



Nutan Vidya Mandir Education Society's  
**Late Sow. Kamaltai Jamkar Mahila Mahavidyalaya,  
Parbhani**

**Institutional Development Plan  
In the Context of National Education Policy (2020)**

For

HEIs

For the period of 2023-24 to 2028-29

Submitted to

**Swami Ramanand Teerth Marathwada University, Nanded**

Through

**The Principal,**

**Late Sow. Kamaltai Jamkar Mahila Mahavidyalaya,  
Parbhani**

December 2022

# Institutional Development Plan

## In the Context of National Education Policy (2020)

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**Institutional Development Plan (IDP)**  
**In the Context of National Education Policy (2020)**

**Preface**

National Education Policy 2020 intends to accomplish a cultured, developed, just and equitable society by transforming the education system of the country by perennially adding to its fundamental philosophy that recognizes the dire necessity of facilitating universal access to quality education for it is a powerful weapon to achieve country's eternally sustainable progress. It aspires to imbibe core values for building responsible citizens of the world thereby shaping leadership on the global stage. The need to focus on economic growth, social justice and equality, scientific advancement, national integration and cultural preservation has enforced to determine a road map for high quality education. Besides, in the context of globalization the world strives to attain an impeccable system of education where every stakeholder is expected to get vibrantly involved and contribute to the knowledge hub by utilizing the resources thereof.

For achieving excellence in Higher Education the institution is hoped to be in harmony with the awe inspiring technological advances and scientific developments largely inclined towards a new millennium era of artificial intelligence that comprises big data and machine, learning and coping with vastly diverse opportunities. Besides, according to the NEP 2020 education system should be discerned to produce a skilled work force from primary to higher education level with special skills of mathematics, computer science and data science, in addition, multidisciplinary abilities across the sciences, social sciences and humanities will be mounted in greater demand.

Human beings hardly remain unaffected due to the changing climate and the abrupt epidemics, henceforth the abrupt need to assimilate biology, chemistry, agriculture, environment and climate science, physics etc. and were equally felt. However, as India rapidly marches to coup up with the global

education scenario NEP 2020 addresses important issues pertaining to the development of our nation.

Late Sow. Kamaltai Jamkar Mahila Mahavidyalaya Parbhani happens to be a resplendent gem in the incredible tradition of Nutan Vidya Mandir Education Society, Parbhani, a hundred years old institution established in the pre-independence era in the year 1916 with the noble cause of catering to the educational needs of denied and depressed classes of the social strata. It was incepted during June 1983 under the leadership of the visionary leader Late Shri. Raosahebji Jamkar, former Minister of States, Government of Maharashtra and his comrades like Subhedar Bandhu and others including freedom fighters of Marathwada Liberation Movement.

Late Sow. Kamaltai Jamkar Mahila Mahavidyalaya is about to step in its fortieth successful year devoted to the noble cause of disseminating higher education to the women of the area to achieve the mission of Empowerment of Women. The institution has gained immense popularity being the prime teaching-learning institute entirely devoted to the cause of women's education. With this substantially gained status it aspires to face fourth NAAC accreditation cycle. Since its inception it has achieved, milestones in the field of education by creating complete personalities as the continuum of its vision.

At the crossroads of gearing up for the implementation of the National Educational Policy in Higher Education, institution is required to frame its Institutional Development Plan (IDP) in the context of National Education Policy – 2020 to achieve the objectives framed to reach its targets determined.

## **B. Template for IDP**

## **I) Objectives of the IDP**

- 1) To disseminate higher education effectively in accordance with NEP's higher education policies
- 2) To cope with the academic and administrative scenario by framing a canvas of excellence in education
- 3) To facilitate skill based courses to strive towards the mission of women empowerment
- 4) To expand gross enrolment ratio of students up to 30%
- 5) To ingrain awareness about women's rights, equality and equity
- 6) To encourage innovative, critical, creative and holistic learning harmoniously with the changing scenario
- 7) To generate obtainable opportunities for self-employability as per local needs
- 8) To rise women's contribution in decision making and leadership roles
- 9) To enhance and improve the social status of women from local to global
- 10) To enlarge women's involvement in national and ultimate human development
- 11) To deal with woman's issues from micro to macro level by strengthening interaction with various stakeholders
- 12) To deploy human resource management for appropriate attainment of the outcomes
- 13) To accelerate the teaching learning process for transformation in to integrated personalities
- 14) To imbibe ethics and values for abiding by the human rights towards responsible citizenship
- 15) To restructure and rebuild scientific and technological temperaments for establishing a rapport towards spiritual and holistic attainment as ultimate goal of life

## **I) Institutional Profile**

### **1) Institutional Basic Information**

#### **1.1) Institutional Identity**

Status of being a Women's college is the foremost focal identity of our college catering to the needs of the masses of women in the nearby areas. Besides, introducing and running career oriented and skill based courses adhering to current expectations and contemporary relevance imparts a glorious identity to our institution.

Being a woman's college we are full of gratitude towards Savitribai Phule, the first woman teacher of India and hence established Savitribai Phule Chair. Our Women study Centre has been appropriately named as Rajmata Jijau Woman Studies Centre to honour her contribution for establishing an independent state (Swarajya) entirely focused on welfare of the people.

In addition our well-furnished music department possesses Lata Mangeshkar Music Recording Studio whereas P.V. Sindhu Badminton Indoor Stadium adds to our identity. Well-equipped Gymnasium recognized as Dipa Karmakar Gymnasium provides facilities to the students.

Besides Anandibai Joshi health Centre takes care of the health issues of students and staff. Kalpana Chawala Computer Laboratory facilitates with advanced technological opportunities to the students for academic and research projects. Mother Teresa Meditation Centre copes with the spiritual ambience over the college campus. Annapurna canteen takes care of the food catering to students and staff.

#### **1.2) Academic Information**

Late Sow. Kamaltai Jamkar Mahila Mahavidyalaya is an offshoot of Nutan Vidya Mandir Education Society, Parbhani established in 1916 by the freedom fighters who strived to liberate Marathwada region from the brutal tyranny of

the Nizam rule. Late Shree Raosaheb Jamkar, Former Minister of States, Maharashtra, had been one of the pillar strengths shaping the constitution of the Nutan Vidya Mandir Education Society, Parbhani. Late Sow Kamaltai Jamkar Mahila Mahavidyalaya is the manifestation of his socially and intellectually fostered desire to bring the women of the area to the main stream with a vision based on equality for women. His dream came true with the inception of a woman's college in the city of Parbhani during June 1983 that has been later named as Late Sow. Kamaltai Jamkar Mahila Mahavidyalaya in the memory of his late wife Mrs. Kamaltai Jamkar.

Late Sow. Kamaltai Jamkar Mahila Mahavidyalaya, Parbhani, plays a vital role in transforming women as empowered citizens and entrepreneurs tuned to the demand of the enormous changes in the world scenario. Late Sow. Kamaltai Jamkar Mahila Mahavidyalaya is the first women's college in Parbhani. The programmes offered by the institution are B. A., B. COM., B. C. A., B. VOC. (FT) & (IT). The institution has run B.Voc FT & IT programmes granted by UGC till 2016. Besides, B. VOC. (FT) and (IT) also offered as diploma and advanced diploma after the completion of F.Y. and S.Y. of the courses respectively. The college also offers M.Sc. (CS) by recognizing the need of technological education at the local ambience. The college runs the most desired P.G. Course of M.Com, M.Voc & M.A. (Music). It has added feather to the crown of our institution as the most applauded academic programme by the community as well as the experts.

