



Shri Shivaji Education Society, Amravati's

Jijamata Mahavidyalaya, Buldhana

Chikhali Road, Buldhana - 443 001

NAAC Reaccredited with 'B' Grade - CGPA 2.88 (2013-18)

Affiliated to

Sant Gadge Baba Amravati University, Amravati

Website: www.jmvbuldhana.ac.in



SELF STUDY REPORT

FOR

NAAC REACCREDITATION 'CYCLE 3'





Shri Shivaji Education Society, Amravati's
Jijamata Mahavidyalaya, Buldhana

SELF STUDY REPORT

CRITERION - VI
Governance, Leadership and
Management

6.2
Strategy Development and Deployment

6.2.1 QLM

**The functioning of the institutional bodies
is effective and efficient as visible from
policies, administrative setup, appointment
and service rules, procedures, deployment
of institutional Strategic/
perspective/development plan etc.**



Index

Sr. No.	Content	Page No.
1.	Self-Declaration	04
2.	QIM-6.2.1	05
3.	Policies	07
4.	Code of Conduct http://www.jmvbuldhana.ac.in/pdf/Code%20of%20Conduct%20new.pdf	19
5.	Perspective plan for 2022-2027	25
6.	Deployment Document	32





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JIJAMATA MAHAVIDYALAYA, BULDHANA

CHIKHLI ROAD, BULDHANA -443001

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Website: www.jmvbuldhana.ac.in

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Dr. Panjabrao Deshmukh
Founder President

Hon'ble Shri Harshvardhan P. Deshmukh
President
Shri Shivaji Education Society, Amravati



Capt. Dr. Prashant P. Kothe
Principal
Mobile No. 9822461416

JMVBLD/2022-23


Date: 15/11/2022

Declaration

This is to declare that the information, reports, true copies, numerical data etc.
furnished in this file as supporting documents are verified by the Internal Quality Assurance
Cell and found correct.


Subodh N. Chinchole
(IQAC Coordinator)
Coordinator
I.Q.A.C.
Jijamata Mahavidyalaya
Buldhana - 443001




Dr. Prashant P. Kothe
(Principal)
Principal
Jijamata Mahavidyalaya,
Buldhana



6.2.1: The functioning of the institutional bodies is effective and efficient as visible from policies, administrative setup, appointment and service rules, procedures, deployment of institutional Strategic/perspective/development plan etc.

The college adheres to the rules and regulations laid down by the UGC, NAAC, Govt. of Maharashtra, and the affiliating university- Sant Gadge Baba Amravati University, Amravati. The organizational structure of the college begins with the College Development Committee which consists of the members of the parent management, representatives of teachers and non-teaching staff, nominated members and the Principal as an ex-officio member. The IQAC consists of teachers, non-teaching staff, nominated members of the Alumni Association, local bodies, members from the industry, a student representative. The College Council consists of all the permanent teachers. The office- staff includes a Superintendent, Head Clerks, Senior Clerks, Junior Clerks, Accountant, peons, sweepers, watchman work under the supervision of the Principal. The management also assigns various responsibilities pertaining to the academic leadership to the principal, all members of the Council of Heads, the IQAC Coordinator and its members, and the conveners of the various academic committees. Senior faculty members have been given the responsibility of heading their respective departments. The college authorities provide freedom and opportunities to the faculty members to plan and implement the various academic, extracurricular and extension activities through various committees, which help to enhance and maintain the quality at all levels. Many of the faculty members who are on various bodies of the university such as the Academic Council, the Boards of Studies, and the Senate get opportunities to develop and enhance their leadership qualities. Students' leadership is groomed through the representation on various academic and extracurricular activity committees related to students. In designing and implementation of the quality policies and plans, a proper hierarchy is maintained. The Principal and the faculty members are committed and ever supportive through the CDC, the College Council, the Council of Heads and the IQAC to execute the perspective plan of the institute.

Service Rules:

The college follows the rules and regulations pertaining to the service rules and conditions laid down by the affiliating university- Sant Gadge Baba Amravati University, Amravati, the UGC and the Government of Maharashtra from time to time.

