

*Vasantrao Naik Mahavidyalaya, Aurangabad*

# **Perspective Plan**

**2016-17 to 2026-27**

Vasantrao Shikshan Prasarak Mandal's

**Vasantrao Naik Mahavidyalaya, Aurangabad**

Accredited 'B' Grade by NAAC

# Perspective Plan

For

**Academic Year 2015-2016**

To

**Academic Year 2025-2026**

## **Introduction**

The Perspective Plan for the period of ten years commencing from academic year 2015-2016 to academic year 2025-2026 has been prepared by the College by taking into consideration the quality indicators of seven criteria determined by NAAC.

The Internal Quality Assurance Cell (IQAC) of the college has taken initiatives in preparation of the perspective plan. The Inputs from all stakeholders, their expectations, management policies and goals and objectives of the college helped to develop a base for formulation of the perspective plan.

The IQAC plays a vital role in maintaining and enhancing the quality of the institution and suggests quality measures. Feedback from all the stakeholders and the recommendations of the IQAC are taken into consideration and innovations are incorporated in the perspective plan.

Student feedback mechanism, self appraisal (Performance Based Appraisal System (PBAS)) by faculty members, introduction of teachers training programmes (STC), Short Term Course faculty improvement programmes, establishment of staff academy, encouragement to teachers for research are some of the measures taken at priority, quality sustenance and enhancement as a strategy.

The draft of Perspective Plan has been discussed, reviewed and approved in the college staff meeting, Local managing committee of the college and Executive council of Vasant Rao Shikshan Prasarak Mandal's Aurangabad. It is our sincere effort to prepare the framework for our collective efforts directed towards the attainment of (Academic excellence) our goals and objectives and keep ourselves ahead of the contemporaries.

### **Curricular Aspects**

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

The Vacancies of teaching faculty will be filled on a priority basis and the appointment of qualified, eligible candidates as per norms of UGC, Maharashtra government, Dr Babasaheb Ambedkar Marathwada University, Aurangabad and regulation of the VNSP Mandal 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**

### **Introduction of Additional Divisions**

Taking into account the students' demand and need of career oriented specialty programmes; we will strengthen the following programmes by introducing the additional (second) divisions.

### **5. Introduction of Additional Divisions**

Taking into account the students' demand and need of career oriented specialty programmes; we will strengthen the following programmes by introducing the additional (third) division.

#### **Undergraduate Degree Programmes**

B.Sc. (Computer Science)

B.A. (Home Science)

## **6. Introduction of New Programmes**

The institute will introduce following new programmes

Undergraduate Degree Programmes

B.Sc. (Information Technology)

B.A (Functional English)

#### **Postgraduate Degree Programmes**

M A. (Hindi).

M.Sc. (Computer Application)

M.Sc. (Mathematics)

M.Sc. (Botany)

M.Sc. (Analytical Chemistry)

M.Com.

#### **Research Degree Programmes**

Ph.D. (Botany)

Ph.D. (Chemistry)

Ph.D. (Marathi).

Ph.D. (Library Science).

Ph.D. (Mathematics).

Ph.D. (Sociology).

Ph.D. (English).

### **Other Programmes**

Postgraduate Diploma Programme

Diploma Programmes

Certificate Programmes (Robotics, Embedded technology, Fisheries, Sericulture, Landscape development)

Bridge Programmes

Remedial Programmes

Functional English Laboratory

### **Augmentation of Academic Infrastructure**

Augmentation of Central Library, Classrooms, Multi media rooms, Separate parking for four wheelers ,Centralized Laboratory , Computing Laboratory, INFONET KRC and Inlibnet facility .UGC Network Centre, Interactive Language Laboratory, Gymkhana, Gymnasium, Play ground ,offices for N.S.S., N.C.C., Medical Health centre etc.

Research lab- utility in extension services and 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 System.**

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 Laboratory,

### **Seminars and Workshops**

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

The eminent Researchers , Scientists, Academicians, Social thinkers, Personnel 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**

#### **Active Participation in Curriculum Design and Development at University Level.**

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, course combinations, number of applied component groups, certificate and diploma programmes, bridge and remedial programmes. Thus, college will offer maximum possible flexibility in UG, PG and research programmes, core options, elective options, postgraduate diplomas, UG diplomas, certificate, and bridge programmes.

#### **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.

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

**Vasantao Naik Mahavidyalaya Student Aided Funds:**

All the staff members, administrative staff and non teaching staff member's contribution for the economically and financially weak students who are unable to pay college fees.

**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.

**Purification of well (Ground) water.**

The campus is blessed with ground water resources and to meet the need of the students and society requirements, water purification will be installed for pure and potable water.

**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 on merit coupled 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 in-charge-Principal and vice versa which will facilitate two-way effective communications.

### **Dual Programme System**

We have traditional programmes such B.Sc., B.C.S., etc. Where basic knowledge along with desired level of skills are inculcated mainly with in-house faculty. These programmes will be strengthened by introducing different complimentary systems such as certificate, diploma and bridge programmes to facilitate the focused study.

### **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.

### **Centre of Institute of Distance and Open Learning:**

We will establish a Centre of Institute of Distance and Open Learning where the candidates who cannot take admissions in the regular programmes, can enroll themselves to different programmes. We will offer learning support including infrastructure facilities to them by providing contact periods, library facilities, counseling sessions and conducting examinations of the students.

### **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. Use of mechanical recording of attendance.

### **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 (Academic Diary)**

(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 (Academic Diary) 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.

Workshop for the students to acquaint them with pattern of examination paper and the skill technique to answer them.

**Objective of the workshop** – Remember, understand, apply analyze, evaluate and create this qualities to be inculcated in the student to enhance the assessment result and shaping students for their career.

### **Categorization**

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.

### **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 and Open 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, Consultancy and Extension**

As our college is a single faculty, undergraduate dominated, with some postgraduate and Research programmes. We have a planning of promotive policy to inculcate research element amongst learners and faculty by evolving micro level supporting, incentive based systems.

### **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. The college will make continuous efforts to obtain research grants from funding agencies such as UGC, DBT, DST, etc. Motivation to organize the workshops / seminars / training programmes for preparation of proposals for minor and major research projects.

- ❖ Academic infrastructure such as instruments, laboratories, ICT facility, Library, INFLIBNET, INFONET, and KRC and other requirements, as per needs for carrying out research activity will be provided.
- ❖ 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.
- ❖ The college will offer concessions in fees to staff who register for research degrees at college Research Centre.
- ❖ **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 in Aurangabad in collaboration with Police Station, will be organized with the help of Women Development 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.



- ❖ Computing Laboratory and UGC Network Centre.
- ❖ 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.

Dr. M B Ubale  
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Dr. N K Wahegoankar  
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