**Kamdhenu Sevabhavi Sanstha’s**

**Vasundhara College of Arts, Science and Commerce**

**Ghatnandur, Tq. Ambajogai, Dist. Beed**

Perspective Plan of the Institution

 **Year: 2017 to 2023**

**About the College:**

# This is the only college that provides higher education facilities in Ghatnandur area, around 30 villages backward class students especially girls take higher education in the rural area. This college has established by the Primary teacher Balasaheb Deshmukh with the purpose to get higher education to rural areas students. The Educational facilities were very poor before 2000. Before the year 2000 the aspiring students of the area used to go to Ambajogai and Parli Vaijnath for education as there was no senior College in Ghatnandur. The Railway lines reaching Parbhani on one side and Hyderabad on the other are the main links to Ghatnandur. This is the only place in Ambajogai taluka connected by Railway. Nearly 30 villages around Ghatnandur come under its command area. Institution established in 2000 with the pure motif of educating all the sections of masses. The College has established science faculty in 2009, and Commerce faculty in 2014 on purely non-Grant basis in this area. Our college aims to impart education to poor and needy students. We have been struggling hard to achieve just academic and society uplifting objectives. We are proud to say that our college fulfils all the expected potential. Our college is situated in the undeveloped region of Marathwada, most of the people are sugar cane labours. It caters to the needs of all sections of communities by offering arts, science and Commerce courses. Library and Canteen are available in the campus. The region is generally inhabited by the nomadic tribes who were far from the higher education

# The College has completed more than 22 years of magnificent service in the field of academics, sports, performing arts, social awareness, national integrity and other extracurricular activities. The College is affiliated to Dr. B.A.M.U., Aurangabad, has gained the status and social recognition over the years which are evidenced by commendable performance of our students at university examinations. The College has produced a number of luminaries in the field of academics, industries, politics, sports and extracurricular activities We are pleased to present a Perspective Plan for the next five years,

# Introduction

 As per the Vision Statement of the National Policy of Higher Education and guidelines of National Assessment and Accreditation Council (NAAC), Bangalore, for enhancement and sustenance of the quality, the College has prepared a Plan of Action (Perspective Plan) for the academic year 2017-2018 to 2022-23 by taking into consideration the quality indicators of seven criterions of NAAC this plan has been prepared by the institution. Our college offers degree programmes in various Indian languages like Marathi, Hindi, English. Classes are conducted in local language along with English. In order to promote /integrate the local language, art and culture, compulsory curricular and co-curricular activities are conducted.

The expectations of stakeholders, management policies and goals and objectives of the college are taken into consideration during preparation of the Perspective Plan by Internal Quality Assurance Cell (IQAC) of the college. The IQAC plays a vital role in maintaining and enhancing the quality of the institution and suggests quality measures. Recommendations of Peer Team of NAAC and its respective action plan along with innovations are incorporated in perspective plan. Student feedback mechanism, self-appraisal by teachers, introduction of teachers training programmes, faculty improvement programmes, establishment of staff academy, planning forum & Economics Association, Science Association, encouragement to teachers for research are some of the measures were taken for at priority

## Curricular Aspects

## Faculty Appointment

Kamdhenu Sevabhavi Sanstha’s Vasundhara College of Arts, Science and Commerce will appoint well qualified and experienced teachers by the guidelines of UGC, Government of Maharashtra and Dr. Babasaheb Ambedkar Marathwada Universities, Aurangabad. The teachers will go through the rigorous interview process before the appointment and faculty development/induction programmes, subsequently.

## Academic Assessment

Academic assessment of the college about the performance in academic, curricular, co- curricular, extra-curricular, research and extension, augmentation of academic infrastructure, student progression and innovative practices is done through the Peer Team Dr. Babasaheb Ambedkar Marathwada University, Aurangabad which include Senior Principals and IQAC Coordinator & Senior Professor and action will be initiated on their recommendations.

## Strengthening of Existing Programmes Quantitative

We will strengthen the following programmes by introducing the additional (second) divisions

## Undergraduate Degree Programmes

* B.A.
* B.Com.
* B.Sc.

