

**Shri Sharda Bhavan Education Society's  
SHANKARRAO CHAVAN MAHAVIDYALAYA,  
ARDHAPUR DIST. NANDED**

**INSTITUTIONAL DEVELOPMENT PLAN –  
2025-26 to 2029-30**

**[As per UGC Guidelines]**



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Shri Sharada Bhavan Education Society Nanded's  
**Shankarrao Chavan Mahavidyalaya Ardhapur**  
**Institutional Development Plan**  
**2025-26 to 2029-30**

**Introduction:**

<b>Slogan/ Brid Wakya</b>	<b>असाध्य ते साध्य / करिता सायास //</b>
<b>Vision</b>	<i>To groom and ignite young minds towards responsible, rational, awakened individuals so as to transform the society and strengthen the nation by inculcating values like tolerance and inclusivity.</i>
<b>Mission</b>	Our mission is to bring about the holistic development of learners and to prepare the young generations to face life challenges through their holistic development by inculcating love for books necessary for critical thinking and to develop the scientific temperament which will lead them towards a rational, inclusive approach thereby making them able and well equipped with the skills of employability and entrepreneurship so as to train them in their future civic responsibilities as able citizens of this great nation.
<b>Goals</b>	To bring about the Holistic Development of the learners
	To train them for Critical Thinking
	To develop a Scientific Temperament
	To develop Rational and Inclusive Approach among the learners
	To impart Employability Skills
	To create Entrepreneurship Opportunities
	To train the learners towards Civic responsibilities
	To awaken them for Sustainable Development Goals
	To build an eco-friendly campus
	Welfare policies for employees and learners
<b>Objectives</b>	Green Initiatives-Eliminate Carbon Footprints/ Creating Breathing
	Paperless office
	IT Enablers
	Research Ambience
	Competitive Examinations Guidance Cell
	Library- Knowledge Resource Centre

	Safe & Secure for Girls and Female Employees
	Sports Infrastructure
	Extension and Outreach Activities
	Taking care of the Legacy Forward
	Agro-based start-ups and small-scale industries training
	Gender Sensitization Measures
	PwD friendly campus
	Innovative Pedagogy and Content Delivery
	Timely Feedback and Effective Action Taken
	Transparency and Decentralization in Administrative Responsibilities

### College Profile

Name of the Institution	Shankarrao Chavan Mahavidyalaya, Ardhpur		
	Sri Sharada Bhavan Education Society, Nanded		
Affiliating University	Swami Ramanand Teerth Marathwada University, Nanded		
Year of Establishment	2001		
NAAC Status	A Grade CGPA 3.10		
Cycle	I		
Valid unto	30 May 2027		
College Development Committee	Sr.	Designation	Member
	a.	Chairperson of the management or his nominee ex-officio Chairperson	Hon. Shri Ashokrao Shankarrao Chavan
	b.	Secretary of the management or his nominee	Hon. Shri Dattatreya Pandurangrao Savant
	c.	One head of department, to be nominated by Principal	Dr. R. B. Shete
	d.	Three teachers in the college or recognized institution, elected by the full-time teachers amongst themselves out of whom at least one shall be woman	1. Dr. V. S. Kunturwar 2. Dr. V. B. Chavan 3. Dr. S. P. Auradkar (Woman)
	e.	One non-teaching employee, elected by regular non-teaching staff.	Mr. A.C. Jamge
	f.	Four local members, nominated by the management in	Education: Dr. Raosaheb K. Shendarkar Industry: Mr. Pravin S. Deshmukh

		consultation with the Principal. From the field of industry From the field of research & social service From the field of alumnus	Research: Dr. Shankar H. Kadekar Social Work: Dr. Pallavi V. Langade	
	g.	Co-ordinator, Internal Quality Assurance Cell	Dr. Swati D. Madanwad	
	h.	President & Secretary of College Students' Council	Mr. Nikhil S. More Ms. Vaishnavi Sunil Markunde	
	i.	Member Secretary	Dr. Karuna P. Deshmukh Principal Shankarrao Chavan Mahavidyalaya, Ardhapur, Dist. Nanded	
Principal	Dr. Karuna Pratap Deshmukh			
	M.A., SET, PhD			
	Professor, Department of English			
IQAC	Dr. Swati Madanwad (Coordinator)	Shri Udayrao Shahajirao Nimbalkar	Member	Nominated Member [Shri Sharda Bhavan Education Society, Nanded]
		Dr.Raosaheb Krishnathji Shendarkar	Member	Employer Representative [Shri Sharda Bhavan Education Society, Nanded]
		Shri Chandrakant Gavhane	Member	Employer Representative [Shri Sharda Bhavan Education Society, Nanded]
		Shri Balajirao Viththalrao Jadhav	Member	Stakeholder Representative [Shri Sharda Bhavan Education Society, Nanded]
		Dr.L.N. Waghmare	Member	Professor, Department of Marathi
		Dr.R.B. Shete	Member	Asst. Professor, Department of Political Science
		Dr. R.V. Zade	Member	Asst. Professor, department of Botany
		Dr.D.M. Bichhewar	Member	Asst. Professor, Faculty of Commerce
		Dr. V.A. Shinde	Member	Asst. Professor, Department of Microbiology
		Dr. N.D. Lande	Member	Asst. Professor, Faculty of Commerce
		Mrs.P.B. Fulare	Member	Asst. Professor, Department of Chemistry
		Dr. M.N. Borse	Member	Librarian
		Mr. Suhas Kadam	Member	Office Representative
Faculty in Charge	Arts	Dr.L.N. Waghmare	Professor, Dept. of Marathi	