Moreover, employability oriented courses like Fashion Designing (COC), Computer Hardware, Home Science, Music, Yoga, Arabic Language, Modi Script and Spoken English rationally contribute in transforming the students into employable citizens of the society.

Furthermore, value added courses, certificate courses and add-on courses also are better options for the girl students of the area. The curriculum is revised from time to time by the Parent University in which the faculty



members of the college actively contribute. Nutan Vidya Mandir Education Society is spread over a sprawling 11 acres of campus, wherein Late Sow. Kamaltai Jamkar Mahila Mahavidyalaya, enjoys a centrally located position with advanced facilities for teaching, learning, sports, Woman's Hostel, Canteen etc.

### 1.3) Establishment Details

Late Sow. Kamaltai Jamkar Mahila Mahavidyalaya is an offshoot of the Nutan Vidya Mandir Education Society, Parbhani established in 1916.

### 1.4) Accreditation Status/ Details

Sr. no	Assessment Period	Day & Date	Status / Grade
01	1983-2004	16 February 2004	B+
02	2004-2013	2013	A
03	2013-2018	03 July 2018	B++

### 1.5) Faculty Status (Regular on Contract Faculty as on March 31, 2021)

List of Permanent Faculties in College (A.Y. 2021-22)		
Sr.no	Name of the Faculty	Designation
1)	Dr. Bhosle V.K.	Principal
2)	Mr. Padghan A.B.	Assistant Prof.
3)	Ms. Jadhav N.L.	Assistant Prof.
4)	Dr. Avachar S.G.	Assistant Prof.
5)	Dr. Ingale R.R.	Assistant Prof.
6)	Dr. Kulkarni P.P.	Assistant Prof.
7)	Dr. Lohakare O.A.	Assistant Prof.
8)	Dr. Giri A.S.	Assistant Prof.
9)	Dr. Lomte S.P.	Assistant Prof.
10)	Dr. Naseem Begum Ad. Saleem	Assistant Prof.
11)	Mr. Jadhav M.S.	Assistant Prof.
12)	Dr. Sarnaik A.A.	Director of Phy.Edu.
13)	Mr. Kirtankar S.R.	Librarian

<b>List of Fix Pay Staff appointed &amp; approved by College</b>		
1)	Mr. Md. Khaled Md. Ayyub	B.C.A.
2)	Ms. Farheen Naz Ansari	B.C.A.
3)	Ms. Nikita Kulkarni	BCA
4)	Ms. Kanchan Sharma	BCA
5)	Ms. Priyanka Raut	B.Voc. (F.T.)
6)	Ms. Pooja Katte	B.Voc. (F.T.)
7)	Ms. Archana Lahoti	B.Voc. (F.T.)
8)	Ms. Ambhore S.S.	B.Voc. (F.T.)
9)	Ms. Rupali Kale	B.Voc. (F.T.)
10)	Ms. Maya Jadhav	Home Science
11)	Ms. Sadhana Langote	Home Science
12)	Ms. Mumtaj Ajmath Khan	Fashion Designing (COC)
<b>List of Clock Hour Basis Staff approved by S.R.T.M.U. Nanded</b>		
1)	Mr. Yadav P.D.	Assistant Prof.
2)	Dr. Taynath V.P.	Assistant Prof.
3)	Mr. Survase A.S.	Assistant Prof.
4)	Mr. Chatse R.R.	Assistant Prof.
5)	Dr. Bangar A.S.	Assistant Prof.
6)	Dr. Aboti P.D.	Assistant Prof.
7)	Dr. Jadhav G.K.	Assistant Prof.
8)	Dr. Dhaneshwar D.B.	Assistant Prof.
9)	Dr. Sadaphule S.S.	Assistant Prof.
10)	Mr. Gavane G.D.	Assistant Prof.
11)	Dr. Kote Jyoti R.	Assistant Prof.
12)	Dr. Nadare P.J.	Assistant Prof.
13)	Ms. Kausar Begum	Assistant Prof.

### 1.6) Courses & Examination Details

Sr. no	Course	CA	ESE
1)	B.A.	As Per the Parent University norms & Regulations	
2)	B.Com		
3)	B.C.A.		
4)	B.Voc		
5)	M.A. (Music)		
6)	M.Com		

7)	M.Sc (C.S.)	
8)	M.Voc (F.T.)	

## 1.7) Students Profile

Category wise Summary of Admission for the A.Y. 2021-22													
Sr. No.	Class	Open	OBC	SC	ST	NT-A	NT-B	NT-C	NT-D	SBC	Minority		TOTAL
											Muslim	Jain	
1	B.A.F.Y.	61	14	20	17	2	3	3	-	0	39	-	120
2	B.A.S.Y.	53	4	15	12	0	5	4	0	0	26	-	93
3	B.A.T.Y.	37	10	22	17	1	2	1	0	1	14	-	91
4	B.Com. F.Y.	42	14	4	1	0	1	11	-	1	1	2	74
5	B.Com. S.Y.	49	10	8	3	-	-	6	1	0	3	1	77
6	B.Com. T.Y.	53	12	4	7	-	3	4	-	1	4	2	84
7	BCA F.Y.	8	0	1	-	-	-	1	-	-	5	-	10
8	BCA S.Y.	3	-	-	-	-	-	-	-	-	1	0	3
9	BCA T.Y.	8	1	1	-	-	-	1	-	-	2	-	11
10	M.A.(Music) F.Y.	3	3	-	-	-	-	-	-	-	-	-	6
11	M.A.(Music) S.Y.	1	1	1	-	-	-	1	-	-	-	-	4
12	M.Com. F.Y.	38	19	16	2	1	2	3	3	1	3	3	85
13	M.Com. S.Y.	42	17	9	3	2	3	4	1	-	-	-	81
14	M.Sc.(CS) F.Y.	5	1	1	-	-	1	-	-	-	1	-	8
15	M.Sc.(CS) S.Y.	3	-	-	-	-	-	-	-	-	-	-	3
16	B.Voc. (FT) F.Y.	12	9	4	-	-	-	1	-	-	7	-	26
17	B.Voc. (FT) S.Y.	11	4	-	-	-	-	2	-	1	2	-	18
18	B.Voc. (FT) T.Y.	16	3	-	1	-	-	1	-	-	8	-	21
19	M.Voc. (FT) F.Y.	4	-	-	-	-	-	1	1	1	1	-	7
20	M.Voc. (FT) S.Y.	6	4	-	-	-	-	-	2	-	1	-	12
	<b>TOTAL</b>	<b>455</b>	<b>126</b>	<b>106</b>	<b>63</b>	<b>6</b>	<b>20</b>	<b>44</b>	<b>8</b>	<b>6</b>	<b>118</b>	<b>8</b>	<b>834</b>

## **1.8. Facilities (Lab /Library / Hostel)**

The institution possesses a pretty spacious eleven acres of land in the heart of the city with a total built up area of 55948.18 square metres. It fulfills all the standards established by statutory bodies required for performing academic, administrative, extra-curricular and recreational activities with appropriate requirements of space. The institution strives towards its mission of **Women Empowerment** with the help of the infrastructure available.

The institution during its forty years Journey since establishment has travelled to reach some milestones. It caters to the requirements of Higher education through adequate infrastructure and all round facilities for the process of teaching-learning. Institution possesses well equipped seven laboratories including Commerce lab, B.Voc lab, B.C.A lab, Language lab, etc. The institution also facilitates a centrally located library cum knowledge resource Centre encompassing advanced facilities for research. The main library provides N-List and NDL facilities for all its stakeholders.

