



NAAC Re-accredited with 'A' Grade

जावक क्र. मगांम/आस्था/२०२२-२३/४६२

दिनांक : ११/०५/२०२३

प्रति,
मा. सहा. कुलसचिव,
शैक्षणिक नियोजन व विकास विभाग,
स्वामी रामानंद तीर्थ मराठवाडा विद्यापीठ नांदेड.

विषय : राष्ट्रीय शैक्षणिक धोरण २०२० च्या अनुषंगाने IDP स्विकारणे बाबत.
संदर्भ : मा. सहा. कुलसचिव, शैक्षणिक नियोजन व विकास विभाग यांचे पत्र क्र.
जा.क्र. शैनिविवि/राशैधो-आयडीपी /२०२२-२३/८३६ दिनांक ०१ जानेवारी २०२२

महोदय,

उक्त संदर्भीय विषयी आपणास सादर करण्यात येते की, विद्यापीठाच्या निर्देशानुसार व UGC च्या Guidelines चे पालन करुन महात्मा गांधी महाविद्यालयाचा IDP तयार केला आहे. तरी सदर IDP स्विकृत करुन पोंच देण्यात यावी ही विनंती.

आपली विश्वासू ,

(श्रीमती कॅप्टन डॉ. अनिता एम. शिंदे)

प्रभारी प्राचार्य
PRINCIPAL

Mahatma Gandhi Mahavidyalaya
अहमदपूर
AHMEDPUR Dist. Latur

सोबत : IDP महात्मा गांधी (कला, वाणिज्य व विज्ञान) महाविद्यालय, अहमदपूर



Vichar Vikas Mandal's

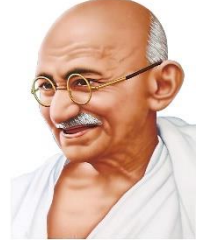
Mahatma Gandhi Mahavidyalaya,

Ahmedpur, Dist. Latur

विचार विकास मंडळ संचलित

महात्मा गांधी महाविद्यालय, अहमदपूर,

जि. लातूर



INSTITUTIONAL DEVELOPMENT PLAN/PROPOSAL

2023-2028

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INSTITUTIONAL DEVELOPMENT PLAN/PROPOSAL

2023-2028

PREAMBLE

The Institutional Development Plan (IDP) is a significant document in the functioning of an educational institute, as it projects a roadmap and strategies for systematic development of the institute concerned. It is a document based on the development made so far, to attain more development in the near future. For this purpose, the plan has to be a realistic and practicable document prescribing concrete measures that would yield productive results. The development plan has to take into account the present educational scenario and the process of change in the field of employment generation. In a way, the planners need to be aware of the contemporary trends and their projection into the forthcoming period. For this, the planning forum should be well acquainted with the socio-economic scenario at micro and macro levels. Education, being the most effective tool propelling a society on the path of overall progress, has to be viewed as a significant field and a service sector that has its impact on every other sector in a country. The working group that has presented this plan, is well aware of these factors and has made efforts to induct fruitful measures which may be somewhat difficult, but nevertheless possible to attain in the near future.


A Brief Historical Overview of the Institute: Vikas Mandal established the Mahatma Gandhi Mahavidyalaya in June 1969 to fulfil the needs of higher education of the students coming from rural area and to provide educational facilities suitable to achieve agricultural and industrial development. Eminent personalities with diverse political affiliations and ideologies came together, keeping aside all the political differences, with one motive to make this area educationally developed and productive. That their effort has been on a road to success, is visible from the growth of the college for over more than half a century. To keep pace with the changing scenario, the college has been introducing new courses from time to time. To

meet the growing needs of the students for higher education in different fields, there are expansion plans across all disciplines. To be able to impart productive education, there have been significant changes in the courses offered. This process of change continues with plans to introduce new courses in the near future, relevant for the globalized world of work so that the students get gainful employment after completing their education. From a purely undergraduate education college, it has started moving towards becoming a post-graduate and research degree college with the establishment of postgraduate programmes and research centres affiliated to Swami Ramanand Teerth Marathwada University, Nanded.