	Commerce	Dr. D.M. Bicchewar	Assistant Professor, Faculty of Commerce
	Science	Dr.V.A .Shinde	Assistant Professor, Department of Microbiology
Departments	Head	Faculties	Designation
English	Dr. S.D. Madanwad	Dr.Karuna P. Deshmukh	Professor
		Dr.S.D. Madanwad	Asst. Professor
Marathi	Dr. L.N. Waghmare	Dr.L.N. Waghmare	Professor
		Dr.S.G. Ghuge	Associate Professor
		Dr.R.V. Navghade	Asst. Professor (CHB)
Hindi	Dr. J. C. Pathan	Dr. M. K. Khaji	Asst. Professor
		Dr. R. V. Rajegore	Asst. Professor (CHB)
Urdu	Dr. Azra Jagirdar	Dr. Azra Jagiradar	Asst. Professor
		Dr.Shaikh Zeenat Praveen	Asst. Professor (CHB)
Sociology	Dr. V.B. Chavan	Dr.V.B. Chavan	Professor
		Dr.P.N. Lokre	Asst. Professor (CHB)
History	Dr. S.N. Shetod	Dr. S. N. Shetod	Asso. Professor
		Mr.A.B Bhange	Asst. Professor (CHB)
Economics	Dr.V.C. Belure	Dr.K.K. kadam	Asst. Professor (CHB)
Political Science	Dr. R.B. Shete	Dr.R.B. Shete	Asst. Professor
		Dr.N.G. Giri	Asst. Professor (CHB)
Geography	Dr. S.G. Birajdar	Dr.S.G. Birajdar	Professor
		Dr.P.V. Poul	Asst. Professor
		Dr.B.C. Avhad	Asst. Professor (CHB)
Commerce	Dr. D.M. Bichhewar	Dr.D.M. Bichhewar	Asst. Professor
		Dr.N.D. Lande	Asst. Professor
		Dr.M.D. Pawar	Asst. Professor (CHB)
		Mr.S.A. Deshmukh	Asst. Professor (CHB)
		Mr.S.P. Shinde	Asst. Professor (CHB)
Botany	Mr.R.V. Zade	Mr. R.V. Zade	Asst. Professor
		Dr.V.S. Bhardashte	Asst. Professor (CHB)
		Dr.M.G. Sonkamble	Asst. Professor (CHB)
Chemistry	Dr. M.N. Potangale	Dr.M.N. Potangale	Asst. Professor
		Mrs. P.B. Fulare	Asst. Professor
		Mr.K.A. Kalne	Asst. professor (CHB)
Zoology	Dr. V.B.Lone	Dr.V.B. Lone	Asst. Professor (CHB)
		Mrs. A.V. Deshmukh	Asst. Professor (CHB)
		Dr.P.R. Patnge	Asst. Professor (CHB)
		Mr.S.A. Sayyad	

		Prof. S.M. Aade	Asst. Professor (CHB)
Microbiology	Dr.V.A. Shinde	Mr.P.P. Kamble	Asst. Professor (CHB)
		Mr.S.C. Sawatkar	Asst. Professor (CHB)
Administrative Staff			
Mr.B.K. Gaikwad	Head Clerk		
Dr.H.G. Pachling	Senior Clerk		
Mr.A.T. Patre	Junior Clerk		
Mr.S.U. Kadam	Laboratory Assistant		
Mr.B.S. Shinde	Laboratory Attendant		
Mr.A.C. Jamge	Laboratory Attendant		
Mr.RV. Burkule	Laboratory Attendant		
Mr.B.D. Pandilwad	Laboratory Attendant		

