

INSTITUTIONAL DEVELOPMENT PLAN
UNDER
NEW EDUCATION POLICY-2020

SUBMITTED TO
DIRECTOR OF HIGHER EDUCATION,
MAHARASHTRA

SUBMITTED BY
Chhatrapati Shivaji Night
College of Arts and Commerce,
Solapur
PIN-413001

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Website<https://chhatrapatishivajinightcollege.com>

1. Institutional Basic Information

1.1 Institutional Profile:

Name of the Institution	Maratha Samaj Seva Mandal's Chhatrapati Shivaji Night College of Arts and Commerce, Solapur			
Head of the Institution	Prof. (Dr.) A.G. Mitragotri			
Contact Details	Email: csnc_123@yahoo.co.in	Cell No.:9096319472	Office: 02172620933	
College Website	https://chhatrapatishivajinightcollege.com		AISHE Code: C 15717	
Name of the IQAC Coordinator	Dr. Rani R. Mote	Email: csnc_123@yahoo.co.in	Cell No.: 9922348758	
Name of the NEP Coordinator	Dr. Survase Yuvraj Gundu	Email:csnc_123@yahoo.co.in	Cell No.: 8485064172	
Name of the RDI Coordinator	Dr. Walmik B. Kirtikar	Email: csnc_123@yahoo.co.in	Cell No.: 8275735058	
NAAC Accreditation Status	Third Cycle	Grade B (2.32) CGPA		
NIRF Ranking	N.A.	N.A.		
UGC Recognition	2(f)	Yes		12 B Yes
Financial status	Private Aided			

1.2 Institutional SWOC Analysis

Strengths:

- Ideal location for pursuit of academic excellence
- High gross enrolment ratio of SC/ST/OBC and girls students
- Experience and qualified teaching faculty
- Research oriented faculty, research Centre recognition in Commerce and Department of History
- Recognition of academic excellence
- Rankers at the University Examinations
- A well-grounded sports culture with laudable achievements in the sports arena
- Social outreach / community service programmes
- Rooted in cultural ethos
- Organization / Participation in co-curricular and extra-curricular activities
- Latent leadership groomed for vertical mobility
- Welfare measures for staff and students
- ICT enabled Teaching-Learning
- Well-equipped library
- Round the clock CCTV surveillance of the campus premises.
- Healthy staff-management relations
- Orientation towards national priorities
- Merit based admission policy

Weaknesses:

- Financial constraints
- A considerable number of faculty employed on contract/lecture basis
- Inadequate non-teaching staff
- Inadequate industry-institution interface
- Absence of smart class room.
- Insufficient additional power back up and Internet facilities.
- Inadequate facilities for student recreational activities.

Opportunities:

- Expansion of academic programmes
- Availability of HR for research
- 4-year UG-degree programme
- Qualified and experienced faculty could seek recognition as Ph.D. guides and establish research centers in multiple programmes.

Challenges:

- Adapting to the varied and diversified curricula of the affiliating university
- Introduction and implementation of OBE
- Improving the teaching-learning outcomes
- Placement of students in gainful employment in large numbers
- Improving teacher-student ratio
- Increase intake capacity of students

2. Institutional Development Plan

2.1 Vision

To empower and elevate deprived, underprivileged especially, working students; belonging to economically weaker section of the society by providing them quality higher education.

Mission

To provide the environment with resources of learning, advancement, creation and dissemination of knowledge for the working students to ensure their all-round development.

2.2 Goals and Objectives

- To provide opportunity of higher education and competency building to working students from deprived section of the society.
- To enhance the professional/employability/entrepreneurial skills of the students.
- To enhance their employability through guidance and counseling about career and placement.

- To motivate students to reveal their talents in sports and cultural activities.
- To inculcate the positive attitude and moral values of a responsible citizen.
- To transform lives of marginalized community through learning
- To motivate students to be lifelong learners.
- To promote the holistic development of aspirants.

2.3 Executive Summary:

Chh. Shivaji Night College of Arts and Commerce was established on 4th August 1989. It was affiliated to Shivaji University Kolhapur till the establishment of Solapur University, Solapur in 2005. It is the one and only Night College in the Solapur district, which is located on the borders of Karnataka state. The college offers Bachelor of Arts and Bachelor of Commerce programmes at undergraduate level and Master of Arts and Master of Commerce at post graduate level. It has research Centre for commerce faculty and in the subject of history in arts faculty. It is permanently affiliated to Punyashlok Ahilyadevi Holkar Solapur University, Solapur. Our college strives for excellence and it is registered on AISHE portal. It comes under 2F, 12B category of UGC.

The college offers six optional subjects for students of BA programme. It has two research centers of the parent university and three faculties are registered supervisors of the university. Our students are our asset they have represented at various level like university, state, national and international level in sports, cultural, Avishkar and NSS activities. NSS unit of the college is appreciated by the university for its outstanding performance.

