Dnyanopask Shikshan Mandals's

ARTS, COMMERCE AND SCIENCE COLLEGE, PARBHANI

INSTITUTIONAL DEVELOPMENT PLAN

For the Period of 2023-24 to 2028-29

Submitted to

SWAMI RAMANAND TEERTH MARATHWADA UNIVERSITY, NANDED

Through

THE PRINCIPAL AND IQAC

April 2023

Dnyanopask Shikshan Mandals's
ARTS, COMMERCE AND SCIENCE COLLEGE, PARBHANI

Institutional Development Plan

The institution has displayed the vision, mission, goals and objectives at the main entrance of the college. Therefore, the students, the teachers or any other stakeholders who enter the institution make themselves acquainted with these aspects. This helps the students to be employed/self-employed by facing the challenges to earn their living.

Vision of the college :

"To promote quality education to produce sensible and accountable youth"

Mission of the college :

1) To equip the rural students of nation with power of knowledge to face the future challenges to make them responsible citizens of India.

2) To provide an opportunity of high-tech education with economic and social relevance of the region.

3) To generate quality manpower to be absorbed in social, political and economic development of the world.

4) To develop innovative teaching, learning and research to update and upgrade the students with time.

5) To foster global competencies for excellence.

As quality has become the defining element of any educational institute in the 21st century in the context of economical, political and social development of the globe, the institution has stated its vision and mission. Accordingly the needs of curriculum have been addressed by the faculties of the institution at various levels of university academic bodies, for designing curriculum which reflects the views of stakeholders in particular and society in general.

Details of SWOT Analysis :

STRENGTHS :

1. Dnyanopasak Shikshan Mandal's College of Arts, Commerce and Science, Parbhani is recognised as the leading institution offering quality education to masses hailing from different stratas of society.
2. Dedicated, well qualified and experienced faculty.
3. Responsible management is representing different fields of the society and presently committed to social interest and development.
4. Commitment to Social Justice, with a preferential option for the poor and rural section.
5. An inspired sense of discipline
6. A holistic idea of education that emphasizes the multidimensional development of the student community.
7. Promotion of communication, soft and professional skills through well-equipped Language Laboratory and short term courses.
8. Well recognized contribution to social causes like financial assistance to drought affected people and renewal of the ancient well through NSS.
9. Central Library as a centre for information with good number of books, journals and e-resources.
10. Consistently higher levels of results of all courses and luminous tradition of students' achievement at University examination.
11. Students are encouraged and enabled to think of life from an enlarged perspective as well as to be linked with the social realities of the country.
12. Availability of girls' hostel.
13. A good number of programmes: UG 07, PG 19, B.VOC. 02, COC 05, Certificate 01, Ph.D. 14, Ph.D. Guides 17 from the institute and 25 associated from the other institutes.
14. Eco-friendly campus with well developed sports facilities on campus.
15. Recognized by affiliating university with **"Best College Award"**.
16. The UGC awarded **"College with Potential for Excellence"** status for the third time.

WEAKNESS :

1. Students are from rural areas and they are academically weak.
2. Students are conceptually weak and incompetent in subject knowledge
3. Insufficient scholarships and funding for large number of socially and economically backward students.
4. Lack of proper change and revision in syllabus in relation to the demand of various industries.
5. Absence of more a number of inter-disciplinary programmes and courses.
6. Lack of institute-industries-linkages for collaborative research.
7. More number of non-permanent faculty at PG.
8. PG courses are self-financing and the student community is financially weak.

OPPORTUNITIES :

1. To promote research addressing to local, social and need based issues.
2. To streamline and strengthen various research activities.
3. To develop full-fledged courses based on industry needs and skill development.
4. To make the student centric collaborations.
5. To establish linkages with institutes of national repute.
6. To promote society-oriented outreach programmes.
7. To enrich a research ambiance among students and staff and emerge as an institute of high research ambience.
8. To streamline consultancy services.
9. To charge fee for consultancy based on the social needs.

CHALLENGES:

1. To bring out innovations in a fund-starved situation.
2. To establish direct linkage with institutions and industries for funding.
3. To add significantly to infrastructure and to the basket of courses the institute offers.
4. To undertake high quality research.

5. To retain the faculty in the non-granted courses.
6. To maintain a fine balance between traditional university courses and need of professional skill based courses.
7. To adopt the changes in academics and infrastructure by keeping space with the changing times.
8. To take systematic efforts for student sustainability by means of enriching them with soft skills and proficiency in English.
9. To expand the network and collaborations with Government and Non-government organizatins on state, national and international level.
10. To provide sophisticated facilities for the students of non-granted courses.

