Mahatma Gandhi Vidyamandir's

Loknete Vyankatrao Hiray Arts, Science and Commerce College, Panchavati, Nashik-422003

Strategic/Perspective Plan

(2019-20 to 2020-21)

Vision:

Bahujan Hitay, Bahujan Sukhay, the Path Shown by our founder father, Late Karmaveer Bhausaheb Hiray, a Great Educationist, Motivates us to Strive for academic Excellence by Exploring the Potentialities of economically weaker Sections of the Society by providing them opportunities to face Global challenges.

Mission:

To reach out to the poor, needy downtrodden, segregated and deprived, to uplift them by giving new directions, heights and aspirations through education.

Objectives:

• *To impart quality and value-based education to the students*

• *To strive for leadership qualities and scientific temperament*

• *To encourage innovations in teaching, learning and extension activities*

• *To empower girl students through education to become morally, socially and economically independent*

• *To promote national integrity, equality and social justice among students*

Strategic Plan:

The college has established strategic goals that will help the college fulfill its mission and purpose and achieve vision and mission of the college. The strategic plan of the college focuses on four themes.

- ✓ *Quality Education*
- ✓ *Student Success*
- ✓ *Organizational Effectiveness*
- ✓ *Service to the Community*

Each theme is comprised of objectives which address the following four perspectives

1. *Students and stakeholders*
2. *Financial resources*
3. *College policies*
4. *Organizational capacity*

Short-term Plan (Two-year Plan-2019-20 to 2020-21)

The college has designed the themes and objectives in order to uplift the quality of the college based on following key aspects.

1. SOP and HR Manual
2. Assessment existing academic programmes.
3. Linkages for the college development.
4. Designing of new programmes/courses to reinforce the existing programmes.
5. Framing of POs, PSO, and COs
6. Development of robust feedback mechanism.
7. Identification of faculty diversity; and augmentation initiatives in teaching-learning modality.
8. ICT development and its financial provision.
9. Reformation of pilot initiatives to cater student diversity.
10. Enhancement and augmentation in research.
11. Development of structured mechanism for attainment of performance outcome of students and evaluative reforms.
12. IPR programs
13. Best practices in extension activities and preparation of comprehensive roadmap.
14. Augmentation of physical facilities in the campus
15. Financial Provision for infrastructure
16. Focus on placement of the students
17. Engagement of alumni in college development.
18. Focus on strong governance and leadership.
19. Empowerment of teaching, administrative staff and non-teaching staff through orientation.
20. Sensitization of students and staff for gender and social equality
21. Creation of awareness for environmental consciousness and sustainability

22. Sensitization of students for human values and professional ethics

Sr. No.	Key Aspect	Action
1.	SOP and HR manual creation	*SOP for all departments and HR manual will be formulated.*
2.	Assessment existing academic programmes	*Collection and analysis of immediate feedback on existing curricula from teachers, students and other stake holders* *Collection and analysis of immediate feedback on capacity of the existing curricula to address local and regional needs.* *Programme Outcome, Programme Specific Outcome, Course (Subject / Paper) Objectives and Course (Subject/Paper) Outcome* *Focus on employability/entrepreneurship/skill development* *Introduction of CBCS*
3.	Linkages for the college development	*MOUs will be established with Industries and other professional bodies*
4.	Designing of new programmes/courses to reinforce the existing programmes	*Addition of new programmes/courses as per regional need of the students and industries* *New PG programmes, vocational, add-on and certificate courses will be added.*
5.	Framing of POs, PSO, and COs	POs, PSO, and Cos will be framed as per the guidelines of UGC.
6.	Development of robust feedback mechanism	*The feedback from the stakeholders will be taken on curriculum, existing programmes, and for the overall development of the college.* *Separate feedback portal (on website) will be developed for all stakeholders to register their feedback on curriculum.*
7.	Faculty development and enrichment; and augmentation	*Standard framework will be mechanized to assess necessary unified level for faculty capacity building.*