## SWOC

Strength	Weakness
First Cycle NAAC A Grade with CGPA 3.10	Late UGC Affiliation and consequent lack of funding
Highly Reputed Education Society & Governing Body	Below average state of the library
Two-storey Spacious, Eco-friendly Building	Average Enrolments
Situated in its own Campus of 11 acres	Administrative Instability
Eco-friendly greenery Campus	Lack of Policy
Highly Qualified & Dedicated Faculty	Some Structural flaws in college building
Efficient Administrative Staff	Nuisance value of the adjacent school
Highly Competent IQAC	Average sports facilities- lack of running track & playgrounds
Good Alumni Network	No Indoor Sports Hall & Gymnasium
Good Stakeholder Coordination	No Auditorium
	No Girls/ Boys Hostels
	Lack of PG & Professional Certificate Course
	Weak security Measures
Opportunities	Challenges
Seeking Funds – DBT, PM USHA, ICSSR, NCW	Enhancing GER- Gross Enrolments Ratio
Undertaking Extension & Outreach programs / activities	Increasing students' attendance

Vertical and horizontal growth of the institution	Result Upgradation
Research Incubation	Need for Placement Drives
Start Up ambience	Creating Employment opportunities
Upcoming Silver Jubilee Year Celebrations (can be utilised in the interest of the institutional development)	Entrepreneurship Development
Industry Academia Linkage due to nearby sugar factories, industries, rich crop cultivation	<u>Office and Library Automation</u>
Job fairs/ Hackathons Organisation	Undue interference by some faculty in administrative policies and decision making
Seminar/Conference Organisation	

#### Goals:

Short Term Goals	Medium Term	Long Term Goals
3) To upgrade IT facilities 4) To update library 5) Sports facilities augmentation 6) To start FDP for faculty 7) To start FDP for Non-teaching staff 8) MoUs, Linkages, and Collaborations with Industry, Research Institutes 8) Changes in existing building structure	1) To start new courses (UG and PG) 2) To introduce professional courses	1) To apply for autonomy 2) To start FDP for faculty 3) To start FDP for non-teaching staff

#### Enablers

Sr. No.	Enablers	Sub-topic	Tasks
01	Governance	BOG/Senate/Syndicate	-----

	Enablers	Quality Assurance	Budgetary Provision to IQAC to organize Programs
		Financial Autonomy	-----
		Leadership	-----
		Vision	To groom and ignite young minds towards responsible, rational, awakened individuals so as to transform the society and strengthen the nation by inculcating values like tolerance and inclusivity.
		Mission	Our mission is to bring about the holistic development of learners and to prepare the young generations to face life challenges through their holistic development by inculcating love for books necessary for critical thinking and to develop the scientific temperament which will lead them towards a rational, inclusive approach thereby making them able and well equipped with the skills of employability and entrepreneurship so as to train them in their future civic responsibilities as able citizens of this great nation.
		and Roadmap for the HEI	Preparation & updating IDP
		Close Monitoring by IT / Web-based Management Information System	Presently we have Website & Mastersoft; Library and Office Software; In future we will need IIMS & LMS for teaching and related facilities like Broadband, Wi-fi, Smart-classrooms ; more space on website
		Risk Management Analysis	
		External Advisory Boards	Inclusion of External members on IQAC advisory
		Student Feedback	Presently we conduct online and offline feedback; there is a need for centralized feedback conduct and analysis system; feedback link to be given on website
02	Financial Enablers & Funding Models (Resource Generation)	Financial Policies	Decentralisation is required; Allotting Departmental budget, and library purchase budget
		Action Plan & Budgets	Departmental Requirements to be taken



			Allotting Departmental Budget for Book Purchase
		Main Sources of the Revenue to be Developed	<ol style="list-style-type: none"> <li>1. Funds from Philanthropes</li> <li>2. To prepare Policy for Alumni/ Philanthropes</li> <li>3. Funds from NGOs</li> <li>4. Funds from Alumni</li> <li>5. Funds from UGC, State Government, DBT, ICSSR &amp; such agencies</li> </ol>
03	Academic Enablers	Courses catering to professional / future requirements –	<ol style="list-style-type: none"> <li>1. Beauty Parlor, Tailoring,</li> <li>2. Computer applications, animation</li> <li>3. AI Technology</li> </ol>
		Curriculum- updated as per industry requirements	<ol style="list-style-type: none"> <li>1. Additional CC &amp; Add-on Courses to be introduced</li> <li>2. More opportunities to be availed to connect with Industry Interface</li> </ol>
		Curriculum embedded with Employability Skill	<ol style="list-style-type: none"> <li>1. More Courses to be introduced under MoU with MKCL</li> <li>2. Introducing Apprentice Embedded Degree (AEDP)</li> </ol>
		Curriculum embedded with Skill Enhancement Courses	<ol style="list-style-type: none"> <li>1. Introducing Apprentice Embedded Degree Programs</li> </ol>
		Curriculum embedded with emerging technologies to be integrated with future of work	-----
		Centre for Curricular & Life Skills Development (CCLSD)	-----
		Faculty/ Teaching Staff	<ol style="list-style-type: none"> <li>1. Recruitment of New Staff for Science Faculty</li> <li>2. Appointment of Staff on Non-grant for some subjects</li> </ol>
		Centre for Faculty Development (CFD)	<ol style="list-style-type: none"> <li>1. FDPs for Teaching Staff</li> <li>2. Encouraging staff for RC/OC/FDP/STC</li> <li>3. Organizing Research Proposal Writing Workshop</li> <li>4. Organizing Informative Sessions for Funding Agencies</li> <li>5. Availing Opportunities for Faculty Exchange</li> </ol>

