



STRATEGIC PLAN & DEPLOYMENT DOCUMENT

2018-23

Vision , Mission and Goals

Vision

Commitment to the best quality higher education for achieving meaningful learning outcomes through teaching, research, scholarship and community engagement.

Mission

Imparting excellent instruction and promoting relevant research for enabling the rural youth to face challenges in a rapidly changing world.

Ethical, social, cultural, and physical development of the students.

Creating broadly educated citizens with scientific and inclusive outlook.

Goals

To enhance student learning and leadership skills for gainful employment and responsible citizenship.

To achieve academic as well as overall excellence in all aspects of education.

To make continuous improvement of learning centered environment through enhanced access to current technology.

Core Values

Commitment to the Society

The college is an integral part of the social institutions. All the members of the surrounding community are the stakeholders of the college and it has, therefore, a social responsibility that consists of spreading education and thereby causing development in the society. The students being educated at the college must emerge as socially responsible intellectuals. The academic and extracurricular activities of the college are based on this principle.

Commitment to Environment Preservation

The modern age is facing many hazards due to the neglect of environment. Our very survival depends upon the protection and conservation of earth's natural environment. The college takes up initiatives for the propagation of Environment Consciousness.

Integrity & Ethics

The Management along with the staff and students of the college observes ethical practice and integrity in all spheres of activities. Ethical and Moral values are of utmost importance in drafting policies, laying down procedures and plans, executing various strategies etc. in the college. All the academic, co-curricular and extra-curricular activities are performed by with due integrity and ethically.

Quality Consciousness

Quality is the most important aspect of any process and outcome. The college is determined to impart quality education to the rural youths who are, otherwise, deprived of this opportunity due to their location and circumstances. Quality is observed in every area of activity-teaching-learning, administration, cultural performances etc. in the college.

SWOC analysis

Strengths

The Management constitutes of eminent persons from different walks of life with diverse ideologies; the variety of their experience and harmonious blend of ideologies enriches college governance with clear vision .

The staff is dedicated and works with the spirit of commitment to their profession and duties.

The students belonging to different socio-economic backgrounds coexist without conflict. No political/religious ideology predominates in the college. The Gandhian thought is truly seen to be in practice.

Supportive attitude from the management towards the staff, and from the teachers to the pupils, leads to a culture of empathy and civility in the college.

A prime geographical location on the highway gives easy access to approach from distant places in the vicinity. A large area with ownership rights gives ample scope for the augmentation of physical facilities.

A major part of the campus is under plantation with variety of plants and trees. Proper environmental policies have succeeded in keeping a healthy climate in the campus.

Ample space is given to the playgrounds. There are separate Basketball courts, Handball courts, Kabbaddi and Kho-Kho grounds, well-prepared standard running track with devoted sports training personnel from the college staff and the alumni, which has created a glorious legacy for the college in the field of Sports.

Weaknesses

Majority of the students come from an agrarian background. Lack of economic support restricts their educational and professional choices. The reliance on government employment that is scantily available and reluctance to take up entrepreneurship leads to creation of underemployed graduates.

Being an affiliated college, the institution has to implement a curriculum designed at the University level and has, thus, little scope for curriculum development at its own level.

A location in the industrially undeveloped area puts constraints on the collaborations with the industrial sector.

The semi-urban geographical location also affects the enrolment ratio with the choice of majority parents attracted to admissions for their wards in the city based colleges.

The lack of approval from the government for filling up of the vacant posts for over a period of more than a decade has affected the teaching-learning and the administrative functions of the college where the quality of the staff is resultantly seen to be deteriorating.

Opportunities

Increasing rate of admissions to the self-financed courses are leading towards more economic progress which has been otherwise stunted by the lack of grants from the government.

The introduction of employment oriented certificate courses, increase in the ICT for participating in the Global level courses are making the students complete their education with more chances of gainful employment in a Globalized community.

With the recognition to the online courses on SWAYAM and other platforms, the restriction of choices for education has relaxed to a considerable extent. The students are benefitted for a better employment chance and the teachers can pursue professional development through the online courses.

The management can carry out expansion both in the infrastructure and the academic field with the availability of sufficient land at disposal.

Challenges

In the globalized scenario, the conventional patterns of education must adapt to the rapid changes taking place within the world of work. The college has to make necessary changes in its system accordingly.

Increasing unemployment is rapidly affecting admissions to the academic programmes especially in Arts and Humanities. These programmes will have to adapt to the new situation.

With the government steadily reducing financial aid to the affiliated aided non-government colleges, more ways to manage income resources are to be explored.

The continuation of girls' education in an educationally backward area is difficult in spite of supporting schemes from the government and the college management. A change in the orthodox mindset of the parents is very slow to come.

