



Five-Year Strategic Plan

For Academic Year 2022 to 2027



**Mahatma Gandhi Vidyamandir's
Mahilaratna Pushpatai Hiray Arts, Science and Commerce Mahila
Mahavidyalaya, Malegaon Camp. Dist. Nashik (M.S.)
Affiliated to Savitribai Phule Pune University**

Vision:

“Bahujan Hitay Bahujan Sukhay”

To impart quality education for all round development of women through knowledge and value education to make them globally competent and empowered



Mission:

To make female students acquire scientific temper, skills, human values, leadership skills, sense of pride for culture along with progressive outlook and interdisciplinary acceptance and global outlook.

Objectives:

- To explore the best possible ways to realize the noble ideas of Late Karmaveer Bhausaheb Hiray, an unfailing source of our inspiration
- To develop professional, vocational skills and provide opportunities for excellence
- To develop scientific temperament for research and innovation and imbibe values of secularism, national integrity and commitment towards social reformation and progress
- To enhance digital competency and provide opportunities for skill development
- To strengthen entrepreneurship skills and competitive abilities for all round personality development of students

About the Institution:

Mahilaratna Pushpatai Hiray Arts, Science and Commerce Mahila Mahavidyalaya was established in 1990 by keeping in view the need of a special college for girls. It was observed that girls in spite of their capabilities remain deprived of education, as people from rural area are not willing to send their daughter to the coeducation colleges. Our visionary leader Honourable Dr. Prashant Hiray, Ex-Minister of Transport & Protocol, M.S & General Secretary, Mahatma Gandhi Vidyamandir envisioned this college for the girls to make them self-employed and self-dependent.

The college has been reaccredited 'B' grade by NAAC. It is affiliated to Savitribai Phule Pune University, Pune and recognised under UGC section 2(f) in June 1999 and under section 12(b) in June 2002.

The institution has been known for its quality education and academic excellence. The college has UG and PG courses. It offers 15 subjects at special level UG and 03 at PG level. PG courses in Music, Marathi and History and UG courses in Marathi, Hindi, English, History, Politics, Economics, Psychology, Geography, Music, Chemistry, Physics, Mathematics, Botany, Zoology and Commerce are conducted in the college. The college is the first and only college from Savitribai Phule Pune University to provide 'Music' at PG level. The college has been recently permitted to start research centre in Marathi by Savitribai Phule Pune University, Pune. National Skill qualification framework (NSQF) sanctioned (B.voc) Diploma course in GST Account Assistant, Yoga Trainer and Poultry Science under community college scheme. Under DBT (Star College Scheme) the college has received a grant of Rs. 41 lakh for purchasing equipments, chemicals, glasswares and books for the departments of Chemistry, Botany, Mathematics and Zoology. Dindayal Antyoday Yojana-National Urban Livelihoods Mission and Maharashtra State Skill development Society (MSSDS) sanctioned certificate course for the college titled 'Spoken English and Communication Skill' for the academic year 2019-20 and 'Business Correspondence and Business Facilitator' and 'Account Executive', these two courses are sanctioned for academic year 2022-23.

The college also functions as a study Centre for various courses conducted by Swayam- NPTEL local chapter. The college runs various add on and value added certificate courses at department and college level. It has conducted outreach programs on remote sensing.

The college has a central library with 20383 books and 55 periodicals, more than 35 lakhs e-books and 6500 e-journals, 170 CDs and rare collection of Manuscripts are available at present. The library has been connected with broadband internet connection and purchased licence softwares like Vriddhi, Book Smith and OPAC. The library has provided N-List, INFLIBNET facility to the students and teachers. The library has provided the facility of Audio Books to the blind students.

The college has Internal Complaint Committee, Student Grievance Committee, Anti Ragging Committee, Student Council, Student Development Department, Earn and Learn scheme, Alumni Association, Career Cutta and Placement Cell.

The college has well qualified and experienced teaching staff with NET, SET, Ph.D. and M.Phil. There are 19 Research Guides. The faculty is consistently busy in several research activities and consultancy programs.

The students who seek admission in this college are mostly from rural background and minority community. Various curricular, co-curricular and extracurricular activities are conducted for the overall development of the student. It has been a great experience working and identifying its strengths and weaknesses.