## Other Programmes

**Career Oriented Programme**

* Certificate Course
* Diploma Course
* Remedial Programmes

## Augmentation of Academic Infrastructure

Along with quantitative expansion of programmes, we will augment our academic and physical infrastructure such as-

* Central Library,
* No. of Classrooms,
* Science Laboratories,
* Computing Facility Centre,
* ICT Rooms,
* Smart Classrooms,
* Students’ solution Centre,
* Seminar Hall,
* Departmental Library,
* Wi-Fi Campus,
* CCTV
* Ladies Room
* Reading Room for girls and boys
* Separate Departments
* Offices for Support services (I.Q.A.C., N.S.S. Placement Cell, Common Staffroom, Examination Room, Special ladies room etc.)

Qualitative Strengthening of Existing Programmes

## Use of ICT in Teaching Learning System

We will increase the use of innovative teaching and learning resources like LCDs, power point presentations, models, Internet connections, smart classrooms, Smart Boards, free Wi-Fi Campus, Computing Laboratory for students, Computers only for the administrative purpose,

## Seminars, conferences and Workshops

* **Organizations of** **Conferences, Seminars and Workshops**

Institution will give support services to organize conferences, seminars and workshops. Academicians, industrialists, subject experts from other institutions and universities will be invited as resource persons and will make an effort to get acquainted with the emerging Techniques in research, trends and updates of the industries and subject matters.

## Deputation to Conference, Seminars and Workshops

College will depute the faculty to participate and encourage presenting their research papers in seminars, conferences and workshops.

## Development of Linkages

With a view to execute curricula, we will develop the linkages with academic institutions and industries for research collaborations and field visit, internship and placement of students respectively.

## Curriculum Design and Development

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

Our faculty will participate in curriculum design and development of courses / programmes, in Board of Studies of respective subjects.

## Active Participation in Curriculum Design and Development at College Level

Faculty will be actively participated in curriculum designing and development of affiliated and autonomous certificate, diploma, advance diploma, and remedial programmes.

## Effective Communication of Curriculum Design and Development to Faculty

The College will effectively communicate the curriculum design and development to Board of Studies of respective subject of Dr. Babasaheb Ambedkar Marathwada Aurangabad university and will depute the eligible faculties for participation in seminars and workshops organized by respective BOS.

## 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, and remedial programmes.

## Feedback on Curriculum

The institute seeks feedback on the curriculum, academic process and academic ambience from all its stakeholders such as Students, Teachers, Employers, Alumni etc. We will develop the mechanism to obtain the feedback on curriculum, its scientific, systematic analysis and interpretation and we will enhance this for effective communication to concerned authorities for revision and restructuring of curriculum.

## Curriculum Update

The BOS member of college will actively participate in curriculum update process at university level, by representing on different academic authorities. Faculty will also involve in curriculum updating of Professional courses like Career Oriented certificate and diploma courses at college level. We will evolve an effective system of communication of curriculum update and aspects of its execution to the concerned stake holders.

# Teaching-Learning Process

## Innovations 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 of Government of Maharashtra and Dr. Babasaheb Ambedkar Marathwada University 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 -Principal and vice versa which will facilitate two-way effective communications.

## Dual Programme System

We have traditional programmes such as B.A. / B.Com. / B.Sc., 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, Career Oriented Courses and bridge programmes facilitate the focused study.

## Strengthening of Centre of Y.C.M.O. University, Nashik

Students should not be deprived of Higher education, from June 2015, B.A. Programme of Yaswantrao Chavan Open University is running in the Institution. We have well established Centre of Y.C.M.O. University, Nashik.

## Record of Attendance

Attendance of student for each lecture shall be maintained and reported to the designated committee. The students having with less than 75% attendance shall be identified and their attendance report shall be communicated to the parents and necessary action shall be taken against them according to rules.

## Recognition of Merits

Student with top academic performance shall be felicitated and rewarded with prizes on Annual Prize Distribution Day every year through the ***Yashwant Purskar****.* This will motivate the students for achieving academic excellence. Through the ***Yashwant Purskar*** not only college students will be felicitated but also all the stakeholders of around schools and colleges who are excellent in their respective field.

* **Marriage Ceremony**

Every year college will conduct very unique activity like, “Marriage Ceremony” for economical weaker sections of the society,

## 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 implement the remedial coaching for weaker students and concentrate on enhancing aspects like knowledge, attitude and skill.

