



**Gokhale Education Society's
H.P.T. Arts and R.Y.K. Science College, Nashik-05**

Prin. T. A. Kulkarni, Vidya Nagar, Nashik- 422005

"Higher Education for All"

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Permanently Affiliated to Savitribai Phule Pune University (ID No.: PU/NS/AS/001(1924))

NAAC Re-Accredited: 'A' Grade, ISO 9001:2015 Certified College, Best College award by SPPU 2019-20



INTERNAL QUALITY ASSURANCE CELL

**INSTITUTIONAL PERSPECTIVE / DEVELOPMENT PLAN
(2020-2024)**

Vision

Higher Education for All

Mission

The college in pursuing its mission, ***hans kshir nyayena gruhana yaduttaman***, provides equal opportunities for higher education in humanities and sciences to all. It aims to provide leadership in the harmonious development of students' intellectual and professional abilities in order to induct students into advanced field of thought and nourish their cultural, social and emotional sensibilities. The policy of the college is to bring the minorities and marginalized communities into the mainstream of development and create personnel of high calibre and responsible citizens.

Objectives of Institutional Perspective Plan

- To articulate a clear vision and mission of the institution and align these with National Education Policy 2020, NCRF, and institute's educational and research activities and social objectives.
- To assess institutional developmental needs
- To identify capacity (human, material and financial) and organizational gaps, based on the goals and priorities.
- To develop Annual Activity/ Capacity Building Plans to build capacity and remove gaps
- To establish ethos of holistic lifelong learning by integration of knowledge and upskilling
- To develop an operative framework to promote the better employability and entrepreneurship



Academic and Curricular Aspects

The college adheres to the prescribed curriculum of Savitribai Phule Pune University in Pune. Several key aspects, stated below, must be taken into consideration in order to establish a benchmark that aligns with the expectations outlined in the revised accreditation framework (RAF) of NAAC in Bengaluru.

- To start new Courses like B.Sc. (Special Geography), Ph.D. (Hindi and Political Science, Geography and Economics)
- To introduce short term skill-based, value added, and Add-on courses as stated in NEP-2020.
- To encourage faculty and students to take up relevant online courses.
- To engage with stakeholders to gather their feedback on the curriculum and integrate their inputs into the curriculum development process.
- To utilize the expertise of the stakeholders and experts from the universal group for quality improvement.
- To pinpoint the areas within the curriculum where various courses can be seamlessly integrated in order to enhance comprehension and practical application.
- To organize faculty development programmes for capacity building of the faculty by introducing innovative strategies for effective curriculum delivery and OBE in the light of NEP-2020.
- To design and conduct various extra credit courses (of 1 to 4 credits) for U.G. classes.
- To conduct mandatory Credit Courses for U.G. and P.G. Classes by making use of the hybrid and online mode as well.
- To encourage faculty members for participating in syllabus designing at the university level.
- To design academic calendar for effective implementation of curriculum planning.
- To plan and execute activities focusing on career orientation and multi skill development



Teaching – Learning and Evaluation

The institution emphasizes on the efforts to serve students of different backgrounds and abilities through effective teaching-learning experiences. There is a need to train students to be competent, employable, not only at the local, but also the global level. In today's interconnected world, the influence of social media and exposure to global values have become increasingly prevalent. However, it is essential to maintain a strong foundation in traditional Indian values amidst these changes. With this in mind, we present the following proposals for the future:

- To prepare students to meet the challenges of inclusion and global competencies through effective curriculum delivery
- To integrate and proliferate ICT in curriculum deliveries, as well as in evaluation and assessment
- To establish connections with various organizations in order to advocate for traditional Indian and universal values;
 - Establish strategic partnerships with organizations to implement collaborative programs,
 - Training workshops for students and teachers,
 - In-house short-term certificate courses.
- To develop a more interactive website for dissemination of information, as well as to get inputs from all stakeholders.
- To provide digital resources for technology enhanced learning.
- To organize orientation and induction programmes at the beginning of academic year encompassing topics like CBCS, Code of Conduct, CIE, career opportunities.
- To organize internal assessment in the transparent and systematic way.
- To make students aware about the PSOs and COs at the beginning of academic year.

