

Shri Shivaji Mofat Education Society's
Shri Shivaji College of Arts, Commerce and Science
Shivaji Nagar, Kandhar
Tq. Kandhar, Dist. Nanded – 431 714 (M. S.)

Strategic Perspective Plan

Vision and Mission of the Institution:

Vision:

The vision statement of our institution is:

- *Vidya hech jivan! Avidya hech maran !!*

“Knowledge is life ! Ignorance is death”

Mission:

The mission statements of our institution is:

- To make the students aware of the career opportunities available through the programmes offered to them.
- Refine the personality of the students with positive approach and purposeful skills.
- To mould the character of students through value based education.
- To identify the eligible students in the area deprived of taking higher education.
- To inculcate the values of labor and education through self-help.
- To create environmental and social awareness by exposing students to various activities.

Goals:

The goals of our institution are

1. To provide quality education in rural area.
2. To mould the character of rural students for their all round development according to the demands of local, state, and national level to inculcate self confidence in them.
3. To inculcate patriotism and the realization of their responsibilities towards environmental and social issues.

Aims and Objectives of the Institute:

- 1) Eradication of illiteracy
- 2) To inculcate scientific temperament through a strong academic foundation
- 3) All sided spread and publicity of education
- 4) To impart education irrespective of caste, religion, race and sex to the rural public
- 5) To inculcate the socialistic inspiration among the people
- 6) To undertake the mission of conducting cultural and sports activities

- 7) To impart higher education to the downtrodden, backward, landless, farmers, peasants and laymen.
- 8) To promote quality education to the students belonging to educationally, economically, socially and culturally backward communities
- 9) To promote and encourage research activities to introduce applied and career oriented innovative programs
- 10) To inculcate self-confidence and social awareness by organizing various, Co-curricular, and extension activities
- 11) To provide career guidance as and when required to enable the rest students to acquire better career opportunities.

2. Institutional summary:

Criterion I: Curricular aspects

- The institution, Shri Shivaji College of Arts, Commerce and Science is an affiliated, grant-in-aid, Co-education UG established in the year 1959 with a single faculty of arts. The commerce stream was added 7 years later in 1966 to cater to the needs of the poor rural and backward class youth. In order to fulfill demands of the students of the area the institution started science faculty in 1972. In the year 1972-73 the postgraduate course in History was started. Accordingly, in keeping view the future demands of the students, the institution introduced new and advanced subjects like Public Administration (1970), Sociology (1982), Physical Education (1983) Electronics (1983) and Agrochemicals and Fertilizers at UG Level (1983). The institution started M. Sc. Botany and Zoology (1993) and in 2009 Urdu as a second language and optional language for B.A., B.Sc., B.Com., in order to facilitate the poor rural and the backward class students who could not afford to go further to pursue higher studies.
- Being an affiliated institution our college follows the curriculum design by the affiliating university that is SRTMU, Nanded. However, the college is always in action to develop and deploy action for the effective delivery of the prescribed college curriculum (Though the college has limited scope in designing the curriculum) with the help of the teaching faculty who have been elected to the prestigious academic and administrative bodies, like, the Board of Studies, Academic Council, Senate and Management Council of Swami Ramanand

Teerth Marathwada University, Nanded. Presently 3 of our faculty got elected to the BoS and I/C Principal Dr. Surykant M. Jogdand elected as a Member of Senate and Management Council of SRTMU, Nanded.

- Academic Squad has been constituted by the college which keeps vigil and looks after the academic interaction in the college. The principal of the college also monitors and instructs through academic meetings to the heads of the departments and the teaching faculty regarding the perfect implementation and completion of the curriculum. The teaching plan is prepared and followed accordingly. DTR is also maintained regularly.