For dissemination of knowledge among the students, the college implements various curricular, co- curricular & extracurricular activities. This also helps to student to achieve all round development & to raise the academic standard. The motto of the college is “*DNYAN YADNYACHI SARI NA PAVATT*”-meaning that “the pursuit of Knowledge is an effort incomparable”. It is pertinent to mention that the college has implemented various scheme in all the curricular, extra-curricular fields, and also provides research facilities possible at its level. This is the only multidisciplinary college in the Ahmedpur rural area which provides the facilities unavailable at other institutes in the vicinity. The institute stands out as the only college providing NCC training to the girl students. With the changing times, the college has kept pace with the technological advancement by introducing the ICT tools to the learners and by providing the academic building with the facilities like Internet wi-fi network, LAN, Smart Classroom etc. The National Assessment and Accreditation council awarded grade B++ with (84 points) to this college in the first cycle and grade A (CGPA 3.02) in the second cycle. Presently, the college has applied for the third cycle of accreditation.

VISION, MISSION & CORE VALUES

Vision of the College:

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

Mission of the College:

-  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.

Motto

ज्ञान यज्ञाची सरी न पवती

(Striving for knowledge is an endeavour incomparable)

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

SWOT

Details of SWOT 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/Threats

- 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.

S

Management with clear vision.

The staff with the spirit of commitment

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a culture of empathy and civility in the college

A prime geographical location vicinity, A large area with ownership rights - ample scope for the augmentation of physical facilities.

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Core Competencies / Highlights of the college

Management aspects

- Decentralized, 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
- Functioning 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**

Long Term Goals (5 to 10 yrs):

- **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 centred environment through enhanced access to current technology.**

Short Term Goals (1 to 5 yrs):

- **To start new PG courses in Commerce, Chemistry, Physics, Mathematics.**
- **To Start Research Centres in Marathi, Commerce, Chemistry, Physics, Mathematics.**
- **To start new certificate courses in Vedic Mathematics, Translatology, Yoga, Advanced Computer Programming.**
- **To become energy efficient by installing Solar Panels.**
 - **To start Boys' Hostel**
- **To construct new academic block for smart classrooms.**
- **To acquire new ICT tools for teaching - learning.**

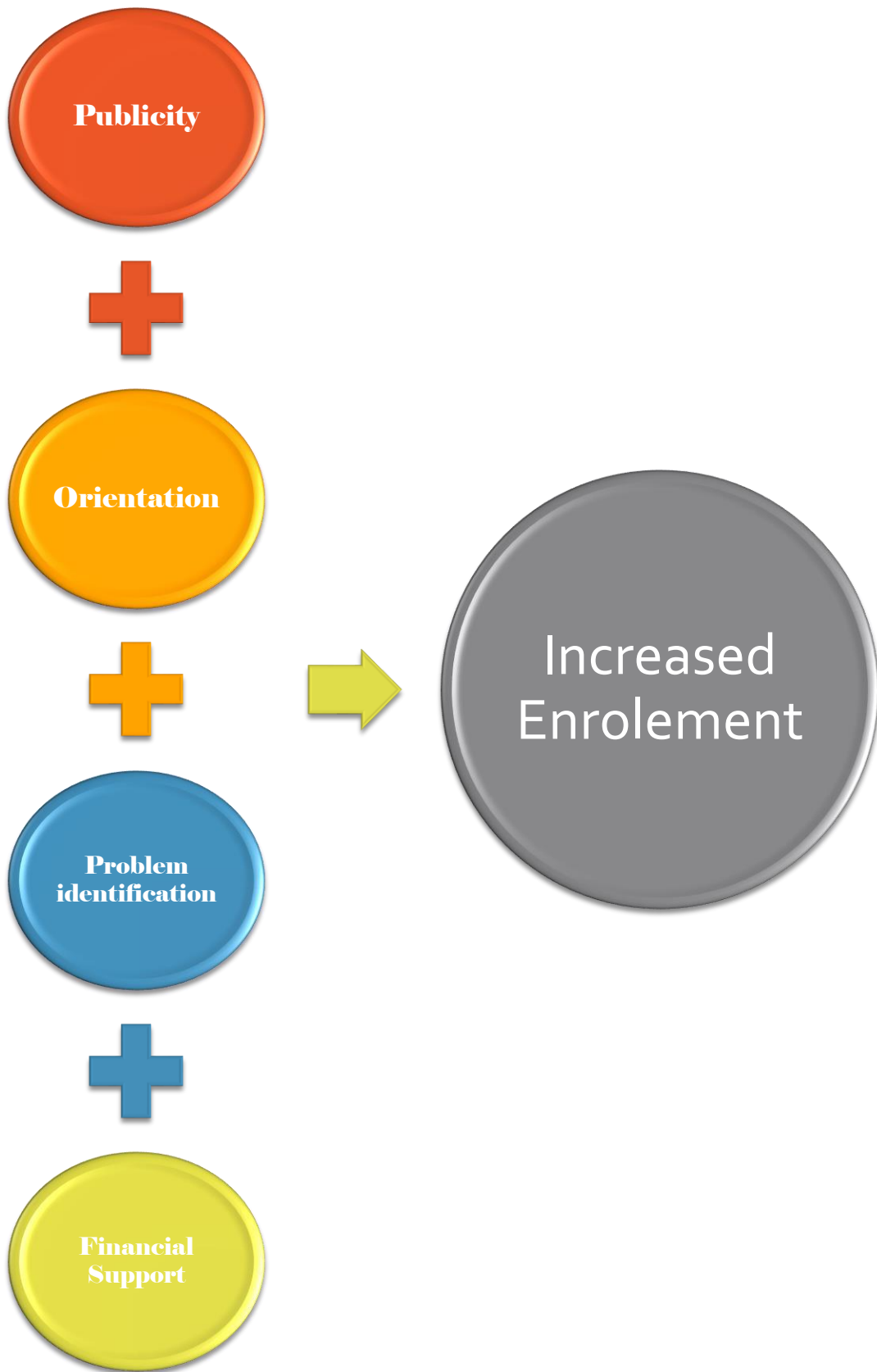
Action Plan for Scaling-up Enrolment of students for UG courses