Procedure for Recruitment:

The recruitment of all posts including the permanent posts (Grant-in-aid) and temporary posts (Non Grant) are done by the Parent Management as per the norms and procedure laid down by the UGC, Government of Maharashtra, and the affiliating University.



Procedure for Promotion:

Promotion to the faculty is given according to the directions and the CAS rules of the parent University SGBAU, Amravati, UGC, and the Government of Maharashtra. The promotions to Non-teaching staff are given by the Parent Management as per rules of the parent University SGBAU, Amravati, UGC, and the Government of Maharashtra.

Grievances Redressal Mechanism:

The College has an Internal Complaints Committee (ICC)), Anti Ragging Committee, and Grievances Redressal Committee for the timely redressal of the grievances of the students and the faculty, if any.

Representatives of Teachers and Non-teaching staff place the grievances of members, if any in the meetings of the CDC for redressal which in turn takes necessary decisions.



Policies



Shri Shivaji Education Society, Amravati.
JIJAMATA MAHAVIDYALAYA, BULDANA

CHIKHLI ROAD, BULDANA -443001

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College website : www.jmvbuldana.org

Dr. Panjabrao Deshmukh
Founder President

Shri Harshvardhan P. Deshmukh
President

Dr. E. J. Helge
Principal

Ref. No :

Date : 18/08/2020

Policy for Plastic Ban in campus

1. To undertake awareness program for stake holders to reduce, reuse and recycle of plastic.
2. All the stake holders should minimize use of plastic bags in the campus.
3. Waste segregation to be strictly followed by stake holders.
4. Use of packaged, water bottle is not permitted during college events/programme.
5. Students should recycle the available materials for creative work during college festivals as far as possible.
6. Use of thermocol is strictly prohibited.

Principal
Principal
Jijamata Mahavidyalaya
Buldana





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Principal

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Green Campus and Environment Policy

1. Awareness board for saving energy and water to be displayed in all Circulation areas and in the campus.
2. Programs/Activities for inculcating strong sensitivity towards the Environment must be arranged regularly for all stakeholders of the institute.
3. Proper segregation, disposal and recycling methods to be adopted for different wastes generated on campus like paper, plastic, biodegradable waste from canteen, glass, e-waste etc.
4. E-waste bin to be installed for the collection of e-waste generated in college.
5. Annual Green and Environment audits of the campus to be conducted.
6. All the fluorescent lamps in the campus recommended to be replaced with LED lamp.
7. To improve sanitation and hygiene, sanitary pad inclinators recommended to be installed in all girls' washrooms.
8. Good practices to reduce power consumption to be implemented.
9. Reuse of papers for writing and printing recommended in all departments.
10. E-Notice practice to be followed by department through learning management system and website.
11. Strategies for reduction in stationary consumption are required to be adopted by the department.
12. Initiatives to maintain eco-friendly ambience on the campus.

Principal

Principal
Jijamata Mahavidyalaya
Buldana



Institutional Policy for the Divyangajanas

Shri Shivaji Education Society, Amravati's
JIJAMATA MAHAVIDYALAYA, BULDANA (MS)
Affiliated with Sant Gadge Baba Amravati University, Amravati (MS)
College website: <https://mjvbuldana.org>

Policy Document for the Disabled Friendly Environment**About College:**

The college is run by Shri Shivaji Education Society, Amravati which is a premier Education Society providing quality education since 1932. It has the honour of being the second largest education society in the state of Maharashtra. The college has been trying at its best to fulfill the aims and objectives of Dr. Panjabrao alias Bhausaheb Deshmukh, the Visionary Founder President of this society especially to provide educational opportunities to the deprived and the downtrodden.

Our institute has been awarded with B++ grade in first cycle and B grade (CGPA 2.88) in the second cycle by NAAC, Bengaluru. It has also been awarded with CPE status by UGC in 2010. It provides educational opportunities to the rural and semi-urban youths in three disciplines viz. Humanities, Science and Commerce at UG & PG levels. The institution strives to achieve the higher goals set by its founder president as well as adopt and adhere to the policies of the Central and State Government.

