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Shikshan Prasarak Mandal's

Dalit Mitra Kadam Guruji Science College, Mangalwedha

INSTITUTIONAL DEVELOPMENT PLAN (IDP 2022-2027)

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1. Institutional Basic Information

1.1. Institutional Profile:

Name of the institution	Shikshan Prasarak Mandal's Dalit Mitra Kadam Guruji Science College, Mangalwedha Tal-Mangalwedha, Dist.-Solapur 413305	
Head of the Institution	Principal Dr. R. S. Gaikwad	
Contact Details	E-mail: dmkgcollegemangalwedha@gmail.com Cell No.:9028548942	
College website	**http:/dmkgcollegemangalwedha.org**	AISHE CODE: C-15709
Name of the IQAC Coordinator	Prof. S. V. Chougule E-mail: chougulesudhakar5168@gmail.com	Cell No.: 9156484497
NAAC Accreditation status		
1st Cycle	C+	
UGC Recognition	2 (f) 12B	
Financial status	Government Private aided	

1.2 Institutional SWOC Analysis:

1. Strengths:

1. Parent management with a strong focus on academics and research, as well as social concerns.

2. Experienced, dedicated faculty, recruited as per UGC norms. 10 faculties with Ph. D. as the highest degree, & other are SET, NET Qualified staff with Perusing Ph.D. in different recognized universities in Maharashtra.

3. Being one of the most prestigious single Senior faculty institutes of the affiliating Punyashlok Ahilyadevi Holkar Solapur University Solapur.

4. Adequate eco-friendly physical infrastructure in the institution to nurture scholarly pursuits students a considerable number of whom are from rural background of Solapur district.

5. Systematized accompaniment of mentoring and counselling by competent faculty to facilitate active participation and inculcate a value system among the students.

6. Round the CCTV surveillance of the campus premises.

7. Involvement of the faculty in college for executing student and institute related activities through various committees.

8. State-of-the-art facilities for teaching, learning, research, sports, students, recreation, etc.

9. Technology enabled campus with 24 X 7 Wi-Fi and internet facilities for the staff and students.

10. Extensive incorporation of e-governance to promote less-paper and paperless systems in the institution.

11. Enough provision of Student-centric, experiential learning by adopting relevant pedagogies, field surveys, educational tours, etc.

12. An atmosphere for holistic development of the student by maintaining a balance between curricular, co-curricular and extra-curricular activities. This is quite evident by the participation and awards won by the students at national and state level.

13. A well-run, seamless system that makes it easier to distribute different State and Central Government Scholarships to the eligible students.

14. Organization of national and international conferences, workshops, webinars and Faculty Development Programs mirrors the intent of academic progression of the institute.

15. Availability of platforms to take part in various government led community service activities & programs, with the aim is to provide hands-on experience to young students in delivering community service. The institute is committed to its social responsibility by organizing blood donation camps and adopting a few villages for hygiene awareness and promoting vigilance for various social-schemes promulgated by the Government, through NSS.

16. Regular involvement of Alumni and other stakeholders who provide constructive suggestions for the infrastructural development, improvement in the teaching learning environment, the library facilities, games and sports facilities, strengthening of industry institution relationship etc.

17. Noteworthy active collaborations and MoUs with the teaching, research, industrial and non-government institutions.

2. Weakness

The institution has a lot of strength, but there are also some areas where it struggles to keep up with the fast-paced, dynamic environment.

Following is the enumeration of the key avenues that need to be catered to:

1.Inadequate incubation and startups.

2.Placement opportunities are less due to inadequate growth of industries in local area.

3.Not being a residential campus is one of the weaknesses of the college. This is due to the limitations imposed by the physical and financial resources.

3.Opportunities:

The ability to profit by higher education is spread among all classes of people. There are great reserves of untapped ability in society. Being a government-aided institute providing education at affordable -cost, with proficiency, we have an opportunity for working up on novice.

scholars who are out in the world with an aim to get educated. The apparent opportunities for the institute include:

1.Scope for introducing PG courses.

2.To organize a greater number of faculty development workshop, seminar and conferences.

3.Scope for self-financed or industry funded projects.

4.Opportunity in the promotion of sports/cultural events.

5.Opportunity to the students in the preparation of competitive examinations.

6.Strengthening the two-way connection between the institution and the community for making the education more comprehensive and all-encompassing.

7.Exposing the students to online distance learning and access to online content.

8.Conjunction with the alumni to tap the unharnessed potentialities for student progression and inculcating employability skills.

9. Strengthening of remedial/tutorial classes to improve results at UG level.

10. Addition of the PG Courses, Online Courses, provisions of the selective courses from SWAYAM, NPTEL and other platforms will offer complementary knowledge and skill component to the students.

4. Challenges:

Being a government-aided Institution of higher education, at district headquarters, brings along with it both opportunities and challenges. The major challenges for our institution include:

1. Obtain research grants from government agencies.

2. Monitoring learning outcome and planning accordingly for individual level mentoring and adaptive student-based learning.

