



Maratha Vidya Prasarak Samaj

G. M. D. Arts, B. W. Commerce and Science College, Sinnar, Dist. Nashik

Affiliated to Savitribai Phule Pune University, Pune

Best College Awarded by SPPU2012-13

www.gmdcollege.in

ISO 9001:2015 Certified College

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INTERNAL QUALITY ASSURANCE CELL

CRITERION 6: Governance, Leadership and Management

6.2.1 Perspective Plan and Deployment



Perspective Plan and Deployment



MARATHA VIDYA PRASARAK SAMAJ, NASHIK'S

G.M.D. ARTS, B.W. COMMERCE AND SCIENCE COLLEGE SINNAR

NAAC 'A' GRADE (THIRD CYCLE)

LONG TERM PERSPECTIVE PLAN FOR 2022-2027

Current Status of college:

Our college is permanently affiliated to Savitribai Phule Pune University, Pune. The present status of our college is Grant In Aid.

Presently our college is preparing to face fourth cycle of NAAC as well as also preparing for the implementation of NEP-2020.

We have a long and rich history. It is the oldest college for higher education in the region and serving the society in rural background area since 1969.

We have been running 17 UG, 10 PG and 01 research center in Chemistry.

An in-depth analysis of activities of the Institute helped in generating a comprehensive understanding of its strengths, weaknesses and opportunities. These were prioritized as follows:

Institutional Strengths

- A well-motivated and dedicated staff
- Reputation as the leading College.
- A long rich history: oldest college for higher education in the region and serving the society in rural background area since 1969.
- Affordable quality education to cater the needs of the marginalized section of the society.
- High reputation as innovative, progressive institution for conducting assessment, examinations and monitoring of curriculum delivery
- Adequate and reliable ICT infrastructure.
- Promoting girl education with large number of girl students.
- Teaching and Non – teaching Staff Development Scheme in place.
- Existence of a well-structured calendar of activities.
- Strong linkage with industry

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Institutional Strengths

- College Development Committee
- Well-structured feedback system
- Skill oriented education
- Numerous department level associations to conduct plethora of programs and events to enhance student engagement
- Culturally diverse student body which enhances the educational experience and improves cultural awareness.
- Mentor- mentee programme to provide professional socialization and personal support to facilitate success in college and beyond.
- Several initiatives to enhance the environment within the College like green audit with the motto of '**Green College, Clean College**'.
- Students motivated to conduct myriad of events for the improvement of community like rallies against drug abuse.
- Artistic and Cultural Performances like youth fest, NSS and NCC activities to link the students with their culture and traditions.
- Good track of ISR.
- Conducive environment for female faculty.

Institutional Weaknesses

- Lack of staff in specialized areas e.g. full-time research staff
- Inadequate use of available research materials.
- Significant cohort of alumni to raise funds yet to be cultivated.
- Some classrooms that are in need of enhancements; limited availability of seminar and meeting rooms.
- Ability to hire & retain faculty.
- Need more funding for library and tutoring services.

Institutional Opportunities:

- Excellence itself through digital initiatives.
- To efficiently implement MIS
- Engaging development partners on issues.
- Links with other institutes of better performance
- Capacity to better research projects.
- Secure additional alumni support.
- Continue to secure funding to establish and support training programs from external funding sources.
- Develop quality online programs for students.
- Enhance greater collaboration between workforce and academic departments.
- To expand interest in academic program and cultural activities.
- Increased value of higher education completion.
- To bridge gap between curricular & societal interests
- To implement New Education Policy 2020.
- To start more research centres in humanity, commerce & Science disciplines

Institutional Challenge

- Competing Education Institutions.
- Government policies on Education.
- Frequent transfer of competent staff.
- Decreases in state funding.
- To increase the interest in research

Five Year Perspective Plan:

While preparing the present perspective plan, the College has considered following main objectives:

- 1) NAAC-the observer of quality bench marking in higher education
- 2) To fulfil Vision and Mission Statement of Our College – Green College, Clean College.
- 3) To complete the extension of science laboratories.
- 4) Quality Policy of the College