Policy for the Divyangajanas

The policy for the Disabled-Friendly Environment of Jijamata Mahavidyalaya, Buldana is in accordance with the Right of Persons with Disabilities Act, 2016 that prohibits discrimination against individuals with physical and mental disabilities.

The college maintains awareness and understanding to prohibit all kinds of discriminations on any grounds including disability with an intention to create and maintain a comprehensive and inclusive teaching and learning environment where students or employees with physical disabilities or other challenges are assisted in their academic aspirations with care and support.



*Institutional Policy for the Divyangajanas***Objectives of the Policy**

1. To create an inclusive culture to avoid discrimination, exploitation and exclusion of the Divyangajanas among Students and Staff in all spheres of work and education.
2. To create suitable regulatory mechanism for the effective delivery of services to the Divyangajanas.
3. To ensure implementation of all legislations with respect to persons with disabilities.
4. To provide accessible and inclusive education.
5. To ensure full participation of persons with disabilities and to provide them the equal opportunities for development.

The terms used in the policy have meaning mentioned in chapter I of the Rights of the Persons with Disability Act 2016.

• Disability

Disability is a term that includes motor and sensory limitations (e.g., mobility, vision, or hearing impairments). It also includes disabilities resulting from chronic illnesses and syndrome, invisible disabilities, such as psychological and emotional disorders, learning disabilities, heart disease, diabetes, asthma, arthritis, epilepsy, Acquired Brain Injuries (ABI), and Acquired Immune Deficiency Syndrome (AIDS) are also included in the term disability. Many disabilities vary in degree and type of limitation; therefore, accommodations must also vary and should be tailored to the needs of the individual.

• Qualified Person with Disability

The expression "qualified individual with a disability" alludes to a person with a disability who is qualified to participate in any given UG/PG/Research program or activity.

1. With regard to enrolment, a certified individual with a disability must fulfill the scholastic guidelines required for affirmation and meet the scholarly necessities set up for any given course, degree, or certificate program.
2. With respect to employment, training, work assignments, and promotion, a qualified individual with a disability must be able to perform the minimum essential functions of the job.
3. However relaxation shall be allowed as per the Government rules.



*Institutional Policy for the Divyangajanas***The Responsibility of the College:**

The college will be responsible to provide the following facilities to the Differently-abled:

- Providing counselling for the students with disabilities on the types of courses they can study at the higher education.
- Ensuring the admission of as many students with disabilities as possible through the open quota.
- Collection of orders dealing with fee concessions, examination procedures, reservation policies, etc., referring to persons with disabilities as per the government policies from time to time.
- Assessing the educational needs of persons with disabilities enrolled in the higher education.
- Conducting awareness programs for teachers about the approaches to teaching, evaluation procedures, etc, which they should adapt in the case of students with disability.
- Providing support to the students with disability and assist them in getting appropriate employment after their studies.
- Conducting regular Remedial Coaching Classes for persons with disabilities.
- To encourage the differently-abled students to participate in Games and sports.
- To encourage the visually-challenged students to make use of the 'Special Section for the Visually-Challenged' for acquiring knowledge through E-Learning.

Accessibility Policy:

Providing access means making all the services, activities and the benefits thereof, fully available to the qualified people with disabilities. The College should provide various provisions in creating a disabled friendly campus. The management and faculty members should ensure appropriate/reasonable accommodations for each person with a disability, and be willing to resolve access problems. The campus should be barrier free and accessible for persons with differently able. For this, Ramps and Railings at appropriate places should be constructed.

The following principles of accessibility will be strictly observed:

- All UG and PG programs and activities must be accessible.
- To provide accessible textbooks and study material to all students with disabilities.
- To ensure the awareness programmes for all the teachers and non-teaching staff regarding the issues of accessibility.