Criterion II: Teaching Learning and Evaluation

- The college gives admissions on the first-come-first-served basis by strictly considering the academic record of the students and by following the reservation policy of the government of Maharashtra. The college constituted admission and counseling committee to guide the prospective students at the time of admission. This helps in expansion of higher education to backward classes in this rural area. A close look at the student profile reveals the more than 60% of the students in the college belong to SC/ST/NT/OBC classes; women comprise more than 30 percent.
- The college has a very good system of frequent interactions with the students to ensure that they are pursuing attention to understand the subjects taught. Apart from the traditional face to face classroom teaching the college arranges seminars and group discussions to assess the performance of the students. Weaker students are identified through classroom monitoring and unit tests. They are specially helped and consoled by the concerned teachers.
- The teaching learning process is student centric and almost all faculty members are well experienced to handle the courses. We have 38 teachers out of them 4 are professors, 25 are Ph. D. and 5 are pursuing Ph. D. and 7 are recognized research guides. This is the real merit and the strength of the college. The teachers participate in the regional, state, national, and international level seminars, workshops, conferences and teacher training programs like orientation and refresher courses, FDPs and continuously engaged in research too. Teachers' Performance is monitored through the self-appraisal (PBAS) reports.
- The institution has been successfully running the centre of Yashwantrao Chavan Maharashtra Open University, Nashik to cater to the needs of the employed as well as unemployed people those who could not get completed their higher education because of

various constraints in their lives. So certainly the centre has become a big boon to the students of the vicinity.

- For continuous assessment of students 2 tests in each term are conducted to measure the performance of students in examination.

Criterion III: Research, Innovation and Extension

- In the college the management has been successful in making the academic atmosphere conducive for research. The research committee duly constituted under the chairmanship of the Principal aims to promote and nurture research activity in the college. 25 teachers out of total 38 full time faculties are Ph. D., 4 professors and 1 have MBA fields 5 more are actively pursuing Ph. D. studies. Moreover, 8 of the teaching faculty are recognized as the research guides and 3 of whom have successfully guided 10 students to the completion of Ph. D. and 38 more students are doing their research now. 2 teachers have completed minor research projects and 1 teacher is working on minor research projects.
- More than 78% of the teachers have been published books and research papers in the international, national, and state level journals or periodicals. The 3rd year students are required to undertake projects on environmental issues for all 3 streams and also in their respective core subjects.
- Almost all the teachers are given an additional responsibility of undertaking extension activities through NSS. The extension activities include AIDS awareness, Community development, health and hygiene, cleanliness and promotion of rational thinking among the students.
- Faculty members are encouraged to submit minor research projects to the university and other funding agencies.
- Teachers and students are motivated to take NPTEL/SWAYAM courses

Criterion IV: Infrastructure and learning resources:

- Being an aided college, the admission norms of the university are scrupulously followed. The institution is devoid of funds for the development of infrastructure facilities at par with the new generation institution. The institution has made considerable progress in providing the infrastructural facilities for the teaching learning, Co-curricular and extracurricular activities.

•

Criterion V: Student Support and Progression

- Our college has developed a good student support facilities on the campus. The college publishes the prospectus annually and it is given to every student along with admission form during the admission process. The prospectus contains information about the profile and goals and objectives of the college, admission regulations, fee structure, financial assistance available, teaching faculty and other support services available. The financial assistance may include: Government Scholarships, Free Ships and prizes for the meritorious students and fee concession for the poor, etc. This feature certainly helps the College in increasing the enrollment ratio every year. The creative skills of the students are developed through the contribution of these students to the college annual magazine and periodic Wallpapers. The Career Guidance and Counseling Cell help the students in strengthening their attitude to prepare for various competitive examinations.
- The college faculty regularly gives academic and personal counseling to the students and supports them to overcome the hurdles that they face in their life and has helped them to achieve distinction in the university examinations. These students are regularly encouraged to participate in various intercollegiate sports games and cultural programs. The Students' Council work towards fulfilling the aspirations of the students and regards the grievances if any. The college felicitates the outstanding students for their meritorious performance in extracurricular and extension activities with a letter of appreciation.
- The college has NSS, NCC, Sports and Cultural Cells for the overall development of the students. Many of our NCC students are selected in defense organization and police department.

Criterion VI: Governance, Leadership and Management

- Our college is run by Shree Shivaji Moffat Education Society, Kandhar started by our visionary leader, freedom fighter, social worker Ex. M.L.A. and Ex. M.P. Hon. Dr. Keshavarav Shankarrao Dhondge Saheb in 1959, with the reason to serve the local rural, tribal, downtrodden and backward communities and to uplift them academically and economically. The society is responsible for defining policy decisions, recruitment of staff and also coordination and monitoring the internal mechanism. The College Development

Committee (CDC) which is constituted according to the provisions made in the university act looks after the general administration of the college. The management of the institution looks after overall administration of this educational society.

