



Sant Dnyaneshwar Shikshan Sanstha, Islampur's
**Hon. Shri. Annasaheb Dange Arts, Commerce and Science College,
Hatkanangale, Dist-Kolhapur (Ms)**

Perspective Plan (2019-20 to 2023-24)



Prepared By

INTERNATAL QUALITY ASSURANCE CELL (IQAC)

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1. About the College

During the last decade of twentieth century, the founder president of our institute Hon. Shri. Annasaheb Dange (the then Minister for Rural Development and Water Supply 1996-1999) realized that Hatkanangale, though it was Tehsil place had two major problems: the lack of Higher Educational facilities (getting higher education after 10th standard was very difficult exercise particularly for girl students as there was no provision of Junior and Senior college) and water-scarcity. Keeping these two problems in mind and aiming to overcome them, he established Hon. Shri. Annasaheb Dange Arts Commerce and Science College in 1998. It is affiliated to Shivaji University, Kolhapur. The college is itself committed to provide quality and skill based education to all students.

The college has been imparting quality education in Arts, Commerce and Science streams since 1998. These streams became fully grantable in 2004 and 2006 respectively and obtained the status of 2(f) and 12 (b) in 2009 and 2010 respectively. As a part of quality assurance initiative, the college was assessed and accredited by NAAC. It was accredited (First Cycle) in 2004 and obtained 'B' grade and reaccruited (Second Cycle) with 'B' grade having 2.78 CGPA in 2012. In 2019, the institution was accredited (Third Cycle) with 'B+' having 2.53 CGPA. Following Chart will provide an overview of the institution.

Academic Programs

:

Academic Year: 2019-20		
Sr. No.	1	2
Level	UG	PG
	B.A., B.Com. B. Sc. BCA	M.A.(Hist), M.A. (Eng), M.Com
Years	3 Years	2 Years
Departments	14	03

Other Academic Activities: The institution has made provision of Remedial Coaching and Competitive Examination Guidance Cell, Career counseling programs, certificate courses, workshops, etc.

Co-curricular Activities: The College organizes a number of co-curricular activities through various bodies and portfolio committees and few of them are lead college program, NSS activities, cultural and sports activities, Red Cross Society & Rotary Club activities etc.

2. Vision Mission and Goals of the Institution

Vision	May the darkness of ignorant disappear (<i>duritanche timir jaaao</i>)
Mission	To mould a self-reliant generation through value based education with a pride and predilection of our cultural heritage and undertaking personality development through the mingling science, culture and philosophy.
Goals	<ol style="list-style-type: none">1. To promote development of the person, the family and the society through quality education2. To carry and extend quality education to the maximum areas of deprived communities and girls in rural area3. To create and provide a complete, updated and advanced educational structure and infrastructure to the learners of rural area.4. To inculcate in the students' thirst for modern and global knowledge, scientific attitude, awareness for the preservation of the environment, pride of cultural ethos, quest for excellence and respect and commitment towards the society and our nation.5. To empower students with advance modes of learning and skills, updated information-technologies and personality skills.6. To inculcate in students a sense of devotion and self-less service to the society, state and nation7. To strive for the development of student by value education and motivate them towards the cause of national development

3. Recommendations by NAAC Peer Team (2019)

1. MOOC Courses need to be introduced
2. Attainment of POs & COs should be measured properly
3. More MoUs & Linkage should be signed and should be made functional
4. New PG Programs in Science need to be launched
5. Library Space and Reading Room Facilities to be expanded
6. Books and Journals are to be increased
7. WI-FI and Bus facilities have to be provided
8. Rainwater harvesting structure and Solar Energy facilities has to be established
9. NET/SET qualified staff should be appointed for Self-Financed Courses
10. Placement and Entrepreneurship Cell need to be strengthened
11. Contributions of Alumni need to be increased
12. Collaboration and Consultancy should be strengthened
13. Canteen Facilities need to be improved.

4. SWOT (Strength, Weakness, Opportunity and Threats) Analysis

Institutional Strength

1. The institution offers coeducation with wide ranges of programs at UG (04) and PG (03) levels. Availability of KG to PG academic programs on college campus is one of the significant institutional strengths.
2. The institution has good infrastructure including physical facilities and IT facilities such as ICT enabled classrooms and seminar halls, well equipped laboratories, sports facilities, good library with sufficient e-learning resources. Having good infrastructure with ICT and other required resources is the institutional strength.
3. Well qualified, research oriented and a techno-savvy faculty is the strength of the institution. About 80% faculty members are Ph.D. Degree holders and about 40% faculty members have been recognized as research guides by the University.
4. Representation of faculty members in Board of Studies (BoS), Syllabus Framing Committees, Local Investigation Committees (LIC), Academic Council (AC), Academic Audit Committee (AAC), Team Manager of National Pre-Republic Day Parade Camp (State Level), Coach for Volleyball Team of Shivaji University Kolhapur.