Long Term Goals (5 to 10 yrs) :

To introduce the following courses:
- D. Pharmacy
- B. Pharma + MBA (Integrated)
- Bachelor of Pharmcy (B. Pharm)
- M. Pharm + MBA (Integrated)
- Master of Pharmcy (M.Pharm)

Short Term Goals (1 to 5 yrs) :

Skill Oriented Courses :
- Animator
- Beauty Therapist
- Food Processing
- Gems and Jewellery
- Healthcare
- Mobile Phone Technician
- Organic Grower
- Sales Executive
- Software Development
- Solar Photovoltaic System

Technical Sourses (1 to 5 years)
- Medical Laboratory Technology
- Vision and Optometry Technician
- X-Ray and Imaging Technology
- Cardiac Technology
- Phlebotomy Technician
- Hospital Sotre Assistant

Sr No	Action Plan Component	Process
1	Action plan for Scaling-up Enrolment of students for UG courses.	It is planned to develop techniques that will authorize the use of research-based pedagogies in large enrolment classes, even though many of these materials were originally created for small class settings. We have found that they must be broken up into short segments. Interspersing brief, class-wise discussions makes sure everyone is spending a reasonable amount of time on each segment of the activity and provides opportunities to address difficulties before any group. Technology will be utilized as an organizer. Most of the course materials are available on the web, including the syllabus, a calendar, daily activities, and examples of notes and lab reports etc. WebAssign, web-based problem delivery system, is proposed to be used both during and outside of class time to present questions and problems for consideration: 1. New modes of instruction for large enrolment sections are designed. It is planned to develop techniques that will permit use of research-based pedagogies in large enrolment classes, even though many of these materials were originally created for small class settings. 2. Technology will be utilized as an organizer. Most of the course materials are available on the web, including the syllabus, a calendar, daily activities, and examples of notes and lab reports, research models etc to refer. 3. While students work on, carefully constructed activities, the instructor and assistant are able to move about the room, asking and answering questions. 4. It is thought to ensure that students read the textbooks and are well prepared for class, we use the system to assign questions and problems that are due just as those topics come up for discussion in class. If this was not done it might be difficult to cover all the standard topics in the depth. The students are responsible for independently learning simple definitions and straightforward concepts, so time in class can be spent grappling with the more difficult ideas. Thus students will be scaled up.

2	Action plan for Scaling-up Enrolment of students for PG courses.	The following measures will be taken to improve the standards of UG programs. 1.Efforts will be made to improve the needs of computational facility. 2.Subject experts and trained man power with improved infrastructure to Students will be encouraged to deliver seminars and lecturers in consultation with faculty. 3. Smart class rooms with installed LCD will be arranged. 4. It is planned to arrange more and more Campus Drives for PG students. 5. To introduce and strengthen PG courses 6.Obtain experienced and qualified faculty in relevant subject areas 7.Basic & Advanced Pedagogy training to all faculty would be arranged. 8. Subject and domain Knowledge Enhancement
3	Action plan for introducing new program/courses	B.A. in Rural Development will be introduced from the academic year 2023-24. Already the process has been completed. Besides, it is also intended to introduce skill oriented courses in tune with NEP-2020.
4	Action plan for strengthening of UG/PG programmes / Ph.D program	1. Through the Ph. D. course work, the standard norms and methods of research are imbibed on the mind of the scholars. Besides, in pre submission seminars of Ph.D. research work will be updated and short comings will be exposed to correct and reorganize the work. So in this concern in 16 Research Centres, experts will be invited from IITs and IIMs to upgrade the standard of research.
5	Action plan for alumni engagement	The six listed below represent a synthesis of those ideas that best address the Association's new goals. These strategies also align with the DSM leadership's thoughts about optimal engagement of and with the broad alumni community. Objectives of plan: 1. Strengthen clubs, regions, and affinity groups to enhance the strength of the overall community 2. Make DSM Tech Reunions extraordinarily inspiring 3. To do what alumni value can add well to create a pathway for coming generation. 4. Focus communications and create a world-class brand. 5. Align engagement and philanthropy. 6. Foster volunteer and staff excellence to optimize this important partnership.

6	Action Plan for student placement	- To Strengthening the Industry-Institute Partnerships. - To Align with National Policy to produce Job enablers. - To try send students for Internships programmes in all the courses. 1.The placement activities will be strengthened and more number of entrepreneurship awareness camps will also be held. 2.The institute shall intensify the organization of such programs where the students will be groomed to make them mentally fit and technically sound and are employable.
7	Action plan for enhancing ICT based teaching learning process and infrastructure	Enhancing the ICT based teaching learning process and infrastructure is crucial in today's digital age where technology is constantly evolving. Here are some steps that can be taken to improve the ICT based teaching learning process and infrastructure are as below: 1. Assess the current state of the ICT infrastructure: Evaluate the existing infrastructure and identify any areas that require improvement. This includes hardware, software, network, and internet connectivity. 2. A strategic plan includes a timeline for implementation, budgetary considerations, and resources required. 3. It is planned to invest in hardware and software that will enhance the ICT based teaching learning process. This includes desktops, laptops, tablets, smart boards, projectors, and software programs that are essential for effective teaching and learning.
		4. It is planned to provide training and suppor t to teachers, staff, and students on the use of ICT tools and resources. This will help them to effectively integrate technology in the teaching and learning process. 5. It is thought to promote collaboration among teachers, students, and staff through the use of online collaborative tools such as discussion forums, wikis, and social media. This will encourage a more interactive and engaging learning environment. 6. Plan to establish a reliable internet connection

