

Mahatma Gandhi Vidyamandir's
Maharaja Sayajirao Gaikwad Arts, Science & Commerce College,
Malegaon Camp.

PERSPECTIVE PLAN

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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
- ✓ Students Success
- ✓ Institutional effectiveness
- ✓ Service to the Community

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

- ✓ Students and stakeholders
- ✓ Financial resources
- ✓ College policies
- ✓ Organizational capacity

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

Short Term Strategic Plan (2019 - 20 to 2020 - 21)

1. Preparation of SOP
2. Assessment of Existing programs
3. Linkages for the college development
4. Designing of new programmes /courses to reinforce the existing programmes
5. Preparation of POs, PSO, and Cos
6. Development of robust feedback mechanism
7. Faculty Development and Enrichment
8. ICT development and its financial provision
9. Reformation in Examination initiatives
10. Enhancement and augmentation in research
11. Intellectual Property Rights Programs (IPR)
12. Augmentation of physical facilities in the campus
13. Best practices in extension activities
14. Focus on placement of the students
15. Engagement of alumni in college development
16. Focus on strong governance and leadership.
17. Empowerment of teaching, administrative staff and non-teaching staff through orientation
18. Sensitization of students and staff for gender and social equality
19. Creation of awareness for environmental consciousness and sustainability
20. Sensitization of students for human values and professional ethics
21. Participation in ISO and NIRF
22. Internal & External Audit of the College

Strategic / Perspective Plan 2017 - 2022

Sr. No.	Key Aspects	Action
1.	Preparation of SOP	SOP of all departments will be formulated
2.	Assessment of Existing programs	<ul style="list-style-type: none"> • Program outcomes, Course outcomes and Program Specific Outcomes will be framed and communicated to the students. • Collection and analysis of feedback on curricula from various stakeholder teachers, students, alumni and employer • Focus on employability/entrepreneurship/skill development

		<ul style="list-style-type: none"> • Introduction of CBCS pattern
3.	Linkages for the college development	New MoU's Linkages / Collaboration will be signed with the institution and industries.
4.	Designing of new programmes /courses to reinforce the existing programmes	New PG programmes, vocational, add-on, diploma and certificate courses will be added. New UG programmes/courses will be started as per regional need of the students and industries. To start specialization in TYBSC (Statistics) New Research centre will be started
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.
7.	Faculty Development and Enrichment	To inspire the faculty to undertake Ph.D. Degree/Post-Doctoral Degrees. To motivate the eligible faculty to apply for the Research Guide ship Faculties will be motivated to upgrade their knowledge. By attending various induction programmes, FDP, conferences, seminars, webinars etc.
8.	ICT development and its financial provision	Inclusion of new ICT based tools for enhancing teaching - learning process, Creation of smart class rooms, Wi-Fi enabled campus, internet facility will be provided to all academic Departments
9.	Reformation in Examination initiatives	Grievance Committee will be duly officiated /effected in all departments to address exam related issues. MCQ tests will be conducted across all discipline to assess slow and advance learners. To arrange continuous Internal Assessment for Students' Success. To adopt various internal assessment methods like Assignment, seminars, internal tests etc.
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.

		<p>To create awareness amongst the faculty members about malpractices and plagiarism in research publications.</p> <p>Faculty will be promoted to apply for research projects (Major /Minor) to ICSSR, DST, DBT of UGC and BOD Pune,</p> <p>Patent filings initiatives will be taken</p> <p>Organization of various conferences /seminars /webinars</p>
11.	IPR programs	<p>Research and PG departments will be intimated to organize workshop and FDP on Research Methodology/Ph. D. Course work programs</p>
12.	Augmentation of physical facilities in the campus	<p>The college will develop good quality ladies room for the girl students.</p> <p>The college authority will take the initiatives in the augmentation of Physical, technical, civil, ICT and infrastructure</p> <p>Augmentation and maintenance of existing infrastructure</p>
13.	Extension activities	<p>The NSS / NCC and SWO will continue with their respective best practices</p> <p>Regional Development will be kept in focus</p> <p>Strategies will be adapted towards participation of different academic departments and chairs in extension activities</p> <p>Health education through various activities</p>
14.	Focus on placement of the students	<p>Various activities will be conducted to increase the placement of the students.</p>
15.	Engagement of alumni in college development	<p>The alumni registration will be carried out. So that strong alumni network would be created. The alumni association will be strengthened. Department-wise alumni meeting will be organized to explore their academic and financial contribution for the development of college.</p>
16.	Focus on strong governance and leadership.	<p>E-governance mechanism will be adapted at all levels</p> <p>Clear definition of roles and responsibilities of staff, at every level, will be prepared</p> <p>Regular feedback of staff will be taken to improve</p>

