 2030 - 31	Job oriented diploma programme with relevant institutional tie up

II) Qualitative strength: (2021 to 2026)

a) Active Participation in Curriculum Design:

Faculty will be actively participating in curriculum designing and development update at University process at University by becoming BOS members and members. of sub committees of respective subjects.

Teachers will also gain experience in designing syllabi for autonomous certificate, diploma, bridge and remedial programmes with academic partners.

b) Effective faculty development:

The College will effectively communicate academicians, Industrialists, subject experts from other institutions and universities as resource persons for organizing subject / syllabus workshops in the college.

For effective implementation and to get acquainted with the emerging techniques and trends of the industries and subject matter, faculty will also be deputed to attend curricular workshops in other centers.

e) Development of Linkages:

In a view to execute curriculum effectively, the college will develop the linkages with national level academic institutions and industries.

d) Sensitization of course:

Our faculty will sensitize, course design and content & Curriculum development by evolving an effective system update of communication of curriculum update and all aspects of its execution to learners systematically and objectively at the entry point itself by organizing orientation programmes for fresher and consistently at the point of lecture delivery too.

e) Academic Flexibility:

The college will accept competence enhancing curricular strategies by starting multifaceted, comprehensive, well-designed curriculum which promotes the excellence, value addition and contextual relevance by providing utility, access, relevance, service and preservation and promotion of heritage. The college will offer additional range of programme options, course options, course combinations, number of applied component groups, certificate and diploma programmes, bridge and remedial programmes. Thus, college will offer maximum possible flexibility with UG, PG and research programmes, core options, elective options, postgraduate diplomas, UG diplomas, certificate, and bridge programmes.

f) Feedback system:

The college will introduce an online mechanism to curriculum obtain the feedback on curriculum, its scientific, systematic analysis and interpretation and will enhance this

for effective communication to concerned authorities / board of studies for revision and restructuring of curriculum. The college proposes a time frame for the active involvement in active participation in Curriculum Design and Development:

Sr. No.	Year	Action plan
1.	2021-22 to 2022-23	a) Orientation of faculty in curriculum designing in affiliated courses and certificate courses. b) Obtaining regular feedback from students, parents and communicating to University/ board of studies of various subjects
2.	2023-24 to 2024-25	a) Continuing to obtain regular feedback from students, parents and communicating to University/ board of studies of various subjects. b) organizing faculty workshops and seminars for the faculty of all over the university and communicating the deliberations of such workshops and seminars to University/ Board of Studies of various subjects
3.	2026-27 to 2027-28	a) By 2026, the college is expected to get academic autonomy from UGC to frame our own syllabi for various courses and programmes. During academic year 2026-27, curriculum blueprint in every subject to be designed with the involvement of academicians, industrialists, subject experts from other institutions and universities by inviting them as Board members and/or as resource persons. b) Regular feedback continuously obtained from students and parents. c) Organizing faculty workshops for the faculty and arranging state /national level conferences of Subject

		departments of various Universities and communicating the deliberations of such Conferences to the subject committees of the college which will be enjoying functional autonomy.
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II. Teaching Learning and evaluation process

1. Transparent Admission Process

- i. The college has in place a well-defined, transparent admission process based on merit coupled with reservation policy and will continue the same process in future too.
- ii. In order to prevent corruption, wide publicity will be made about purely merit based admission process in the college web site, in prospectus and also by placing prominent Sign boards in strategic places of college main entrance.
- iii. Digital display of category wise merit list of selected candidates for admission in the entrance.
- iv. After obtaining autonomy, The College will also initiate an entrance exam in the month of May/ summer break for all courses and Programmes where demand ratio is high and both, the merit of entrance exam and marks in board exam will be taken into consideration while deciding the admission process.

2. Monitoring of Teaching-learning Process

- i. Immediately after the admission, the students will be evaluated on the basis of their basic learning styles and the faculty will prepare strategies to meet different needs of the learners and to bring them on common platform. Such Bridge Course will help the faculty in forming an effective team and achieving the overall goals.
- ii. Students' centric teaching system is to be emphasized.
- iii. Introduction of job-oriented Programmes in collaboration with industrial partners, the college wants to introduce innovative job oriented unaided courses leading to certificate, advanced certificate and diploma Programmes. IQAC of the college is to decide the focused academic area where employment potential lies. The college will apply to UGC to start the Skill Development courses for variety of subjects.

iv. Attendance regularity of students:

a) Attendance of student for each lecture shall be maintained by obtaining signature in the prescribed format and University norms will be strictly followed. Defaulters' list is to be declared during first week of every instructional month. The students remaining absent for more than 25% of lectures shall be identified, their parents to be intimated about the irregularity and necessary action shall be taken against them according to rules. In order minimize attendance default, technology is to be used to inform periodically students and parents in time.

b) Special counseling of defaulter students with their parents will be undertaken well in advance to avoid the possibility of drop out.

