

LATE ABASAHEB KAKADE ARTS COLLEGE

Bodhegaon, Tal.-Shevgaon, Dist Ahmednagar • 414 503

(Affiliated to Savitribai Phule Pune, University, Pune)

(NAAC Accredited 'B' Grade)



Perspective Plan

From 2021-22 to 2026-27

Navmaharashtra Shikshan Mandal Shevgaon's
Late Abasaheb Kakade Arts College
Bodhegaon Tal- Shevgaon, Dist.
Ahmednagar

Perspective Plan

From 2021-22 to 2026-27

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Perspective Plan

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1. Organization at a Glance

Karmayogi Abasaheb Kakade, a lawyer by profession, was a follower of Saint Gadage Baba for his substantial social work. He was impressed by the great response to the boarding school started at Ahmednagar. He resolved to continue the same social and educational work in Shevgaon and Pathardi tehsils. Villages from areas urged Karmayogi Abasaheb Kakade to initiate some boarding and learning facilities for their children. He felt deep concern for illiterate and down trodden communities and founded the NGOs such as The Friends of Depressed League, Shevgaon (1933), Navamaharashtra Shikshan Mandal Shevgaon and Rashtriya Shikshan Mandal. He decided to open the doors of literacy to the poor and the down-trodden people. He started boarding houses and schools for children of poor labourers, farm workers, cane workers and neglected by the society at Shevgaon, Pathardi and Karjat. He provided learning opportunities to such needy and promising through these boarding houses and schools. At present Abasaheb Kakade Group of Institutes is a well-known education group and reputed for its quality educational in the Ahmednagar district.

2. About the College

Bodhegaon is a drought-ridden rural area. Therefore, it was very difficult to take higher education to the children of villagers, cane-cutters, nomadic tribes, remotely placed poverty-ridden people of Bodhegaon and adjacent villagers, particularly for girls. It was one of the ever-cherished dreams of Karmayogi Abasaheb Kakade to establish a unit of higher education in Bodhegaon with the sincere motive to bring students of this backward area into the mainstream of education. Finally this dream was transformed into reality by his son Dr. Vidyadharji Kakade and spouse Sau. Harshadatai Kakade by establishing this college on 27th September 1997. Initially the college was started with only Arts faculty having a few students. Considering students' growing need of science education, the faculty of Bachelor of Science has been started from the academic year 2014-15. The organization envisaged that only Arts and Science streams are not sufficient to cater to the different educational demands of students. 21st century is the era of information and technology and in this era even students from rural areas should be advanced in the field of computers. With this lofty purpose, the institute started a curriculum of Bachelor of Computer Application from the academic year 2016-17. Since the inception, the College has achieved a success in academic, sports, and cultural activities. It is one of the recognized higher educational institutes in Shevgaon tehsil and permanently affiliated to Savitribai Phule Pune University, Pune. Our students are successful in every walk of life and are placed in various Government, Semi-Government and Private Organizations. Our teaching and administrative staff is devoted, experienced, dedicated and student oriented.

3. Principal's Foreword

Our Perspective Plan focuses on the key priorities and achievement of the goals by 2027. We will rely on the devotion, diligence, commitment, service and leadership of our faculty, staff, students, and alumni, as well as university and external partners, to implement our plan and achieve our goals.

This Perspective Plan was prepared by taking into consideration of the NAAC 2nd cycle Peer Team recommendations in 2019. It was discussed in IQAC and then incorporated in its final form. The plan was then presented to the College Development Committee (CDC) for their feedback and then it was finalized.

I wish to thank the all the College Development Committee members, distinguished Alumni, IQAC Coordinator, all the criterion chairmen, all the faculty members and non-teaching staff for their valuable inputs and constant efforts in compiling the Strategic Plan. I wish this Perspective Plan will make a road map and path to Late Abasaheb Kakade Arts College to become a leading higher educational institute by providing quality education to students of diverse backgrounds.

4. Vision and Mission

Vision: To establish a community-driven institute for the students of the depressed strata of the society and sugar cane cutters. We are committed to bring them into the mainstream by providing them the facilities of higher education.

Mission:

“From untruth to truth,
from abstract to concrete,
from darkness to light,
from temporary to the eternal.”

- To impart quality education among the students, belonging to economically weaker and socially backward sections of the society and inhabitants of draught-affected area of eastern parts of Shevgaon tehsil.
- To make an all-round development of our students.
- To provide them up to date facilities.
- To nurture the local traditions, culture and nature.
- To imbibe an educational culture among the students.
- To inculcate values while teaching.
- To develop the spirit of nationalism among the students.
- To build up social harmony and integration among students of different race, religion, caste and creed.
- To eradicate superstitions and blind belief by raising the sense of rationality, logic and scientific temper.