		Non-teaching staff	<ol style="list-style-type: none"> <li>1. Organizing FDPs for Non-teaching Staff</li> <li>2. Organizing Training Sessions for Non-Teaching staff</li> <li>3. Welfare Schemes for Non-Teaching staff</li> <li>4. Group Insurance</li> </ol>
		Session wise teaching plan-	<ol style="list-style-type: none"> <li>1. Annual Teaching Plan</li> <li>2. Semester wise completion reports.</li> <li>3. Mandatory Monthly Report</li> </ol>
		Learning material like Study Books	<ol style="list-style-type: none"> <li>1. Number of Texts and reference books to be increased in the library</li> <li>2. More Books related to Competitive Examinations</li> <li>3. N-List Subscription Renewal</li> <li>4. Digitization of Books</li> <li>5. Purchasing e-resources</li> <li>6. Study Material prepared by the Faculty along with QR codes</li> </ol>
		Question Bank	<ol style="list-style-type: none"> <li>1. Subject wise Question Banks to be prepared</li> <li>2. Question banks to be availed in the Reading Room</li> <li>3. Preparing Manuals for Practical</li> </ol>
		Assignments	<ol style="list-style-type: none"> <li>1. Renewal of Existing Assignment Books</li> <li>2. Uninform Project, Practical, and Assignment Books</li> <li>3. Assignments and Projects to be a part of CC</li> </ol>
		Assessments	<ol style="list-style-type: none"> <li>1. Proper Documentation of Internal Assessment</li> <li>2. Policy regarding absent students</li> <li>3. More facilities to be given to CAP</li> <li>4. Projects to be added in CC</li> <li>5. Blended Mode to be adopted</li> </ol>
		Value added skills enhancement Papers	As per university guidelines
		Pedagogy	<ol style="list-style-type: none"> <li>1. Experiential Learning</li> <li>2. Peer Learning</li> <li>3. Group Discussions</li> <li>4. Student Seminars</li> </ol>

			<ol style="list-style-type: none"> <li>5. Providing Videos</li> <li>6. Flipped Classrooms</li> </ol>
		Other activities as part of learning	<ol style="list-style-type: none"> <li>1. Project work</li> <li>2. Extension Work</li> <li>3. Surveys</li> <li>4. Fieldworks</li> <li>5. Internship</li> <li>6. Research Assignments</li> </ol>
		Earn while learn facility & flexibility	<ol style="list-style-type: none"> <li>1. Student Aid Fund</li> <li>2. Student Facility Centre</li> <li>3. Student Trainers for Tally or Compute</li> <li>4. Applications or Language lab</li> </ol>
		Flexibility and multidisciplinary	As per university guidelines
		Opportunities to develop and utilize Research & Innovative Thinking Skills	<ol style="list-style-type: none"> <li>1. Research Assignments</li> <li>2. Fieldwork</li> <li>3. Students involvement in Research Projects</li> </ol>
		International Exposure	MoUs with at least one Educational Institute in SAARC Countries for student or faculty exchange
04	Research, Intellectual Property, and Supportive Enablers	Quality Research	<ol style="list-style-type: none"> <li>1. Research Incentives</li> <li>2. Seed Money</li> <li>3. Felicitation and proper publicity to quality work by faculty</li> <li>4. Guidance for Quality Research</li> <li>5. Organize IPR Programs in each Semester</li> </ol>
		Research Oriented Experienced Faculty Members	<ol style="list-style-type: none"> <li>1. Motivating senior faculty to go for research projects</li> <li>2. Workshop on Research proposal Writing</li> <li>3. Providing research infrastructure to such members like N-List, Library Quota, Desktop etc.</li> </ol>
		API based faculty compensation	----
		Targeted research and collaborative research	<ol style="list-style-type: none"> <li>1. IOAC should make two research papers mandatory per faculty per year</li> <li>2. Interdisciplinary Pilot Studies of the social, cultural, economic, archaeological environmental demography of the region</li> </ol>