Being a centre to disseminate services to women of the adjacent areas, the institute has constructed a spacious Women's Hostel with two buildings that occupies seventy students in all. Besides this prominent provision, the institute prerequisites the following amenities to the students:

### **1. Infrastructure for Administrative activities**

The institution has infrastructure resources for administrative purposes such as President's Cabin: 01, Principal's Cabin:01, Vice Principal's Cabin:01, Registrar's office: 01, Office Section:01, Server room: 01, Store room: 01.

### **2. Classrooms**

Institution has infrastructure resources for academic purposes such as well-furnished classrooms: 19, A.C. Smart class Room: 01, AC. Seminar Hall with Digital Podium and ICT system for Audiovisual Presentations: 01, Library: 01.

A.C. Reading room: 01 Recording room: 01, Evaluation Room: 01, staff room: 01, E-learning Studio: 01. AC. Music recording room with instruments: 01. Staff room: 01. Examination Room: 01.

### **3. Laboratories**

The institution displays its laboratories including B.Voc Fashion Technology lab: 01, Commerce Research Lab: 01, English Language Lab: 01, Beautification Lab: 01, Computer Lab: 01, Home Science Lab: 01, Music Lab: 01. All these laboratories are well furnished learning centres accelerating the learners to acquire skill based education.

### **4. Computing Equipments**

The institution has student video surveillance (CCTV) for security. The campus has Wi-Fi facilities for students, faculty and staff. The institution also provides Computers, Laptops, printers, Xerox machines, Projectors, Scanners, USB Sticks, Digital Cameras, Digital Podiums and LED Board etc.

### **5. Indoor Sports Infrastructure**

The institute knacks a well-equipped Indoor Badminton Hall and other courts such as Table Tennis etc. It provides Two Wooden Badminton Courts, Two Table Tennis courts, three chess Boards, fencing equipment etc. These facilities are assisted with power backups.

### **6. Outdoor Sports Infrastructure**

Outdoor sports facilities are Basketball Courts with floodlights set up:02, Volleyball court with floodlights setup:01, Cricket Ground:01, Kho-Kho Clay Court: 01 and Kabbaddi Clay Court: 01

## **7. Gymnasium for Girls**

The institute is proud of its specially designed gymnasium for girls and women staff. This facility has a Multigym setup, Treadmill, Cardio Cycle, Abdominal Bench, Weights, Various types of Dumbbells, Yoga Mats and Skipping Ropes.

## **8. Yoga Centre**

The institute owns a dedicated space for yoga and meditation to improve Psychological and Physical health. It imparts spiritual values. Institute has signed MoUs with Niramay Yog Kendra, Parbhani for availing expert Yoga Training students and staff.

## **9. Recreation Room**

The institute has an up to date recreation hall to facilitate students to enjoy their recreation skills and activities like playing Carom, Chess and likewise games. A few cultural ensemblances like dancing and singing also can happen there.

## **10. Health Centre**

The institute has a suitable Health Care Centre deliberately established for students and staff for confronting all types of emergencies. It makes available first-Aid medicines with a temporary doctor appointed.

## **11. Other Infrastructure facilities**

Institution potentially displays its services like Solar Panels for producing renewable energy, solar water Heaters, RO Water Purifiers, Sanitary Napkins Vending machines, Generators, Inverters, and UPS. Institution also has other suitable facilities like girls Common room, Water houses, Canteens, Incubation Centre, Women's Hostel, Public Health Centre and Reunion Rooms.

## **1.9. Research and Development**

Research and development are the key factors in the history and progression of any educational institution. Research and development is a notable characteristic of our institution as well. The institution has a well-developed Research Centre in Commerce discipline where a number of research aspirants pursue their research work for Ph.D. Besides, at P. G. Levels, the students of M.Com., MA.(Music), M.Sc. (CS), and M. Voc. also contribute to the field of research through their P.G. project works. All the undergraduate third year students also complete their projects on the topic of environmental awareness as a part of their curriculum.

Joining hands with the parent University, the institute adheres to the policy of encouraging the student community to participate in the Research Festivals from institute level up to the state level. Right from the inception of the Research Festival by the Government of Maharashtra as an integral part of the Higher Education Institute's policy, our institute has been actively participating in the Research Festivals and has earned accolades at various levels since its Commencement in various levels in the year 2006 till date.

Additionally, the students are encouraged to undertake research projects in accordance with the societal problems and the issues under the departments of Women Studies Centre, Sociology, Political Science, and Economics and so on. Research committee encourages the students to introduce their own startups through the department of B.Voc (Fashion Technology), Certificate Course in Beautification, and Home Science department occasionally.

The provision for seed money to be allotted and distributed to the students is made in the annual budget of the Institute. Research Committee appropriately chalks out a plan to execute and inspire Research and development activities of the faculties and students.

As far as the faculties are concerned, almost all the faculty members

have acquired Ph.D. degrees in their respective disciplines and subjects excluding two staff members who are however leading towards the attainment of their doctoral research work leading to Ph.Ds. Many of the staff members have earned their M.Phil. degrees adding to their educational feathers in the field of research.

Many of our staff members have meticulously completed their research projects and some of the faculties are on the verge of completion of their projects shortly. They have substantially contributed to the field of development through their research.

Six of our faculty members are approved research supervisors of the Parent University guiding research candidates for the completion and pursuing of Ph.D. research degrees.

## **1.10. Sports and Culture**

### **Sports**

Unavoidably sports department of the institution is one of the all time prominent features of the institution that disperses physical education to the prime stakeholder 'students' of an educational institute. Inadvertently, the significance of physical education has tremendously mounted at present owing to the expository situation of today's world. In a sense, the sports department integrates the major stakeholder students with complete health. In tune with this incredible policy of our institution, sports department attracts and incentivizes the students to be a part and parcel of the physical education activities throughout their span of education. Sports department leaves no stone unturned to cope up with the health requirements of our students.

During the cognizable marching of our institution of forty years period, students have enriched the sports score of the institution by reaching to the state and national levels. Participation of students from college level gathering events, up to collegiate, inter collegiate, inter-university and zonal events



stands remarkable to mitigate the requirements of inspiring the next generations of students

## **Annual Sports Activities**

### **1. International Yoga Day**

Every year the International Yoga Day is enthusiastically celebrated by the Sports department on 21st June. It is organized for the teaching, non-teaching staff and mostly for the students groups as well. Indian culture of spirituality is very well reflected through the celebration of Yoga Day. During last two years due to corona pandemic situation, the activity was carried out online but was not skipped.

### **2. Cherishing interest in sports & Physical Education**

Sports department organizes a few events such as solving of sports related questionnaire. This activity takes place online as well as off line. Google forms platform is extensively used to conduct the activities online. Through these types of activities students update their sports knowledge. The people from nearby society are motivated to organize sports activities for their groups. These questionnaires help to assess the interest of the students in sports and physical fitness activities.

### **3. Badminton Coaching Camps**

Badminton coaching camps for students of the institution, district, and university are organized as the occasion demands. Besides, catering to the needs of the society, coaching camps for children and senior citizens also are organized. Badminton Competitions of different levels also are organized for the students and society

### **4. National Festivals and Days**

All the important national festivals like Independence Day, Republic day, Sports day, Marathwada Liberation (Mukti Sangram) day, Maharashtra Foundation day, University Foundation day are celebrated in the institution

with the leading role of the sports department. The religious fervor and national integration are focused at during these celebrations.

### **5. Coaching camps for all sports**

Institution plays prominently leading role in organizing different coaching camps and sessions for the students with the guidance and help of the university and various district and state sport associations of Maharashtra state. Coaching Camps for Badminton, Volleyball, Fencing etc. are organized successfully by the institution. Coaching camps for zonal events also are conducted by the college.