It has been observed that the admissions for UG courses have been declining over the past few years. Especially, the admissions to the BA Programme have decreased drastically. The reasons for this decrease are the reducing employability opportunities and the globalized economy that requires a work force with skill-based knowledge. These issues have been addressed at the national level in the NEP and the change in the course structures would definitely be a step towards increase in the enrollment ratio. At the institute level the college plans to take the following steps for Scaling-up Enrolment of students for UG courses:

- a. Publicity of the courses available at the institute in the social media- Facebook, WhatsApp, Telegram and similar platforms.**
- b. Orientation of the HSC passed students by direct visits to the Junior Colleges in the vicinity.**
- c. Identifying and addressing the problems of the HSC passed out students for continuing to the degree education. This includes provision of free ships and concessions at the college level, orientation of the students' and their families.**
- d. Orientation of the prospective students about the job opportunities, entrepreneurial ventures available after the completion of the degree.**

Action Plan for Scaling up Enrolment of students for PG programmes

- a. Publicizing the PG courses available at the institute in the social media-Facebook, WhatsApp, Telegram and similar platforms.
- b. Orientation of the degree passed students by direct visits to the Senior Colleges in the vicinity.
- c. Identifying and addressing the problems of the Bachelor's degree holder students for continuing to the post graduate education.
- d. Orientation of the prospective students about the job opportunities, entrepreneurial ventures available after the completion of the degree.
- e. Provision of financial support in the form of concessions and 'earn and learn' scheme at the college level.



Action Plan for introducing new program/courses

The college has applied for starting new PG courses in :

Commerce
(M.Com.)

Chemistry
(M.Sc.)

Physics
(M.Sc.)