			can be undertaken on Silver Jubilee
		More Ph.D. and post-doctoral research scholars	To start PG & Research Centres in One subject from each faculty
		More Faculty members with Ph.D.	1. Motivating non-PhDs to complete the research work in time. 2. Publication Grant for thesis Publication
		Faculty Encouragement for Book Publications, Research Publications and Patents	Along with seed money for Research, incentives should be given by college to publish research work (PhD or M.Phil.)
		More conferences	At least two conferences per year At least one Conference per faculty per year
		Student involvement in Research	1. Organizing Research Methodology Workshop for social science students (Combined) 2. Encouraging students to participate in students' congress or similar activities 3. Involving students in field-work for research
		Industry and institutional collaboration & consultation	1. More MoUs with Industries 2. More Placement Drives 3. Industry Involvement or Feedback while designing Curricula for CC 4. Industry collaborations for Internships
		University Incubation Centres	To establish weather station or Earthquake Monitoring Centre under Department of geography
		University Publication through its own press	To start Research Journal on Silver Jubilee; preferably e-journal
		University Publications & Citation Service	1. To start Separate Library Website & Citation Service 2. Plagiarism Software to be availed
		Target patent claim for UG & PG projects in Professional subject areas	----
		Faculty Ranking (Annual) system	1. To start Annual Academic Audit of each Department 2. To start awarding employees for outstanding contributions

			3. To issue Letters of Appreciation to encourage faculty for quality research
		Chief Technology Officer (CTO) Research Monetisation	Research Committee
		Value added skills enhancement Papers	---
		Other activities as part of learning	---
		Earn while learn facility & flexibility	As mentioned above
		Flexibility and multidisciplinary	<ol style="list-style-type: none"> <li>1. As per university guidelines</li> <li>2. Availing students opportunity to take interdisciplinary assignments, practical</li> </ol>
		Opportunities to develop & utilize Research & Innovative thinking skills	Student Participation in Faculty Research
05	Human Resources Management Enablers	Student and Learner Enablers	Effective disbursement of scholarships
		Staff Empowerment Enablers	<ol style="list-style-type: none"> <li>1. Encouraging staff to go for RC/OC/FDP/STC</li> <li>2. Group Insurance</li> <li>3. Study Leave</li> <li>4. Timely Benefits of CAS &amp; Retirement</li> </ol>
		Faculty and Researcher Enabler	<ol style="list-style-type: none"> <li>1. To avail proper research infrastructure [well-stocked library, internet, desktops, N-list]</li> <li>2. Opportunities to publish research work</li> <li>3. Study Leave</li> <li>4. Seed Money</li> <li>5. Research collaborations</li> </ol>
		Cross- Functional Enablers	----
		Strategic Funding and Emotional Support Enablers	<ol style="list-style-type: none"> <li>1. Seed Money</li> <li>2. Publication Incentives</li> <li>3. Organizing Programs for stress-free work culture</li> <li>4. Counselling, Medical Reimbursements, Anti-addiction centres etc.</li> </ol>
		Trust among stakeholders and outsiders	<ol style="list-style-type: none"> <li>1. Encouraging stakeholder involvement in decision making</li> <li>2. Timely meetings of CDC, Alumni, IQAC</li> </ol>

			<ol style="list-style-type: none"> <li>Proper representation of various stakeholders in statutory committees</li> <li>Feedback mechanism</li> </ol>
		Institutional Traditional Rituals	<ol style="list-style-type: none"> <li>Hon. Late Shri Shankararo Chavan Birth &amp; Death Anniversary</li> <li>Hon. Late Sau. Kusumtai Chavan Birth &amp; Death Anniversary</li> </ol>
		Alternative Strategy and Support Network	----
		Goal setting in every student	<ol style="list-style-type: none"> <li>Proper counselling of students before enrolment</li> <li>Effective and timely segregation of slow and advanced learners</li> <li>Effective vocational guidance &amp; goal-setting</li> <li>Facilitating students with career guidance, resources, placement drives, skills trainings</li> </ol>
		Safety & Security	<ol style="list-style-type: none"> <li>CCTV Surveillance of entire campus</li> <li>Conveyance facility for students</li> <li>Check-post and Watchman at College entrance</li> <li>Prohibiting Entry without I-Card and uniform</li> <li>Proper Police surveillance to prohibit incidents of eve-teasing</li> </ol>
		Search for Proximity (Local friends, Local food, Local culture)	Nurturing ties with local culture, cuisine, produce, and people and maintaining Institutional Distinctiveness
		Legacy of the System	Respect & Perception
		Openness in terms of Information	We have RTI Cell as per Govt. Norm
		Ability of the Institution to deliver on promises	<ol style="list-style-type: none"> <li>Commitment to girl students for availing teaching-learning opportunities</li> <li>Commitment to the region to be the socio-cultural centre of activities</li> </ol>
		Accountability Measures	<ol style="list-style-type: none"> <li>Transparency in administration</li> </ol>