3. Recognition of Merits:

Academic performance of students and achievements of faculty shall be recognized by organizing felicitation ceremony. With our strong alumni base the existing number of Endowment prizes will be increased to motivate & recognize the students to a greater extent.

4. Policies to cater to diverse academic needs of students:

The college has developed a system of remedial courses for educationally, disadvantaged students. The same is to be fine-tuned effectively to have wider coverage of drop outs by timely dissemination of information.

The college will support the advanced learners and concentrate on enhancing aspects like knowledge, attitude and skill.

Interactions with students at various levels will help to assess students' knowledge and skill at entry point. Selected SFC programmes are arranging one week induction programme before commencement of sessions for fresher. Same is to be extended as bridge courses in all classes.

Motivating Lecture Series:

Expert lectures of guest faculty from various Industry linkages will be organized to broaden the knowledge horizon of learners.

Conduct of Revision and Interactive Sessions:

With a view to install confidence in approaching the exam, at the end of the semester, revisions and interactive sessions will be conducted.

Encouragement to Students:

All the departments will be encouraged to conduct the activities in line with their subject expertise.

Students will be encouraged to undertake socially responsible activities to make an impact on the students as well as to the society.

EDC of the college will motivate and explore various possibilities for the students to inculcate the Entrepreneurial Ability.

5. Access to Information

Dissemination of right information at right time will be taken care of by using digitalize Dissemination Boards at prominent places.

Students will be encouraged for wider use of learning resources in the library. College will continue to provide easy access to daily newspapers, journals, periodicals and internet in the library and reading halls. The college will subscribe additional journals, e-journals, periodicals and Web Portals for enriching the reading resources.

6. Discipline in Teaching-Learning Process

Academic Calendar

Annual prospectus printed in April every year will contain calendar for academic, co curricular and extra-curricular activities during the academic year.

Allocation of Academic Work

The academic work including lectures, practical, tutorials, etc. shall be allocated as per the norms and discussion in departmental meetings.

Individual Time table of the faculty for the forth coming year is to be preplanned on the last working day to enable the faculty to prepare for new topics and lecture plans during vacation.

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

7. 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.

Use of ICT in Teaching

The college will ensure intensive use of Learning System innovative teaching and learning resources like LCD/ LED Projectors for power point presentations, models, internet connections, Interactive Language Laboratory, Computing Laboratory, etc. for ICT enabled teaching Learning.

Following is the proposed time frame for the plan:

Year Plan 2023-24 to 2029-30

- LCD Projector in all class rooms
- Wi-Fi Connectivity.
- E-Learning Initiatives

2023-24 to 2026-27

- Individual Laptops to every staff member
- Paperless functioning of all Departments including Office
- Effective Implementation of E-Learning

2027-28 to 2028-29

- Laptop/ Tablets to most of the students through various govt schemes and a vigorous IT based teaching-Learning.

8. Motivation for Research

Research Cell in the college is to have an enabling environment wide space to keep reference books, subject related good quality reference books so placed as to have easy reach, sufficient PCs with internet access for the completion of projects and research work etc. The center atmosphere is to motivate teachers and students 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. Assistance for searching the sponsorship to organize international conferences to all faculties will be provided by the college.

9. 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
- Deputation of faculty to Seminars/Workshops / Faculty Development Programmes

Feedback system for Evaluation of Teachers by Students:

The college will have the system of 100% evaluation of teachers by students by filling in the questionnaire, to develop a mindset among faculty towards accountability, confidence, readiness to receive criticism, openness and 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.

- Informal feedback from students will also be taken about teaching-learning system of the college.
- The feedback will be collected in two stages so that the expectations of the students and their experience can be compared and required actions can be initiated

Self-Appraisal of Teachers

The college IQAC will strengthen the self-appraisal system of teachers by regularly. Recording the ASAR grade of each teacher by the end of the academic year, which will enable them to realize their academic standard and engage them in various activities to excel in their academic performance.