Institutional Weakness

1. No recognized research centres (M.Phil. / Ph.D. Programs) on campus.
2. Patents are hardly possible as the institution has newly introduced Science stream.
3. Low percentage of students' placement as the institution has no access to MNC.

Institutional Opportunities

1. Scope to introduce skill based and need based locally relevant courses.
2. Possibility to develop more linkages and MoUs with industry, research centres and academic institutions
3. Scope for E-Content Development as the Institution has good ICT infrastructure.

Institutional Challenges

1. To generate corpus funds for academic programs as the college is located in rural area.
2. To provide placement service to the students and consultancy service to the society
3. Recruiting permanent faculty for non-grantable courses is also challenge to the institution.

5. Perspective Plan: Curricular Aspects

We are dedicated to impart quality education in an effective way in order to achieve overall development of our students. For this purpose, we have planned to introduce a number of academic programs, certificate courses, skill based and curriculum enrichment programs. The institution in consultation with IQAC prepared the following plan for next five years.

1. To depute or encourage more faculty members to work actively in the various university committees, boards and councils. The college has set a target of nominating at least five faculties as BoS members at Shivaji University Kolhapur during the next five years. For this purpose, the college will depute and support the faculty members whenever the necessities arise in the upcoming five years. These faculty members will play the crucial roles while designing the curriculum. Besides, for the planning and implementation of curriculum effectively at institutional level, the college has planned to develop a systematic and thorough mechanism that monitors the documentation process of preparing and adhering the annual calendar, CIE calendar, Time Table, teaching plans, collecting feedback on curriculum delivery, reviewing the teaching learning and evaluation process throughout the year.
2. In order to achieve academic flexibility, the college has planned to introduce at least two academic programs at UG and PG level during the next five years. Further, it is also planned to introduce career-oriented courses and add-on/certificate courses to cater the diverse needs of the students. While setting the target of introducing certificate courses, the IQAC instructed that each department should introduce at least one new certificate course every year.
3. As a part of curriculum enrichment initiative, the institution planned to focus and integrate crosscutting issues relevant to gender, human values, environment and sustainability through the prescribed syllabus and supplementary activities such as workshops, lectures and talk shows etc. in the upcoming years. For this purpose, the college will organize at least five activities in the forms of workshops, seminars, conferences and guest lecture every year through Women Empowerment Cell (Jagruti Mahila Manch), Internal Complaint Redressal Cell, Green Club and NSS unit. The target is set to organize 25 activities during the next five years.
4. We planned to strengthen the feedback system along with corrective actions and measurements.

6. Perspective Plan: Teaching Learning and Evaluation

For enhancing quality in teaching learning process the college has designed following long term plans:

1. We have planned to strengthen the admission committee that will look into the matter of admission and enhancing student profile. The committee is instructed to assess the students' learning level at the initial stage. We also planned to organize remedial coaching, foundation courses, career oriented courses, and competitive examination guidance programs during the next five years.
2. To create good ambience in Teaching-learning, the institution planned to adopt student centric methods such as student involvement in research projects, field works, internships, group discussions, debates, study tours, practical sessions, panel discussions, faculty as well as student exchange programs, group discussions, and project based learning, seminars, quiz etc. Further, the college will resort to ICT infrastructure on large scale. For providing easy access to learning resources and e-learning resources, it is proposed to e-content tab on college website and through it students will be exposed to teaching modules. To make e-learning resources available on college campus, the college will subscribe to e-journals, ebooks and e-databases during the next five years. It is assumed that all HoDs will recommend at least one e-journal, one e-book and one e-database for subscribing to their own departments. The college will subscribe to INFLIBNET, NLIST, NDL programs in the upcoming years.
3. For enhancing the teacher quality and profile, the college will depute the faculty members to various professional development programs regularly. The institution motivates all faculty members to complete their research work and it is planned to reach the goal of 100% faculty members (from grantable courses) as Ph.D. holders during the next five years.
4. For communicating POs and COs, the institution planned to include all POs and COs in the college prospectus and to display all POs and COs on college website. Further it is also planned to communicate all POs and COs during the student induction/welcome/orientation program and Mentor-Mentee Meet. For measuring the attainments of POs and COs, it is planned to strengthen continuous internal evaluation and to organize rigorous survey of placement of the students through placement cell.
5. The institution strives for achieving good result and rank holders in university examination.

