

6.2.1. The institutional perspective plan is effectively deployed and functioning of the institutional bodies is effective and efficient as visible from policies, administrative setup, appointment, service rules and procedures.

## PERSPECTIVE PLAN 2022-23 to 2032-33

### Introduction

The college will implement measures to ensure gender equality in terms of rights, benefits, obligations, and opportunities. This will include gender sensitization programs and facilities such as social security, counselling, and grievance redressal mechanisms with a focus on gender sensitivity.

Furthermore, the college is committed to environmental sustainability and will introduce eco-friendly practices. This includes initiatives like energy audits, waste management, rainwater harvesting, and other green practices. The college is prepared to allocate a budget for these efforts.

In addition, the college will ensure equality, freedom, justice, and dignity for differently abled persons. This commitment will be explicitly reflected in all policies, facilities, and practices of the college.

Aligned with its core values, the college will enforce a code of conduct for students, teachers, and staff. This will uphold human values and professional ethics, ensuring academic integrity and transparency in all transactions.

Lastly, the college will organize various activities to promote national integration and communal harmony.

### Criteria I

The Perspective Plan reflects the essence of the college. In the digital age, where digital communication is imperative in every sphere, the college aims to disseminate information about admissions, course structures, syllabi, and evaluation methods through a digital prospectus uploaded on its website.

Goals	Achievements
Digitalization	Website updated time to time. Effective use of Google classroom Sharing information through blogs

The college promote the use of ICT in teaching and learning process providing training to teachers by organizing workshops, seminars for effective curricular delivery.

Goals	Achievements
ICT Use	Teachers training Use of digital tools

The college currently offers traditional programs. However, stakeholders have expressed a need to introduce new courses that enhance employability. As a response, the college plans to introduce a variety of add-on courses and life skills programs, including communication skills, soft skills, and job-oriented courses. Additionally, the curriculum will address cross-cutting issues such as gender, environment and sustainability, human values, and professional ethics.

Goals	Achievements
Courses enhancing the employability	Student's College run COC Courses Self-funded courses run by college

The college intends to promote participation of faculty on the various bodies of affiliating university to avail exposure to faculties, which helps to start self-designed programmers

<b>Goals</b>	<b>Achievements</b>
Faculty Participation	Faculties were appointed on various bodies at university level.

To cope up with rapid changes in global needs the college intends to start different UG, PG and research programs and courses co-relating with the development of infrastructure.

<b>Goals</b>	<b>Achievements</b>
Starting New Programs	Started New UG course. Empowered Research Activity

Choice based credit system was introduced to give freedom to student for interdisciplinary choice of the self-designed courses.

The college also assigns field projects / internships to the students on the research-based topics such as energy, environment, entrepreneurial, marketing and social issues and language at graduate and postgraduate levels.

<b>Goals</b>	<b>Achievements</b>
Student Project Participation	Project based learning at UG Level Term Paper by PG Students

The college has developed an advanced, vital, effective and conclusive feedback system for continuous development of teaching-learning.

<b>Goals</b>	<b>Achievements</b>
Feedback System	Feedback from all types of stakeholder of institute like, Student, Teacher, Parent, Alumni, etc...

## **Criteria II**

The college is committed to promoting social inclusiveness and tolerance in all its activities. As part of this commitment, the college will implement a reservation policy with deliberate efforts. It will strive to cater to the needs of diverse students by offering schemes like remedial teaching for slow learners, facilities for advanced learners, as well as support for differently-abled students and athletes.

Moreover, the college will make special efforts to fulfill and retain faculty positions. It is also dedicated to implementing student-centered teaching and learning methods, such as experiential learning, participative learning, and problem-solving. To achieve this, the college will provide in-house and off-campus training opportunities for its teachers.

<b>Goals</b>	<b>Achievements</b>
Student-centered methods	Student-centered methods of teaching and learning

The college will augment the innovations and ICT in its teaching learning processes by using E-learning resources OER's, NPTEL, CEC, language laboratory, computing laboratory etc.

In that effect, the college has set up a useful digital repository and virtual laboratory, to create blogs of the departments and individual teachers, to develop and use Massive Open Online courses, etc.

<b>Goals</b>	<b>Achievements</b>
E-learning	MOOCs and SWAYAM Courses

The institution has established a mentoring system in place to meet the academic and personal needs of students.

For enhancing the academic quality, the college plans to increase percentage of teachers with Ph.D. qualification by deputing teacher on FDP, by providing research facilities and by recruiting teachers with Ph. D degree at entry level.

<b>Goals</b>	<b>Achievements</b>
Enhancing Academic Quality	Faculty development programs Faculty research involvement

The college aims to create a transparent and supportive process for recommending its teachers for awards and recognition at state, national, and international levels. It plans to establish an effective internal evaluation system to assess student performance in formative and summative examinations. Additionally, the college intends to introduce e-tests and e-evaluation methods, along with practices like open-day discussions in the future. It also proposes to devise a simple yet robust mechanism to address exam-related grievances.