			<ol style="list-style-type: none"> <li>2. Timely Redressal of complaints</li> <li>3. Commitment to student welfare and safety</li> <li>4. Proper and timely disbursements of scholarships</li> </ol>
		Mental Health	<ol style="list-style-type: none"> <li>1. Awareness programs for staff and students</li> <li>2. Encouraging Practice of Yoga, Meditation (Establishing Meditation Centre in Miyawaki Forest), and such well-being measures</li> <li>3. Zero Tolerance to Ragging, Eve-Teasing and breach in code of conduct or similar ill-deeds</li> <li>4. Ensuring Protected Work - culture and safety to girls and women employees</li> </ol>
06	Enablers for Networking and Collaborations		
	Strategic Collaborations	Integrated Partnerships	MoUs with MKCL & TATA Consultancy
		Alumni Networks	<ol style="list-style-type: none"> <li>1. Strengthening Alumni Network,</li> <li>2. Proper student registration,</li> <li>3. Monetary Assistance,</li> <li>4. Alumni Involvement in College Activities</li> </ol>
		Industry Integration	Linkages with Industries for Internships
	Academic and Research Excellence	Cross- Institutional Synergy	<ol style="list-style-type: none"> <li>1. MoUs with National Research Laboratories or Promoting Individual Teachers for such academic excellence</li> <li>2. IIAS, NCL, ISSER etc</li> </ol>
		Research Collaboration	<ol style="list-style-type: none"> <li>1. MoUs with PG &amp; Research departments,</li> <li>2. Encouraging Collaborative Research Initiative [Geography, Science, English]</li> </ol>
	Practical Exposure and Experience	Hands-On Learning	Organizing Trainings/ workshops for Students & Staff

		Earn while Learn Initiatives	Opportunity to work in Library, Nursery, Student Facilitation Centre, Language lab
	Community Engagement and Service	Social Integration (Collaboration with NGOs and social service organizations for rural outreach and fieldwork, UBA participation for societal development)	1.NSS Activities 2. Alumni Cell Activities 3. Department of sociology Initiatives for Third Gender 4. Department of Geography for Irrigation, water Conservation, Weather, Earthquake Awareness related Programs
		Civic Partnerships (with local bodies and communities)	1. NSS Initiatives – Collaborations with Local Self Government Offices 2. Department of political Science 3. Department of Sociology- Survey of Demography of Ardhapur Town
	Professional Development & Employment	Placement Networks	As stated in an earlier point related to this
		Faculty Consultancy	1. Start Consultancy in Soil testing, 2. Department of Botany 3. Department of Geography
	Quality and Credibility	Accreditation & Certification	1. To update ISO 2. To update Green Audit Certificate 3. To update Academic Administrative Audit Certificate
		Quality Assurance	1. Strengthening and Systematizing IQAC 2. Use of IIMS to save time and bring uniformity 3. Proper Filing System 4. To purchase Scanner, colour printer, binding machine
	Innovation & Entrepreneurship	Start-up Ecosystem	1. Department of Commerce 2. There is Separate Provision in IQAC Meeting for this 3. Collaborations with Funding Agencies
		Digital Infrastructure	1. Licensed Software for Geography 2. Three Smart Classrooms 3. Projectors in all Classrooms 4. More number of Computers in Student Use



			<ul style="list-style-type: none"> <li>5. Complete Automation of Library</li> <li>6. Better Broadband Bandwidth</li> <li>7. Wi-fi Connectivity in Smart Classrooms</li> <li>8. Multimedia Studio</li> <li>9. LMS System</li> <li>10. Renewals of AMCs</li> <li>11. Renewal of MoU for e-waste management</li> </ul>
07	Physical Enablers	Smart campus	Digital Display Board
		Green / Sustainable building	<ul style="list-style-type: none"> <li>1. Already we have such eco-friendly construction</li> <li>2. Needs more plantation around the building and in the premises</li> <li>3. Maintenance of Miyawaki</li> <li>4. Plastic-free campus</li> <li>5. Plantation of Trees for Monetary Gains [Bamboo]</li> </ul>
		Infrastructure to commute	Pollution -Free Autos to be availed for Commute from College to Bus-stop
		Administrative Block (Admission and Counselling Area)	Related to Infrastructural Changes Separate Person to be appointed for counselling apart from admission committee
		Library/ Digital Resource Centre	<ul style="list-style-type: none"> <li>1. Related to library Updation</li> <li>2. Scanning and Digitization of Resources should be initiated parallel</li> <li>3. Purchase of books/ Resources in e-form</li> <li>4. Photocopy Machine is to be availed in Library</li> </ul>
		Lecture Complex, Classrooms	<ul style="list-style-type: none"> <li>1. In the actual building plan we had teaching and admin separate.</li> <li>2. Related to Infrastructure Renovation</li> </ul>
		Tutorial Rooms – Video Recording Facilities	<ul style="list-style-type: none"> <li>1. Open Spaces can be used as Tutorial Rooms</li> <li>2. In first Cycle we have used these two spaces as Yoga Room &amp; Tutorial Room</li> <li>3. Multimedia Room</li> </ul>
		Examination Branch	<ul style="list-style-type: none"> <li>1. Separate room for Exam</li> <li>2. CCTV Connected</li> <li>3. Xerox facility &amp; Computer, Webcam, Internet for Downloading</li> </ul>