5. SWOC Analysis

The college IQAC conducted an internal SWOC analysis. The outcomes of this analysis given below have been considered while preparing the perspective plan of the college.

A. Institutional Strength:

- Good number of student enrollment with more than sixty percent girls.
- Competent, dedicated and experienced teaching and non-teaching staff.
- Emphasis on learner centric ICT based teaching-learning approaches and pedagogic innovations.
- Multi Faculty College, offering a blend of academic and professional courses at and UG level.
- Good infrastructural facilities with laboratories, Library and NSS.
- Availability of gymnasium and ground for outdoor games.

B. Institutional Weakness:

- Increasing student strength creates pressure on infrastructure and resources.
- Number of industrial and research collaborations and linkages need to be increased.
- Limited number of digital classrooms.
- Less representation and achievements by girl students in sports and other activities at University and National level.
- Lack of some sustainable measures like rain-water harvesting, solid waste management and waste water management.
- Few teaching and non-teaching posts are vacant.
- Lack of infrastructural facilities.

C. Institutional Opportunities:

- To enhance the number of MoUs and linkages for collaborative research, publications, seminars / symposia / workshops, exchange and sharing of resources.
- To start multidisciplinary education and validate the academic progress.
- To increase the number of value-added courses.
- Cooperation with industries for mutual needs.

D. Institutional challenges:

- Less preference of students to conventional courses.
- Shrinking financial aid from government.
- Employability of graduates.
- To put it in a nut shell, it may be stated that even though much has been done, we realize that much also yet needs to be done.
- Transport facilities are insufficient and untimely for many students.

6. Recommendations of NAAC Peer Team 2018-19

NAAC is an autonomous agency at national level to institute quality assurance and advancement in higher education sector in our country. Dedication towards quality is a self-realization process and our college takes the recommendations given by NAAC peer committee, which visited in April 2019 for reaccreditation as the base for achieving sustainability and augmentation in quality. Following were the recommendations suggested by the NAAC peer team:

- **Residential and transport facilities should be provided.**
- **More books and journals needed.**
- **More ICT facilities may be initiated.**
- **Career guidance, placement cell and NCC should be looked into.**
- **The college may induct more female facilities staffs to deal with problems of girls and gender related issues.**

7. An introduction to Perspective plan

A proactive role by the IQAC of an institution is crucial in maintaining the momentum of quality consciousness. NAAC and UGC assign the responsibility on the IQAC for planning, guiding and monitoring Quality Assurance (QA) and Quality Enhancement (QE) activities of the institution. With this background, the College IQAC has undertaken the task of designing a Perspective Plan for the period of seven years commencing from academic year 2021-22 to academic year 2026-27 for a balanced growth. The quality indicators of different criteria determined by NAAC have been taken into consideration as the base to create Quality Radars and to make out milestones for the future.

In the preparation of the Perspective Plan, the Internal Quality Assurance Cell (IQAC) of the college has taken initiatives to obtain inputs from all stakeholders viz. the management, Principal, the faculty, the administrative staff, students, the Alumni Association, the parents and the peer colleagues. Stakeholder's expectations, management policies, goals and objectives and the vision and the mission statement of our college and quality policy of the college are also considered as a base for formulation of the perspective plan.

The present Perspective Plan principally based on

- The NAAC guidelines for ensuring quality aspects in the higher education.
- The NEP 2020 guidelines to develop good, all-rounded and creative individuals.
- Vision and Mission statement of the College.
- 2nd cycle NAAC Peer Team recommendations
- Quality Policy of the College.
- Inputs from stakeholders.
- Societal expectations from the college.
- SWOC Analysis done by IQAC.

- **Core Values:**
 - i. Contributing to National Development
 - ii. Fostering Global Competencies among Students
 - iii. Inculcating a Value System among Students
 - iv. Promoting the Use of Technology
 - v. Quest for Excellence
- Minute suggestions given by the College Development Committee and University committee visiting college occasionally.

The prime role of IQAC is to suggest quality measures for the betterment of an institution. While preparing a road map for future growth, the members of the IQAC have considered Feedback from all the stakeholders and the recommendations specified in the meetings of the IQAC. Besides, innovative ideas as suggested by all the stakeholders are also carefully incorporated in the perspective plan. Students' feedback mechanism, self-appraisal and job satisfaction record of teachers, faculty training programmes arranged by the college, as well as attended by teachers. Faculty improvement programmes and introduction of Research committee to play a proactive role in encouraging teachers for research are some of the measures initiated with priority. The College Development Committee of the college and Governing Body of Navmaharashtra Shikshan Mandal Shevgaon has discussed reviewed and approved the draft of Perspective Plan before implementation.