## Encouragement to Students

Students will encourage to participate in co-curricular and extracurricular activities. Interactions with students at various levels will help to assess students’ knowledge and skill. Motivation given to students for participating in Debate Competition, Gandhi Research Foundation exam, Cultural Activities, Sports activities, Summer coaching Camp, Open Art Festival, Career Oriented programmes, Flood Affected Rallies, NSS Activities, Blood Donation Camps

writing small articles, drawing pictures, photography, and publish this matter in Annual College Magazine ***Shabdai***, Students will support through the “Students Development Fund of the College” will help to the economically backward classes students to pay the fees of admission, Examination fees and other Sports and Cultural activities.

## Guest Lecture Series

Elaborative lectures of guest faculty will be organized to broaden the knowledge horizon of learners under various college committees like Literary Association, Women’s Redressal Cell, Placement Cell, Bhasha Wangmaya Mandal, Science and Social Science Association etc.

## 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 and Alumni Meet

## Parent and Alumni Meet will be conducted regularly, The alumni meet is an effort to convince the alumni to contribute to academics, research, infrastructure, and extension for the overall development of the college. Communication with alumni means we can keep them informed of our achievements and make them part of our institution's future. The alumni association plays a vital role to shape the future of the college by representing the views of its members. Alumni and parent meet strengthen the ties between alumni, the community, Institution and the parents 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 Knowledge Resource Centre 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. We will also announce prize for Best Reader.

## Strengthening of Innovations and Discipline in Teaching-Learning Process cademic 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.

## 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.

## Extensive Use of ICT in Teaching

The faculty will be motivated and trained to use various teaching techniques and aids. Special efforts will be made to improve the learning and communication skill of learners like use of Online Web courses related to curriculum.

## Motivation for Research

* The teachers and students will be motivated to undertake research activities such as preparation & submission of Research Projects Proposals to various funding agencies like UGC, DST, DBT, SERB, MOEF etc., publication of research papers in reputed journals with impact factors 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 UG/ and research students and staff members for the completion of their 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, Govt of Maharashtra and Dr. B.A.M. U., Aurangabad 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 / Conference/ Workshops / Faculty Development Programmes**
* **Organization of Seminars / Conference/ Workshops / Faculty Development Programmes** The college will continue the efforts in organizing seminars /Conference/ workshops / faculty development programmes collaborating with UGC, INSA, SGBAU, DST, DBT, NGOs, GOs etc. for improvement of quality of faculty.
* **Deputation to Seminars / Conference/ Workshops / Faculty Development Programmes**

The college will continue the policy to depute faculty for seminars /Conference/ workshops / faculty development programmes organized by other institutions at different levels.

## 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.

## 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.

## 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 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 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.
* 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 coordination 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 multi- faculty, undergraduate college, 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, ICSSR, DBT, DST, SERB, BRNS, University etc.
* We will continue 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 and other requirements, as per needs for carrying out research activity will be provided.
* Formulation of Institutional Research Committee for promotional activities to be undertaken for students and faculty.
* We will continue to make an effort to promote research association with universities, industries and institutes.
* Exposure of faculty and 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 programme 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.
* College will promote faculty to submit proposal for research grants from UGC, DBT, DST, University etc.
* Motivate faculty to apply for Patents
* Promote participation in international conferences/ seminars/workshops/symposium