The college is equipped with the indispensable progressive infrastructure and learning resources such as educational software, educational videos, audio-visual aids, Wi-Fi facility, and access to the renowned libraries of the other countries across the world through N-LIST, INFLIBNET in order to meet the advanced demands of the tech-savvy pupil-netizens of the global village. The college offers opportunities for higher education to cater to the requirements of the students.

The college is committed to transparent administration, teaching learning and evaluation system. It harbors upon reliable research, placement and extensive base to impart higher education in humanities and commerce. With education and student-oriented learning, the college supplicates the involvement of all its stakeholders – students, parents, teachers, management, voluntary organizations, and university, UGC and government

agencies. The College takes pride in its competent, experienced, and committed faculty with doctoral qualifications and encourages research-related activities. They are persistently proactive in upgrading their knowledge by participating in Orientation Programs, Refresher Courses and organizing as well as participating in national seminars, conferences, workshops, discourses, lectures, publication of research papers, completing MOOCs and SWAYAM courses. The college faculty is also engaged in mentoring the student's community.

The alumni of the college have carved a niche and have established themselves in various disciplines and professional fields. The college intends to encourage alumni engagement in college activities and also makes use of the linkages for students' internship, placement etc.

Our aim is to make the institution centre of excellence in education and research. The college also intends to make students global citizens with focus on holistic development. It strives to achieve its mission which is to impart quality higher education to students so as to enable them to confidently face global challenges and also to make them socially responsible. The institution intends to impart highest standard education through holistic teaching with blend of integrated traditional and innovative practices like participatory learning, flipped classrooms, blended learning and the like. Collaborations with institutions in the form of industry academia linkages and MOUs with industry can help the college provide a platform of job placements for students. For this the college plans to have collaboration with industry. To motivate and build the personality of students the college plans to have educational tours, talks, guest lectures etc. in the future. Furthermore to build a rapport with industry experts and invite top personnel from nearby firms and companies the college plans to industrial visits, talks and industrial projects by students.

To make the institution a Centre of excellence in education and research. The college focuses on imparting education of the highest standard through value-based teaching and learning so as to enlighten, empower and enable the students to face global challenges. It adopts innovative teaching methodologies and practices to empower students. It has multiple committees and cells intending to inculcate a strong belief in hard work and core values of gender equality, human rights and social ecology in order to make them socially responsible. The involvement of students in most of the committees and giving them responsible positions gives them chance to showcase and upgrade their skills and talent.

The institution is keen to ensure that the students studying in the college have sufficient facilities to learn, read, play and showcase their talents. The institution's priority is to build and upgrade the infrastructure like well-equipped ICT class rooms, computer laboratories, playground, an auditorium, spacious and well-equipped library, college canteen, proper sanitation and drinking water facilities. The institution has plans to create functional subject-wise forums in each of its departments, wherein every department is asked to conduct outreach programs like seminars, workshops, conferences at all levels and use the resources of both students and its faculty to benefit society at large. The college also plans to involve the students through NSS and other forums, in collection of data regarding government schemes and facilities. This information in turn will be disseminated through students in their respective villages so that the awareness can be created amongst the villagers. This will provide opportunities to the students to interact with and assist the needy ones. It will also motivate students to set up clubs such as nature club, health club, life-skill club etc. so that the students act as a liaison in their respective villages to implement various projects in their respective village under the guidance of faculty. All these community-oriented programmes will provide opportunities for students to serve the society at large thereby making them socially responsible.

The institution also has a plan to impart computer skills to its administrative staff and students and make them techno savvy. So that they can learn more and they can be reachable. To improve the pedagogical practices and subject specific knowledge of the faculty, certain training programmes will be arranged.

2.4 Developing Motivated and Energized Faculty

- All the staff (regular/contract and lecture-basis teachers) including the supporting administrative staff to be trained in ICT.
- Motivate the staff for participation in different workshops and conferences to enhance their skills.
- Support their participation in research and development projects.
- Focus on developing a positive work-culture.
- Encourage creativity and innovation
- Encourage the Staff for collaboration and teamwork through which they gain recognition and support for their effective teaching strategies.

2.5 Teaching, Learning and Education Technology

- Implementation of Outcome Based Education (OBE)
- Enhancement of students' progress
- Multidisciplinary teaching
- MOOCs and ODL

Following introduction of NEP the Outcome Based Education (OBE) will be implemented in a phased manner. Teachers to be encouraged to undertake MOOC courses to enhance knowledge.

2.6 Research Development and Innovation

- Attracting research funds (State, National, International, industry, etc)
- Improving quantity and quality of research publications
- Training faculty / students for research
- Preparing faculties for 4th year research programme
- Developing environment conducive for research

An action plan for:

- i)* **Attracting research funds (State, National, International, Industry etc)**

Short term (Year I-II)

- Creating awareness about various states, national and industrial level funding agencies.
- Finding out the requirements of funding agencies and providing training on how to write successful research proposals.
- Creating awareness on the availability of funds with the funding agencies.