		the quality of the college
17.	Empowerment of teaching, administrative staff and non-teaching staff through orientation.	<p>Welfare measures (group insurance, medical reimbursement, etc) will be planned for teaching and non-teaching staff as per the Govt. and University statute, for maintaining a healthy work ambience</p> <p>Financial assistance will be provided to faculty members for attending technical training programs, presenting papers in national/international conferences, orientation in globally recognized institutions</p> <p>Professional development programme will be planned periodically to cater necessities of all levels of staff</p> <p>The computer training programs for teaching & non - teaching staff will be organized</p> <p>Mechanism for self-appraisal of teaching will be strengthened</p> <p>Decentralization and participative management will be effected as mainframe of governance practice</p> <p>Confidential Reports of all level staff will be collected</p>
18.	Sensitization of students and staff for gender and social equality	<p>Programs on gender sensitization and issues on social scenario will be organized</p> <p>Differently-abled friendly facilities (wheel chair, ramp, lift etc.) will be created</p>
19.	Creation of awareness for environmental consciousness and sustainability	<p>Energy audit will be carried out across the campus and maximum usage of renewable sources of energy will be explored</p> <p>Department-wise sensitization program for environmental consciousness will be organized to create awareness among all students and staff.</p> <p>Tree plantation in the campus and off the campus be made and Campus Beautification be made.</p> <p>Botanical garden will be enhanced with the various medicinal plants</p> <p>Instructional plates/banners/stands will be erected across the campus</p> <p>Around the campus wall the messages of</p>

		environmental conscious and sustainability will be posted.
20.	Sensitization of students for human values and professional ethics	Code of conduct for the students will be prepared and displayed on college website as well as prospectus. Code of conduct for all staff will be prepared and displayed on website Programs will be arranged to inculcate human values and professionalism
21.	Participation in ISO and NIRF	The college will submit proposals for the ISO & NIRF.
22.	Internal & External Audit of the College	The Internal and External Academic & Administrative Audit of the college will be conducted

I : Curricular Aspects

- Appointment of new teaching faculty.
- Introduction of new UG and PG programs
- Initiative to start new certificate / diploma / value added/ skill development courses.

II: Teaching and Learning

- To start Certificate/ Diploma / Value added Courses
- The online platforms like Zoom, Google Meet, Google Classroom, should be explored to bring out the teaching-learning.
- To start new UG program in BBA(Commerce)
- To start specialization in TYBSC (Statistics)
- To ensure ICT enabled teaching techniques
- E-Content Development should be priorities and systematize for the smooth conduct of online teaching and learning
- To upload the e-content material on YouTube channel of the college & E-library portal of the college.
- To motivate staff for creating their own You Tube channels
- To enroll more students in N-List
- To create Google class rooms and WhatsApp groups of individual

teachers

- To arrange Industrial /field Visits by various department
- To obtain systematic feedback from various stakeholders and to prepare action taken report.
- To organize Department-wise webinars on current issues of syllabi
- To organize International, National seminars, Conference and Webinars
- To prepare Program Outcome(PO's) Course outcomes (CO's) and Programme Specific Outcomes (PSO's) for UG and PG
- To conduct internal and External Academic and Administrative Audit (AAA) of the college for the year 2021 - 22
- To conduct more extension activities
- To organize faculty development program on Research Methodologies
- To organize staff training programs and workshops on handling of various modules of campus360
- To organize workshop and lectures on National Educational Policy 2020
- To introduce new PG programs in Mathematics, Botany, Psychology, History
- To start Specialization in Statistics as per the demand of the students
- To conduct NET/ SET coaching classes / workshop
- To start new Ph. D. Programs in Botany, Psychology,
- To conduct workshop on E- content development in collaboration with library, dept. of computer science and IQAC
- To purchase statistical software for analysis purpose