Suggestion Box:

The College has set suggestion box at strategic places, where students drop in their suggestions. These suggestions will be scrutinized, periodically, and taken into account for further improvement.

Monitoring Mechanism for punctuality of staff

The college has set biometric system of attendance for recording the arrival and departure time of the staff. This has helped to develop a sense of regularity and punctuality.

Democratic and Participative Working

The college has strengthened democratic and participative working system which facilitates to take the right decisions for effective implementation of teaching-learning process.

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 Committee of the college will monitor students' movements and behavior to maintain conducive environment within the campus.
- Examination results will be analyzed subject-wise in the meetings and discussions shall be made for future improvement.
- The college will strengthen evolve the system of categorization of students on the basis of their performance and related aspects into slow, medium and advanced learners. Students with poor performance in terminal preliminary examinations will be counseled and special lectures will be arranged to bring them in main stream.
- Along with the regular teaching methods, teachers will also use audiovisual 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.

III. Research and Extension

Research

1. 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.
2. The college will make continuous efforts to obtain research grants from funding agencies such as UGC, CSIR, DBT, Shivaji University etc.
3. The college will continue to organize the workshops / seminars / training programmes for preparation of proposals for minor and major research projects.
4. Academic infrastructure such as instruments, laboratories, ICT facility. Library. INFLIBNET and other requirements, as per needs for carrying out research activity will be provided.
5. The college will continue to make an effort to promote research universities, industries and institutes.
6. Exposure of students to various research areas where they will be guided to handle research projects independently.
7. The college will continue to appreciate and to recognize the teachers on successful completion of research projects, research degree programmes and research publications.
8. The college will continue to appreciate and to recognize the students who achieve meritorious places at District, University. State and National level research competitions/research activities.

9. The college will continue to depute the teachers for research seminars / workshops and training.

10. College will promote faculty to submit proposal for research grants from UGC, University etc.

Extension

1. The college will strengthen NSS units.
2. Library facility will continue to be extended to alumni as well as needy students of the nearby areas.
3. The college will provide help in maintaining the law and order during festivals to the Police department with the help of department of NSS.
4. Constantly innovative outreach programmes will be organized by different department with involvement of students.
5. NSS unit will maintain Blood Donors' directory. In time of emergency the blood will be donated to the needy patients at free of cost.
6. College premise will be made available to conduct the examinations of Railways, Post and Telegrams, LIC, and for organizations of functions of GOs.
7. Awareness programmes on health hygiene and personal sanitation, electrical safety, soil testing, environment, cleanliness campaign, energy and environmental conservation campaign and tree plantation, at the adopted area will be organized.

IV. Infrastructure and Learning Resources:

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

1. Continuous improvement of infrastructure and learning resources.
2. Development of additional infrastructure and learning resources.
3. Availability of adequate average area of infrastructure per student.
4. Optimum utilization of available infrastructure and learning resources.
5. Maintenance of infrastructure and learning resources.
6. Concerted 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-

1. Adequate number of well-equipped Computer laboratories
2. A well planned Library building. Main Library with ever increasing holdings and user friendly and comprehensive Library services.
3. Fully equipped additional auditorium hall with audio visual facilities.
4. Departmental rooms for faculty with departmental libraries, computers and internet facilities.
5. Safe drinking water facility in every floor with coolers and water purifiers.
6. Enhancing number of toilet blocks for girl and boy students and staff.
7. Boys and Girls Common Rooms.
8. Interactive Language Laboratory with enhanced learning stations.
9. Maintenance and cleanliness of infrastructure
10. Supply of electricity power with separate panels in every floor coupled with generator facility to ensured continuous and uninterrupted flow of electricity.
11. Reduction in electricity bills by use of LED bulbs and solar panels.
12. Well secured firefighting facilities in strategic places.
13. Effective internal communication through intercom facilities.
14. Computers at laboratories, offices, Library, research centre and departments with LAN.
15. Developing suitable system of Reading rooms facilities also to alumni and outsiders.
16. Efforts to obtain infrastructure development, moderation, up gradation grants from UGC and other external agencies
17. Set up a private cloud in the college for computing facilities and ease of management.
18. Develop and install complete ERP in the college.
19. Setting up well-equipped Resource Augmentation Cell for the faculty to prepare teaching material and carry out research in their subject by enhancing facilities in the existing research Centre.