Mid-term (Year III-V)

- Organizing workshops/ training programmes on preparation of project proposals as per the requirement of the funding agencies.
- Inviting experts from reputed research organizations, universities and industries for staff training.

- Writing a successful and good project proposals and submission.
- Taking up community-based projects which focus on studying issues related to the local population and submitting the reports to the concerned departments.
- Taking up language-based projects in Linguistics point of view and train students to make lexicon, cultural dictionaries and translations to promote spoken languages.

Long term (Year VI-X)

- Follow up of the submitted project proposals and carrying out projects of high standards.
- Building up of sophisticated infrastructure by utilizing the funds received to carry out the research.
- Providing services to other organizations in terms of expertise and facilities available with the institution.
- Encouraging interdisciplinary research ideas and innovations.

ii) Improving quantity and quality of research publications

Short term (Year I-II)

- Identifying and creating awareness on journals of repute.
- Identifying the area of research of interest for various streams.
- Organizing workshop/training programme on research methodologies.
- Organizing guest lectures on data analysis, use of statistical software's/packages etc.
- Train students and research scholars how to write research papers and Minor research projects.
- Workshops on field-based study.

Mid-term (Year III-V)

1. Organizing guest lectures on research writing which will include preparing good research manuscripts and publishing them in journals with good impact factor in view of implementation of NEP 2020.

Long term (Year VI-X)

1. Publication of high quality research papers.

iii) *Training faculty/students for research*

Short term (Year I-II)

- Workshops on Writing Research proposal, Journal citations, journal selections, research methodologies, identifying predatory journals, how to increase acceptability of research papers in high quality journals etc.

Mid-term (Year III-V)

- Setting up research consultancy section.
- Identify expertise of faculty members.
- Give publicity and awareness about the expertise available in the institute.

Long term (Year VI-X)

- Build MoU with industries and research organization (local/national) and partner for CSR activities to provide solutions to surrounding areas, especially the remote areas.

iv) *Preparing faculties for 4th year research programme*

- Identifying the areas of research by inviting experts from different streams/fields.
- Conducting training programmes for teachers on how to guide project for 4th year research programme.
- Training the teachers on selection of topic, literature survey, proposing project objectives and putting forth the hypothesis.
- Promote awareness on publishing the research work.
- Conduct workshops on IPR.

v) *Developing environment conducive for research*

Short term (Year I-II)

- Identifying the space for laboratory set up.
- Submission of details on infrastructure requirements for research labs.
- Setting up a research lab.

Mid-term (Year III-V)

- Procuring equipment's and other requirements for carrying out the research work.
- Tie up with other research organization for collaborative research.
- Teachers/ students exchange programme for innovative research.

Long term (Year VI-X)

- Building infrastructure by establishment well-equipped research laboratory for future research.
- Building resources for guiding Ph.D. scholars.
- Producing Ph.D. scholars and guides.
- Establishment of research and development centers.
- Organize seminars/conferences to provide platforms to present research work.

2.7 Industry-Academic Partnership

- Inviting industry experts for guest lecture/workshop
- Industry internship for faculties / students

MoUs to be signed with Taluka/District/State/National level Enterprises and Business Houses under the NEP in order to facilitate Industry internship for students after duly obtaining NOC of the DHE.

2.8 Institution's Placement Plan for Students

Actively participate in all Placement Programmes organized by the University, State Government departments in order to provide placement opportunities for the students

2.9 Achieving the Target for Accreditation

NAAC re-accreditation for the next cycle is to be done by

- Bifurcation of work by the IQAC to attain the desired readiness.
- Get an automated software to ease the process
- SSR management.

2.10 Incubation and Start-up

- Incubation Center to be opened in next 5 years
- Create a forum of Alumni entrepreneurs for motivational support.

2.11 Alumni Engagement / Activities plan

In the next two years enroll all the UG students who have graduated from this college as members of the alumni association. Have regular meetings of the alumni association and engage them for the development of the college. For Alumni engagement the institute plans-

- To involve alumni in college activities.
- Felicitation of prominent alumni.
- Conduct events by alumni.
- Tie up with alumni for professional services.

2.12 Basic Infrastructure Development plan

- Purchase of Licensed software's.
- Up gradation of library resources.
- Establishing smart classrooms.

2.13 Skill Development of Non-teaching Staff

- Training programmes in Technological Skills.
- Training programmes in Administrative and Organizational Skills
- Training programmes in Communication and Interpersonal Skills

2.14 Any other Initiatives for the Students' and Institutional Growth

- Implement training programs for students on soft skills, leadership and communication to enhance career readiness
- Offer career counseling as well as counseling for academic and personal challenges
- Promote extracurricular activities, sports and well-being programs to encourage a balanced student life
- Encourage student and faculty participation in community service and outreach programs
- Technology integration