### **6. organizing zonal and Inter Collegiate events**

The institution organizes Volley ball, Badminton, Fencing events at the premises through which students get selected for various level sports events. The students have achieved many prizes, honours and awards for their outstanding contribution to the department of sports. The institution avails every opportunity to imbibe social service through its organization of events such as All India Badminton tournament for Men and many district level events.

### **7. Incentives to promote sports culture**

The institution offers incentives in the forms of sports equipments and sports armory to the students for their notable performances in various sports activities Sports shoes, tee shirts, blazers and monetary help to the needy students contributing to the sports incentives. These steps logically help to strengthen the sport Culture of our institution by inspiring more and more students to participate.

### **Culture**

Culture of the institution gets reflected through numerous cultural and supportive activities undertaken by the institute throughout the academic year as per tradition since its establishment till date. Cultural committee of the institute obviously reveals the agenda of any institution. Being a Women's

college our institution is incredibly particular about the revelation of its cultural ensemblance by proclaiming the national cultural values framed by UGC, NAAC and other regulatory authorities of higher education and being the core of National Education Policy 2020.

At the commencement of the academic year, the cultural committee organizes the induction programme “Dikshrambh” for all the newly admitted students to integrate them into the stream of higher education. Induction programme spans over five to six days as per UGC norms. Honorable Principal, in the capacity of the head of the institution warmly welcomes the newly admitted students to the higher learning ambience and the students are acquainted with the existing culture of the institution with a desirable intention to uplift it. Cultural events like Saree Day are celebrated with all the cultural essence on the occasion of Savitribai Phule Birth Anniversary every year on January third.

The bonanza mega event of annual social gathering **Kamalostav** is the key indicator of our institute. Students from all the strata of the society enthusiastically participate in the institution's annual gathering event. Various competitions, cultural events are organized to facilitate the students to display their inherent and hidden potential leading to their overall personality development. **Kamalostav** works as a resplendent platform for the fashion show event of the institution with the initiatives of the B.Voc Fashion Technology department. Fashion show actually reveals the capacity of the fashion technology department to cope up with the modern fashion sense of the world with changing times.

Additionally, the birth and the death anniversaries of national leaders, freedom fighters and notable social figures also are organized so as to cherish and continue with their legacies by recalling their contribution in the national development and spreading human values. The farewell ceremonies for the final year’s students are organized unfailingly every year to maintain the

rapport with the outgoing students with an appeal to remain connected with their alma matter in the form of alumni by registering themselves as alumni.

Academic mega event of degree distribution is unfailingly organized every year after the convocation ceremony of the parent university. The students who qualify to obtain their degrees after a hard core committed academic performance during their years of study feel immense pleasure to take their degree certificates at the auspicious hands of noted dignitaries. All the degree holder students are invited to attend the degree distribution ceremony. These students are registered as alumni of the institution on the same day and they happily agree to remain in contact with their parent institution. The institute organized a few occasional events, gatherings and meetings for these alumni that counts for maintaining the harmonious relationship which gets strengthened with their participative interaction by generously donating funds for the development of the their alma mater.

As a part and parcel of the culture agenda many more such graceful religious, cultural and societal events are organized with the initiatives of the cultural committee to imbibe the cultural of equity, equality and humanity that are disseminated at its best through these events.

## **SWOC Analysis**

### **Strengths**

- Steadfast, staunch, supportive and encouraging management is an asset of our institution
- Accomplished, well qualified and committed Staff is the noteworthy characteristic of the institution.
- The institution has already acquired a status of a reputed lead college and College with Potential for Excellence.
- The vitally decisive educational institution with its Monumental history strives to maintain its identity.
- Affordable and accessible quality education is the foremost service facilitated for the girls and women of Parbhani and nearby areas.
- The institution is reasonably inclined towards furnishing employable, skill based, value based, and carrier oriented courses as a unique identity of our institution.
- The institution expedites sufficient I.T. infrastructure.
- Location of the institution in the heart of the city makes its reachable and reliant to the women of the area.
- Remarkable cultural history adds to the feather of our institution to attract the students' stakeholders.
- Mentor mentee scheme is a noteworthy system for personal focus and concentration towards individual students.
- Well-equipped Women's hostel satisfies the requirement of the students of the area to pursue their higher education.
- EBC and scholarships at institutional level work as a motivation for students.
- Green audit conducted annually nurtures environmental sustainability by availing waste Management, water management, solar panels implementation and a plastic free campus.

- Sustainable gymnasium and sports facilities take care of the health of the students.
- The identity of women's college is the distinctive feature of the institution.

### **Weaknesses**

- Limited research activities provide a scope to achieve acceleration in research output.
- There is little scope for MoUs with industry and International linkages.
- Inadequate knowledge resources at the knowledge resource Centre
- Placement ratio still has to go a long way for acquiring memorable results
- Scarcity of funds is the prominent weakness after decrease in government grants.
- Deficiency of industrial access is one of the major hurdles in progress.
- Insufficient student progression ratio due to stereotyped gender bias towards girl students.
- Poor teacher-student ratio leaves the institution bereft.
- Lacking of aspiration towards professionalism among girl students is one major drawback of the central stakeholder.
- Inadequate technical and technological staff prominently withholds from appropriate destinations.

### **Opportunities**

- Transformation of knowledge resource Centre into a digital hub is the foremost opportunity.
- Exclusive digitalization of MIS is an outstanding chance towards progression of the institute.
- Augmentation of research activities and enhancing research ambience are going to fetch good times for the institution.

- Improvement in the status of MoUs and linkages with industries are accessible opportunities.
- Looking forwards to generate more and more fund raising ways.
- Enlargement of research paper publication number and creative and reference books writing are the areas to develop in recent scenario.
- Academic and cultural programmes are required to be significantly magnified for quality enhancement
- Minimizing the gap between HEI and industry with respect to employability.
- Gaining quantum for paperless office and organizing training programmes for staff.
- Striving towards transformation of the institution into a multidisciplinary one.
- Infrastructure extension from building more classrooms to facilitating advanced amenities.

### **Challenges**

- Declining gross enrolment ratio is the prominent challenge to adhere to the NEP.
- Minimizing the mounting dropout rate, though as an outcome of the geographical location and post pandemic situation.
- Early age marriage of girls abstaining them from continuity in higher education.
- Enforcement for autonomy and implementation of NEP-2020 stands as the most sought out challenge.
- Psychology of parents concerned with the education and entire life of girls.
- Diminishing central and state grants is the critical issue for the women's
- Institution.

- Competition posed with coeducation institutions demands restructuring at every level.
- Stereotyped gender biases are the crucial hurdles for the student stakeholder.
- Adverse mind set towards accepting new technological advancements for teaching, learning and evaluation processes.
- Mentality to spend less on a girl's education as compared to her marriage is the fate that the students mainly face.



## 2.1 Curricular Excellence

### Objectives:

1. To nurture stimulating learning environment by furnishing quality education.
2. To extend employability by catering to skill based and value based courses.
3. To fabricate out right personalities by arranging abundant curricular and extracurricular enterprises.
4. To disseminate harmony and coherence by facilitating cultural, sports, literary and physical education ventures.
5. To expand employability by organizing training and placement programmes.