Examination Evaluation System

- To arrange Continuous Internal Assessment to increase students' progress.
- To conduct online tests by using the Google online tools.
- To prepare the blue print of Examination Reforms.
- Extension Activities through departments/ NSS/ NCC/ Alumni.
- To apply for the conduct of various programs under Students' Development Department of S.P. Pune University.
- Value added programmes be conducted.
- Remedial classes in the subjects like Economics, Banking, Accounting, English, Chemistry, and Physics be initiated.
- Carrier oriented/carrier opportunity programmes be organized by the Competitive Guidance Cell.

III : Research , Consultancy & Innovations

- To inspire the faculty to apply for more research projects, to SPPU, ICSSR, DST, UGC, & DBT star.
- Ensuring research as part of academic culture and to promote the faculty to publish their
- research papers in more quality journal (UGC care listed and Peer reviewed) with good impact factor.
- To organize workshop on IPR with the help of research centres
- To inspire faculty to undertake Ph.D. Degree/Post-Doctoral Degrees.
- To motivate the eligible faculty to apply for the Research Guide ship.
- Creating SOP for enhancing the quality of research in various departments
- To arrange Historical Visits by History Department.
- To depute the faculty to attend the Online FDP's like Orientation, Refresher and short term courses.
- To collaborate and sign MoUs with other institutions/industrial organizations.
- To ensure these MoU's are functional by organizing various activities.

IV : Infrastructure & Learning Resources

- To increase infrastructural facilities as per the recommendation of the NAAC peer team Cycle 2nd.
- To create of new infrastructure
- Augmentation of Physical, technical, civil, ICT and infrastructure
- Augmentation and maintenance of existing infrastructure
- To establish library reading room
- 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.
- Reading room facilities for boys and girls will be enhanced

V : Students Support and Progression

- Mentorship programme to be strengthened accordingly the students be adopted by the faculty.
- Tree plantation in the campus and off the campus be made and Campus Beautification be made.
- To arrange Inter collegiate tournaments after Covid Pandemic.
- To organize activities under Alumni Association and increase the alumni funding.
- To organize Parents' Meets and Alumni Association Meets
- To conduct more activities under Alumni Association of the college
- To Increase Sports Participation at the Zonal and University Level.
- Strengthening the placement of student and to make the placement cell more active and vibrant.

VI : Management, Governance & Leadership


- To Participate in NIRF Ranking.
- To participate in ISO
- Initiate full automation and paper less administrative functioning.
- Preparation and Submission of data to AISH E & MIS.
- To prepare and submit Annual Report of the college to the University within stipulated time.
- To prepare and Submit the AQAR within stipulated time to the NAAC office.
- □.To develop botanical garden in the campus by adding more saplings.
- To empower teaching, administrative staff and nonteaching staff through orientation.
- The Welfare measures (group insurance, medical reimbursement, etc) will be planned for teaching and non-teaching staff for maintaining a healthy work ambience.
- The 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 the teaching & Non - teaching staff.
- Mechanism for self-appraisal of teaching and non -teaching staff will be strengthened
- To take Review of Departments in ensuring adequate facilities for teaching learning process (viz. class rooms, laboratories, and technical infrastructure) will be done and address mechanism will be developed.

- Self-appraisal/Annual Performance Indicators for the faculty to be conducted and
- Internal & External Academic & Administrative Audits be conducted.
- To organize activities/ webinars / programs based on Gender Related Issues Vishakha Committee / ICC in collaboration with Vishakha Committee of Management.

.VII: Best Practices , Institutional Distinctiveness

- To conduct E- waste management, Energy Audit and Green Audit through external reliable agencies
- To install solar energy and maintaining the poles with solar bulbs in the college premises.
- Programs on gender sensitization and issues on social scenario will be organized.
- Differently-abled friendly facilities (wheel chair, ramp) will be created.
- To take initiative of Rain water Harvesting


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