Lack of motivation among majority students to excel in their academics and career can be seen because of their low aims; proper motivation is to be given by the educators.

Core Competencies / Highlights of the college

Management aspects

- Decentralised, Participative management
- Wholehearted support in conduct of Academic , Co- Curricular, Extra- curricular and developmental activities of college
- Support in research activities and accreditation processes of the college
- Ensuring the application of core values in all aspects of college
- Attempt to apply the concept of ‘E-Governance’
- Increased number of doctoral degrees among teachers
- Excellent Teacher-Student relationship
- Efficient Teaching methodologies applied by teachers
- Whole hearted co-operation of staff and students in club/ association/cell/committee activities
- Conduct of Industrial visits, Workshops, Expert lectures, Invited talks and discussions, Exhibitions, Symposiums, Colloquiums, Debate sessions, Conferences, Seminars, Certificate courses, Training and orientation sessions etc. enriching the experiential learning platform of student
- Existence of ‘Yeshwantrao Chavan Maharashtra Open University study centre’ in the campus

Technological aspects

- Wi-Fi connectivity in the college building.
- Application of ‘Cash-less’ campus concept to a maximum possible extent.
- Utilization of ICT enabled teaching- learning methodologies.
- Application of Audio-Visual Aids in teaching-learning process.
- Conduct of Webinars.
- Development and updated use of CMS (College Management Software).

Environmental Aspects

- Campus location in a serene and natural environment that augments the eco-consciousness of staff and students of the college
- Eco-friendly activities promoted by the college

Financial Aspects

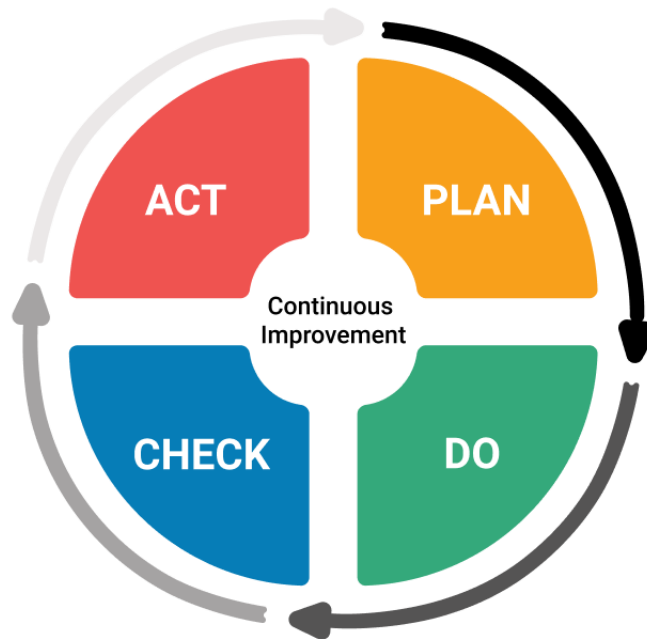
- Registered “Employees’ Co-operative Society” for the college employees.
- Existence of clubs for all the disciplines and programs of unique and varied nature.

Strategic Goals of the college

- To create a 'Cash less' Campus.
- To enhance the usage of technology blended teaching- learning process, conduct and management of office affairs and financial transactions purely on online mode, etc. to the maximum possible extent
- To develop fully automated college library
- To promote Research and development activities among staff and students
- To facilitate the number of book / journal publications among teaching staff of the college by opening own publishing house
- To make staff and students of the college globally competent
- To organize maximum possible number of international workshops/ conferences/ seminars
- To ensure Compulsory Soft Skill Training for students
- To arrange for Full time coaching for competitive examinations
- To Fulfil the placement requirements of students
- To make and implement maximum number of MOUs and Linkages with industries and higher educational institutions with academic excellence
- To address cross cutting issues, gender equality issues, other social issues etc. of the community to the maximum possible extent through clubs/ associations/ cells/ committees of the college
- To give vocational training to maximum possible students on different courses

Towards Strategic Goals of the college: Vision 2023 Protocol

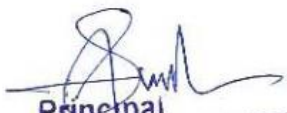
It is planned that PDCA cycle concept be used for the attainment of Strategic Goals currently aimed by the college. It comprises of four stages:



- 1) **Planning phase** - By Governing body and college IQAC on a periodic basis following NAAC parameters
- 2) **Doing/Execution phase**- Through the college office, different departments, student clubs, cells/ associations/ committees
- 3) **Checking/Studying phase**- By duly deputed co-ordinators of IQAC, departments etc. after Applying NAAC parameters
- 4) **Acting/ Follow up phase**: Preparation and Submission of Report to Governing body by duly deputed co-ordinators of IQAC, departments etc. and the Governing body taking adequate actions for improvement if any variations are found.


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