## Consultancy

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

## Extension

* We will strengthen our NSS unit by conducting various activities listed below
* Anti-sexual harassment, Gender Sensitization Programs should be conducted every year
* Rally for flood victims
* Independence Day
* Cleanliness campaign
* Agriculture Day
* Covid vaccination
* Voting public awareness
* Youth camp for health and rural development
* **Veterinary camp**
* Celebration of Birth and death anniversaries of leaders
* Marathwada Mukti Sangram Day
* Constitution Pride Day
* University anniversary day
* To help the health department during the Pandemic Situation
* Rally for flood victims’ as per need
* Revolution Day
* Youth camp for water conservation
* Unnat Bharat Abhiyan activities
* Distribution of food grains and clothes to the poor and needy people. etc., should be organize every year as per requirements.
* The above activities are helpful for the holistic development of the students. These activities help the students for their mental, physical, social, emotional, and spiritual growth
* 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.
* Variety of outreach programmes will be organized by different departments apart from excursions.
* Blood donation camps will be continued to arrange in association local agencies
* College premise will be always made available to conduct the examinations of YCMOU, Playground will be made available to the sports and training activities of neighboring institutions and organizations, etc.
* Teachers of our college will deliver lectures in various awareness Programmes on Gender Equity, awareness programmes on health hygiene and personal sanitation, electrical safety, soil testing, environment, cleanliness campaign, energy and environmental conservation campaign and tree plantation etc. in the neighboring villages.
* College will conduct best practice “Open Art Festival” to enhance the artistic qualities of students
* Every year College will conduct second best practice “Summer Coaching Camp” to create interest not only in the college students but also in the students of other schools and colleges.
* Every year college will conduct Debate competition to develop rhetorical skills among students
* Every year college will publish ***Shabdai*** magazine to create interest in writing poems and articles among students.
* Every year college will conduct campus interviews to provide opportunities of employment to the students in campus itself.
* To keep the students and faculty abreast with various academic, research and extension activities taking place around, the college has planned to sign MOUs, linkages and collaboration with government and nongovernment organization and colleges.

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## 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 as per students.
* Optimum utilization of available infrastructure and learning resources. The need has been fulfilled of separate Science wing for department of Chemistry, Zoology, Physics, Botany, Computer Science, Mathematics and Commerce Department.
* Maintenance of infrastructure and learning resources as per requirements
* Continuous efforts to obtain grants for infrastructure development under Development plan of UGC.
* More specifically, practices of institution in respect to provision of infrastructure and Learning Resources will be as follows-
	+ Adequate number of specious and ventilated class rooms.
	+ Adequate number of specious well-equipped laboratories.
	+ Specious and fully computerized Central Library with ever increasing
	+ Holdings and user friendly and comprehensive Library services.
	+ Departmental faculty rooms with departmental libraries, computers and internet facilities.
	+ Drinking water facilities with coolers and water purifiers.
	+ Adequate number of toilet blocks for students and staff.
	+ Well-furnished Conference Room.
	+ Facility for Physically disabled person
	+ Well-furnished and fully computerized Administrative Office.
	+ Spacious, well-furnished, well-ventilated Cafeteria.
	+ ICT room
	+ Smart Class Room
	+ Room and Computing Laboratory.
	+ Science Resource Centre with Central Instrumentation Laboratory,
	+ Conference Room
	+ Playground with all possible outdoor sports facilities.
	+ Spacious N.S.S. office.
	+ 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 generator facility ensured continuous and uninterrupted flow of electricity.
	+ Well maintained gardens.
	+ Well-developed botanical garden.
	+ Well secured firefighting facilities.
	+ Complete automation of Library services.
	+ Computers at laboratories, offices, Library and departments with LAN.
	+ Reading rooms facilities to alumni and outsiders.
	+ Specious 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, 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, 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 has plan in the future to develop a competitive exam coaching center through external agencies in the college campus.
* 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 Sports department, administrative office and all science laboratories.
* An effort shall be made to start state transport bus 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.
* Student friendly environment shall be created within the campus to help the students having rural background to build their confidence.

## 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.

## Human Resource Management

For effective Human Resource Management following steps shall be taken-

* Periodical faculty and staff development programmes.
* Comprehensive and effective performance appraisal of faculty and staff.
* Team building, initiatives and good interpersonal relations.
* Conducive 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 by Sanstha and Government Finance Department of the accounts.
* Continuous efforts to obtain development grants from funding agencies such as UGC, ICSSR, DBT, DST, University etc.

## Environmental issue

* The protection and conservation of the environment has been the need of the hour. Therefore, the college has planned following activities:
	+ Development of College Garden
	+ Plantation in and around the campus
	+ Save Energy Campaign
	+ Campaigns against Air, Water and Sound Pollution
	+ Solar lamp and use of LED

 **Institutional Values and Best Practices**

* Initiatives to promote gender equity in the institution:
* Safety and Security:
* CCTV Surveillance
* establish Internal Grievance Redressal Cell (Vishakha)
* Equal participation of boys and girl should be in each Programme

 **Best Practices:**

Open Art Festival and Summer Coaching Camp these both best practices should be organizing every year in the institution

 