<b>Goals</b>	<b>Achievements</b>
Transparency in Examination and Evaluation	Introduced e-test Exam and Evaluation related grievances

The college desires to make conscious efforts on the enhancing teaching learning process by framing aims, objectives and learning outcomes at UG and PG programs and courses. For this, the committee of experts will be set . The outcomes of the programs and courses will be displayed on the website.

<b>Goals</b>	<b>Achievements</b>
Program outcome and objective	Prepare PO, PSO, and CO and displayed.

### **Criteria III**

#### **Research**

The college aims to contribute to the nation's development by promoting quality research at the institutional level. To achieve this, it will gradually frame and implement a well-defined, inclusive policy to encourage and support research.

To foster a research culture and alleviate obstacles, the college will motivate faculty to seek funding from various national and international agencies. Additionally, the college will provide seed money at the institutional level to help faculty initiate major and minor research projects.

To equip faculty with the skills necessary for quality research and to facilitate advanced studies through fellowships at the national and international levels, the college plans to organize workshops, seminars, and training programs on research for both teachers and students.

<b>Goals</b>	<b>Achievements</b>
Research for teachers and students	Organized workshops, seminars. Training programs on research for teachers and students.

The college intends to provide all research facilities like common facility center, advanced computation facilities and access to database.

To initiate productive and applied research, the college has started to establish collaborations with different industries, institutions and NGOs to avail funding.

<b>Goals</b>	<b>Achievements</b>
Research Facilities for teachers and students	Common facility center.

	Advanced computation facilities and access to database. Establish collaborations with different industries, institutions and NGOs
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The college actively encourages the extensive use of ICT to facilitate knowledge creation and transfer processes.

To instil entrepreneurial and corporate values among faculty and students, the college plans to establish an incubation center. This center will promote and cultivate innovations in applied research.

To support campus start-ups and streamline the patent process, the college will provide specialized training to faculty and students through workshops and seminars.

The college's research policy emphasizes the importance of ethical conduct to minimize malpractices during research. Additionally, the college has developed a policy for detecting and penalizing plagiarism in research work.

Quality research can lead to national and international recognition, copyrights, and patents for faculty. To encourage these outcomes, the college intends to offer incentives to faculty members.

<b>Goals</b>	<b>Achievements</b>
Quality research	help the faculty to secure national, international recognition, copyrights, and patents. Award incentives to faculty

With all augmented research facilities, the college insures research publication in reputed journals with high impact factor.

### **Consultancy**

The college plans to leverage the expertise of its faculty and available laboratory facilities to start a consultancy service aimed at assisting the community, with a focus on corporations and research scholars. This initiative is expected to generate revenue for further development.

To promote consultancy practice, the college has developed a well-defined policy that ensures faculty receive appropriate remuneration for the expertise they provide.

<b>Goals</b>	<b>Achievements</b>
Consultancy	Faculty expertise and available laboratory and other facilities to start consultancy Designed well-defined policy for promoting consultancy

### **Extension**

As part of its institutional social responsibility, the college plans to conduct extension activities in collaboration with governmental organizations (GOs) and non-governmental organizations (NGOs). These activities will focus on cross-cutting issues such as environmental conservation, social justice, women's empowerment, human rights, health, cleanliness, energy, agriculture, water conservation, the cashless economy, and employability. The goal is to raise students' awareness and sensitivity to these issues.

To enhance its collaborations with GOs, NGOs, and industries, the college will establish memorandums of understanding (MOUs) and linkages. This will facilitate increased sharing of knowledge and facilities, promoting overall holistic development.

<b>Goals</b>	<b>Achievements</b>
Extension	Established MOUs and linkages Conducted extension activities in collaboration with GOs and NGOs

#### Criterion IV

To align with modern developments in the teaching-learning process and to enhance the overall development of students in both curricular and extracurricular activities, the college plans to provide necessary, well-equipped infrastructure for teachers and students. This initiative includes the construction of new buildings, a common facility center, extensions to existing buildings, multimedia classrooms, an advanced audio-visual facility center, sophisticated instruments, indoor sports facilities, and a recreation hall, among other facilities.

Goals	Achievements
Modern development in teaching learning process.	Necessary well-equipped infrastructure to teachers and students. Common facility center, extension Multimedia classrooms, advanced audio visual facility

The college plans to establish a mechanism for continuous assessment to ensure the optimal use of available infrastructure and to determine the need for its upgrade and maintenance. It will also intensify its efforts to secure funding from various agencies for ongoing infrastructure development.

Additionally, the college aims to implement a mechanism for continuous knowledge development. This includes creating a digital repository and sharing it among stakeholders, enriching library facilities, automating library processes, and promoting information communication technology such as high-speed internet access and subscriptions to resources like INFLIBNET and e-ShodhGanga.

Goals	Achievements
Creation of digital repository	Automation and promotion of information communication technology Mechanism for continuous knowledge development

#### Criteria V

The college recognizes the importance of providing financial assistance to promising students from economically and socially disadvantaged backgrounds. In line with principles of social justice and inclusivity, the college plans to create its own welfare scheme while also leveraging government welfare measures.

Academically, the college will support students through various capability enhancement and development schemes, such as coaching for exams, soft skill development, and remedial teaching, aimed at both horizontal and vertical development. Additionally, the college will organize career counselling sessions and placement camps.