Objectives of Perspective Plan

- Writing a vision document envisages a concerted team effort. Considering the background of our college as an institution imparting quality education, the College has identified the broad aim of perspective plan as follows:
- To institute a sustained quality system embedded with a conscious, consistent and programmed action;
- To create an enabling academic environment for students embedded with sincerity, discipline and commitment;
- To mould humane citizens of the nation;
- To establish globally the brand image of the college;
- To emerge as a model college for quality education.
- To create advanced facilities of sports and games on the college play-ground

To achieve determined aims, a set of following objectives are identified to be achieved through this perspective plan over the next 5 years

- To uphold continuously good academic performance;
- To inculcate learner centric and effective teaching learning process;
- To ensure transparency and credibility in the process of students' evaluation;
- To develop a comprehensive system of student mentoring and student support;
- To take care of horizontal and vertical up gradation of students considering the limits of time and expectations;
- To create a research culture in faculty and students.
- To launch value added and skills development programmes improving the employability of students;
- To motivate students for self-employment and to enable them to emerge as entrepreneurs;
- To involve a friendly, efficient and flawless administrative set up ensuring a smooth day to day functioning;
- To empower faculty about emerging trend in their profession for academic advancement.
- To make our college able to implement New Education Policy- 2020.

The following points focus on the Institutional perspective plan for the next five years:

Teaching and Learning Plan:

- Development of more smart classes with state- of- art facilities.
- Extensive use of online Teaching and Learning resources.
- More MoUs for Student Exchange Programmes.
- Start additional UG/PG Programmes according to New Education Policy-2020.
- Use of advanced technology in e-governance in various sections of the institute.
- Strengthen Library by adding with more books and e- journals by providing additional space to the Library.
- Apply for Infrastructure and equipment's grants Under DST and UGC funding
- Conducting Academic & Professional enhancement programmes.
- Strengthen of the use of ICT and enhancement of the tools in Teaching Learning processes.
- Introduce Best Teacher Award to motivate the teacher to excel in their profession.
- Develop Virtual and Digital Classrooms.
- Organize food festival.
- Start student facility Centre to provide- stationary, Xerox, internet etc. to the students.
- Organize more faculty development programmes.
- Motivate faculty members for research work
- Motivate and depute teachers to Orientation Courses and Refresher Courses

Teaching and Learning Plan..

- More focus on students' welfare activity like Career counselling and guidance centre, Training in competitive examinations, Earn and Learn' schemes for students, Orientation program and skill training etc.
- Digital lectures through google meet, zoom meet for 35 minutes

Research and Development Plan:

- Educational linkages in terms of more MoU with premier institutions and take up collaborative research projects
- Promote participation of staff members in FDPs like refreshers and orientation programmes
- Promote inter-disciplinary research
- Set up separate research labs
- Promotion of publication in indexed research journals
- Promote faculty members to have at least one major/ minor project
- Conduct more International Level Conferences and Workshops.
- To construct Research centre and Patent Cell in the college and to strengthen them.
- Motivate faculty to apply for Patents.
- Enhance the research aptitude of teachers and students
- Promote participation in International conferences/ seminars/workshops/symposium
- Submit Proposal for the provision of seed money for the research

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Research and Development Plan..

- Involve more faculty members and students in research activity.
- Provide research grant to faculty and students.
- Motivate the teachers to participate and provide financial support for international conferences.
- Organize International, National and State level conferences, workshops, seminars etc.
- Enhance Entrepreneurship, job skills to ensure placement.
- Teachers will be motivated to prepare research projects proposals to submit to the funding agencies like UGC, university research cell, DST.
- To motivate the interested students in research to utilize the work of research advisory committee, research and development cell etc.

Community Engagement Plan:

- Introduce community service into curriculum of UG programme with credits
- More tie-ups with NGOs
- Adoption of more Villages for community programme like Tree Plantation, Cleanliness, eradication of superstitions.
- To distribute sweet and clothes to more needy people of society.
- Assist government and local bodies in Community projects.
- Implement extra-curricular and other activities through N.S.S. and N.C.C etc. to develop the spirit among students to serve the community.
- Engagement of college with local bodies (Municipal Corporaion, Irrigation Dept, Panchayat Samiti, Tehasil, Gram Panchayats, etc.) and social programmes in the form of consultancy, Rural Water schemes, *Unnat Bharat Abhiyan*, *Swatch Bharat*, other government schemes, Gram Panchayat Development Plan preparation, Knowledge input to self-help group, Techniques and Management of solid waste in the city/village, enhancing tourism etc. for the development of society.