- To strengthen the system for handling examination related grievances in the stipulated time frame.
- To collect, analyse and share feedback from students on teachers, infrastructure and curriculum.
- To encourage teachers to participate in OP/FDP/RC/MOOC for learning innovation TLE strategies and technologically embedded teaching.
- To set interactions among various departments for sharing academic resources and expertise.
- To use of ERP and MIS for teaching, learning, evaluation and administration.
- To meet the diverse needs of our learners, updating and maximizing the use of the language laboratory, gymnasium, and counselling services
- To allow students the opportunity to utilize various methods for reflective teaching and learning.
- To motivate teachers to use latest and need based software approach to teaching learning
- To strengthen evaluation of teachers through self-appraisals, peer appraisal and student feedbacks
- To monitor the student performance and learning outcomes through regular ISO audit
- To monitor teaching-learning-evaluation process through AAA and ISO Audit



Research Consultancy and Extension

Research and innovation is the soul of any educational institute. It not only helps in knowing the latest trends at global level but also makes one aware about the local needs. Research based teaching would surely direct the learners to the desired goals. In order to further enhance the quality of research, innovation and extension, we plan to take the following measures:

- To strengthen functioning of the institution's 'Research Cell'.
- To publish quality research through **Swayamprakash** (In house research journal of Gokhale Education Society)
- To promote and support faculty and students in their research endeavours, by encouraging them to conduct research and publish their findings in reputable academic forums.
- To encourage students to participate in University level research competitions.
- To facilitate students for undertaking project work, internship and on the job training.
- To encourage students to participate in extension activities focusing on community issues, gender disparities and social inequities, sensitizing them about local issues.
- To organize extension and social outreach programmes to sensitize students to social issues and context.
- To develop scientific and critical temperament among students through various co and extra-curricular activities
- To encourage faculty to take up research projects and to take up collaborative and participatory research and to conduct research-based community development programmes
- To organize workshops, guest lectures and poster making competitions to enhance the understanding of research
- To apply for grants related to infrastructure and equipments under RUSA, DST and UGC funding
- To support faculty for attending workshops, seminars at national and international level

- To establish the MoUs, collaboration and linkages with the reputed local, national and international organizations
- To organize Faculty development and training programme for teaching and non-teaching staff and students on Research Methodology
- To create research and innovation ecosystem in the institution



Infrastructure and Learning Resources

Human and Physical resources is the binding force of academics and allied fields. State-of-art infrastructure is a sign for congenial learning environment. The institution proposes to augment the infrastructure and learning resources as per the requirements of the changing times and the revised academic framework under NEP-2020.

- to accommodate the anticipated increase in student enrolment each year, it is imperative to establish the necessary infrastructure including classrooms, lecture halls, a library reading area, a staff room, computer lab facilities, restrooms, separate facilities for boys and girls, playgrounds, and hostels
- To develop an auditorium with a capacity of 200+ seats
- To update the different laboratories as per need
- To upgrade a well-equipped smart classrooms, gymnasium and counselling centre
- To establish the indoor badminton court
- To digitize and automate the library with print and online resources as per the requirements

- To update ERP and college website as per the changing requirements
- To update internet services through fibre optics
- To organize innovative programmes to attract students towards library
- To conduct audits including green, energy and laboratory at the periodical level
- To enrich the existing landscape on the campus
- To beautify the campus by planting more trees



Student Support and Progression

The institution makes efforts to provide all possible assistance to students, enabling them to acquire meaningful experiences for learning at the campus and achieving their holistic development and progression. We propose the following:

- To strengthen mentoring, counselling facility for students
- To strengthen the Placement Cell, Career Counselling Cell, and Competitive Examination Centre
- To organize seminars, conferences and workshops for students to inculcate research culture among them
- To involve the alumni for mentoring
- To organize soft skills courses for grooming students for future career
- To organise lecture, workshops and seminars for introducing various careers options
- To organise inter-disciplinary events to aim for better blending of the students
- To collaborate with outside agencies for organizing study tours, field visits and internships
- To facilitate girl students with personal and academic counselling

- To organize health check-up camps for students
- To set up counselling desks for new students at the time of admission
- To strengthen the remedial programs
- To provide the government and institutional scholarship facility for needy students
- To provide the financial and non-financial support to the economically and meritorious students through various non-governmental scholarships
- To connect with industry and organize placement drive for students
- To support physically and mentally challenged students by offering various services
- To provide Divyang students with Braille resources
- To organize alumni, meet for encouraging their participation in college activities



Governance Leadership and Management

The institution's vision and mission are brought to life through effective leadership and governance. The institution has to have clearly marked policies and practices in the matter of planning human resources, training, performance appraisal, financial management, organizational hierarchy and overall role of leadership. Keeping this in mind in the coming years we propose:

- To enhance the effectiveness of the IQAC and CDC by engaging prominent stakeholders through panel appointments
- To formulate precise policies and procedures for the internal governance and management
- To establish benchmarks and standards, and to ensure their widespread dissemination
- To digitize administrative and financial working of the institution
- To enhance collaborations among various departments and ensure seamless and effective operations
- To maintain the institutional ethos and professional climate so as to sustain cordial relationships amongst members
- To encourage faculty for professional enhancement (research and publications etc.)
- To connect with stakeholders and involve them in various college activities
- To continue the practice of feedback and strengthen the appraisal mechanisms through ISO audit/AAA/SSS
- To appreciate faculty, support staff and students through awards and recognitions at college and management levels
- To plan and organize FDP, training programme for teaching and non-teaching staff including visiting faculty
- To conduct various audits of the institute regularly

- To participate in, MIS, AISHE, ISO for quality sustenance
- To comply with annual requirements of NAAC in the form of submission of AQAR
- To comply with annual requirements of affiliating university
- To effectively implement the mechanism for Internal Quality Assurance System (IQAS)



Institutional Values and Practices

Every educational institution has to be relevant in changing National and Global contexts. For this purpose, it has to be responsive to the emerging challenges and pressing issues such as gender equity, environmental consciousness, inclusiveness and professional ethics. We propose the following meaningful practices to help smooth functioning and enhanced impact.

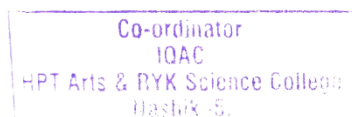
- To partner with esteemed organizations in order to facilitate activities that promote the professional and personal growth of students, staff, and the community
- To imbibe the spirit of exploration, critical thinking and research thereby making every activity meaningful
- To make online learning available for students on-campus and off-campus
- To endeavour for professional and personal development through the conduct of quality enhancement programmes
- To assist faculty members to prepare for promotions under CAS
- To create online educational resources (OERs) by using expertise of the staff
- To introduce of best practices by each department
- To plan of waste management system and green campus initiatives

- To use of renewable energy sources
- To make special efforts for providing facilities to differently abled and disadvantaged students
- To make students aware about human values, code of conduct through induction programmes
- To organise activities that are beneficial to the community at large including underprivileged sections
- To sensitize students about constitutional values, gender equity, environmental sustainability, nationalism through activities SDB, NCC, NSS, Vidyarthini Manch and Cultural Council
- To create awareness among students about glorious Indian traditions and knowledge system
- To celebrate local festivals and nationally and internationally significant days
- To strive for preserving institutional distinctiveness by following the motto of 'Quest for Best'.

The plan will direct our efforts to progress in alignment with the vision and mission of our institution and continue raising the quality graph of the institution.



Co-ordinator
IQAC




Principal & Chairperson
IQAC
PRINCIPAL
H.P.T. Arts / R.Y.K. Sc. College
Nashik - 5.