		7. Plan to establish a reliable internet connection is designed. A reliable internet connection is planned to so as to support online learning activities. This will enable students and teachers to access online resources, participate in virtual classes, and collaborate with peers. 8. It is planned to develop policies and guidelines for the use of ICT in the classroom. This includes guidelines on acceptable use, data protection, and privacy. These policies should be regularly reviewed and updated to ensure they are in line with current best practices. 9. It is planned to evaluate the progress of the ICT infrastructure and teaching learning process on a regular basis. This will help to identify any areas that require further improvement and make adjustments accordingly.
8	Action plan for implementation of skill based and value added courses	Value-Added courses are part of the curriculum designed to provide necessary skills to increase the employability quotient and equipping the students with essential skills to succeed in life. A wide variety of Value Added Courses which shall be conducted on holidays or after class hours. These courses shall be conducted by experts or in-house staff and help students stand apart from the rest in the job market by adding further value to their resume. ●
		Designing the Courses : ● Before designing the syllabus, the feedback from the employers, alumni and industry people will be analyzed and considered to select and design an appropriate course by identifying the gaps. ● Apart from this discussions may also be held with the employers, alumni and industrial experts to understand the expectations for current and emerging trends. ● Any new Value Added Course developed by

		- A Department should be placed before the CDC. - The course offered should not be the same as any course listed in the curriculum of the respective program/ or any other program offered in University Departments. **Guidelines for conducting value added courses** The value added courses may be also conducted during weekends / vacation period. A student will be permitted to register only one Value Added Course in a Semester. - The students may be allowed to take value added courses offered by other departments after obtaining permission from HoD of the Department offering the course. - Value Added Course is not mandatory to qualify for any program. It is a teacher assisted learning course open to all students without any additional fee.
9	Action plan for enhancing enrolment of students/faculty for opting online MOOC/SWAYAM Courses	In the college SWAYAM and MOOCs courses have been providing and will provide an integrated platform for online courses, using information and communication technology (ICT) and covering courses from under graduate to post-graduate subjects including skill sector courses to ensure that every student benefits from learning material through ICT. High quality learning experience using multimedia on anytime, anywhere basis; State-of-the-art system that allows easy access, monitoring and certification; Peer group interaction and discussion will be done in forums to clarify doubts; and Hybrid model of delivery that adds to the quality of classroom teaching will be facilitated. The Mooc and Swayam Coordinator/Mentor will facilitate the students in enrolling for the selected courses. The coordinator, will also promote students in enrolling for other courses as well which will be in the supplementary learning mode.

		• The Mooc and Swayam Coordinator/Mentor will make efforts as a troubleshooter for any problem encountered by any learner of the Mooc and Swayam platform. • Video recording of discussion for obtaining their feedback among learners in Institute. • Upload activities (photo/video) while interaction with teacher or learners to UGC takes place. • The Mooc and Swayam Coordinator/Mentor will provide technical help in guiding the students throughout the course including assistance in writing, quizzes, and submitting assignments and to appear for term end final examination. • Swayam Coordinators and Mentors may themselves enrol in Moocs courses to get a first-hand experience of the Swayam experiment. • Local Chapters have to identify and suggest, as per their requirements about new courses for the development of MOOCs courses.

10	Action plan for Improving Collaboration with Industry	1.Linkages with other industries for PG / research students will
		   be established.
		   There will be a continuous effort towards signing the
		   Memorandum of Understanding (MoUs) with the top class
		   academic institutions and with the industry so as to have a
		   mutual exchange of faculty and students for enhanced
		   collaborative research and consultancy.
		2. Industrial visits will be organized for training on the field.

11	Action plan for Improving research by Faculty, Developing Research interest among UG students and Collaborating with Indian and foreign Institutions in Academic and Research Area through MoU's	• 10 MoUs with institutions of national importance will be signed for developing research interest among UG students and by way of collaborating with Indian and foreign Institutions in academic and research area.

| 12 | Action plan for contribution to Social and Environmental Awareness Activity | Social awareness and relationship skills are essential for the college students during learning time. |

Social awareness and relationship skills are essential for the college students during learning time.