To promote student participation, the college will encourage involvement in vocational education training programs and ignite entrepreneurial interests. It also aims to create a nurturing and protective campus environment by establishing a transparent and comprehensive mechanism for resolving student grievances, complaints of sexual harassment, and ragging cases amicably.

The institution intends to broaden the horizons of extracurricular activities by increasing student exposure and providing opportunities and an ambiance for sports and cultural activities.

Moreover, the college will nurture democratic values, governance skills, and leadership qualities by granting student representation in academic and administrative bodies. It aims to foster active participation in the overall development of the college and enhance relationships with its alumni.

Goals	Achievements
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Financial assistance	Providing financial assistance to the promising students from economically and socially backward classes by welfare scheme
Capability enhancement and development schemes	Coaching for examinations, soft skill development Organized career counselling sessions and the placement camps Vocational Education Training and programs
Grievances	Students' grievances, complaints of sexual harassment and ragging
Extracurricular activities	The opportunities and ambience to sports and cultural activities
Alumni Interaction	Extend relationship with its alumni

### Criterion VI

In ensuring precise governance, institutional leadership plays a crucial role in developing and utilizing the college's repertoire effectively. The college follows a practice of decentralization with participative management for effective governance.

To maintain inclusiveness in strategy development and deployment, the college designs a well-defined constitutional perspective plan document.

For transparent governance, the college implements e-Governance in all operational areas.

The governing body is committed to the welfare of teaching and non-teaching staff, and therefore, the college plans to develop welfare schemes for its staff.

Additionally, the college intends to voluntarily register for the internal inclusive audit conducted annually by the university, covering all aspects of institutional functioning.

The college plans to seek financial assistance from various funding agencies to organize conferences and seminars at national and international levels.

To continuously develop its teaching staff, the college will adopt the performance-based appraisal system devised by the UGC. It will also encourage faculty to participate in orientation programs, refresher courses, short-term courses, and faculty development programs.

The college will conduct all mandatory audits on a time-bound basis to maintain financial transparency and accountability to society. Strategies will be developed for fund mobilization and optimal resource utilization.

Furthermore, the college aims to empower the IQAC to implement innovative strategies for quality sustenance and development.

Goals	Achievements
Governance	Precise governance, institutional leadership. Practice of decentralization with participative management Well-defined constitutional perspective plan document Various functional committees e- governance Welfare of its teaching and non-teaching staff.
Faculty development	Performance based appraisal system

	Organize the conferences and seminars at national and international level.
Financial transparency	Mandatory audits on time-bound basis
Extracurricular activities	The opportunities and ambience to sports and cultural activities
Alumni Interaction	Extend relationship with its alumni Strategies for mobilization of funds

## Criterion VII

The college will implement measures to ensure gender equality in terms of rights, benefits, obligations, and opportunities. This will include gender sensitization programs and facilities such as social security, counselling, and grievance redressal mechanisms with a focus on gender sensitivity.

Furthermore, the college is committed to environmental sustainability and will introduce eco-friendly practices. This includes initiatives like energy audits, waste management, rainwater harvesting, establishing solar panel and other green practices. The college is prepared to allocate a budget for these efforts.

In addition, the college will ensure equality, freedom, justice, and dignity for differently abled persons. This commitment will be explicitly reflected in all policies, facilities, and practices of the college.

Aligned with its core values, the college will enforce a code of conduct for students, teachers, and staff. This will uphold human values and professional ethics, ensuring academic integrity and transparency in all transactions.

Lastly, the college will organize various activities to promote national integration and communal harmony.

Goals	Achievements
Gender equality	Measures to ascertain gender equality
Environmental issues	Initiatives to introduce the eco-friendly practices Various Audit
Precaution Heritages	Preserving the natural, cultural and historical heritage
Values and Ethics	Organize number of activities for promoting national integration and communal harmony. Green practices. Best practices

## 6.2.1

### DEPLOYMENT OF STRATEGIC PLAN ACADEMIC YEAR 2022-23

- A help desk for students has been set up
- Cleanliness in classrooms, Teachers' room, Library and Departments, corridors, toilets and drinking water arena are being maintained regularly
- Installation of segregated dustbins completed
- Floor wise drinking water facility have been installed
- Problems regarding scholarship issues were addressed
- More classrooms were enabled with projectors and Smart classrooms were set up
- Classroom with facilities of blended mode of classes setup
- Library books as per demand of stakeholders procured
- Computers were installed in all Departments.
- Laboratory equipment and materials were procured
- Furniture in Departments and Classrooms were repaired and installed. New furniture installed in new classrooms
- New classrooms were built on the annex campus
- Facility of Psychological counselling was arranged
- Code of conduct for all stakeholders published and displayed in website
- A sick room with a wheelchair facility was set up
- Common room indoor game facilities for students were improved
- Improvement in Games Infrastructure –Badminton court and the main Playground was renovated
- College Gymnasium was modernized with additional infrastructure
- Outsider entry into the college premises was restricted
- College cafeteria was renovated and improved.