Institutional Policy for the Divyangajanas

Examination Policy:

The college ensures the sensible convenience to meet with the necessities of the students with disabilities. A separate seating arrangement and use of scribe in the examinations is permitted as per the University guidelines.





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 President
 Shri Shivaji Education Society, Amravati

Capt. Dr. Prashant P. Kothé
 Principal

Teachers Sponsored Scholarship Awards for the Meritorious Students

Policy

Context:

Appreciation and encouragement are the most necessary factors to promote competitive and committed academic atmosphere in the institution. With this view the institution started practice of giving scholarships to the topper students of every Subject/Programme. All members of teaching and non-teaching staff, life members of Shri Shivaji Education Society, Amravati and retired staff members willingly sponsored Scholarship awards for students.

Objectives:


- i) To appreciate and encourage competitive aptitude among students.
- ii) To strengthen student-teacher relationship.
- iii) To encourage academic excellence among all students through examples of meritorious students.
- iv) To give financial support to the promising students for their academic pursuits

The Policy:


- All members of teaching and non-teaching staff, life members of Shri Shivaji Education Society, Amravati and retired staff members of the College will be appealed to join and contribute in this scheme voluntarily.
- The eligible students will be selected for the award of teachers sponsored scholarships on the basis of scores in university examinations and excellence in various activities every year.



- The list of selected students will be scrutinized and approved for award of scholarship by the Committee.
- The scholarship award ceremony will be held on 26th January of every year. The programme schedule will be declared in advance and be communicated to the topper Students and their Parents.
- The cash scholarships will be distributed on stage and receipts of the same be maintained by the Committee.
- Complete transparency and fairness shall be assured through open selections and publicity to the list of selected students.
- The annual report of the committee shall be presented before the staff in the meeting of the Staff Council. The Principal and Secretary of Staff Council will look after the smooth and transparent functioning of the committee.


Dr. Mrs. Vandana R. Kakde
Secretary, Staff Council




Dr. Prashant P. Kothe
Principal
Jijamata Mahavidyalaya
Buldhana



Shri Shivaji Education Society, Amravati's
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Capt. Dr. Prashant P. Kothe
Principal
Mobile No. 9822461416

Internal Complaint Committee (ICC) Policy Document

The Internal Complaints Committee (ICC) is established in Jijamata Mahavidyalaya, Buldhana, under the University Grants Commission (Prevention, Prohibition and Redressal of Sexual Harassment of Women Employees and Students in Higher Education Institutions) Regulations, 2015. It comprises students a Presiding Officer, two or three faculty members from each faculty, and one outside member from a non-governmental organization or association committed to the cause of women or a person familiar with the issues relating to sexual harassment, nominated by the Executive Authority.

Objective of Internal Complaints Committee:

- To provide a safe and secure work environment to every female worker and girls students
- To take consistent action for prevention, prohibition and redressal of complaints received regarding sexual harassment and gender discrimination of women personnel at the workplace
- To make recommendations to the management to lay down procedures for the prohibition, resolution, settlement and prosecution of acts of discrimination and sexual harassment, by the students and the employees.
- To forceful implementation of the policies relating to the prevention of sexual harassment
- Strive to resolve complaints by the aggrieved complainant, and henceforth, recommend actions to be taken by the employer.

ICC, Jijamata Mahavidyalaya, Buldhana, deals with cases of sexual harassment of the students or employees in the college and provides mechanism of dispute redressal. Its promoters the empowerment of women and has zero tolerance for any kind of sexual harassment. ICC diligently works towards providing a secure environment to students, teaching and non-teaching staff. Complaint boxes have been placed in the college premises.



Sexual Harassment defined as:

“An unwanted conduct with sexual undertones if it occurs or which is persistent and which demeans, humiliates or creates a hostile and intimidating environment or is calculated to induce submission by actual or threatened adverse consequences and induces any one or more or all of the following unwelcome acts or behavior (whether directly or by implication), namely:

- Any unwelcome physical, verbal or non-verbal conduct of sexual nature;
- Demand or request for sexual favors
- Making sexually colored remarks
- Physical contact and advances
- Showing pornography”.