VI. Governance Leadership and Management

1. Institutional Vision and Leadership

- i. Vision and mission of the institution will be communicated effectively to all stakeholders by printing in Prospectus and by placing it in prominent places in the college premises.
- ii. The management and employees work together in progress of the institution.
- iii. Democratic and transparent organizational structure will be maintained embedded with features of direct access and free flow of ideas.

2. Strategy Development and Deployment

Perspective plan is to be designed collectively having thorough review of the academic programmes and analysis based on feedback from stack holders. The college will maintain throughout the period the following organizational arrangement for effective functioning:

- i. Decentralized administrative mechanism with accountability.
- ii. Participatory functioning of the institution involving all staff members.
- iii. Distribution of responsibilities equitably according to capabilities.
- iv. Formulating annually on the day of reopening, statutory and non statutory committees with clearly defined roles, responsibilities and objectives.
- v. Efficient Students' Council and Students' Grievance Cell. Students' Welfare Committee, Women Development Cell, Anti Ragging Committee etc having wide representation of staff and students in decision making, execution of policies and in growth prospects of the college.
- vi. Minimal interference by the management in the day- to- day functioning of the college.

3. Faculty and Staff Empowerment strategy

For effective Human Resource Management following steps shall be taken

- i. Strategic policy and time bound implementation plans (normally within a year) for filling in the vacancies with qualified faculty and staff as and when vacancy arises..

- ii. Arranging periodically Faculty and Staff Development Programmes, encouraging them to present papers in seminar, conference and to attend on orientation/refresher courses for promotions. time
- iii. Encouraging faculty to avail FDP facility of UGC to complete PhD thesis.
- iv. IQAC to record every year Comprehensive and effective performance appraisal of faculty as per ASAR and staff through confidential reports.
- v. Maintaining good rapport with University and Joint Director Office to implement time bound Career Advancement Scheme within 6 months of eligibility.
- vi. Constant follow up with Government office for timely implementation of PF, Pension and Gratuity Scheme.
- vii. Developing Team building initiatives and good interpersonal relations.
- viii. Upholding Conducive work environment.
- ix. Liberty for use of innovative ideas and ICT in teaching-learning system.
- x. Promoting an integrated framework of academic and administrative activities.

4. Financial Management and resource mobilization

For effective Financial Management and to augment resources following steps will be taken

- i. Growth oriented Annual budgetary allocation.
- ii. Financial freedom in utilization of funds for the purpose for which they are allocated within the allocated budget.
- iii. Effective internal control, compliance monitoring mechanism, periodic internal audit and timely statutory audit of the accounts.
- iv. Continuous efforts to obtain development grants from funding agencies such as UGC, RUSA, DBT, ICSSR, State Government, University etc.
- v. Reserve Fund/ Corpus to be maintained sufficiently as per norms.

VII. Innovations and Best Practices

1) Environment Consciousness

- i. Each day college to ensure that it has a clean campus.
- ii. Energy conservation by reducing Electricity consumption through installation of LED lights.
- iii. The College will undertake regularly green audit.
- iv. The college will promote eco-friendly practice like no vehicle day, green campus and will achieve paper less administration.
- v. In 2021-22, awareness campaign for no plastic zone and intensifying rain water harvesting plan to be introduced.
- vi. The college will continue the policy of recycling of e-waste.
- vii. The college will install more vermicompost units to get biofertilizer.
- viii. The college will be self sufficient in water by adopting rain water harvesting.

2) Innovations

- i. The college will encourage innovative practices in the field of teaching –learning strategies.
- ii. A comprehensive index of institutional performance to be developed.
- iii. The college will encourage innovative practices in various extra and co -curricular activities by way of reshuffling committees and Associations in a span of every 3 years.

3) Best Practices:

The college will continue the Best practices of

- a) To gain more carbon credits by tree plantation.
- b) Mutual helping tendency of Teaching and non teaching staff to cope up with work pressure during peak periods of admissions and examinations.
- c) Dissemination Boards in strategic places.
- d) Tapping of wind energy by installing a small wind mill.
- e) Introducing from 2021-22 contributory Medical Insurance to class IV employees.

- f) Friendly office for availing Free and scholarship.
- g) Extensive use of solar energy by installing more solar heaters, solar lamps etc.
- h) Reimbursement of registration fee for all faculties to present research papers in conferences
- i) Continuing social responsible activity of Joy of giving.

The college will constantly monitor the best practices of other institutions and will try to pursue these practices.