- The Co-curricular and extracurricular activities are carried out through various college level committees constituted for the purpose. The audit is done at regular intervals by these statutory auditors and also by the government auditors.
- We design the academic calendar at the beginning of the academic year and see that all the curricular and extracurricular activities take place as per the calendar.
- SSCSP Sanstha, a Co-operative body of the employees, extends loan facilities to its members for various purposes.
- Advance salary is deposited to the teaching and non-teaching staff if required.

Criterion VII: Institutional values and best practices

- Our college has many best practices which have been carried out for the last 64 years. These practices are observed for the overall qualitative improvement of the institute as well as all the stakeholders. These practices are conducive to achieve desired goals. One of the best practices that our college observes is “**Matoshri Muktai Dhondge Essay Competition and Scholarship**”. The Essay Competition has been taking place for the last 50 years for Marathwada region. This practice is unique in higher education and helps these students to develop them. This practice is carried out to make the students aware of the history and sacrifices of Matoshri Muktai.
- The scholarship of Rs. 100 per month for 3 years is given to a boy student and a girl student who secure the highest marks in 12th standard and who seeks admission in our college for further education.
- Another practice is “Felicitation of freedom fighters of Hyderabad Mukti Sangram and their heirs /relatives on 17th September every year. On the occasion of 17th September the national flag is hoisted and the holiday is observed in the region. In our college we felicitate all the veteran freedom fighters and the relatives of the martyrs of Hyderabad Mukti Sangram (Hyderabad Freedom Struggle). Freedom fighters and relatives of the martyrs retell their experiences of freedom struggle. The chief guest expresses his views about the history of Hyderabad freedom struggle. The Professor and Head Department of History and the

Director of Research Centre in History Late Dr. A. M. Kathare in our college had written and published 4 books on this subject.

- On the occasion of Marathwada Mukti Sangram Din (Marathwada Liberation Mutiny Day) on 17th Sept. every year our college organizes *Ran Yatra* to pay visits to the villages of the freedom fighters and relatives and heirs of martyrs of this mutiny. These visits intent to play tribute to them. They are felicitated by the students and teachers. They also share their experiences of this mutiny.
- In order to inculcate environment consciousness among the students we undertake energy conservation, and effort of carbon neutrality, tree plantation, hazardous waste management and e-waste management.
- We undertake innovations in the areas of curricular aspects teaching learning evaluation and organization of special lectures on various occasions. There is a practice of felicitating the teachers and students to those who achieve success in the field of academics, cultural and extracurricular and extension activities.
- Our college celebrates and observes birth and death anniversaries of renowned personalities as well as various days of national and international importance.

3. Student Support Facilities

- The institute publishes its prospectus annually. The details of various programmes offered in the institution, eligibility criteria, fee structure and other admission procedures are mentioned in the prospectus.
- With a view to encourage the students to achieve high distinction in the university examinations our college has started Matoshri Muktai Dhondge Merit Scholarship of Rs. 100/- per month each, to a girl student and a boy student who secures highest marks in XII std (HSC) exam from our Junior College and has sought admission in our college for further education.
- The students are given financial assistance through different Govt. Scholarships which the amount is deposited directly in the bank accounts on time.
- Every year students receive financial assistance from the state government, central government.
- The college provides necessary support to all the SC/ST/OBC students to distribute the scholarship amount in time directly into the bank account of the student.