Internal Complaints Committee Composition:

(2021-22)

Sr. No.	Name	Designation
1.	Prof. Shalini S. Nimje	Presiding Officer
2.	Dr. M. D. Jadhao	Member
3.	Dr. Vandana R. Kakde	Member
4.	Dr. B. S. Jadhao	Member
5.	Dr. A. S. Patil	Member
6.	Prof. S. N. Chinchole	Member
7.	Dr. Rajashri Yewale	Member
8.	Prof. Shahina Pathan (Social Worker)	Member
9.	Shri. P. P. Umale (Office Sup.)	Member
10.	Smt. Deubai Bhonde	Member
11.	Ku. Sanchi Sanjay Samdur	Student Representative
12.	Ku. Apurva Anil Palkar	Student Representative



Functions of the Internal Complaints Committee:

The Internal Complaints Committee once constituted, plays a pivotal role in the effective implementation of the provisions at the workplace. A general list of duties of the Committee is enumerated as follows:

- Implementation of the Anti-Sexual Harassment Policy at the workplace
- Submit an Annual Report (Including details like the number of case files at their disposal, etc.)
- Bring about awareness about what comprises 'sexual harassment' at the workplace by way of workshops, posters, documents, notices, seminars, etc.
- Publicize the policy framework effectively
- Provide the victims with a safe and accessible mechanism of complaint
- Initiation of inquiry at the earliest
- Redress the complaints in a judicious manner
- Provide interim relief to the complainant
- Provide an opportunity for conciliation wherever possible
- Stick to the principles of natural justice at all stages of the proceedings
- Whenever required, forward the complaint to the police
- Submit the inquiry report along with recommendations
- Maintain confidentiality in regard to the proceedings taking place before the Committee

Timeline of the Complaint:

- Submission of Complaint-Within 3 months of the last incident
- Notice to the Respondent-Within 7 days of receiving a copy of the complaint
- Completion of Inquiry-Within 90 days
- Submission of Report-Within 10 days of completion of the inquiry
- Implementation of Recommendations-Within 60 days
- Appeal-Within 90 days of the recommendations

We commit ourselves to a zero-tolerance policy towards sexual harassment and reinforce our commitment to making our campus free from discrimination, harassment, retaliation or sexual assault at all levels. If a student, faculty member or non-faculty staff member faces any discomfort under the above-mentioned heads, he or she can directly approach the committee.

An aggrieved person is required to submit a written complaint to the ICC within three months from the date of the incident, and in case of a series of incidents within a period of three months from the date of the last incident. Provided that where such complaint cannot be made in writing, the Presiding Officer or any Member of the Internal Complaints Committee shall render all reasonable assistance to the person for making the complaint in writing. For the



reasons accorded in the writing, the ICC could extend the time limit by a period not exceeding three months, if it is satisfied that the circumstances were such which prevented the person from filing a complaint within the said period. Friends, relatives, colleagues, co-students, a psychologist, or any other associate of the victim may file the complaint in situations where the aggrieved person is unable to make a complaint on account of physical or mental incapacity or death.

The complainant may contact the committee members through the given e-mail ID or phone numbers.

Email ID: iccjmvbuldhana@gmail.com

(UGC Regulations of Sexual Harassment Act):




https://www.ugc.ac.in/pdfnews/7203627_UGC_regulations-harassment.pdf




Principal
Jijamata Mahavidyalaya
Buldana




Code of Conduct



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HANDBOOK OF CODE OF CONDUCT

For
Teachers, Students & Other Stakeholders
(As prescribed by UGC, New Delhi)



Published by
Dr. Prashant P. Kothe
Principal
Jijamata Mahavidyalaya, Buldhana



I. TEACHERS AND THEIR RESPONSIBILITIES:

Whoever adopts teaching as a profession assumes the obligation to conduct in accordance with the ideal of the profession. A teacher is constantly under the scrutiny of his students and the society at large. Therefore, every teacher should see that there is no incompatibility between his precepts and practice. The national ideals of education which have already been set forth and which he/she should seek to inculcate among students must be his/her own ideals. The profession further requires that the teachers should be calm, patient and communicative by temperament and amiable in disposition.