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Industry Interaction Plan:

- Invite Industry experts for motivating students and provide practical knowledge
- Strengthen Campus placement and training facility by making more industry linkages
- Promote student to work on real projects for industries
- To increase internship for the students in Banks, Industries etc.

Internationalization Plan:

- More MoU with International Universities/Institutions for higher studies
- Create awareness about clean and green campus, and to conduct better green audit of the campus.
- The system shall be developed for e-attendance system for automatic attendance recording by a biometric device and server to keep the record for both teachers and students.
- What GMD College, Sinnar is aiming for from Five year perspective plan...

Curriculum Development

- Development of dynamic curriculum with industry input.
- Professional skills development in students, staff, and Faculty.
- Choice and flexibility in curriculum.
- Participation of industry professionals in teaching.
- Student-centered learning strategies
- Project and research based teaching-learning processes
- New pedagogy methodology
- Motivating teachers for research.

Academic Resources

- Development of dynamic curriculum according to NEP-2020 expectations.
- Professional skills development in students, staff, and Faculty.
- Choice and flexibility in curriculum according to NEP-2020.
- Participation of industry professionals in teaching.
- Preparing teaching staff and students to use bilingual teaching and learning
- Student-centered learning strategies
- Project and research based teaching-learning processes
- New pedagogy methodology
- Motivating teachers for research.

Academic Monitoring

- Curriculum Implementation and Assessment Norms
- Continuous assessment
- Result Analysis
- Development and Use of new learning resources
- Improved Students attendance
- Improved Library facilities and e-Resources
- Laboratory standards and Manuals
- Closed Loop system i.e. corrective measures through feedback mechanism.
- NAAC accreditation of college & different audits like green, energy, gender academic etc.

E-Learning

- Curriculum Implementation and Assessment Norms
- Continuous assessment
- Result Analysis
- Development and Use of new learning resources
- Improved Students attendance
- Improved Library facilities and e-Resources
- Laboratory standards and Manuals

Faculty Development

- To promote the faculty to register for Ph.D. course
- To publish more research papers in UGC care listed.
- To participate in various Conferences with research papers
- To participate in FDP, Orientation, Refresher, Short term Course etc.
- To use subscribed online e-resources like N-LIST, DELNET
- • Management skills (Project & Time management)
- • Hands-on-skills trainings.
- • Financial management training
- • Intellectual Property Management
- • HR and Interpersonal Communications training.
- • Life Skills, communication skills & Professional Skills
- • Research Methodology

Centre of Excellence

- To start master program in computer science
- To start research centre in commerce
- To propose for more research centres in other disciplines
- To organize lectures for PG students about competitive examinations
- To make the faculty and students updated about recent advanced technology
- Intellectual Property Management
- HR and Interpersonal Communications training.
- Life Skills, communication skills & Professional Skills

Skill Development

- To motivate the students to become entrepreneurs.
- To promote the students for self-employment including small scale industries
- To promote science and technology development
- To support 'Start up' for traditional knowledge
- Development of employability and life skills of the students
- Development of communication skills of the students

Non-Teaching Staff Development

- To give training using advanced software for administration
- To make communication flexible with teaching staff and the students
- To learn skills of how to deal with the students at the time of admission and submission of examination, scholarship forms.
- To make the non-teaching staff to draft various official letters.
- To organize training programs for the non-teaching staff

Training and Placement

- Create platform for placement through campus interview.
- Create equal opportunity for students and industries in urban as well as in rural areas.
- To counsel the students to participate in campus interviews.

Innovation

- To maintain the 04 gardens in front of the main building by planting new medicinal plants and bushes
- To convert the natural tank into a swimming tank behind the college building.
- To expand the Green Gym
- The utilization of college ground for people in the society.
- The importance of health after Corona.
- To increase the attendance of the students in the classroom teaching
- To make the college able to face the challenges of NEP-2020



CO-ORDINATOR
IQAC

G.M.D. Arts, B.W. Commerce
And Science College, Sinnar



Principal

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