Sr.no	Activity	Y1	Y2	Y3	Y4	Y5	Nodal Person	Monitoring & Evaluation of Plan	Sustainability Plan
1)	Extra Co-curricular Activities & Models inclusion of Demonstration, Experiences, Examples, Case Studies, Continuous Assessment	Commerce/ B.Voc / Other certificate Courses	Computer Sci/ Home Science / Other certificate Courses	Music / Economics / Other certificate Courses	Languages and Other Relevant subjects	History/ Sociology / Political Science	Prof. Nirmala Jadhav	Academic Committee	Feedback Review, ATR by Academic Committee IQAC and CDC
2)	Field Visit & Training, New Trends & Issues	Computer Sci/ Commerce	Economics / History	Home Science / Music	Sociology / Political Science	Languages/ B.Voc			
3)	Problem Solving Approach, Group Discussion, Surprise test, Role Play	Languages	Sociology / Political Science	Economics / History	Home Science / Music	Computer Sci/ Commerce/ B.Voc			
4)	Communication Technology, Skill Development, Use of ICT, Use of Advanced technology for Online Teaching Learning	Computer Science	Languages	Commerce	Vocational / B.Voc	Home Science / Music			

## 2.2 Pedagogical Excellence

### Objectives -

1. To usher suitability in teaching so as to make it comprehensive and competent.
2. To augment confidence and to elevate skillfulness.
3. To magnify creativity, critical ability, innovative thinking and reasonability.
4. To disseminate the significance of practical based knowledge.
5. To promote intellectual quality by imparting appropriate learning environment.

Sr.no	Activity	Y1	Y2	Y3	Y4	Y5	Nodal Person	Monitoring & Evaluation of Plan	Sustainability Plan
1)	Field Visit and Participative Learning, E-content Development	All Departments	All Departments	All Departments	All Departments	All Departments	Prof. Nirmala Jadhav	Academic Committee	Feedback Review, ATR by Academic Committee, IQAC and CDC
2)	Diagnostic Tests, Role Play, Questionnaire and Case Study	All Departments	All Departments	All Departments	All Departments	All Departments			
3)	Pedagogical Hands on Experience and Analytical Method	All Departments	All Departments	All Departments	All Departments	All Departments			
4)	Round Table Discussion and Report Writing	All Departments	All Departments	All Departments	All Departments	All Departments			
5)	Use of Maps, Graphs, Films, Videos, E-Contents	All Departments	All Departments	All Departments	All Departments	All Departments			

## 2.3 Academic Administration

### Objectives: -

1. To disperse transparency, effectiveness and efficiency in academic administration.
2. To elevate a good qualitative and controlling mechanism for overall monitoring.
3. To strengthen a healthy work culture among the employees.
4. To disperse updated and advanced technological knowledge for effective academic administration.
5. To organize training programmes for technical skill developments to smoothly run the academic administration.

Sr.no	Activity	Y1	Y2	Y3	Y4	Y5	Nodal Person	Monitoring & Evaluation of Plan	Sustainability Plan
1)	Academic Structure, Planning Committee, Departmental Meetings	Review, Feedback for Improvement, Problem Solving					Dr. Sangeeta Avachar	Academic Committee	Feedback Review, ATR by Academic Committee, IQAC and CDC
2)	Committees / Forums / Associations	Transparency in Work, Work Distribution, Coordinating Task Resolving Progress, Decentralization of work							
3)	Formation of Cells, Clubs, Chairs & Task Systems	Various Activities, Participation, Elocution, Speech Series							
4)	Master Time Table, Movement Register, Reviews	Discipline, Control, Monitoring, Tracking, Record, Effective Curriculum Delivery							
5)	Management, Principal, Coordinators, and Staff Meetings	Planning, Policy Document Preparation, Coordination, Review, Evaluation							

## 2.4 Examination Reforms

### Objectives: -

1. To prefer and practice exclusive transparency in the examination system.
2. To diminish wipe out the fear about examinations from the minds of the students.
3. To inflate appropriateness, discipline, and Promptness in the mechanism of examination.
4. To sustain students' belief in the examination system by seeking their feedback on the same.
5. To escalate online examination system and to practice onscreen evaluation to the most.

Sr.no	Activity	Y1	Y2	Y3	Y4	Y5	Nodal Person	Monitoring & Evaluation of Plan	Sustainability Plan
1)	Oral Tests, Written Test, Aptitude Test, Analytical Test	All Departments	All Departments	All Departments	All Departments	All Departments	Dr. Ravindra Ingale	Examination Committee	Examination Committee
2)	CA & ESE Objective (MCQ) Test through online Mode, Examination Grievance Redressal cell	All Departments	All Departments	All Departments	All Departments	All Departments			
3)	Grading, Performance based Evaluation, Credit Transfer System	All Departments	All Departments	All Departments	All Departments	All Departments			
4)	Internship, Open book Exams, Field Visits, Demonstration, Practical Tests, Assignments	All Departments	All Departments	All Departments	All Departments	All Departments			
5)	ICT bases online Assessment, Moderation, Transparent & Trustworthy Methods	All Departments	All Departments	All Departments	All Departments	All Departments			

## 2.5 Infrastructural Development & Maintenance

### Objectives: -

1. To construct sufficient and spacious classrooms for stimulating teaching-learning process.
2. To facilitate innovative, well equipped and advanced technology
3. To undertake extension of library, laboratories, hostels and canteen.
4. To build independent Women studies Centre, study chair and health care Centre.
5. To upgrade educational ambience with green campus and socio-cultural programmes.

Sr.no	Activity	Y1	Y2	Y3	Y4	Y5	Nodal Person	Monitoring & Evaluation of Plan	Sustainability Plan
1)	Extension of Classrooms as per requirement	Four Classrooms	Two Classrooms	Two Classrooms	Two Classrooms	Two Classrooms	Dr. Abhijit Sarnaik	Administrative Committee	Sports Department, Nature Club
2)	Providing Additional Equipment's to Library and Laboratories	Library Infrastructure Augmentation	Computer Lab Upgradation	Commerce Lab Upgradation	Language Lab Upgradation	Music / Home Science Lab Upgradation			
3)	Installation and Uplifting of Electronic, Electrical Instruments in Library etc.	Improving OPAC System	Vidwan Portal Registrations	N List Registration, Increase NDL Users	Increase in no of Rare books	E- Reading Room			
4)	Maintaining Green Campus, Water Harvesting and Management	Installing Lawns	Solar Friendly Campus	Eco Friendly Equipment's	Use of Bicycles at Week ends	Growing Vegetables and Fruits			
5)	Healthy and Clean Campus Recruitment additional Staff	Appointment Health Observer/ Students	All Departments	All Departments	All Departments	All Departments			
6)	Development & initiate the effective maintenance mechanism	All Labs & Departments	All Labs & Departments	All Departments & Premises	Premise	All Departments & Premises			

## 2.6 Collaboration / Partnering With Knowledge Hubs

### Objectives: -

1. To devise knowledge and skills with other institutions of eminence.
2. To grow and enhance MoU's and linkages with teaching-learning and training Centre's of repute.
3. To introduce collaborative courses with NGOs and GOs.
4. To propose a plan for clustering with other institutions of importance.
5. To induce startups by availing government schemes.

Sr.no	Activity	Y1	Y2	Y3	Y4	Y5	Nodal Person	Monitoring & Evaluation of Plan	Sustainability Plan
1)	Encompassing advanced educational facilities under one roof for creating a knowledge hub	Interdisciplinary Approach for all faculties	Project Work, Partnership, Academic	All Departments	All Departments	All Departments	Dr. Omprabha Lohakare	Research Committee	Career Counseling Cell, Placement Cell, Knowledge Resource Centre
2)	Exchange of faculty and courses / proposing a plan for Clustering	Library Infrastructure Augmentation	International Relation Development	All Departments	All Departments	All Departments			
3)	Increase MoU's and Linkages	One MoU by Each department	MoU With Industry, Go & NGos	Designing & Processing Unit	All Departments	All Departments			
4)	Introducing Collaborative Courses	Soft Skill Courses / Language for Labs	Rural Agencies & Institutional Collaboration	All Departments	All Departments	All Departments			
5)	Introducing Additional Extension Activities	Improving ELT for Various Social Groups	External Mode Courses	All Departments	All Departments	All Departments			
6)	Establishment of Knowledge Hub	Research, Innovation, Training Centre	All Language Departmental Library	Social Sciences Departmental Library	R & D Lab for B.Voc Courses	R & D Lab for Science Courses			

## 2.7 Effective Institutional Governance

### Objectives: -

1. To inculcate smooth and effective functioning of academic and administrative work.
2. To install digital data storage and security system software.
3. To plan and ensure cyber security awareness measures over the premises.
4. To strengthen techno savvy culture for appropriate attainment of the learning outcomes.
5. To achieve target of paperless work culture and to evolve effective mechanism for monitoring and control by installing CCTVs and bio metrics.