A mid-term review is proposed to be conducted by the end of the 3rd and 6th years viz. in 2023-24 and in 2026-27 respectively to appraise the extent to which goals have been achieved. In addition, keeping a scope for midterm correction, the IQAC also proposes an idea of reviewing the perspective plan in 2025. This will enable the college to take review of the accomplishments and to relook into the action plans and untouched/ newer areas to lay stress upon. We hope this will facilitate the college to realign the road map to reach the expectations of stake holders in a harmonious way.

8. Aims and Objectives of Perspective Plan

Writing a vision document envisages a concerted team effort. Considering the background of our college as an institution imparting quality education in Arts, Science and Bachelor of Computer Application, the College IQAC has identified the broad aims of perspective plan as follows:

1. To institute a sustained quality system embedded with a conscious, consistent and programmed action;
2. To create an enabling academic environment for students embedded with sincerity, discipline and commitment;
3. To mould humane citizens of the nation;
4. To establish a quality culture on and off the campus
5. To emerge as a model college for conventional and non-conventional courses.

To achieve these broad aims, a set of following objectives are identified to be achieved through this perspective plan over the next 07 years:

1. To uphold continuously good academic performance.
2. To inculcate learner centric and effective teaching-learning process.
3. To ensure transparency and credibility in the process of students' evaluation.
4. To develop a comprehensive system of student mentoring and student support.
5. To take care of horizontal and vertical upgradation of students considering the limits of time and expectations.
6. To create a research culture in faculty and students.
7. To launch value added, skills development programmes and capacity building programmes for improving the employability of students.
8. To motivate students for self-employment and to enable them to emerge as an entrepreneur.
9. To involve a friendly, efficient and flawless administrative set up ensuring a smooth day to day functioning.
10. To empower faculty about emerging trend in their profession for academic advancement.

Perspective Plan

From 2021-22 to 2026-27

1. Curricular Aspects:

- To prepare a well-planned academic calendar for every academic year.
- To insure effective curriculum delivery.
- To introduce new undergraduate, post-graduate degree programs, and research programs.
- To introduce additional curriculums to fulfill and cater varied demands of the students.
- To increase student intake capacity of existing courses and improve student enrolment.
- To integrate crosscutting issues relevant to Professional Ethics, Gender, Human Values, Environment and Sustainability into the Curriculum.
- To promote the faculty members to participate in curriculum design and review at university level.
- To conduct bridge courses for newly admitted students.
- To conduct academic and other quality related audits.
- To propose to augment academic infrastructure.
- To introduce career oriented, short term, value added, diploma and advanced diploma courses
- Provision of good academic flexibility at UG level.
- To strengthen feedback system for all stakeholders.

2. Teaching-Learning Evaluation:

- To upload Program outcomes, Program Specific Outcomes and Course Outcomes to the college website.
- To promote the faculty to use ICT based teaching methodology.
- To conduct different programmes for the slow-learners as well as for the advanced learners
- To set up a transparent and robust mechanism for internal assessment.
- To set up a transparent, time- bound and efficient mechanism to deal with internal examination related grievances.
- To propose to make innovation in evaluation methods.
- To initiate student-centric teaching methods.
- To adopt field visits, research projects, industrial training, on the job training, etc. for effective teaching-learning process.
- To adopt and use the online teaching-learning methods.
- To enrich the college YouTube channel by uploading ample academic video lectures of faculty.
- To introduce remedial teaching for slow learners.
- To implement a mentor-mentee scheme.

- To introduce induction program for new entrants.
- To conduct Student Satisfaction Survey (SSS) on Teaching-Learning process and prepare analysis report.
- To strengthen the Self-Appraisal System for teaching and non-teaching staff.
- To set up mechanism to evaluate attainment of Programme outcomes and course outcomes.

3. Research Innovation and Extension:

- To strengthen research facilities in the college and motivate faculty to involve in research, by undertaking Major and Minor research projects, publishing research papers in good impact factor journal.
- To provide seed money for research projects to teachers and students.
- To generate the corpus fund for research activities.
- To organize the International/National/state level seminars/workshops on research, IPR, research methodology and quality related themes.
- To augment research facilities.
- To increase consultancy services.
- To establish the functional MoU's / Collaborations/Linkages with different industries, institutes for research, field projects, field visit, on the job training, student trainings, teacher training and exchange and sharing the resources.
- To increase participation of students in research through, field projects, in house projects, publishing research papers in reputed journals and in seminars, conferences, workshop, etc.
- To organize Avishkar, Model exhibition, and poster presentation competition for promotion of research activities.
- To promote students' participation in Avishkar, poster presentation competition, etc.
- To conduct various outreach programmes through NSS unit other departments.