- Visually challenged students are provided with scribes and extra time to write their examination.
- The college has NSS, NCC, Sports and Cultural Cells for the overall development of the students.
- Students are encouraged to participate in various sports, cultural, elocution competitions at college, university, and national level.
- Various sports competitions like Inter Collegiate and Zonal are organized with the help of the University.
- All the students are covered under medical insurance. First aid box is available. Doctor is available on call basis.
- College organizes coaching classes for competitive exams with the help of available faculty in the college.
- Slow learners are identified from their performance during the internal and annual examinations. They are given academic counseling through remedial classes by the concerned teachers as and when required. Personal attention is given during theory and practical classes. Separate guidance is given in their social tongue. Extra classes are conducted as and when possible.
- The college continuously encourages students to publish their creative output in the college annual magazine “**Shiv Vani**” and wallpapers of various departments.
- The state transport bus service is requested to provide concession in travel for the students coming from rural area.
- Students are regularly motivated to take part in the extracurricular and co-curricular activities conducted by the college. Students who take part in co-curricular / extracurricular activities are given on duty attendance for the entire period of their activity.
- Students who take part in sports and games are provided with sports kits/ dress/ TA, DA/ Nutritious diet is provided to the NSS volunteers during special camping activities.
- The college has established Grievance Redressal Committee which makes available complaint box in the college campus for the students.
- College has also established Anti-Sexual Harassment Cell and Anti-Ragging Committee and many more committees to conducive atmosphere on campus.

4. Research and Development:

- The college encourages the faculty to promote research culture. Some of our teachers are recognized as research guides and some have undertaken research projects funded by UGC/University.
- The college has taken efforts to develop scientific temper and research culture and aptitude among the students.
- At present a college is having recognised research centre of the affiliating university in History. Many of the research guides from different colleges are affiliated to our Research Centre. Under their guidance many research scholars are pursuing their Ph. D. degrees.
- After introducing post-graduation in Botany and Sociology the college is planning to establish the research centre in the above mentioned self-financing courses in near future. At present 7 research guides working in different disciplines in collaboration with other recognised Research Centres in the university jurisdiction.
- Our college has research committee under the stewardship of the principal with the aim of promoting and nurturing research activities on campus. The committee scrutinizes the application before it is sent to the UGC.
- 1 minor research project sanctioned by the affiliating university.
- The department of Botany and History organized workshop by seeking financial assistance from SRTM University and the own institution.
- 130 research papers published by faculty nationally or internationally reputed journals, books and proceedings of state, national and international conference / seminars.
- Most of the faculties participated in orientation refresher, short term courses or summer courses to update and improve their knowledge.
- All the faculty members are given promotion under CAS in time, of all the faculty members, 4 faculty members are promoted as Professor through CAS.

A. 1. Institutional Development Plan

As per the New Education Policy 2020 the college is required to prepare the Institutional Development Plan which will be the guiding document for the development of the stakeholders. To reach to the goals and accomplish the objectives of the institution each college is recommended to prepare the IDP for the up gradation of the students and faculty. This should be prepared by

involving all the stakeholders of the institution such as Governing Body, the Principal as an institution leader, faculty, office staff, and distinguished people of the region, alumni, and student representatives.

2. SWOC Analysis:

Strengths:

For the last 64 years the following strengths of institution have been helping us to withstand the various tests of the time.

- Have sufficient infrastructure facilities such as spacious playground, seminar hall, library, laboratories and well qualified and experienced staff.
- At the beginning, the college provided free education and hostel facility to the students that initially the name of our college was “Shri Shivaji Mofat College” but because of the state government’s directives, we had to change the name as Shri Shivaji College. Most of the students who come for admission are from economically weaker section of the society. Our college is run “Not-for-profit” which is special character liked by the community.
- Our college explicitly observes the reservation policy of the government for socially marginalized sections SC/ST/OBC/NT/VJNT/EBC/EWS, etc.
- The pass percentage of the students is increasing.
- All round development of the students through curricular, co curricular, extracurricular and extension activities.
- Education to all irrespective of caste, creed religion and gender.
- Equal opportunity is provided to all.
- Student centered and transparent administration.

Weaknesses:

Some unidentified strengths will not be any obstacle in our growth but we are keen on identifying our weaknesses and the institution strives hard to transform them into strengths. The keen and true introspection has revealed following weaknesses.

- Increase in built up area of the college.
- Establishing ICT- based teaching learning process (classroom).
- Establishing strong institution industry linkage.