Sr.no	Activity	Y1	Y2	Y3	Y4	Y5	Nodal Person	Monitoring & Evaluation of Plan	Sustainability Plan
1)	Strategic Plan, Strict Implementation of Acts, Statutes, Ordinances	All Departments	All Departments	All Departments	All Departments	All Departments	-	-	CDC
2)	CDC, Executive bodies, University	All Departments	All Departments	All Departments	All Departments	All Departments			
3)	Government Policy, Participative Management, Collaborative Governance, Clustering	All Departments	All Departments	All Departments	All Departments	All Departments			
4)	Committees, Associations, Forums	All Departments	All Departments	All Departments	All Departments	All Departments			
5)	Cells, Councils, Chairs	All Departments	All Departments	All Departments	All Departments	All Departments			

## 2.8 Stakeholders Involvement

### Objectives: -

1. To cumulate stakeholders involvement for pursuing quality education.
2. To ensure financial participation of stakeholders for integrated development of the institution.
3. To optimize stakeholders collusion in local need based curriculum framing.
4. To collaborate with stakeholders in view of implementing social and cultural activities.
5. To seek stakeholders' sponsorship in organization of workshops and seminars etc. and to obtain expertise for implementation.

Sr. no	Activity	Y1	Y2	Y3	Y4	Y5	Nodal Person	Monitoring & Evaluation of Plan	Sustainability Plan
1)	Involvement in admission (Online - Offline) process & Organization of Induction Process	Students, Teachers, Parents, Management	All Stakeholders	All Stakeholders	All Stakeholders	All Stakeholders	Dr. Pallavi Kulkarni	Admission & Cultural Committee	All Faculties, Alumni Association and CDC
2)	Budget Preparation	Teachers, Students, Management Members	All Stakeholders	All Stakeholders	All Stakeholders	All Stakeholders			
3)	Feedback on Curriculum (Online - Offline)	All the Stakeholders	All Stakeholders	All Stakeholders	All Stakeholders	All Stakeholders			
4)	Assistance in Safety & Security (Additional CCTV)	Students, Teachers, Parents, Management	All Stakeholders	All Stakeholders	All Stakeholders	All Stakeholders			
5)	Extension and Social Activities	Students, Teachers, Parents, Management	All Stakeholders	All Stakeholders	All Stakeholders	All Stakeholders			
6)	Involvement in Infrastructure and Start Ups (Training Programmes)	Teachers, Students, Management	All Stakeholders	All Stakeholders	All Stakeholders	All Stakeholders			



## 2.9 Manpower Management

### Objectives: -

1. To execute recruitment policy of institution for effective utilization of manpower.
2. To strictly abide by UGC, Government of Maharashtra, University Act and the rules and regulations for outcome reliant manpower.
3. To make arrangements for hiring the maintenance staff for numerous purposes.
4. To maintain transparency in recruitment and retirement policies.
5. To arrange and organize training for staff programmes.

Sr.no	Activity	Y1	Y2	Y3	Y4	Y5	Nodal Person	Monitoring & Evaluation of Plan	Sustainability Plan
1)	Academic Manpower Planning as per Requirement, AMC	Teachers Appointment, Every Year	Every Year	Every Year	Every Year	Every Year	Dr. Naseem Begum	Administrative Committee	Office and All Faculties
2)	Administrative & Staff Planning	Chain Management Vertical & Horizontal	Every Year	Every Year	Every Year	Every Year			
3)	Financial Manpower, Auditing, Maintenance	Office and All Faculties	Every Year	Every Year	Every Year	Every Year			
4)	Account, Books Maintenance	Office and Library	Every Year	Every Year	Every Year	Every Year			
5)	Security, Cleanliness, Gardening, Technical Staff, Peon, Lab Attendant	as per requirement	Every Year	Every Year	Every Year	Every Year			

## 2.10 Legal Compliances

### Objectives: -

1. To protect the institution in legal matters.
2. To abide by relevant laws, regulations, statutes and acts.
3. To establish grievance redressal for resolving legal issues of stakeholders mainly students and staff.
4. To meticulously deal with internal complaints of diverse status.
5. To strictly follow the norms of various Committees constituted by various acts.

Sr.no	Activity	Y1	Y2	Y3	Y4	Y5	Nodal Person	Monitoring & Evaluation of Plan	Sustainability Plan
1)	Availability of Complaint Boxes	Pink Box (Security)	Red Box (Health)	Green Box (Environment)	Need Box (Financial Needs)	Suggestion Box (All Suggestions)	Mr. Vikas Chintalwar	Administrative Committee	Office
2)	Appointment of Legal Advisor for Academic and Legal Matters and C.A. for Financial Matters	Legal Advisor	Social Worker for Women Rights	Appointment of C.A.	Health & Nutrition Experts for Health Issues	Public Relation Officer			
3)	Appointment of RTI Officer Handling all Grievances Internal Grievances Committee	All the Stakeholders	All Stakeholders	All Stakeholders	All Stakeholders	All Stakeholders			
4)	Seeking help of University tribunals	Teachers, Management	All Stakeholders	All Stakeholders	All Stakeholders	All Stakeholders			
5)	Handling by Management CDC for Institutional Level Grievances	Teachers, Management	All Stakeholders	All Stakeholders	All Stakeholders	All Stakeholders			

## 2.11 Creating Institutional Brand Image / Ranking

### Objectives: -

1. To maximize gross enrolment ratio (GER) of girls in Higher education.
2. To design an institutional brand through initiating skill based, value based and employability generating courses.
3. To promote students for active involvement in in sports, cultural, co-curricular and extra-Curricular ventures.
4. To encourage entrepreneurship in fashion industry through fashion show, exhibition, waste to best conversion etc.
5. To pursue constant efforts to sustain the brand mission of empowerment of women.

Sr.no	Activity	Y1	Y2	Y3	Y4	Y5	Nodal Person	Monitoring & Evaluation of Plan	Sustainability Plan
1)	Introducing Skill Based, Value Based and Career oriented courses i.e. Beautification, Bakery Products	Advance Course in Beautification	Making & Selling Bakery Products	Advanced Skill Computer Courses	Interdisciplinary Language Lab, Soft Skills	International Collaboration for Women Rights	Dr. Pallavi Kulkarni	Cultural & Research Committee	
2)	Augmentation of Research Centre for Developing Research Skills	-	Research Centre's in English	Research Centre in Music	-	Research Centre's in Marathi			
3)	Incentivizing Inherent Skills through gathering, Fashion Show, Cultural Programme, Social Activities etc.	Every Year	Every Year	Every Year	Every Year	Every Year			
4)	Cooperative Store	For B.Voc F.T. Products	For Home Science Products	Consultancy	-	-			
5)	IPR, Plagiarism	Awareness Programme	State Level Seminar	National Level Seminar	-	International Collaboration for IPR			

## 2.12 Research and Development

### Objectives: -

1. To accelerate research interests of the stakeholders particularly students and faculty.
2. To familiarize with current issues and trends in the field of research.
3. To promulgate the staff for undertaking minor and major research, Projects and writing research papers and books.
4. To incentivize students for research endeavors at various levels.
5. To organize seminars on Intellectual Property Right and Research Methodology.