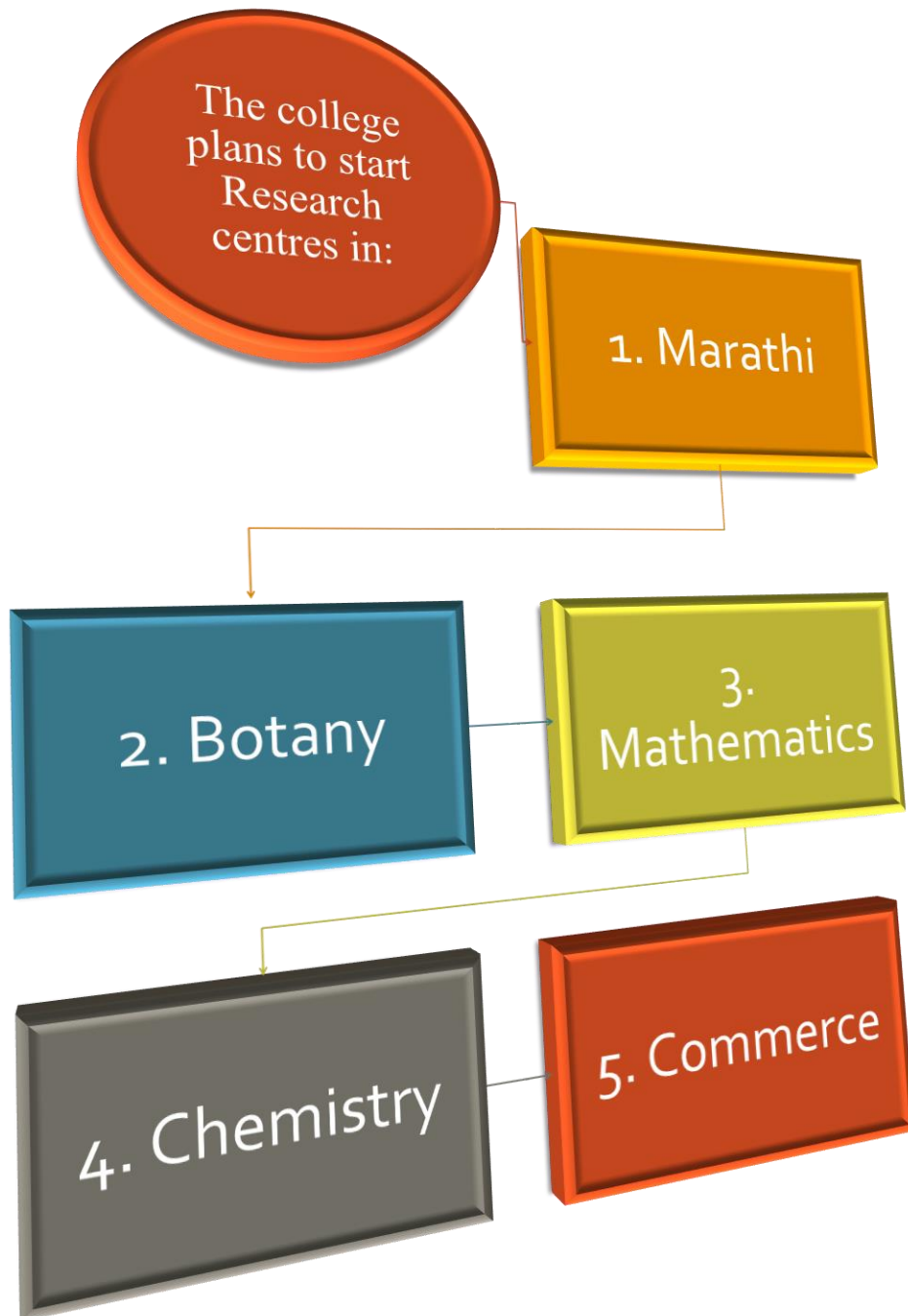
Mathematics
(M.Sc.)

The proposal is pending the approval of the Maharashtra State Govt.

The College plans to start PG courses in

Botany
(M.Sc.)

Zoology
(M.Sc.)

