



Shri Narayanrao Babasaheb Education Society's

**SHRI VENKATESH MAHAVIDYAYALAYA,
ICHALKARNJI**

(Affiliated to Shivaji University, Kolhapur)
Govindrao High School Campus, Rajwada Chowk, Ichalkarnji ,
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**PERSPECTIVE PLAN
(2011-12 to 2016-17)**

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(17) Number of Teachers:

- (i) Full-Time Teachers: 11
- (ii) Temporary/CHB Teachers: 17

(18) Number of Non-Teaching Staff: 11

(19) Qualifications of the Teaching Staff:

Teachers with Ph.D.	03
Teachers with M. Phil.	02
Teachers with PG	06

(20) Number of the student admitted to the college:

Categories	2011-12	
	Male	Female
SC	30	26
ST	02	01
OBC	76	62
General	568	743
Others	30	30

(21) Internal Quality Assurance Cell (IQAC):

Date of Establishment of IQAC: 1/07/2014

Composition (2011-12):

- i) Prin. Dr. B. A. Khot (Chairman)
- ii) Dr. N.M. Mujawar (Member Co-ordinator)

a) Teachers

- i) Mr. H.P. Shinde
- ii) Mr. D.R. Charapale
- iii) Mr. R. R. Patil (Librarian)

b) Administrative Staff

- i) Mr. B.S. Ingale (Office Superintendent-upto 30th November, 2014)
- ii) Mr. P.S. Gaikwad (Office Superintendent 1st December, 2014)
- iii) Mr. A.S. Gaikwad (Senior Clerk)

c) Management Representatives

- i) Mr. B. S. Vadinge (Honorary Secretary of N.B. Education Society)
- ii) Mr. L.M. Patel (Trustee of N.B. Education Society)

d) Alumni

- i) Mrs. S. R. Biranje (Asst. Professor on CHB)
- ii) Mr. B. S. Thigale (Chartered Accountant)

e) External Expert

- i) Prin. A.B. Kasar (Former Principal)

VISION, MISSION & OBJECTIVES OF THE COLLEGE

Vision:

‘To blend the education with moral and civic values’

Mission:

‘To impart quality education in Commerce and mould the Students into socially responsible citizens’

Goals and Objectives:

- (a) To link up the course contents to current happenings in the field of commerce and management.
- (b) To focus on personality development of the students.
- (c) To facilitate the students’ progression.
- (d) To inculcate socio-democratic values and civic responsibilities among student community.
- (e) To help students’ develop intellectually creative and socially committed individuals.
- (f) To encourage the spirit of learning and creativity.
- (g) To provide an environment for assimilation and promotion of our culture and heritage.
- (h) To focus on sage and healthy learning atmosphere.

OBSERVATIONS OF NAAC PEER TEAM ON KEY ASPECTS OF THE COLLEGE (SECOND CYCLE)

Section II: CRITERION WISE ANALYSIS	Observations (Strengths and/or Weaknesses) on Key-Aspects
2.1 Curricular Aspects:	
<i>2.1.1 Curricular Design & Development:</i>	<ul style="list-style-type: none"> • The curriculum is in line with vision and mission of the college. • College follows the curriculum of affiliating University, being updated with involvement of a few college teachers. • The college runs a few self-financed certificate and diploma courses in addition to recently started BBA course.
<i>2.1.2 Academic Flexibility:</i>	<ul style="list-style-type: none"> • Very limited academic flexibility • Limited horizontal mobility. • Satellite learning programme is in place for CA Programme.
<i>2.1.3 Feedback on Curriculum</i>	<ul style="list-style-type: none"> • Feedback from students obtained and analyzed. • No formal mechanism to get feedback from parents, industry and other stake holders.
<i>2.1.4 Curriculum Update</i>	<ul style="list-style-type: none"> • Curriculum is being updated periodically by the University. • Some teachers work as member of Board of Studies, Faculty and Academic Council of the University.
<i>2.1.5 Best Practices in Curricular Aspects (If any):</i>	<ul style="list-style-type: none"> • Satellite learning programme for CA Course. • Skill development through vocational courses.
2.2 Teaching-Learning & Evaluation:	
<i>2.2.1 Admission Process and Student Profile</i>	<ul style="list-style-type: none"> • Admissions based on state government and university norms. • College provides information for admission on notice-board and web-site. • Majority of students are from local and surrounding area.
<i>2.2.2 Catering to the Diverse Needs:</i>	<ul style="list-style-type: none"> • Remedial classes are conducted for slow learners. • Location of the college benefiting rural students. • More than half of the students are girls.
<i>2.2.3 Teaching-Learning Process:</i>	<ul style="list-style-type: none"> • Teaching learning as per academic calendar. • The pedagogy adopted includes lecture, presentations, seminars, field visits and project work. • Commerce lab established for practical training.
<i>2.2.4 Teacher Quality:</i>	<ul style="list-style-type: none"> • Teachers are appointed as per UGC, State Government and the university norms. • Three teachers out of nine with Ph.D. degree. • Some teachers prepared study material of distance education programme run by the university.