			4. More Systematic Internal Exam Mechanism 5. Policy for Absent Students
		Facilities to Faculty and Staff	1. Separate Cabins 2. Staff Room 3. Separate Section in Library for Staff 4. Proper Allotted Parking Zone as per Muster 5. Allotted Section for staff in Canteen
		Meeting Rooms Office Rooms	1. Related to Infrastructure Renovation 2. Dire Need of one Meeting Room with proper Furniture
		Office Rooms	1. Separate Cabinets to each Non-teaching staff in Office 2. Separate compartments for YCMOU, Distance, Alumni, NSS
		Laboratories and Research Centres	1. Need of Two Laboratories for each subject to conduct parallel practical 2. Accordingly, there will be a need of Lab Assistant 3. To start Post-graduate Course in Botany or Chemistry
		Computer Centre / Multimedia Studios	As stated in an earlier point
		Cafeteria/ Dining Room/ Mess Facility	Provision of Pantry Dining Room for Faculty (possible)
		Games and Sports Facility Govt. Facilities in the same	1. Indoor Stadium 2. Gymnasium 3. Collaboration to use Local Govt. Facilities in the same
		Auditorium and Conference Rooms	1. Dire Need of One Auditorium 2. Provision is there in earlier plan 3. One Meeting Room is enough [Mentioned above]
		Hostels	Two Hostels (Girls/Boys) with Capacity of 50 each
		Parking	1. CCTV Surveillance 2. Charge for parking 3. Allotting Parking Place
		Exhibition Hall	1. It can be made in Open Space or Corridors 2. Canteen space Freed can be used for this

		Guest Accommodation	No scope for this at present
		Commercial Shops / Centres	Student facility Centre
		Health and Wellbeing	MoU with local hospitals is already there
		Student Recreation Facilities	<ol style="list-style-type: none"> <li>1. Separate Girls Rooms</li> <li>2. Separate Boys Room</li> <li>3. Separate room for Physically challenged</li> <li>4. Day-Care Centre</li> <li>5. Art Corner</li> <li>6. Music Corner</li> <li>7. News Paper Stand</li> <li>8. Magazine Stand</li> </ol>
		International student centres	No scope for this at present
		Incubation centre and Research Park	<ol style="list-style-type: none"> <li>1. Decision is made in IQAC meeting</li> <li>2. Better research infrastructure [Already discussed above]</li> </ol>
		Botanical Park	<ol style="list-style-type: none"> <li>1. Department of Botany</li> <li>2. Miyawaki</li> <li>3. Medicinal Plants Nursery</li> <li>4. Involving students in this activity</li> </ol>
		Vocational Education, Training and Skilling Infrastructure	<ol style="list-style-type: none"> <li>1. MKCL (Computer-Commerce Lab Optimum Use)</li> <li>2. Skill India</li> <li>3. TATA Consultancy</li> </ol>
08	Digital Enablers	Internet Usage	<ol style="list-style-type: none"> <li>1. Better Broadband Connection</li> <li>2. Wi-fi Connectivity in Smart Classrooms</li> </ol>
		Website	<ol style="list-style-type: none"> <li>1. Regular Website Update</li> <li>2. LMS Connectivity to Website</li> <li>3. Online Messaging stakeholder's groups</li> <li>4. Scope for Improvisation (Message Pack)</li> </ol>
		Online Blogs & Sites for every Course	<ol style="list-style-type: none"> <li>1. Departments should be given time-limit to update their web-page on Website</li> <li>2. To start Facebook Page</li> <li>3. To start YouTube Channel</li> <li>4. Workshop on Digital Content Making</li> <li>5. Mandatory Course of Digital Content Creation</li> </ol>