SWOC analysis

Strengths:

- The college has its own neat, clean and environment friendly campus
- Experienced and highly qualified teaching staff
- The first college offering music at UG and post-graduation in music under Savitribai Phule Pune University
- Students and Teachers participation in 'AVISHKAR' research competition organised by SPPU, Pune
- The college has very well equipped Laboratories and Library
- College has formed various committees for co-curricular activities
- Focus on student centric interactive and participative teaching learning
- College library is enriched with textbooks, reference books, journals, e- journals and newspapers.
- The college has a seminar hall with ICT facilities for the conduction of programs
- The college has organised 03 seminars and 01 conference in the subject Geography, Music, Mathematics Commerce and more than 50 webinars and FDP's on various topics by each department

- The college has a big playground and sport facilities (indoor and outdoor games) for the students
- The IQAC of the college is functional and conducts quality initiatives for improving the standard of teaching learning process and overall college functioning
- The College runs B.Voc. skill based diploma program and introduced skill based education through various Add on and Value added certificate courses including a certificate course in Spoken English sanctioned by (DAY-NULM) skill India.
- Academic Calendar is followed in letter and spirit.
- Continuous evaluation and examinations are conducted as per SPPU norms and the statutes are followed strictly.
- Being a women's college it promotes human values, self-reliance, national integration and gender equality.
- Teachers are motivated for various Faculty Development Programmes and Career Advancement Schemes for their academic and career growth.
- The college has a strong research culture with 19 Ph.D. research guides, 23 faculty members with Ph.D. and 04 are pursuing Ph.D. degree
- Faculty is actively involved in good research Publication.
- NSS, SDO and various departments organise extension activities helpful for local community.
- Departments organise collaborative activities and training programme was for students
- The College has a functional counselling cell, competitive examination cell, entrepreneur development cell, placement cell for Student welfare and personality development.
- The College organised a state level intercollegiate music competition for creating awareness in music.
- Every year college organises Soft Skill Development Programme for personality development of the students
- Study tour, field visits, industrial visits are conducted for experiential learning.
- Transparent mechanism of admission.

Weaknesses

- More PG courses in Science Humanities need to be started

- The college lacks hostel accommodation
- ICT facilities needs to be strengthened
- Placement and career opportunities in the college are limited
- Limited access to funding for research for faculty from Government and non-Government agencies

Opportunities

- Being a women's college more career opportunities needs to be initiated for increasing employability for students
- Initiation in PG courses in various disciplines will result into good student strengths
- More focus on skill oriented and interdisciplinary courses for employability
- Strengthening interaction with alumni to facilitate better connectivity with the industry
- Scope for establishing research centre in the subject 'Music'
- Scope for Interdisciplinary Research in all discipline
- Thrust on research and consultancy ecosystem for consistency and efficacy related to societal issues.

Challenges

- Constraints for the admission in the era of coeducation.
- To retain female students who are opting city colleges for further education
- Being a women's college in rural area, dropout problem is faced
- Collaboration with National/International Institutes in view of Implementation of NEP 2020

Institutional Strategic Plan 2022-2027

Mahilaratna Pushpatai Hiray Arts, Science and Commerce Mahila Mahavidyalaya aims to impart quality education for all round development of women. The college has identified 12 areas of the perspective plan for the five year period starting from 2022.

1) Student Development through Academic Initiative Skill and Value Based Education

- To make teaching learning process effective through technology based learning
- For implementation of NEP, focus on course based outcomes and introduction of specific skill building certificate courses and programs for skill based learning
- To adopt innovative teaching tools, new pedagogies, use of ICT for student involvement
- To make more MOUs and linkages for student exchange
- To enhance employability and entrepreneur development skills
- To establish a full time mental wellness program on campus
- To develop more smart classrooms
- To develop interdisciplinary and multidisciplinary approach in learning and research activities
- To implement Academic Bank of Credit
- To create holistic individuals, Indian in spirit, Global in purpose, committed, disciplined and value oriented.
- To develop English and Hindi Language skills of the students
- To encourage the students for Sports/Cultural activities

2) Faculty Development

- To introduce new and innovative teaching learning tools for promoting pedagogical excellence
- To contribute towards fulfilment of mission statement and vision of the college
- To facilitate academic audit for academic excellence
- To contribute towards the different and challenging responsibilities both academic and administrative on college level and management level (various Boards and Committees)
- To represent on Student and Professional bodies for dynamic exposure to civil Society keeping in mind Institutions Vision and Mission statement
- To undergo regular performance appraisal through well-structured Performance Appraisal Mechanism

- To organise faculty development programmes and training sessions for teaching and non-teaching faculty
- To encourage and depute teachers to orientation courses, refresher courses and FDPs
- To promote faculty exchange programs

3) Infrastructure Development

- To enhance and upgrade academic administrative set up, indoor or outdoor sport facilities, yoga and culture centre
- To set up hostel facilities for socially and economically backward students
- To enhance an effective functioning of office, new blocks for PG and Research Centres
- Well-equipped Central Library
- To renovate and upgrade department facilities
- To provide Wi-Fi facilities in campus for all students