2.2.5 Evaluation Process and Reforms:	<ul style="list-style-type: none"> • Examination is conducted as per the university rules. • Continuous assessment is in place. • Students' grievance regarding evaluation redressed with formal mechanism.
2.2.6 Best Practices in Teaching-Learning and Evaluation (If any):	<ul style="list-style-type: none"> • Teachers plan their work at the beginning of the year. • Advanced and slow learners encouraged differently.
2.3 Research, Consultancy & Extension:	
2.3.1 Promotion of Research:	<ul style="list-style-type: none"> • A research promotion committee has been formed. • Duty leave and TA/DA being provided to teachers for attending seminars/ conferences. • Research attitude among students developed in terms of project work.
2.3.2 Research and Publications Output:	<ul style="list-style-type: none"> • Some of the faculty members have participated in national and international seminars and conferences. • Some articles by faculty members published in seminar-souvenirs.
2.3.3 Consultancy:	<ul style="list-style-type: none"> • There is no consultancy work.
2.3.4 Extension Activities:	<ul style="list-style-type: none"> • One unit of NSS working as per norms. • Special Camps being organized every year. • College organizes blood bank camp, AIDS awareness and other community development programmes regularly.
2.3.5 Collaborations:	<ul style="list-style-type: none"> • Informal tie up with local organizations. • No formal collaboration with industries and prospective employers.
2.3.6 Best Practices in Research, Consultancy & Extension (If any):	<ul style="list-style-type: none"> • College undertakes extension activities regularly with the support of local community.
2.4 Infrastructure and Learning Resources:	
2.4.1 Physical Facilities for Learning:	<ul style="list-style-type: none"> • The college optimally utilizes the existing infrastructure. • No scope for offering new programmes in the existing setup.
2.4.2 Maintenance of Infrastructure:	<ul style="list-style-type: none"> • No fixed budget allocation for the maintenance of infrastructure. • Computers being maintained by local vendor.
2.4.3 Library as a Learning Resources	<ul style="list-style-type: none"> • A separate arrangement for Central Library facility. • Limited number of reference and text books. • Partial computerization of the library. • Limited Internet facility and Wi-Fi available.
2.4.4 ICT as Learning Resources:	<ul style="list-style-type: none"> • College has a very limited number of computers. • The web-site of the college working properly and being updated periodically. • Department-wise computer facility not available.

2.4.5 Other Facilities:	<ul style="list-style-type: none"> • The College has a playground shared with other sister institutions on the campus. • Teaching staff and students contribute for subscription of journals. • The college has established gymnasium.
2.4.6 Best Practices in the development of Infrastructure and Learning Resources (If any):	<ul style="list-style-type: none"> • Acquisition of books based on the recommendation of library committee.
2.5 Student Support and Progression:	
2.5.1 Student Progression:	<ul style="list-style-type: none"> • The dropout rate is negligible. • The success rate is more than 85 percent. • Placement cell is yet to be formalized.
2.5.2 Student Support:	<ul style="list-style-type: none"> • Personal counseling by faculty members. • Scholarship being provided to poor students as per government norms. • Medical check-up being done periodically.
2.5.3 Student Activities:	<ul style="list-style-type: none"> • Various committees formed for students activities. • Students are encouraged to participate in various cultural and literary and sports activities. • The college publishes the magazine to exhibit the talent of the students. • Wall paper is a regular activity in the college.
2.5.4 Best Practices in Student Support and Progression (If any):	<ul style="list-style-type: none"> • Students are encouraged in comprehensive skill development through different activities.
2.6 Governance and Leadership:	
2.6.1 Institutional Vision and Leadership:	<ul style="list-style-type: none"> • A charitable trust runs the college with a primary focus of catering the needs of local community. • Vision, mission and goals of the college are in tune with higher education policies of the Government. • The college is serving as Lead College in the district.
2.6.2 Organizational Arrangements:	<ul style="list-style-type: none"> • Regularly meeting effective IQAC. • Democratic and participative system of management. • Principal and HOD are authorized to implement the policies. • Various committees formed to carry on day to day activities.
2.6.3 Strategy Development and Deployment:	<ul style="list-style-type: none"> • There is no strategic plan for future development of the college. • Students related MIS is available. • College has initiated training programme for non-teaching staff under Lead College Scheme.