		Wi-Fi Campus	As Mentioned earlier
		Online Study Material	1. Mentioned in Library 2. Institutional repository 3. Systematized Note-Giving & Digitization of Notes at department Level 4. QR Codes for Notes/ Study Material 5. QR Codes POs, COs, PSOs
		Digital Library	Initial stage at department level to be initiated Details of it in First Cycle
		Digital Publication	The College publication should be in open access digital form.
		Paperless office	1. G-suit for messaging 2. Institutional emails for staff 3. Use of WhatsApp groups for communication
		Paperless exams	1. Google classrooms 2. Departmental Unit Tests can be conducted in it. 3. Department of Microbiology has done it.
		Online Evaluation	Online CAP
		Website based result announcement	Not Possible at Present
		NAD Marks Cards Facility (National Academic Depository)	Not Possible at Present
		Online admission test	----
		Education ERP (Enterprise Resource Planning)	1. Office Automation 2. Online Admissions
		Plagiarism software facility	Related to Library Updation
		Online Digital Magazine & student publication	As mentioned earlier & Student Magazine to be made in e-form
		Online placement (Project, internship, & final)	Scope for Improvisation
		Video documentation of each course	Awareness Program for staff of 4 Quadrant Module of UGC for online Teaching
		Video documentation on online public platforms	1. You Tube Channel 2. Facebook Page 3. Recurrent Website Update
		Social-Media based promotions	Same as above

		Use of ICCT underlying technologies like AI, BA, CC, DS, MB, OC, VR & AR	Scope for Improvisation
		Studio for video, online classes	Multimedia Room
		Video conference facility	One smart class with this provision
		Online open Publication system	e-publication of College Research Publication

09	Supportive- Facilitative Enablers	
	Types of Emotional Strength Enablers	Details
01	Accessibility/Proximity	Leaders being readily available and approachable as a collective leadership---pull-based (by choice) interaction
02	Rich Communication	Rich Communication- Real time, Interactive Communication
		Monthly Staff Meetings
		Regular IQAC / CDC meetings
		WhatsApp Groups – for day to day notices and information
		Updated & Functional Website
		Regular Alumni Meetings
		Parent Meetings
		Principal's Address for the Students
		Counselling Sessions for Students (Academic)
		Effective Mentoring
03	Institutional Values (Core Values)	The belief system foundation of the institution to guide the behaviour and decisions of all stakeholders
04	Vision	Vision: A well-articulated and ambitious vision to encourage forward-thinking & planning for future opportunities rather than reacting to constraints
05	Trust among stakeholders and outsiders	Trust among stakeholders: Building trust among all stakeholders, based on their commitment and contributions to the institution. Fosters a sense of unity and responsibility toward Institutional development.
06	Institutional Tradition Rituals	Institutional Tradition Rituals: upholding the traditions, established by the institution as emotional bonds among stakeholders and enhance commitment to the institution.
07	Alternative strategy & Support network	prepared with backup plans to ensure the delivery of commitments including includes facilities, faculty, exams, and timely result announcements, ensuring uninterrupted academic services.
08	Goal setting in every student	Goal setting in every student: Encouraging students to set and work towards their goals by creating awareness about opportunities.
09	Safety & Security	safe and secure campus environment. Such that it contributes to the wellbeing of all stakeholders
10	Search for proximity (Local friends. Local food, local culture)	Students often seek a sense of belonging during their initial year. The institution needs to facilitate connections by

		encouraging friendships, providing local cuisine, and celebrating local culture.
11	Legacy of the system	Maintaining and continuing the institution's traditions, cultures, and legacy through programs and festivals. It also involves maintaining organizational hierarchy respectfully
12	Legacy of the system	Ensuring that every individual stakeholder has a positive perception of the institution and holds it in high regard as their alma mater
13	Openness in terms of information (The institution should maintain transparency in its operations)	Admission: Online Admission; Office Automation/ LMS E-Prospectus; Display of the Merit List; No Additional Fees Adherence to Government Reservation Rules & Regulations
		Teaching: Display of Academic Plan on the Website at the beginning of the Academic Year QR Codes for Study Material, POs/COs/PSOs Use of Social Media Platforms Regular Feedback and its Analysis
		Examinations
		Research
		Financial matters- Budget for Every Financial Year, Regular Audit & Assessment, Cashbook/Ledger/Bankbook/ Vouchers/ Stock & Dead Stock Register, Scrap Sell
14	The Ability of the institution to deliver on promises	Addressing and rectifying any failures promptly building a good reputation. Using the autonomy of the university to resolve issues effectively.
15	Accountability measures	systems to determine, evaluate accountability of all stakeholders and their consequence.
16	Mental Health	Ensuring students mental health, providing appropriate infrastructure and support Counselling Cell Counselling Sessions Professional Counsellor Visits Pranayama & Meditation Centre ( inside Miyawaki Forest)



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