Teachers should:

1. Adhere to a responsible pattern of conduct and demeanors expected of them by the community;
2. Manage their private affairs in a manner consistent with the dignity of the profession;
3. Seek to make professional growth continuous through study and research;
4. Express free and frank opinion by participation at professional meetings, seminars, conferences etc. towards the contribution of knowledge;
5. Maintain active membership of professional organizations and strive to improve education and profession through them;
6. Perform their duties in the form of teaching, tutorial, practical, seminar and research work conscientiously and with dedication;
7. Co-operate and assist in carrying out functions relating to the educational responsibilities of the college and the university such as: assisting in appraising applications for admission, advising and counseling students as



well as assisting the conduct of university and college examinations, including supervision, invigilation and evaluation; and

8. Participate in extension, co-curricular and extra-curricular activities including community service.

II. TEACHERS AND THE STUDENTS

Teachers should:

1. Respect the right and dignity of the student in expressing his/her opinion;
2. Deal justly and impartially with students regardless of their religion, caste, political, economic, social and physical characteristics;
3. Recognize the difference in aptitude and capabilities among students and strive to meet their individual needs;
4. Encourage students to improve their attainments, develop their personalities and at the same time contribute to community welfare;
5. Inculcate among students scientific outlook and respect for physical labour and ideals of democracy, patriotism and peace;
6. Be affectionate to the students and not behave in a vindictive manner towards any of them for any reason;
7. Pay attention to only the attainment of the student in the assessment of merit;
8. Make themselves available to the students even beyond their class hours and help and guide students without any remuneration or reward;
9. Aid students to develop an understanding of our national heritage and national goals; and



10. Refrain from inciting students against other students, colleagues or administration.

III. TEACHERS AND COLLEAGUES

Teachers should:

1. Treat other members of the profession in the same manner as they themselves wish to be treated;
2. Speak respectfully of other teachers and render assistance for professional betterment;
3. Refrain from lodging unsubstantiated allegations against colleagues to higher authorities; and
4. Refrain from allowing considerations of caste, creed, religion, race or sex in their professional endeavor.

IV. TEACHERS AND AUTHORITIES:

Teachers should:

1. Discharge their professional responsibilities according to the existing rules and adhere to procedures and methods consistent with their profession in initiating steps through their own institutional bodies and/or professional organizations for change of any such rule detrimental to the professional interest;
2. Refrain from undertaking any other employment and commitment including private tuitions and coaching classes which are likely to interfere with their professional responsibilities;



3. Co-operate in the formulation of policies of the institution by accepting various offices and discharge responsibilities which such offices may demand;
4. Co-operate through their organizations in the formulation of policies of the other institutions and accept offices;
5. Co-operate with the authorities for the betterment of the institutions keeping in view the interest and in conformity with dignity of the profession;
6. Should adhere to the conditions of contract;
7. Give and expect due notice before a change of position is made; and
8. Refrain from availing themselves of leave except on unavoidable grounds and as far as practicable with prior intimation, keeping in view their particular responsibility for completion of academic schedule.

V. TEACHERS AND NON-TEACHING STAFF:

1. Teachers should treat the non-teaching staff as colleagues and equal partners in a cooperative undertaking, within every educational institution; and
2. Teachers should help in the function of joint staff-councils covering both the teachers and the non-teaching staff.

VI. TEACHERS AND GUARDIANS

Teachers should:

Try to see through teachers' bodies and organizations, that institutions maintain contact with the guardians, their students, send reports of their performance to



the guardians whenever necessary and meet the guardians in meetings convened for the purpose for mutual exchange of ideas and for the benefit of the institution.