Social awareness involves the ability to understand and empathize with others, particularly with people from different backgrounds than one's own.

The teachers of humanities and social sciences cultivates students' empathy by encouraging them to "put themselves in the shoes" of people on opposing sides of history to help them understand both how they came to their views in the first place and why certain decisions were made.

The following Skills will be taught and practiced to develop social awareness :

- Identifying social cues (verbal, physical) to determine how others feel
- Taking others' perspectives
- Demonstrating empathy and compassion
- Showing concern for the feelings of others
- Understanding and expressing gratitude
- Recognizing strengths in others
- Identifying diverse social norms, including unjust ones
- Recognizing situational demands and opportunities
- Caring about and being motivated to contribute to the well-being of one's family, friends, school, community,the environment, and the greater good
- Critical thinking

Besides, *"Relationship skills"* is the ability to build positive relationships, especially with diverse individuals and groups, using a variety of methods such as active listening, and communication and conflict resolution skills. These skills will be inculcated through following

Relationship skills :
- Standing up for the rights of others
- Showing leadership in groups
- Seeking or offering support and help when needed
- Sharing one's thoughts and feelings (appropriately)
- Communicating effectively
- Developing positive relationships
- Demonstrating cultural humility
- Practicing teamwork and collaborative problem-solving
- Resolving conflicts constructively
- Approaching relationships with positive presuppositions
- Resisting negative social pressure

Ultimately, social awareness and relationship skills are closely linked. For example, when students attempt to resolve a conflict between themselves (relationship skills), the process is made easier when both are able to empathize with each other (social awareness).

13   Institutional Project Budget :

Sr.No.	Parameters	Amount in Lacs
1.	Action plan for introducing new program/courses for 4 years	20.00
2.	Action plan for strengtheing of U/PG programmes/ Ph.D. program (need bases program) 5 years	05.00
3.	Action Plan for Almuni engagement for 5 years	01.00
4.	Action Plan for students placement for 5 years	02.00
5.	Action Plan for enhancing ICT based teaching-learning process and infrastructure for 5 years	10.00
5.	Action Plan for implementation of skill based and value added courses for 5 years	01.00
6.	Action Plan for improving collaboration with Industry for 5 years	5.00
7.	Action Plan for improving research by Faculty, Developing Research interest among UG students and collaborating with Indian and foreign Institutions in Academic and Research area through Functional MOUs	01.00
8.	Action Plan for contribution to Social and Environmental Awareness activity	01.00
10.	Furniture in Exam Building	20.00
11	Infrstructure for Pharmcy Courses	25.00
	Total budget expection from UGC	**91.00**
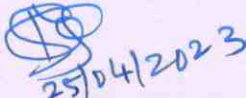
14	Specific Objectives and Expected Results of IDP	
		• Obtain experienced and qualified faculty in relevant subject areas
		• Action plan for introducing new program/courses will be taken and B.A. in Rural Development will be introduced from the academic year 2023-24.
		• Action plan for strengthening of UG/PG programmes / Ph.D program will be undertaken with IITs and IIMs to upgrade the standard of research.
		• Action plan for student placement will be implemented under placement cell.
		• Action plan for enhancing ICT based teaching learning process is planned to invest in hardware and software that will enhance the ICT based teaching learning process.
		• Action plan, for implementation of skill based and value added courses, is designed. Any new Value Added Course developed by a Department should be placed before the CDC.
		• Action plan for enhancing enrolment of students/faculty for opting online MOOC/SWAYAM Courses is being implemented. The Mooc and Swayam Coordinator/Mentor will provide technical help in guiding the students throughout the course including assistance in writing, quizzes, and submitting assignments and to appear for term end final examination.
		• Action plan for Improving Collaboration with Industry is designed. There will be a continuous effort towards signing the Memorandum of Understanding (MoUs) with the top class academic institutions and with the industry is planned.

15. Targets against the Deliverables :

Sr No.	Deliverable	Year 1	Year 2	Year 3	Year 4	Year 5
1	Scaling-up Enrolment UG	01	01	02	02	02
2	Scaling-up Enrolment of PG	01	01	02	02	02
3	Introducing new program	01	-	-	01	01
4	Ph.D program	-	-	-	01	01
5	Alumni Engagement	01	01	01	01	01
6	Student Placement Camps	01	03	04	05	05
7	ICT based teaching learning process and infrastructure	01	01	02	02	02
8	Skill based and Value Added Courses	02	03	05	06	07
9	Online MOOC/SWAYAM Courses	05	06	06	07	07
10	Improving Collaboration with Industry	03	03	04	05	05
11	Improving Research	01	01	01	01	01
12	Social and Environmental Awareness Activity	02	02	03	04	02

Place : Parbhani
Date : 21/04/2023

25/04/2023

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