2.6.4 Human Resource Management:	<ul style="list-style-type: none"> • The college follows recruitment, promotion and other service condition rules as per the State Government norms. • Self Appraisal system for teaching staff is in place. • Some teachers are appointed on clock hour basis.
2.6.5 Financial Management and Resource Mobilization:	<ul style="list-style-type: none"> • Partial computerized finance management system. • Sound financial position of the college. • The UGC grants utilized. • The accounts are audited regularly as per the norms.
2.6.6 Best Practices in Governance and Leadership (If any):	<ul style="list-style-type: none"> • Participative style of management. • MIS regarding information of students.
2.7 Innovative Practices:	
2.7.1 Internal Quality Assurance System:	<ul style="list-style-type: none"> • A functional IQAC. • Regular meetings of staff with the Principal. • Report of all activities discussed with Principal for review and suggestions implemented.
2.7.2 Inclusive Practices:	<ul style="list-style-type: none"> • Most of the students belong to local community. • Limited number of under-privileged students.
2.7.3 Stakeholder Relationships:	<ul style="list-style-type: none"> • The college needs to strengthen relations with local employers. • A sound relationship with other stakeholders needs to be established.

**SWOT ANALYSIS OF THE COLLEGE AS DONE BY
NAAC PEER TEAM**

Section III: OVERALL ANALYSIS	OBSERVATIONS
3.1: Institutional Strengths:	<ul style="list-style-type: none"> • College has a clear focus of offering commerce related courses. • Good performance in the examination. • Low dropout rate with high progression rate. • Harmonious relationship among all the stakeholders. • Safe and central location. • Committed and dedicated staff.
3.2: Institutional Weaknesses:	<ul style="list-style-type: none"> • No outstanding innovative practice being followed. • No academic or professional consultancy. • No MOUs signed with other institutions or employers. • Lack of English and computer proficiency. • Very limited number of computers in the college and limited broad-band facility. • Research funding opportunities yet to be tapped.
3.3: Institutional Opportunities:	<ul style="list-style-type: none"> • Various government support schemes available for students. • A number of major-minor research projects can be applied for. • Women Study centre may be established. • New professional/job-oriented and self-financed courses can be started to enhance academic flexibility. • Emphases on communication skills in English.
3.4: Institutional Challenges:	<ul style="list-style-type: none"> • Establishment of a good hostel • Establishment of departmental libraries. • Commencement of add-on courses. • Offering different courses at graduate and post graduate level. • Opening of a women's study centre with the support of UGC. • Development of sports facilities.

**RECOMMENDATIONS MADE BY NAAC PEER TEAM IN 2ND
CYCLE OF ASSESSMENT & ACCREDITATION**

Recommendations for Quality Enhancement of the Institution

- Infrastructure may be improved for the existing as well as new need based programmes.
- Faculty development programmes may be started at a regular basis.
- English and computer proficiency may be encouraged amongst students, teachers and non-teaching staff.
- MOUs can be signed with other educational institutions, prospective employers and industry.
- Various major and minor research projects may be undertaken with the support of UGC.
- Accommodation for staff and students may be constructed with the help of UGC.
- On the job training for students, with local and neighboring industrial visits may be enhanced.

SWOT ANALYSIS AS ENVISAGED BY THE COLLEGE

Strength:

- i) Central location
- ii) Clear focus of offering commerce related courses
- iii) High demand ratio
- iv) Low dropout rate
- v) Good progression rate
- vi) More student-centric co-curricular activities
- vii) Presence of students in order of merit of Shivaji University
- viii) Focus on students' overall development
- ix) Girls participation in sports, social & cultural activities
- x) Counseling for progression
- xi) Special counselling programme for progression
- xii) Harmonious relationship among all the stakeholders.
- xiii) Committed and dedicated staff.

Weaknesses:

- i) Infrastructural constraint
- ii) Limited resources
- iii) No consultancy services
- iv) Lack of Industrial Collaboration/ Linkages
- v) Poor placement assistance
- vi) Poor Alumni support
- vii) No major research projects
- viii) Limited number of computers (considering the strength at B.Com.)
- ix) Research funding opportunities not tapped
- x) Poor faculty research

Opportunities:

- i) Introduction of professional/job-oriented and self-financed short-term add-on courses
- ii) More faculty research & publication
- iii) More UGC Schemes
- iv) Scope to organise National Seminars
- v) Scope to start one more batch of M.Com.
- vi) Scope to start MBA
- vii) Establishment of Women Study centre

Threats/Challenges:

- i) Establishment of collaborations & linkages
- ii) Tracking the outgoing students
- iii) Use of OERs for teaching
- iv) Accommodating increased number of students
- v) Optimal utilization of computers & Internet
- vi) Development of sports facilities

PERSPECTIVE PLAN: AN INTRODUCTION

Internal Quality Assurance Cell (IQAC), formed on 15th February, 2004 immediately after the first cycle of NAAC has first started preparing Academic and Activities Calendar, which was the annual planning for the forthcoming academic year. Thereafter, taking into account the overall analysis of the college as done by NAAC Peer Team in the second A/A cycle and also the ground realities at the local level IQAC started taking initiative in somewhat long-term planning.