Sr.no	Activity	Y1	Y2	Y3	Y4	Y5	Nodal Person	Monitoring & Evaluation of Plan	Sustainability Plan
1)	Purchasing & Installing Research Software	SPSS renewal	Tally Up gradation	Language Lab Advanced Software	B.Voc Software Upgradation	Music Software Upgradation	Dr. Sangita Lomte	Research Committee & Women Study Centre	Women Study Centre
2)	Organization of Research Festivals	District Level	University Level	State Level	University Level	State Level			
3)	Publication of Institutional Magazine & Journal	State Level	National Level	National Level	International	International			
4)	Motivating for Submitting minor & Major Project to Various funding agencies	All Faculty Members	All Faculty Members	Students of All Disciplines	Financial Assistance as Seed Money	Major Research Projects			
5)	Implementing students Projects through Women Studies Centre	About Children and Women Rights	About Legal Rights of Women	About Political Involvement of Women	Project on Prevention of Early Age Marriage & Female Feticide	Social Programmes on Womens Contribution & Related Issues			

## 2.13 Social Outreach Activities

### Objectives: -

1. To imbibe social responsibility for the holistic development of students.
2. To create and shape responsible citizens aware of civic duties.
3. To further ethics, values and patriotism for inculcating civic sense and integrity.
4. To organize social activities in collaboration with GOs and NGOs.
5. To adopt villages in nearby areas for sustainable development and to felicitate social workers from society.

Sr.no	Activity	Y1	Y2	Y3	Y4	Y5	Nodal Person	Monitoring & Evaluation of Plan	Sustainability Plan
1)	Organization of Darpan Puraskar for Social Work	Every Year	Every Year	Every Year	Every Year	Every Year	Mr. Arun Padghan	NSS Committee	
2)	Village Adoption under NSS & Unnat Bharat Abhiyan	Every Year	Every Year	Every Year	Every Year	Every Year			
3)	Contribution of Relief Funds during Pandemic, Disasters	According to Circumstances	According to Circumstances	According to Circumstances	According to Circumstances	According to Circumstances			
4)	Assistance to economically background students through different scholarships	EWS, Minority & Merit Scholarship	EWS, Minority & Merit Scholarship	EWS, Minority & Merit Scholarship	EWS, Minority & Merit Scholarship	EWS, Minority & Merit Scholarship			
5)	Organization of Social Awareness Programmes & Rallies	As per GO & NGO Circulars	As per GO & NGO Circulars	As per GO & NGO Circulars	As per GO & NGO Circulars	As per GO & NGO Circulars			
6)	Organization of Lecture/ Speech Series	One	Two	Two	Two	Two			
7)	Arranging Blood Donation, Tree Plantation, Cleaning Camps for Society & Institution	1000	1500	2000	2500	3000			
8)	Help to Senior Citizens and Prisoners by Providing books	As per Demand / As Per Occasion	As per Demand / As Per Occasion	As per Demand / As Per Occasion	As per Demand / As Per Occasion	As per Demand / As Per Occasion			

## 2.14 Monitoring and Evaluation

### Objectives: -

1. To develop good monitoring mechanism for overall supervision.
2. To evaluate effectiveness of monitoring mechanism from time to time.
3. To adhere to the code of conduct for smooth Functioning at institutional level.
4. To conduct external academic audits by developing financial transparency mechanisms for internal and external audits.
5. To disperse the feedback follows up mechanism to the concerned stakeholders.

Sr.no	Activity	Y1	Y2	Y3	Y4	Y5	Nodal Person	Monitoring & Evaluation of Plan	Sustainability Plan
1)	Installing CCTVs & Biometric Machines	Additional CCTVs	Every Year	Every Year	Every Year	Every Year	Mr. Vikas Chintalwar	Administrative Committee	
2)	Mechanism developed for observation and Supervision	Internal Control Committee, Teachers Daily Diary, Attendance	Internal Control Committee, Teachers Daily Diary, Attendance	Internal Control Committee, Teachers Daily Diary, Attendance	Internal Control Committee, Teachers Daily Diary, Attendance	Internal Control Committee, Teachers Daily Diary, Attendance			
3)	Conducting Various meetings to receive feedback	HoDs, Vice Principal, Principal & Management	HoDs, Vice Principal, Principal & Management	HoDs, Vice Principal, Principal & Management	HoDs, Vice Principal, Principal & Management	HoDs, Vice Principal, Principal & Management			
4)	Organizing financial Audits by external agencies	Every Year	Every Year	Every Year	Every Year	Every Year			
5)	Carrying out reviews by CDC	Meetings / Observations	Meetings / Observations	Meetings / Observations	Meetings / Observations	Meetings / Observations			
6)	Conducting Internal Academic & Administrative Audit (AAA)	Every Year	Every Year	through University	Every Year	Every Year			

## 2.15 Employment

### Objectives: -

1. To provide job and training opportunities.
2. To conduct mock interviews and plan preparation of interview programmes.
3. To create and provide internal employment opportunities at the institution level.
4. To introduce various employable, skilled entrepreneurship and carrier oriented courses.
5. To organize on job internship trainings.

Sr.no	Activity	Y1	Y2	Y3	Y4	Y5	Nodal Person	Monitoring & Evaluation of Plan	Sustainability Plan
1)	Establishing Placement Cell	Campus Interviews	Campus Interviews	Campus Interviews	Campus Interviews	Campus Interviews	Mr. Mahesh Jadhav	Placement Cell	
2)	Signing MoU's with GO's & NGO's State/ National/ International	04	04	04	04	04			
3)	Establishing Linkages for Startup State/ National/ International	03	03	03	03	03			
4)	Starting up Cooperative Store for Institutional products and developing Marketing Skills	For all Discipline Students	For all Discipline Students	For all Discipline Students	For all Discipline Students	For all Discipline Students			
5)	Organization of Training Camps	For all Discipline Students	For all Discipline Students	For all Discipline Students	For all Discipline Students	For all Discipline Students			

## 2.16 Supporting Students from Disadvantaged Backgrounds

### Objectives: -

1. To ensemble students into the main stream of education.
2. To financially assist economically weaker section students.
3. To provide additional books and guidance and sports kit incentive.
4. To allot free bus passes and to arrange free health checkup camps.
5. To cater free of cost education to the wards of covid-19 affected and farmer suicide affected parents' wards, and by offering concession in hostel and canteen facilities.

Sr.no	Activity	Y1	Y2	Y3	Y4	Y5	Nodal Person	Monitoring & Evaluation of Plan	Sustainability Plan
1)	Organizing Counseling through Mentor Mentee Scheme	Every Year	Every Year	Every Year	Every Year	Every Year	Dr. Abhijit Sarnaik	Sports & Discipline Committee & Earn & Learn Committee	
2)	Providing different Scholarships for EBC Students	For UG Students	For UG Students	For UG Students	For UG Students	For UG Students			
3)	Additional Books and Book Bank facility to Slow & Advance Learners	Every Year	Every Year	Every Year	Every Year	Every Year			
4)	Concession in Fee & Providing Free Sports Kit for Outstanding Performance	Every Year	Every Year	Every Year	Every Year	Every Year			
6)	Organizing Blood donation and free Health Checkups Camp	Every Year	Every Year	Every Year	Every Year	Every Year			
7)	Conducting remedial and Bridge Courses	Every Year	Every Year	Every Year	Every Year	Every Year			
8)	Earn and Learn	Every Year	Every Year	Every Year	Every Year	Every Year			
9)	Free bus Passes for Needy & EWS Students	Every Year	Every Year	Every Year	Every Year	Every Year			
10)	Awards & Prizes to outstanding students	Every Year	Every Year	Every Year	Every Year	Every Year			



## 2.17 Others

### Objectives: -

1. To fill in the gaps despite of regular procedures of catering to the needs of students.
2. Establish free conversation with the students from disabled and specially abled students.
3. To organize parents meet with special focus to know the hurdles in higher education.
4. To persuade the generous community for fund raising.
5. To create a harmonious balance between intrapersonal and interpersonal communication among all stakeholders.