- Establishing recognised research centers.
- Construction of separate building for research centre in history and full-fledged laboratory for PG Botany and Zoology.
- Establishment of separate departmental library for P. G. departments
- Establishment of research cubicles for research students.
- Enhancement of e resources learning.
- Improving and enhancing extension and consultancy services.
- Completion of office automation and library automation.
- Thrive for more research in emerging areas an interdisciplinary topic.
- Contributing to scholarly journals and publication in them.

Opportunities:

The 21st century allows scope to every higher education institution with ample opportunities.

Following opportunities will show our fervent search.

- Additional research in innovative and emerging areas
- Rendering consultancy services in the area
- Totally free of cost education to the deserving students
- Changing global job market mixed with technological advancement

Challenges:

We are listing the challenges which would be deemed as demerits and are out of our control.

- Most of the students are from economically, socially, culturally, geographically and educationally backwards strata of the society.
- Day by day deteriorating input quality.
- Acute competition from self financing colleges.
- Lack of quality awareness among rural population.
- Consistently changing examination pattern.

3. Short Term Goals:

- To start a NPTEL-SWAYAM Local Chapter for the maximum enrolment of students.
- To start preparation of NAAC III cycle.

- To implement the NEP-2020 as per the guidelines.
- To upgrade the Centre for Competitive Examination for the college students.
- To increase the enrollment of UG/PG/Ph. D students.
- To increase the placement of our students by strengthening Placement Cell
- To improve the engagement of alumni in the admission and placement process.
- To encourage faculty and students for the inclusion of ICT-based teaching and learning.
- To encourage faculty members for the substantial contribution in the research.
- To inculcate research aptitude and scientific temperament in the students.
- Enhancement of e-resources in teaching and learning.
- Completion of office automation and library automation.

4. Long Term Goals:

The long term goals of our institution are:

- To mould the character of rural students for their all-round development according to demands of local, state and national level and to inculcate self confidence in them.
- To inculcate patriotism and the realization of their responsibilities towards environmental and societal issues.
- To provide quality education in rural areas with skill based courses.
- College having conventional UG degree courses, to introduce new relevant skill based non-traditional courses in tune with NEP-2020 with the permission of university and state government.
- To meet NEP-2020 start new UG and PG integrated and certificate courses as per need.
- To start new add-on courses in order to meet the latest trends in learning.
- To try for autonomy / clustering with nearby institutions as per the guidelines of NEP-2020.
- To improve the facilities of college like digital classrooms for the effective implementation of NEP-2020 as well as online classes.
- To include new courses as per the requirements of society, industry and NEP-2020.
- To create more research facilities and consultancies as per the need of local requirements especially for farmers.
- To develop modern laboratories with latest instruments.
- To digitalize the library for easy access.

- MoUs with other reputed libraries.
- To collaborate with reputed higher learning and professional institutions, industries and Research institutions.

5. Introduce New Programs / Courses

- As per the NEP 2020, new programs will be introduced from June 2024, for smooth implementation of NEP
- To start more new PG courses in the college
- To commence new short term courses
- Start rigorous practice of attending MOOC Courses for which the Local Chapter of NPTEL-SWAYAM will be established
- To start Certificate courses for Soft Skills, Personality Development, and Skill Development
- To develop MoUs with other reputed Higher Education Institutes for research and add-on courses.

6. Strengthening of UG / PG Program/ Ph. D Program.

- Increase the number of research journals, e-journals and magazines in the library
- Upgradation of laboratories for smooth conduction of the practicals
- Start the research centres in the subjects of Botany, Zoology, and Sociology
- Proposals of Minor Research Projects to UGC and DST.
- Submit applications for the PG Teachers
- Submit the proposals for the recognition of research guides
- Arrange campus recruitment drives
- Develop smart classrooms with smart board, LCD Projector, Mic, etc.
- To start the respective skill-based certificate courses.