It was in the year 2011-12 that IQAC took keen interest and initiatives in devising the Perspective Plan for the overall academic and infrastructural development of the college obviously in consultation with the management of NBES (Parent Institution), Principal, the faculty, the administrative staff, students of the college, the Alumni Association of the college. Their requirements and expectations were taken into consideration while working out the Perspective Plan. The statement of vision, mission and objectives was revisited and revised in order to make it compatible to the current times and emergence in the business world. The Perspective Plan is prepared for 6 years period commencing from 2011-12 to 2016-17.

The Perspective Plan of the college is based on:

- (1) Recommendations made by NAAC Peer Team for quality enhancement of the college in its on-site visit on 27th & 28th August, 2010, comprised of Prof. B. A. Prajapati (Chairperson), Dr. Jagadeesha (Member Co-ordinator) and Dr. Mangal Mishra (Member)
- (2) The statement of vision, mission and objectives of the college
- (3) The statement of Quality Policy of the college
- (4) Pointers mentioned in the Manual of Self-Study Report
- (5) Suggestions given Local Inquiry Committee appointed by Shivaji University for continuation of affiliation of B.B.A. and unaided section
- (6) Inputs obtained during informal discussion with parents, students, alumni and guest lecturers
- (7) Discussion during faculty and IQAC meetings

Procedure followed to evolve the Perspective Plan:

Based on the above-mentioned input sources, IQAC Co-ordinator made the draft Perspective Plan which was discussed, reviewed and finalized in IQAC meeting and later approved by management.

Resources:

Some of the items, especially infrastructural development, included in Perspective Plan needed funds which were provided jointly by parent institution (NBES) and the college through the funds generated through self-financed course of B.B.A.

Execution:

It was decided to implement the Perspective Plan phase-wise, especially on annual basis and availability of funds. It was also decided to take bi-annual review of the implementation of Perspective Plan.

**PERSPECTIVE PLAN OF THE COLLEGE
FOR 2011-12 TO 2016-17**

The Perspective Plan for 2011-12 to 2016-17 includes the following

- 1) Establishment of English Language Lab
- 2) Starting C.A. Examination Centre
- 3) Construction of Function Hall (Conference Hall)
- 4) Fillip to faculty research & publication
- 5) Focus on ICT-enabled Teaching-Learning -Evaluation Process
- 6) Providing on-line facilities for students (Filling up Anti-Ragging Undertakings, Feedback etc.)
- 7) Construction/Renovation of Gymkhana Room
- 8) Separate Examination Room
- 9) Rain-Water Harvesting
- 10) Renovation of Administrative Office/ Furniture etc.
- 11) Security System (CCTV Cameras)
- 12) Purchasing more Computers
- 14) Digitization of Office and Library
- 15) Digital Notice Boards
- 16) Installation Solar Equipment
- 17) Renovation of Canteen
- 18) Hydraulic Elevator
- 19) Strengthening social network
- 20) Strengthening interaction with Alumni
- 21) Starting Skill Development Certificate & Diploma Courses
- 22) Virtual Boards
- 23) Expansion of Staff Room
- 24) Construction of one more Ladies Room
- 25) Expansion of e-resources
- 26) Devising the formats for Audits and getting audits done from external agencies (IT Audit, Gender Audit, Academic Audit, Administrative Audit and Environmental/Green Audit, Library Audit etc.)
- 27) Creating Library Blog & providing facility of QR Code to students
- 28) Developing the linkages with industries
- 29) Starting a Business Research Centre
- 30) Gearing-up Placement
- 31) Organise State and National Level Seminars
- 32) Developing a formal Mechanism of Collecting Feedback from Alumni, Parents and Industries
- 33) Developing a system of uploading CVs on web-portal
- 34) Developing a system of on-line communication with parents about students progress

- 35) Providing on-line facilities of Student Feedback
 - 36) Motivating BBA students for off-the-campus participation
 - 37) Workshop on Research for students
 - 39) Fillip to students' participation in cultural activities
 - 40) More computers for students' use
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(Dr. Naushad M. Mujawar)
Co-ordinator, IQAC

(Dr. Babasaheb A. Khot)

(Hon. Babasaheb Vadinge)

(Hon. Madanlalji M. Bohra)