4. Infrastructure and Learning Resources:

- To make improvement in infrastructure facilities like construction of more class rooms and laboratories, instrumentation facility, augmentation of outdoor sports facilities, construction of reading hall and conference hall.
- To strengthen IT facilities to completely automate administration and library including Wi-Fi facility.
- To provide e-learning resources like INFLIBNET, DELNET, NPTEL online courses, e-journals, e-books etc. to students and teachers.
- To make more budgetary provision for purchase of books and journals.
- To enrich the library with the rare books, manuscripts, special reports and other knowledge resources.
- To establish AMC (Annual Maintenance Contract) for maintenance of laboratory instruments.
- To establish the contracts with various agencies/farms for maintenance of academic and infrastructural facilities.

- To augment the adequate infrastructural facilities for gymnasium, yoga and cultural activities.

5. Students Participation and Progression:

- To conduct capacity building programmes and skills enhancement initiatives like soft skill development programmes for students.
- To set up a transparent mechanism for timely redressal of students' grievances including sexual harassment, ragging cases, etc.
- To facilitate students' representation and engagement in various administrative, co-curricular and extracurricular activities (student council/ students representation on various bodies.
- Organize study tours, industrial visits and field visits, for students.
- To provide financial assistance through student welfare fund to needy and economically weaker students.
- To implement '**Earn and Learn**' Scheme.
- Organize sports and cultural competitions/activities for the students.
- To conduct literary and technical events.
- Strengthening of placement cell, arrange the placements camps and improvement of placement services.
- To establish vocational guidance and training centers.
- To create entrepreneurship development cell and strengthen Innovation and Incubation Centre.
- To conducts seminars/conferences/workshop on various competitive examinations
- To Strengthen the career counseling and competitive examination guidance centre
- To initiate Alumni engagement for development of the college.
- To enhance the participation and winning positions of students in sports and cultural activities.
- To conducts activities under Students Council.

6. Governance, Leadership and Management:

- Vision and Mission of the institute will be communicated efficiently to all the stakeholders.
- To make the leadership effective and visible in various institutional practices to create a decentralized and participative management.
- To set up efforts for deploying the strategic plan effectively.
- To make the functioning of the institutional bodies effective and efficient as visible from policies, administrative setup, appointment and service rules, procedures, etc.
- To review the teaching-learning process, structures & methodologies of operations and learning outcomes at periodic intervals through IQAC set up as per norms and record the incremental improvement in various activities.

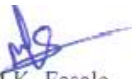
- The management and employees will work together for the betterment of the college.
- To promote faculties to attend the Orientation, Refresher, and Faculty Development Programmes.
- To provide financial assistance to faculty to attain the seminars/conferences/workshops.
- Annual Performance Appraisal system to be formalized for teaching and non-teaching staff.
- To implement various staff welfare schemes and programs for teaching and nonteaching staff.
- To conduct the external and internal audits regularly and periodically.
- To organize professional development/administrative programmes for teaching and non-teaching staffs.
- To conduct quality assurance initiatives.
- To take continuous efforts to obtain grants from different funding agencies like UGC, BUCD, DBT, etc.
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7. Institutional Values and Best Practices:

- To promote gender equity on the campus.
- To promote awareness of environmental issues among the students, staff, and society.
- To ensure safety and security for girls on the campus.
- To create all-inclusive environment on the campus.
- To sensitize students and employees of the institution to the constitutional obligations: values, rights, duties and responsibilities of citizens
- To set up a prescribed code of conduct for students, teachers, administrators and other staff and to conduct periodic programmes in this regard.
- To preserve Flora and Fauna on the campus.
- Energy conservation by reducing electricity consumption through installation of LED lights, solar panels, solar water heaters etc.
- The College will take initiative in conducting regular green audit, energy audit, environmental audit, fire audit etc.
- The college will promote eco-friendly campus and will achieve paperless administration.
- To undertake and apply scientific methods for Solid, Liquid and E-waste waste management.
- College will take initiatives for water conservation and recycling.
- To install sewage water treatment plant (STP) on the campus.
- To organize seminars/workshops, expert lectures etc. on environment-related issues.
- To observe no vehicle day.


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