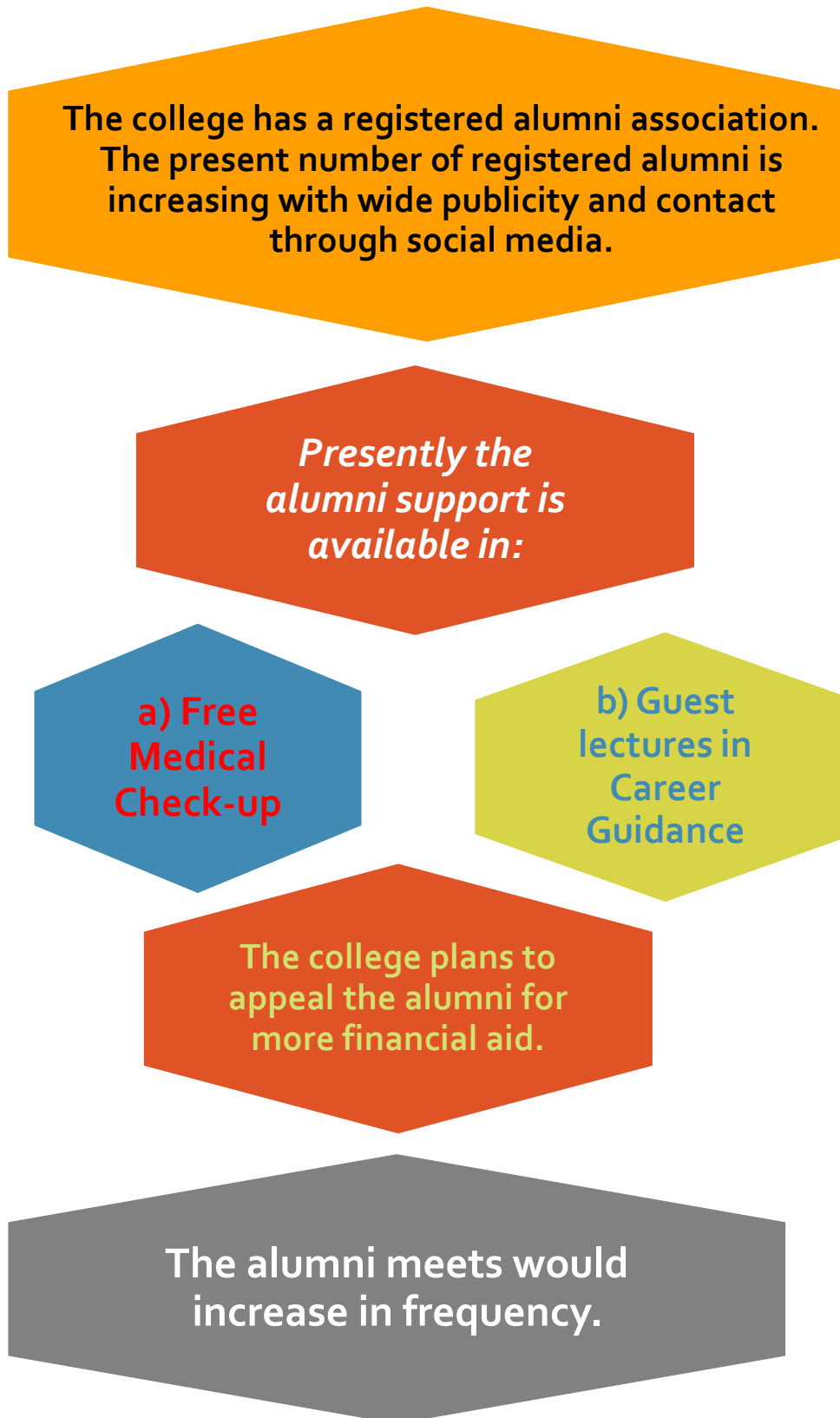


Action Plan for strengthening of UG/PG programmes/ Ph.D. program

For strengthening of UG/PG programmes the college needs

- i) Approval from the government in order to fill up the vacant teaching posts at the college.**
- ii) To engage more visiting faculty, guest professors**
- iii) To provide more ICT tools**
- iv) To organize sessions for motivating students**

Action plan for alumni engagement



Action plan for student placement

The College has Career Counselling Cell. It also has a membership of Maharashtra State Government's venture '**Career Katta**' for organizing recruitment aided programmes.

In near future:

A Placement Officer is planned to be appointed from among the teaching staff by giving additional charge.

Various recruitment agencies are planned to be contacted for student placement.

Industrial houses are planned to be contacted for student placement.

Action plan for enhancing ICT based teaching learning process and infrastructure

- Increase in the number of computers is planned.
- Increase in the number of interactive smart boards
- The existing computers are planned to be upgraded.
- New Learning software for various subjects is planned to be acquired.
- The Internet browsing terminals for students are planned to be increased.



More computers

More interactive smart boards

Upgradation of existing
computers

Learning software

More Internet browsing
terminals

Action plan for implementation of skill based and value-added courses

The college conducts (1) Certificate in Environmental Awareness; (2) Certificate in Disaster Management; (3) Certificate in Silk Culture; (4) Certificate in Human Values & Professional Ethics. A certificate course in Human Values and Professional Ethics. There is plan to increase enrollment for this course.