7. Alumni Engagement:

- Creation of data base of all alumni
- Arrangement of Alumni Meet twice in a year
- Alumni organizes charity events to generate funds every year for Shri Shivaji College Research Fellowship

- Sign MoUs with industry for placement and training assistance through alumni
- Felicitate the extraordinary alumni who are working in different sectors
- Meetings of the alumni with college authorities like Management, Principal and Heads of the Departments

8. Student Placement:

- Activate a Training and Placement Cell in the institution.
- Provide skill based trainings to the students.
- To impart trainings on communication skills, interview skills and other soft skills like stress management, decision making, self-management.
- To organize motivational seminars.
- Track the record of the placed students every year.
- Organize Job Fair in collaboration with the government as well as private organizations.
- To invite industries for campus recruitment.
- Keep the record of list of recruiting companies with the contact details of HRs.

9. Enhancing ICT-based Teaching-Learning Process and Infrastructure:

- Develop the digital content in the form of collection of notes (in pdf, word, & ppts) and videos as knowledge storage.
- Encourage the use of online tools like Zoom, MS Teams, WebEx, Google Meet, etc for conducting meetings, formal interactions, and online seminars as well as video lectures of reputed institutions.
- Provide the platform of online lectures available on YouTube.
- Increase the use of MOOCs (SWAYAM, NPTEL videos) for deep understanding of the course.
- Increase the number of ICT-based classrooms equipped with Over Head Projectors and Smart Boards.
- Increase the use of softwares for teaching science and social science subjects.
- Use of online tools for plagiarism check while writing research papers.

10.Implementation of Skill-based and Value-added Courses:

- To start certificate courses on Personality Development, Communication skills, and employability skills.
- To start spoken English Certificate course.
- To give technical training of software.
- To provide awareness of environment related issues a special lecture series will be organized.
- To conduct certificate program on Yoga.
- To conduct certificate course on research methodology and research ethics and respective skill-based certificate courses.

11.Enhancing Enrolment of Students / Faculty for opting online MOOC/SWAYAM Courses:

- To open the ABC accounts of each student admitted.
- Faculty members and students will be encouraged to register and complete at least of one course from SWAYAM/NPTEL.
- Assistance will be provided to the faculty and the students for any problem they face during registration and examination.
- Separate computer lab with high internet speed will be provided (during specific hours) for enrollment of the courses and to solve the assignments of the enrolled courses.
- A list of important courses will be prepared and circulated among the students and faculty members.
- A Local Chapter along with one Mentor will be established for MOOC courses.
- Successfully completed faculty and students will be acknowledged and their names will be circulated with appreciation to all the departments.

12.Improving Collaboration with Industry:

- Develop the MoUs with other reputed Institutions and the university for faculty exchange and for conducting special workshops, seminars, student projects, and online lectures.
- MoUs with commercial organizations for internships to UG and PG students
- Collaboration with industry for specific technical training
- MoUs with IT and related industry for improving campus placement

13.Improving Research:

- Faculty members and research students will be encouraged to attend national and international seminars, conferences and research related workshops
- More reference books and e-journal subscriptions along with the subscription of N-List will be purchased
- Letter of appreciation will be given every year to the best research faculty in the college
- High-speed internet facility with Wi-Fi will be given to the faculty and research students
- Faculty will be encouraged to submit their research proposals as major and minor research projects to different funding agencies like UGC, DST, State Commission of Human Rights, Women's Commission, University, etc
- Motivate students as well as pursuing Ph. D. faculty for participating in research competitions like AVISHKAR.
- Special leave for young teachers to visit reputed libraries and for collaborative research.

14.Contribution to Social and Environmental Awareness Activity:

- The college is located at the pollution free atmosphere which is maintained by keeping the track of the trees and plants available on campus
- Lectures and competitions are organized to make students and farmers aware of the environment related issues.
- Seminar on women empowerment is conducted every year
- The awareness on social as well as environmental issues is spread not only to the students but to the villagers also through NSS camps arranged at different nearby villages every year
- Social issues are addressed through the lectures organized on the celebration of birth anniversaries of major freedom fighters and social activists
- Social and environmental issues are strongly discussed in the Jagtik Gurakhi Sahitya Sammelan organized by the institute every year in January.
- Arrange awareness programs on different issues like Plastic pollution, air pollution, HIV, Water Conservation, and domestic violence and women health.
- To provide consultancy to farmers as per need.
- This region is majorly agriculture based with tribal and hilly area, therefore there is scope to develop agro-based products and produce development units.
- Conserved the old cultural glory with great efforts.