7. Perspective Plan: Research, Consultancy and Extension Activities

To inculcate research culture and to imbibe human values in students, the college has planned to implement following activities:

1. The institution in consultation with IQAC has planned to strengthen the Research and Development Cell (R& D Cell) to orient and motivate faculty to do research rigorously. It is also planned to organize workshops on writing research proposals, theme based seminars and conferences. Organizing 15 to 20 seminars/workshops is the target for next five years. In consultation with the IQAC, the Research and Development Cell will take initiative to pursue the faculty for research projects from various funding agencies namely, UGC, ICSSR, ICHR, DST, SERB, etc.
2. For organizing workshops/seminars/conferences on Intellectual Property Rights, Research Methodology and Entrepreneurship Development, the institution planned to strengthen IPR and Industry Academia Cell. Through this cell, we planned to organize at least 40 to 50 workshops/seminars/conferences addressing the topics relevant to IPR, Research Methodology, and Entrepreneurship Development during the next five years. It is also planned to strengthen four study centres at institutional level. IQAC instructed all faculty members to publish at least two research articles in UGC CARE listed journals every year and publish one book or two/three chapters in edited volumes. For getting wide publicity to the faculty research, the college has planned to create Research and Publication Portal on its institutional website and it is also planned to create a separate research repository section in the library that will include teachers' research theses, published books and research journals. Faculty members will be motivated for research and book publications.
3. The college has planned to organize a number of community outreach programs such as Swachh Bharat Abhiyan; Health & Gender related awareness programs, green belt initiatives and sensitization programs etc. through NSS, Rotaract Club, and Nature club. The institution aims to organize more than fifty activities as the part of community service and outreach programs. It is also planned to work hard in this area so that the institution will be awarded for the same or well get recognition from other GO/NGO agencies and bodies.
4. Considering the NAAC Peer Team recommendation, the institution planned to sign more than 25 MoUs and to organize at least one activity under each MoU every year.

8. Perspective Plan: Infrastructure and Learning Resources

Considering three areas- infrastructure for teaching-learning, research infrastructure and infrastructure for sport and cultural activities, the college has developed its institutional strategic policy for developing infrastructure.

1. The institution planned to make available about 150 computers for student use purpose only during the next five years. It is also planned to create and enhance ICT enabled classrooms by installing smart interactive boards in each department. Further, it is also planned to purchase learning management softwares for teaching-learning process. Special efforts will be taken to create WI-FI enabled campus or departments and the present internet bandwidth will be increased up to 100 MBPS for the smooth functioning of internet connectivity.
2. Proper Annual Maintenance Contract (AMC) will be signed with a person or an agency for repairing, maintenance and updating the IT infrastructure, website maintenance, physical infrastructure and support facilities regularly.
3. Special efforts will be taken to create differently abled person friendly infrastructure that includes maintaining ramps and handrails, purchasing wheel chairs, stretchers and creating separate rest room, study room and disable-friendly washrooms with grab bar, comfortable wash-basin and other helping devices, etc.
4. Considering the NAAC Peer Team recommendations, the college will purchase the office automation software and Management Information System (MIS) for smooth and rigorous administration.
5. The college will upgrade language lab software from BIYANI Technology to create well-equipped language lab for betterment of language learning in the classroom. It is also planned to renovate research laboratories with all necessary equipments.
6. Special care will be taken to create well-equipped gymnasium and auditorium hall for sports and recreational purpose. The college intends to purchase important gym and fitness equipment during the next five years.
7. In order to provide learning resources, the college will subscribe to e-resources such as e-Shodhganga, e-ShodhSindhu, IFLIBNET, NLIST, other e-databases. It is also planned to create a separate section for rare books in the library. This section will comprise of rare books in hardbound format.
8. Extension of existing building, compounding the college area, developing the user-friendly pathways on campus, upgrading the college website and other physical facilities etc are the part of this perspective plan.

