



**MAHILARATNA PUSHPATAI HIRAY ARTS, SCIENCE AND COMMERCE
MAHILA MAHAVIDYALAYA, MALEGAON CAMP, NASHIK**



3rd Cycle

Assessment & Accreditation

Criterion – 6

Governance, Leadership and Management

Key Indicator- 6.2 Strategy Development and Deployment

QIM – 6.2.1 The institutional perspective plan is effectively deployed and functioning of the institutional bodies is effective and efficient as visible from policies, administrative setup, appointment, service rules, and procedures, etc.



6.2.1 Institutional Perspective Plan and Deployment Documents

A. 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

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- 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

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- 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

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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



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B. Deployment

- An academic calendar of the college is prepared at the beginning of the academic year and individual teaching plan of the teacher is prepared for the effective implementation of the curriculum.
- Teacher's diary is maintained by each teacher for proper organisation of the syllabus and academic calendar.
- Faculty wise value added courses are imparted to students to enhance the employability, additionally B.Voc. certificate courses for the students are made available.
- To have an effective implementation of the academic plan, qualified staffs are appointed, as well as a properly defined program of course outcomes are framed and made aware to the concerned staff.
- The academic curriculum is well supplemental by co- curricular and extracurricular activities.
- A feedback system on the syllabus by student's teachers & parents is in place, which is analyzed and a faculty wise action taken report is submitted.
- The IQAC in collaboration with different departments, organized guest lecturers in professional ethics, environments sustainability and human values.
- A workshop on gender sensitization was also organized for teachers and students.
- Guest lecture, One Day Webinar and 5 Days FDP on NEP 2020 was conducted for teachers
- A well drafted policy on admission is prepared. It has led to reduction in the

gap between seats sanctioned and students admitted to the different programs run by the college.

- Teaching staff voluntarily sat for students counselling during admissions, which has also lead to an increase in the number of admissions.
- Student centric teaching methods like self-learning, peer learning and experiential learning, study surveys, presentation, project internship, are routinely employed in the teaching methodology along with the use of ICT enabled tools for effective teaching.
- Staff have created teaching video materials for effective online teaching either through, University (SPPU) repository, You Tube Channel, Zoom or though Google classroom.
- The Teaching quality standard is maintained by appointing experienced and qualified staff with NET/ SET/ GATE or Ph.D. and such staffs are retained over the years.
- The internal and external examinations are conducted by the college under the supervision of the College Exam Committee (CEC). The college exam committee has also developed a system to effectively solve complaints in a transparent and time bound manner.
- The examination related notices are also effectively circulated under the guidance of CEC.
- The college has an effective system to monitor the course and program outcomes and effectively setting up a mentor- mentee system to increase the Students- Faculty. Cooperation in teaching learning activities.
- The college also conducts regular feedback to judge the students satisfaction in the curricular, co-curricular and extracurricular activities.
- Induction Programme for first year students is organized.
- Seminar, Conference, Webinars are organized on various current topics.
- Student enrolled for various NPTEL Courses.
- The college has created facility to inculcate and promote research through Academic Research Committee.
- For enhancing research culture, various departments organize workshops, seminars as well as industry academic interaction.

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- Various departments of the college are active in research through collaborative research, faculty exchange program, student exchange program with institutions and organization at national & international levels.
- The college has signed MOU's with academic institutions, industries & agencies of professional and social relevance to motivate staff and students to with these industries and organization.
- Staffs are also motivated to do research and publish their work in Scopus/ Web of science/ UGC care journals. The students are also inculcated with a feeling of social responsibility by conducting extension & outreach activities.
- The staff and students are motivated to participate in social extension activities like NSS, SDC etc.
- Students and Teachers participated in 'Avishkar' Research Competition organized by SPPU.
- Student participation in Co-curricular and Extension activities for the overall personality development.
- The college infrastructural facilities are put to optional use by running the college in two shifts.
- An infrastructure maintenance policy is in place which maintain and updates the available infrastructure and the ICT tools. Documents are maintained through geo tagged photos.
- The Library and its infrastructure is user friendly and the stakeholders like staff, students, and parents make the optimum use of the same.
- According the infrastructure maintenance policy, the annual expenditure of infrastructure is maintained updated and certified from authorized auditor.
- During the pandemic lockdown period, the college provided the staff with Wi-Fi for conducting online theory and practical classes, and at the same time providing remote access of the digital library to the staff and students.
- The college was regularly and continuously sanitized for the safety of the staff during the pandemic period.
- The college has taken all the sincere efforts to extend the benefits of scholarships & free ships to maximum students.
- The holistic development & students progression to higher education and

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employment is followed by a well-developed mechanism.

- The college has conducted various skill based activities for the students for having their employability skills and excels in competitive examinations.
- The alumni from various departments of the college have contributed in increasing the employability and placement of the students.
- The colleges Career Guidance and Placement Officer have arranged for pre-placement activities such as guest lectures on career guidance skills based workshops and industrial visits for the benefit of the students and conducted placement drive for students.
- The holistic development of students has been achieved by organizing activities related to health and hygiene, physical fitness, yoga, students counselling.
- The college continues to effectively implement various healthy practices such as ICC, Student Grievance, discipline committee and anti-ragging cell.
- In spite of the pandemic, the college sports committee has organized physical education awareness programs, virtual activities and organized inter college sport activities.
- The strong Alumni Association of the college has actively participated and helped the students in curricular, co-curricular and extracurricular activities
- The Stakeholders of the college are made aware of the college vision & mission by displaying it sign boards in prominent locations in the college.
- The decentralized and participative management policy of the college is enforced by the various college committees wherein the students have been encourage to participate in large numbers.
- A good management initiative is in the development of a perspective plan for the college which is communicated to all the stakeholders.
- The e- governance has been implemented in the areas of administration, finance, accounts, student's admission and examination for effective implementation of the management policies.
- The college staff welfare policy takes care of the small monitory requirements of the employees in medical emergencies, school/ college fees payment of their wards and other such small needs of the employees is taken care by the welfare policy
- The college staffs are constantly motivated to participate in online & offline

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FDP, orientation/ refresher course, Short Term Courses.

- The performance quality of the staff is maintained and upgraded through the performance appraisal system for teaching & non-teaching staff.
- There is a system in place to conduct the internal & external financial audit for the statutory compliance policies.
- The mobilization and utilization of the funds is done through a well-developed strategy for its optional utilization.
- The institutional IQAC ensures the quality assurance strategies are effectively implemented.
- Various departments and cells have prepared policies and SOPs for the smooth functioning.
- A functional IQAC ensures that all the initiatives for college development are effectively implemented.
- The college has participated in many quality assurance initiatives like NIRF National Rankings, AISHE and ISO certification.
- The college has conducted activities to promote gender sensitivity.
- The institute has developed facilities for alternate energy sources and energy conservation resources like solar energy as well as proper segregation and disposal of degradable & non degradable waste.
- Water conservation facilities like reuse of grey water, rain water harvesting are few of the projects implemented by the college.
- A green campus initiative is in place, wherein ban use of plastics within the campus, landscaping, Planting of native trees.
- Secular credentials of the college is maintained with harmony towards all religions and sensitizing the employees and students of their civic rights and duties.
- Certain practices have been conducted throughout the year and have been developed as the best practices of the college.
- The SWOC analysis has been framed and conducted during the year and future Plan and Targets have been set.



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