In addition, the following certificate courses are planned to be started

- i) Certificate course in Human Rights.
- ii) Certificate course in Gender Sensitization.
- iii) Certificate course in Computer Literacy.
- iv) Certificate course in Translation (Marathi to English).

Existing

Future



Action for enhancing enrolment of students/faculty for opting online MOOC/SWAYAM Courses

The students are planned to be oriented about online MOOC/SWAYAM Courses by their respective teaching faculties in the classrooms.

In addition to SWAYAM, other platforms like EDX, HarvardX, Future learn are also to be promoted by giving demonstrations to the students, so that they have a diverse choice for completing courses with their own pace of learning.

ONLINE LEARNING PLARFORMS



Action Plan for Improving Collaboration with Industry

Each academic department is asked to form linkage with appropriate industry/corporate house in the next one year (23-24). The specifications are as follows

Sr. no.	Department/Faculty	Industry/Organization
1	Languages (Marathi/Hindi/English)	Publication houses, Translation Bureaus
2	Humanities-Social Sciences	Organizations/Institutes connected to Social Services
3	Humanities -Geography	Organizations connected to agricultural services, land cultivation development/local farmer bodies
4	Sciences-Physics, Chemistry, Mathematics	Industries involved in tool manufacturing, Water processing, general fabrication industries, pharmaceutical sector
5	Life Sciences	Institutes involved in Bioinformatics. Biotechnology, Industries / organizations in the field of Environmental Protection/Horticulture
6	Commerce	Chartered Accountants firms, E-Commerce outfits/services, Financial Institutes
7	Computer Science	Software Firms, Computer Service Sector, Data Processing units/services

Action Plan for: Improving Research by Faculty, Developing Research Interest among Undergraduate Students and Collaborating with Indian and Foreign Institutions in Academic and Research Area through MoUs

All the departments are required to form functional MoUs with institutes connected to their field of knowledge. Some of the targets are as below:

Sr No.	Department/Faculty	Institute/Organization for MoU
1	Languages (Marathi/Hindi/English)	Literary Organizations, Cultural Organizations Publication houses, Translation Bureaus
2	Humanities-Social Sciences	Organizations/Institutes connected to Social Services (viz TISS)
3	Humanities -Geography	Government Agencies viz. Land Survey Dept., PWD, Organizations connected to agricultural productions, land cultivation development/local farmer bodies
4	Sciences-Physics, Chemistry	Universities, Industries involved in tool manufacturing, Water processing (Ion Exchange etc.), general fabrication industries, pharmaceutical sector
5	Life Sciences	Universities specializing in appropriate field of science, Institutes involved in Bioinformatics. Biotechnology, Industries / organizations in the field of Environmental Protection/Horticulture
6	Commerce	Chartered Accountants firms, E-Commerce outfits/services, Financial Institutes
7	Computer Science	IITs, Computer hardware/software firms, University departments

Action plan for contribution to Social and Environmental Awareness Activity

Collaborations with some of the following organizations is planned on institutional level

1. The Applied Environmental Research Foundation (AERF) - a registered Non-Governmental Organization (NGO) based in Pune.
2. Vanashakti -a non-profit environmental NGO based in Mumbai.
3. Waatavaran-a Sustainable Development Organization, Kurla, Mumbai.