	initiatives in teaching-learning modality.	*Faculties will be motivated to upgrade their knowledge. Various induction programmes, FDP, conferences, seminars, webinars etc.* *E-content development*
8.	ICT development and its financial provision	*Addition of new ICT based tools for effective-teaching learning process*
9.	Reformation of pilot initiatives to cater student diversity.	*MCQ tests will be conducted across all discipline to assess slow and advance learners* *Remedial coaching will be provided to slow learners and some incentives and advanced learners (UG) will be motivated to study from reference books.* *Doubt sessions for both slow and advanced learners.* *All economically backward students will be made eligible for earn and learn scheme.* *Students will be asked to apply for various scholarships*
10.	Enhancement and augmentation in research.	*Identification of research credentials of faculty members* *Publications of quality research papers as per UGC CARE LIST* *Development of new research centers.* *Constituting 'Code of Ethics' to check malpractices and plagiarism in research* *Faculty will be promoted to apply for research projects* *Patent filings* *Organization of various conferences/seminars/webinars* *Incentive to the teachers for quality research publications.*
11.	Development of structured mechanism for attainment of	*Brainstorming sessions will be arranged with experts to devise program/course attainment as measure of*

	performance outcome of students and evaluative reforms	*learning outcome and objectives achieved* *Grievance Committee will be duly officiated/effected in all departments to address exam related issues*
12.	IPR programs	*Organization of IPR program*
13.	Continuation of best practices in extension activities and preparation of comprehensive roadmap.	*The NSS and SWO will continue with their respective best practices* *Regional Development will be kept in focus* *Strategies will be adapted towards participation of different academic departments and chairs in extension activities* *Health education through various activities*
14.	Augmentation of physical facilities in the campus	*Review of Departments to ensure adequate facilities for teaching learning process (viz. class rooms, laboratories, and technical infrastructure) will be done and address mechanism will be developed* *ICT infrastructure will be assessed. This will encompass Wi-Fi enabled campus, internet lab in all academic Departments, digitized classrooms,etc.* *Gymnasium facility in the campus will be augmented.* *Development of good quality ladies room for the girl students.*
15.	Financial Provision for infrastructure	*Budgetary provision will be made to meet expenses against* • *Creation of new infrastructure* • *Augmentation of Physical, technical, civil, ICT and infrastructure* • *Augmentation and maintenance of existing infrastructure*
16.	Focus on placement of the students	*Various activities will be undertaken to increase the placement of the students.*
17.	Engagement of alumni in college development.	*Potential alumni members would be continuously identified and a strong alumni network will be created.*

		Department-wise alumni meeting will be organized to explore their academic and financial contribution for development of University
18.	Focus on strong governance and leadership.	*Clear definition of roles and responsibilities of staff, at every level, will be prepared* *Feedback mechanism will be channelized to take regular stock of operational attainment of staff* *E-governance mechanism will be adapted at all levels*
19.	Empowerment of teaching, administrative staff and non-teaching staff through orientation.	*Welfare measures (group insurance, medical reimbursement, etc) will be planned for teaching and non-teaching staff for maintaining a healthy work ambience* *Financial assistance will be provided to faculty members for attending technical training programs, presenting papers in national/international conferences, orientation in globally recognized institutions* *Professional development programme will be planned periodically to cater necessities of all levels of staff* *Mechanism for self-appraisal of teaching will be strengthened* *Decentralization and participative management will be effected as mainframe of governance practice*
20.	Sensitization of students and staff for gender and social equality	*Programs on gender sensitization and issues on social scenario will be organized* *Differently-abled friendly facilities (wheel chair, ramp, lift etc.) will be created*
21.	Creation of awareness for environmental consciousness and sustainability	*Energy audit will be carried out across the campus and maximum usage of renewable sources of energy will be explored* *Department-wise sensitization program for environmental consciousness will be organized to create awareness among all students and staff.*

		Instructional plates/banners/stands will be erected across the campus
22.	Sensitization of students for human values and professional ethics	*Code of conduct for all staff will be prepared and displayed on website* *Programs will be arranged to inculcate human values and professionalism*