9. Perspective Plan: Student Support and Progression

The college will take following initiatives as a part of student support and progression activities during the next five years:

1. Apart from the government scholarships and freeships, the college will take initiative to felicitate the meritorious students by offering institutional scholarships, cash or endowment prizes, and certificates for outstanding performance in University Examinations and co-curricular activities. It is targeted to offer such types of meritorious scholarships and endowment prizes up to Rs 30,000/- per year.
2. The college has proposed to implement a number of students' capability enhancement programs including coaching for entry into services, remedial coaching, personality and soft skill development programs, vocational training and career counselling, developing communication skills, life skills and ICT skills etc. rigorously during the next five years.
3. Proper documentation of students' progression towards higher education will be done through creating comprehensive alumni database. Further, the college will look into the matter of placement services and for this, it is planned to sign linkages with nearby industries.
4. It is planned to offer good support services according to the needs and learning levels of the students. Additional library cards and exposure to e-resources will made be available to meritorious students.
5. Sports kits, NSS kits, and trekking suit will be provided to the students who participate in sports, NSS and Green Club activities. Further, it is also planned to invite professional choreographers, directors, musicians and artists for promoting cultural activities in the college.
6. Target is set to achieve more awards (at least 30 to 40 awards/excellence certificates) in sports and cultural activities during the next five years. It is also planned to organize 25 to 35 activities (sports and cultural) during the next five years.
7. Alumni Association will be formalized and special care will be taken to extend library facilities to them.
8. Students' Mentoring will be strengthened for their overall development. Through this mentoring mechanism, the college strives for redressing students' academic, personal and economical issues will be redressed.

10. Perspective Plan: Governance, Leadership and Management

Under the guidance and proper planning of the management board of Sant Dnyaneshwar Shikshan Sanstha, College Development Committee (CDC) and Internal Quality Assurance Cell (IQAC), the college works smoothly and progressively in academic and administrative areas. To keep proper pace with recent developments, the college has designed following plans:

1. In order to make all stakeholders aware of the institutional policy, strategy and achievements, it is planned to publish the vision document, the perspective plan, quality policy, compliance report, AQARs, co-curricular activities and achievements, etc on the college website. Through these documents and activities the college intends to communicate the vision, mission and goals of the institution.
2. The college intends to resort to e-governance facilities for enhancing administrative work and procedure. For this purpose, the college will strive to complete office automation by purchasing required softwares. It is also planned to establish Management Information System (MIS) in the upcoming years.
3. The college will provide financial assistance to 60% faculty members at least for attending seminars and conferences, and for registering their names into the professional bodies.
4. The college has proposed to implement welfare schemes for teaching and non-teaching staff and for this, it is planned to look into the matter of organizing health check up camp, availing loan facilities, prompt support for availing government statutory schemes and recreational activities, etc.
5. The college intends to conduct academic and administrative audit, gender audit, environment and energy audit and the financial audit regularly.
6. As the part of quality assurance initiative, the college will take efforts to obtain the renewal of ISO certification for enhancing quality at academic as well as infrastructure level. Further, it is also planned to upload institutional data on AISHE portal regularly and apply for NIRF ranking as the part of quality assurance step.
7. For enhancing quality in academic and administrative areas, the college will depute the teaching and non-teaching staff to various professional development programs regularly. It is also planned to organize training programs and workshops for developing professional skills of the faculty members and non-teaching staff.

11. Perspective Plan: Innovation and Best Practices

1. The institution has planned to organize at least 20 to 25 gender equity programs in the forms of workshops, lectures etc through NSS, Women Empowerment Cell, Internal Complaint Cell and Green Club. Further, it is also planned to enhance safety and security related and hygienic facilities for girl students in the college.
2. Maximum utilization of alternate energy and introducing rigorous mechanism for waste management are the crucial parts of this perspective plan. Vermi composting project and water purification units will be strengthened on college campus as a part of waste management system. Further, it is also planned to enhance rain water harvesting mechanism with proper channel.
3. Community outreach program, green belt initiatives, hygiene awareness programs, energy conservation programs, special campaign and drives, exhibitions, integration of ICT in teaching-learning, etc will be organized as a part of innovative and best practices.

12. Conclusion: Considering the NAAC Peer Team recommendations, university committee recommendations, and feedback from various stakeholders, the IQAC has drafted the perspective plan (2019-20 to 2023-24). The highlights of this plan are introducing certificate courses, creating and enhancing ICT enabled classrooms with smart classroom, developing and enhancing language lab and research laboratories, increasing the computer numbers for student purpose, creating WI-FI enabled campus, enhancing internet bandwidth with 100 mbps, increasing the numbers of rank holders, organizing collaborative activities, and conducting all types of audits etc.