VII. TEACHERS AND SOCIETY

Teachers should:

- a. Recognize that education is a public service and strive to keep the public Informed of the educational programmes which are being provided;
- b. Work to improve education in the community and strengthen the community's Moral and intellectual life;
- c. Be aware of social problems and take part in such activities as would be conducive to the progress of society and hence the country as a whole;
- d. Perform the duties of citizenship, participate in community activities and shoulder responsibilities of public offices;
- e. Refrain from taking part in or subscribing to or assisting in any way activities which tend to promote feeling of hatred or enmity among different communities, Religions or linguistic groups but actively work for National Integration.

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Perspective Plan: 2022-2027

Criterion I: Curricular Aspects

- To introduce new postgraduate degree programs in all streams (Arts, Commerce & Science etc.).
- To increase student intake capacity of existing courses and improve student enrolment.
- To promote faculty members to participate in curriculum design and review at University level.
- To conduct academic audit, online feedback on curriculum and other quality related audits.
- Propose to augment academic infrastructure.
- To introduce new carrier oriented courses, soft skill based courses, short term courses, value added courses, diploma courses.
- To provide good academic flexibility at UG, PG, and research level.
- Participation of faculty members in BoS and Academic Council to be increased.
- Implementation of choice based credit system (CBCS) at all UG & PG programs as per affiliating university directions.
- Student Induction Programs.
- Learning outcome based curriculum framework for UG & PG level.
- Inculcation of Human Value and professional ethics.



Criterion II: Teaching Learning and Evaluation

- To obtain online feedback of teachers by all stakeholders.
- Fostering social responsibility and community engagement in college among students.
- Faculty Induction programme (FIP) & Faculty Development programme (FDP) for newly appointed faculty members.
- Programme outcome, programme specific outcome and course outcome for all programme offered by college.
- To promote the faculty to use ICT for teaching learning process.
- To enhance and adopt the online learning methods and e-videos (NPTEL, LMS, YouTube etc.).
- To strengthen the self-Appraisal system (API) for teaching and non-teaching staff.
- Establishment of media centre and additional virtual class rooms.
- To organize workshops for teaching and non-teaching staff for their improvements through Academic staff college.
- To organize workshops and seminars for skill and personality development of students.



Criteria III: Research, Innovations and Extension

- To encourage faculty members for availing research grants from Governmental and Non-Governmental agencies for research projects.
- To establish Innovation Incubation Centre as an ideal Research and Development Innovation Ecosystem of the College which will enable to nurture start up culture amongst entrepreneurs.
- To conduct Workshops/ Seminars/ Conferences on Research Methodology, Intellectual Property Rights (IPR) etc.
- To encourage all faculties to publish research papers in U.G.C. listed and peer reviewed National/International journals.
- To encourage all faculties to publish books, chapters in edited books and papers in National / International conference proceedings.
- To organize various extension activities related to social issues in the neighborhood community.
- To conduct extension and outreach programmes through NSS, NCC and all departments in collaboration with industry, community and Non-Governmental Organizations.
- To encourage all departments for MoUs, collaborations with Universities, Colleges and Government Institutes and NGOs for Faculty exchange, Student exchange, research and other academic activities.



Criteria IV: Infrastructure & Learning Resources

- To design inclusive dynamic website.
- To enhance eco-friendly atmosphere-(Plantation & its conservation, awareness practices like, pollution free campus, no vehicle days & waste management)
- To increase ICT facilities.
- To construct Indoor Stadium
- To enhance budgetary provision for purchase and maintenance.
- To increase facilities in Library to attract students-by providing study material (for University examination and competitive examination), awards to meritorious students and best library user etc.
- To develop gym, meditation, yoga likes facilities for improving physical and mental fitness.
- To develop recreation facilities (for improving hobbies like singing, dancing, acting and expressing thoughts).
- To develop and maintain playgrounds and running track for securing employment in Army, Police and other defense forces etc.