4) Enhancing Research Culture of the Institution

- To nurture research culture in the college through emerging and challenging areas including interdisciplinary and multidisciplinary fields
- To encourage faculties to apply for various minor/major research projects
- To increase the number of student's research projects, paper presentations, publications in reputed research journals
- To organise State, National, International, Seminars/Conference/Workshops/FDPs on recent emerging areas of Science, Humanity, Commerce and Social Science and staff development activities on research related issues
- To enhance research capability of budding researchers by participating in Seminars Conferences, Workshops, Project, Competition, etc
- To create interest, improvement in knowledge and skills among faculty members and motivate them for research activities in their specific areas for their professional growth.
- To provide financial assistance to faculty for participation in UGC/NAAC /Government /University sponsored research Seminars/ Conferences/ Workshops etc
- To develop strategies to foster research collaborations within the faculty, across faculty and institutes and with agencies outside the college

- To interact with industry, government, professions and the wider community on all research matters to promote faculty research activities in collaboration with external stakeholders
- To organise capacity building programs on Research Methodology and Intellectual Property Rights
- To motivate faculty members to apply for patents and copyrights

5) Community Outreach Programs

- To introduce community service into curriculum of UG programs with credits
- To widen social outreach activities of the college by collaborating with National and local community agencies
- To focus on providing Internship to students for Commerce faculty with local NGOs
- To increase student participation in outreach activities and more tie up with NGOs
- To participate in awareness rallies conducted by different NGOs and assist Government and local bodies in community projects
- Each department will conduct an extension activity which sensitises social issues
- To motivate for adoption of more villages for outreach activities with the help of Local Bodies

6) Improving Industry-Academia Interface

- To build linkages with professional bodies to increase industry Academia- interface and strengthen campus placement and training facility
- To invite industry experts for motivating students to provide practical knowledge and train the students to enhance their employability skills
- To encourage faculty engagement in consultancy projects
- To formalise MOUs for setting up of an incubation centre so as to facilitate start up projects by the students
- To motivate students to work on real projects for industries

7) Alumni Involvement, Placement and Progression

- To strengthen alumni relations through active involvement in internship opportunities, knowledge sharing, student aid and resource mobilisation
- The institute has registered an alumni association which acts as a link between Alma mater and alumni.
- The college has a separate cell for Placement and Training needs of the students.

- Each department records the students going for higher studies and qualifying State/National /International Level Examinations

8) Green Initiative and Sustainability

- To organise programs based on Environment Sustainability through NSS and various cells like Green campus, Clean campus, Waste management, Energy Conservation etc.
- To establish a Green Club on campus and conduct awareness campaigns about waste management, energy and water conservation
- To conduct regular Campus cleanliness Drives and extracurricular activities based on contemporary thematic issues like green initiative campaigns and sustainability programs
- To motivate all teachers and students to use digital platforms for teaching and learning process

9) Strengthening Communication with Key Stakeholders

- To conduct regular meetings with faculty and students to maintain open communication
- To obtain structured feedback from the key stakeholders of the institution with students, teachers, alumni, parents and employers
- To organise activities/events under the aegis of Alumni Association

10) Professional Ethics, Human Values and Gender Equity

- To organise programs related to professional ethics, human values and gender equity
- NSS/Women Cell/Equal Opportunities cell arrange programs reflecting human values, gender sensitivity and equality awareness programs
- Bring collaboration with other Institutions for training and practical knowledge

11) Enhancing Institutional Image through participation in NAAC accreditation, NIRF ranking, AISHE

- Internal Quality Assurance Cell supervises the developmental activities in the college and improves the performance of teaching and learning along with curricular, co-curricular and extracurricular activities
- IQAC conducts quality assessment framework and design a blueprint for future development of the college

- To enable the institution to take maximum advantage of schemes, funding and other benefits and laid out an action plan for achieving better ranking in various National ranking frameworks

12) NEP Implementation

- Institution will facilitate the norms laid down by NEP and education in mother tongue
- To introduce more Science and Technology based employment program and courses
- To create more intensive multidisciplinary, interdisciplinary learning through various activities

2022-2027

Dr. Ujjawala S. Deore	Principal
Dr. Deepanjali K. Borse	IQAC Chairman/Vice Principal
Dr. V. M. Nare	NAAC Co-ordinator
Dr. Deepak Thakare	NAAC Assistant Co-ordinator
Prof. Saima Firdous	IQAC Assistant Co-ordinator
Shri. B. K. Pawar	Member

Dr. D. K. Borse
IQAC Chairman/Vice Principal

Dr. Ujjawala S. Deore
Principal

Internal Quality Assurance Cell
(IQAC)