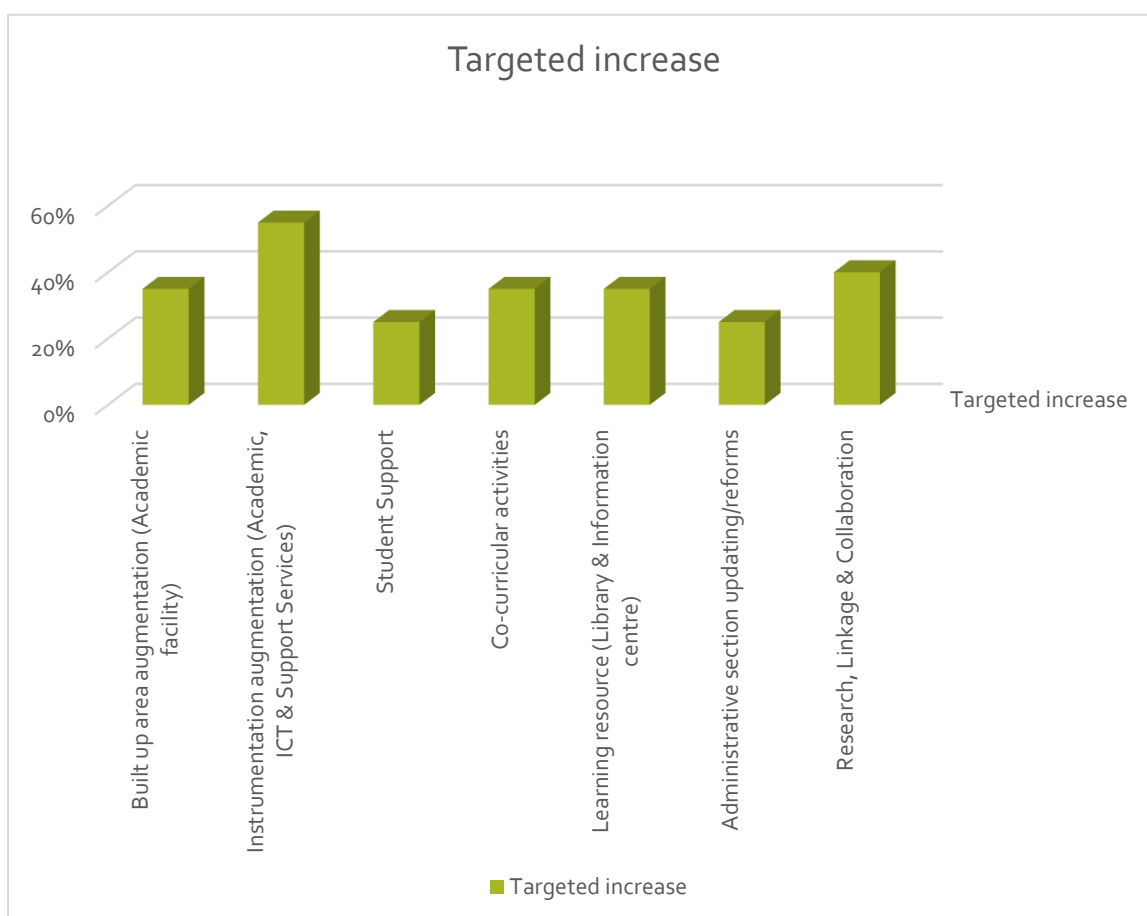
13. Institutional Project Budget

The proposed budget for next five years (2023-2028) is as follows:

Sr. No.	Item	Allocation (in Lakhs)
1.	Infrastructure Improvement for Teaching, Training and Learning through :	10
2.	(i) Modernization and strengthening of laboratories	5
3.	(ii) Establishing of new laboratories for existing UG and PG programmes and for new PG programmes	15
4.	(iii) Modernization of classrooms	4
5.	(iv) Updating of Learning Resources	4
6.	(v) Procurement of Furniture	4
7.	(vi) Establishment/ Upgradation of Central and Departmental Computer Centres	5
8.	(vii) Modernization / Improvement of supporting departments	2
9.	(viii) Modernization and strengthening of Libraries and increasing access to knowledge resources	10
10.	(ix) Refurbishment (Minor Civil Works)	20
11.	Providing Teaching and Research Assistantships to increase enrolment in existing and new PG programmes	15
12.	Enhancement of R&D and institutional consultancy activities	2
13.	Faculty and Staff Development (including faculty qualification upgradation, pedagogical training and organizing/ participation of faculty in workshops, seminars and conferences)	5
14.	Enhanced Interaction with Industry	1
15.	Institutional Management capacity enhancement	1
16.	Implementation of Institutional Reforms	2
17.	Academic support for weak students under the aegis of Finishing School	2
18.	Technical assistance for procurement and academic activities	2
19.	Incremental Operating Cost	5
	TOTAL	114

Specific Objectives and Expected Results of IDP(2023-2028)

Objectives	Expected Results -Increase in percentage (baseline 2023-24)
Built up area augmentation (Academic facility)	35%
Instrumentation augmentation (Academic, ICT & Support Services)	55%
Student Support	25%
Co-curricular activities	35%
Learning resource (Library & Information centre)	35%
Administrative section updating/reforms	25%
Research, Linkage & Collaboration	40%