Criterion V: Student Support and Progression

- Organize study tours, industrial visits, field visits & excursion tours.
- Organize sports competitions.
- Organize the seminars on, 'how to choose courses for good placement opportunities.
- Strengthening of Placement cell, arrange the placements camps and improvement of
- To conduct soft skill development programme for students.
- To organize guest lecture's for the State level Competitive Exam Guidance.
- Placement services.
- To strengthen the career counseling and competitive examination guidance centre& Soft skill development.
- To initiate Alumni engagement for development of college.
- To establish vocational guidance and training centers.
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Criterion VI: Governance Leadership and Management

- Vision and Mission of the institute will be communicated efficiently to all the stakeholders.
- Decentralization culture will be promoted.
- The management and employees will work together for the sustainable development of the institute.
- Faculties will be promoted and motivated to attend the FDP & FIPs.
- Annual performance appraisal system to be formalized for teaching and non-teaching staff.
- To implement more staff welfare schemes and programs.
- To conduct the external and internal audits regularly and periodically.
- Continuous efforts will be taken to obtain grants from different funding agencies like UGC, DST, DBT, CSIR, SERB etc.



Criterion VII: Institutional Values and Best Practices

- To ensure a tobacco-free and plastic-free campus through various means at all times through an enforcement mechanism, involving imposition and collection of fines from offenders.
- To promote energy conservation practices like the installation of solar panels and wide usage of LED lights/ fans, and also through wide awareness creation.
- Installation of Biogas plant for biomedical waste i.e. waste from microbiology and life science lab.
- Installation of chemical treatment and disposable tank.
- To improve girls common room & day care centre facility.
- To organize workshop/activities related to recycling of solid waste material like, paper, metallic material etc.
- To improve sensor based technology for power saving as well as water conservation.
- To promote awareness about:
 - Gender Equity.
 - Energy Conservation & use of Renewable energy resources.
 - Water Conservation.
 - Socio-Environmental Program (Inclusive Environment).
 - Facilities for Divyangajan.
 - Code of conduct.
 - Voting Awareness and Human Rights.
 - Constitutional Day.
 - HIV-AIDS Awareness Programmes.



Deployment of Institutional Perspective Plan

Plan (2017-18 to 2021-22)	Achievement
Introduce new courses, add-on/certificate courses	Total 17 add-on Courses run.
Introduction of PG/Ph.D. Programmes	09 Departments Recognized as Ph.D. research centers.
Organization of Bridge Courses.	Conducted Bridge Courses in all streams for UG entry level students.
Augmentation & Maintenance of Physical & Academic Facilities.	<ul style="list-style-type: none"> • Purchase of Computers, Printers, Projectors, Xerox Machine for labs, Departments & Libraries. • Installed CCTV Cameras in Classrooms, Labs, Library and Campus. • Maintenance & Renovation of Classrooms, Laboratories, Library & Sports infrastructure. • Fencing & Compound wall for campus. • Installation of 20 KW Solar Power generation Unit. • E- Content Development kit, Internet Connectivity with 100 Mbps Speed.
Green, Environment & Energy Audits	Carried out Green, Environment & Energy Audits of Campus.
ICT enabled Teaching-Learning	10 Classrooms/labs are ICT enabled for teaching learning. In addition to this Conference room, Auditorium hall and IQAC room also updated with ICT.
E-Content Development	E-Content on curriculum related topics developed by faculty and available for students.
Automation of Library & Administrative Office	Library is Automated with ILMS, OPAC, and SOUL 3.0. Administrative office has ERP software (Campus Net).



MoUs & Collaborations	The Institution has signed 14 MoUs and established linkages with NGOs & GOs.
Career Counselling and Placement Guidance Cell	<ul style="list-style-type: none"> • Placement Guidance Cell organized Competitive Coaching Programmes & Placements drives. • 1800+ students have been benefitted during last five years.
Alumni Engagement	<p>The college Alumni Association 'Rinanubandh Multipurpose Society' is registered (Reg. No. F-17738).</p> <p>The Alumni has significantly contributed for institutional development through donations, expertise knowledge sharing and participating in organization of events.</p>
Organization of National and International Conference/Seminars/workshops/ Competitions	09 National Level Webinars, 10+ Workshops, 17 Add-on Courses, and various online/offline competitions and events organized during last five years.