Sr.no	Activity	Y1	Y2	Y3	Y4	Y5	Nodal Person	Monitoring & Evaluation of Plan	Sustainability Plan
1)	Organizing Various Programmes through association and forums	04	05	07	09	10	Dr. Asha Giri	Monitoring and Evaluation of Planning, Literary Forum	
2)	Organizing anniversaries of National Leaders	Every Year	Every Year	Every Year	Every Year	Every Year			
3)	Organizing Debate, Elocution, Essay Writing and Competitions	02	03	05	07	09			
4)	Organizing Poster Presentations	01	02	02	02	03			
5)	Welfare fund for students & Staff as Per Requirement	25000	50000	75000	75000	100000			
6)	Group insurance facilities for students & Staff	Every Year	Every Year	Every Year	Every Year	Every Year			
7)	Honours, Awards and Prizes to Students, Teachers and Administrative Staff	Every Year	Every Year	Every Year	Every Year	Every Year			
8)	Scholarships from Institutional Management	Every Year	Every Year	Every Year	Every Year	Every Year			
9)	Strengthen the Vishakha Committee Awareness Programmes	Every Year	Every Year	Every Year	Every Year	Every Year			
10)	Inspiring Riders group and Adventure Group for Girls	Every Year	Every Year	Every Year	Every Year	Every Year			

**14. Metrics & Targets**  
**Provide the targets against the deliverables as listed below**  
**Governance Quality Index**

<b>Indicator(s)</b>	<b>Details</b>					<b>Present Rating</b>	<b>Target Rating</b>
% of Faculty Positions Vacant	Approved	Existing		Vacant		62	38
	21	13	08				
% of Non-Teaching	Approved	Existing		Vacant			
	10	06	04				
Teacher Student Ratio	Regular Teachers	Contract Basis Teachers	Clock Hour Basis Teachers			Total Teachers	Total Students
	13	12	21			46	840
Student Categories	SC	ST	NT	OBC	EWS	Minority	Open
	106	63	78	126		126	455
% of Fund Utilization	100%						
% of Non-Teaching to Teaching	Non-Teaching		Teaching			<b>Present Rating</b>	<b>Target Rating</b>
	10		21				
Total number of Undergraduate Programmes	-		-			04	08
Total number of Post graduate Programmes	-		-			04	04
Total number of Doctoral Programmes	-		-			01	06
Faculty Appointment Turn around	-		-			11 Months	11 Months
Delay in Payments of Monthly Salary Payment of Faculty	-		-			0	0

## Targets for Next Five Years

Sr. no	Tasks	Year 1	Year 2	Year 3	Year 4	Year 5
1)	Gross Enrollment Ratio (GER)	850	950	1000	1100	1200
		16%	20%	23%	25%	28%
2)	Average Results for Five Years	80%	90%	92%	93%	96%
3)	Placements (Admitted Students to Pass Students Ratio)	10%	15%	20%	25%	30%
4)	Book Purchase (No) Additional	1000	1500	2000	4000	4500
5)	Classroom Extension & Construction	03	03	02	03	02
6)	Stages for Cultural Activities	-	01	-	01	-
7)	Seminar Hall (Additional)	-	-	-	01	-
8)	Recreation Hall	-	-	-	01	-
9)	Extension of Hostel Rooms (Extra)	-	02	-	02	-
10)	Human Resource Teachers (Govt. Sanction )	-	02	-	03	02
11)	Non-Teaching Staff	-	01	02	01	02
12)	CHB Staff, Consolidated (Regular)	100%	100%	100%	100%	100%
13)	Introduction of New Skill Courses	02	03	02	03	02
14)	Alumni Fund Estimated Amount	100000	125000	150000	175000	200000
15)	Introduction of New Scholarship Schemes	02	01	01	01	01

<b>Sr. no</b>	<b>Tasks</b>	<b>Year 1</b>	<b>Year 2</b>	<b>Year 3</b>	<b>Year 4</b>	<b>Year 5</b>
16)	Establishment of Research Centre's	-	-	01	-	02
17)	E- Content Development (Subject wise )	25	30	40	50	70
18)	E- Courses (NPTEL, MOOC, SWAYAM) Target Intake Capacity	25	35	50	75	100
19)	Research Paper Publication (UGC Care Listed, PEER Reviewed, ISSN)	10	15	20	25	35
20)	Research Journals (Additional Purchasing Number)	02	03	04	05	10
21)	MoU's & Linkages	04	06	08	10	15
22)	Organization of Seminar/ Conference (Regional, State, National, International)	04	04	04	04	04
23)	Debate, Elocution, Essay Writing Competition	01+01+01	01+01+01	01+01+01	01+01+01	01+01+01
24)	Organization of Health Checkup Camps (Per Year)	01+01	01+01	01+01	01+01	01+01
25)	Women Studies Centre Project Work	01	02	02	03	02
26)	CCTV Cameras (Additional )	04	08	12	16	20
27)	Certificate Courses	02	04	03	02	02

<b>Sr. no</b>	<b>Tasks</b>	<b>Year 1</b>	<b>Year 2</b>	<b>Year 3</b>	<b>Year 4</b>	<b>Year 5</b>
1)	New Programmes	02	02	02	02	02
2)	Amenities & Facilities to Divyang Students	05	08	10	14	24
3)	Sanitary Napkins Vending Machine Purchasing	02	02	01	02	01
4)	Copier Machines ( Xerox)	01	-	-	01	01
5)	Home Science Department Equipment's (Budget)	10000	15000	20000	25000	50000
6)	Dual Desk Purchasing	50	100	50	50	100
7)	Chairs	50	100	-	-	150
8)	Sports Expenses (Budget)	10000	15000	20000	25000	50000
9)	Play Ground Preparation	02	02	03	02	03
10)	Establishment of Equal Opportunity Cell	-	01	01	-	-
11)	Plantation (Extra in Additional to Regular)	200	500	700	1000	1200
12)	Minor and Major Projects	02+01	03+01	02+01	02+01	03+01
13)	Computer Purchasing	10	15	20	10	15

<b>Sr. no</b>	<b>Tasks</b>	<b>Year 1</b>	<b>Year 2</b>	<b>Year 3</b>	<b>Year 4</b>	<b>Year 5</b>
1)	Organization of Confidence Building Programmes	02	02	02	02	02
2)	Organization of Field Work & Study Tours	01	01	03	01	02
3)	Conduction of Training Camp (Start Up)	02	03	01	01	02
4)	Organization of Personality Development Programmes	01	-	-	01	01
5)	Surprise Tests / Assignments	04	04	03	04	04
6)	Digital Board Purchasing	01	02	03	02	03
7)	ICT Equipments	03	04	04	04	05
8)	Purchase of Softwares (Language, Office, Library, Tally, SPSS, Fashion Design)	01	01	01	01	01
9)	Organization of Exhibitions (B.Voc, Food, Books, Clothes, Beautification)	01	02	01	02	02
10)	Purchase of Projectors	01	-	01	02	02