Targets against the Deliverables (2023-2028)

Sr.No.	Target	Deliverable
1.	Student Enrollment Increase /Academic Enhancement	35% increase in student strength with i) Starting of 5 New Courses (PG& Research) ii) Certificate level& Others-7
2.	Infrastructural Augmentation	New Smart Classroom Academic Block (Building fully equipped with ICT facilities), latest LMS acquisition
3.	Instrumentation Augmentation-Academic	Hardware and software upgradation in each laboratory (addition of new equipment, replacement of obsolete technology)-Acquisition of 150 new computers
4.	Instrumentation Augmentation-Administrative	Cashless financial transaction with opening of web-based payment gateway, acquisition of 20 latest computers, building a compatible software-app
5.	Student development	Increased involvement through NEP in NCC, NSS, Sports- Starting new divisions for NCC, NSS and new teams in Sports events
6.	Research, Consultancy, Collaboration	Industry visits mandatory for each department from Science faculty, 08 new MoUs for collaboration, Constituting 2 new research awards from the institute
7.	Research	Total 20 National/International Conferences, seminars, workshops (Four each year) to be organized by the institute

Targets

Deliverables

Academic Enhancement

- 35% increase in student strength
- i) Starting of 5 New Courses (PG& Research)
- ii) Certificate level& Others-7

Infrastructural Augmentation

- New 12 Smart Classroom Academic Block

Academic Infrastructural Augmentation

- **Hardware and software upgradation**
Acquisition of 150 new computers

Administrative Instrumentation Augmentation-

- **Cashless financial transaction**
- **web-based payment gateway**
- **acquisition of 20 latest computers compatible software-app**

Student development

- Increased involvement through NEP in NCC, NSS, Sports

Research, Consultancy, Collaboration

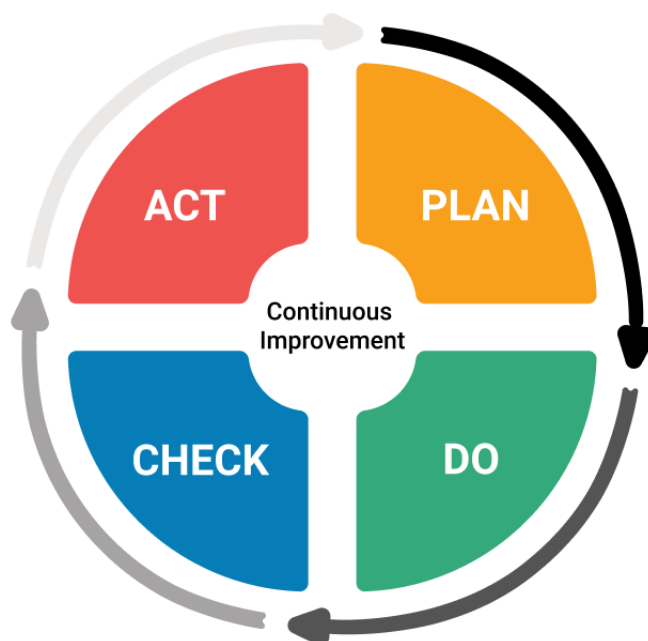
- **Mandatory Industry visits**
- **08 new MoUs**
- **2 new research awards**

Research Events

- **20 National/International Conferences, seminars, workshops**

Towards Strategic Goals of the college: Vision 2028 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.

Closing Remarks

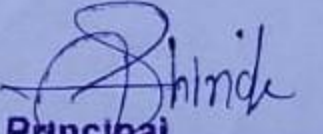
Efforts have been made to keep this plan tangible and it has been presented as a document based on realistic vision. The Vichar Vikas Mandal is committed to strive towards the development of its educational institute 'Mahatma Gandhi Mahavidyalaya, Ahmedpur' which has already gained reputation as a prominent educational institute. The development plan reflects the aspirations of the management and staff of the college. These are the pathways on which the college would be making progress. With proper financial planning and support, the necessary approvals from the University, Government of Maharashtra, various agencies of the State and Central governments, the plan would be transformed into reality.



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Principal

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(Arts, Commerce & Science)
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