3. Offering interdisciplinary courses in the framework of new NEP-2020 curriculum.

4. Improvisation in pedagogical use of online enabled teaching–learning which has to be balanced with the traditional tutoring techniques.

2.1 Vision

To empower the young masses with quality higher education at affordable cost and to enrich the environment through their creative and constructive deeds.

2.2 Mission

To provide our huge and diverse young human resources with knowledge, skills, values and opportunities at affordable cost to help them realize their hidden talents and true potential in order to bring them joy and success. Enable them to become cultured, creative and constructive citizens in order to enrich their natural, cultural and socio-political environment.

2.3 Goals & Objectives

➢ To make relentless efforts for the spread of education among classes and communities, which are socially and educationally underprivileged.

➢ To make special provision and for disseminating knowledge and promoting arts and culture in rural areas.

➢ To supervise and control the conduct and discipline of the students of the DMKG Mahavidyalaya and to make arrangements for promoting their health and general welfare.

➢ To create a fine band of capable youngsters with great thirst for knowledge and scientific curiosity.

➢ To promote the study and research of the Marathi language and the history of Maharashtra.

➢ To provide opportunities to the DMKG Mahavidyalaya community to reach his/her highest personnel and professional capability.

➢ To develop the personality and character of students by value education.

Objectives

1. To provide through affordable conventional degree programs the basic higher education to majority of the second-generation learners of this underprivileged region who are socio-economically as well as educationally weak.

2. To develop global competences and higher order skills among aspiring students by offering advanced professional UG, PG & doctoral programs as well as value added courses.

3. To train and retrain the faculty to conduct all the curricular, co-curricular and extra-curricular activities as student centered, meaningful, fruitful and quality endeavors.

4. To equip the students, teachers and non-teaching staff with advanced infrastructure and E-Systems to make the college a College with Excellence.

5. To create research culture among the students through periodic well designed research activities for all classes.

6. To encourage and facilitate research and extension activities related to regional issues.

7. To organize variety of exposure activities through various agencies and platforms to provide opportunities for identification of individual talent, interests and inclinations of the students of diverse kinds.

8. To empower the female stakeholders by providing safe and secure ambiance and supportive systems, opportunities and facilities to attain their optimum potential and become valuable assets of the society.

9. To inculcate among the youth a strong belief in core values such as peace, co-operation, non-violence, tolerance, liberty and equality in order to make them socially and globally responsible and Eco-friendly citizens.

To expose the students to the rich history and culture of India for creating genuine respect for our country and its rich varied heritage.

2.4 Executive Summary:

Dalit Mitra Kadam Guruji Science College, Mangalwedha, run by Shikshan Prasarak Mandal, Mangalwedha, was approved by Chief Minister, Late Vasantraodada Patil, on 16th September 1983.

From June 1984, it started on a non-subsidized basis in stages i.e. 25, 50, 75, 100 percent.

The expansion of the arts branch in 1991 provided access to arts and science branches for children in rural areas.

On September 30, 1993, the name of the college was changed from Science College to Dalit mitra Kadam Guruji Science College, Mangalwedha by the late Patangraoji Kadam.

2.5   Developing Motivated and Energized Faculty

Short Term

➢ Improve faculty competencies in terms of academic proficiency, research skills and administrative capacity by holding FDPs and deputing faculty for seminars, conferences and presentation of research papers.

➢ Conduct interactive sessions department-wise for sharing knowledge gained by faculty during workshops – particularly when a new course (paper) is introduced.

➢ To collect students' feedback for appraising the performance of faculty at the end of each

semester. Feedback to be communicated to faculty for perusal and improvement

Mid Term

➢ To make teaching - learning process more effective, introduce smart classrooms, ICT integrated teaching and train faculty in innovative teaching methodology.

➢ Encourage minor research projects to be undertaken by faculty.

➢ Incentivize the excellence of faculty.

➢ Give adequate time to faculty for interaction with students, for conducting research and for other activities.

➢ Promote teacher internship programs.

Long Term

➢ Empower the faculty to conduct innovative teaching and research.

➢ Give freedom to faculty to creatively design their own curricular within the approved

framework   including   textbook   and   reading   material

2.6 Teaching, Learning and Education Technology

Implementation of Outcome Based Education

➢ Course outcomes and learning outcomes to be clearly specified.

➢ Question papers for B. A. to follow Bloom's Taxonomy.

Enhancement of Students' Progress

➢ Supporting the overall academic success of students including enrolment, retention and timely graduation.

➢ Ensure more Scholarships for students.

➢ Conduct remedial classes for weak students/repeaters.

➢ Conduct bridge courses for students.

➢ Improve the placement opportunities for students after graduation.

➢ To promote self- employment /entrepreneurial skills among aspiring students.

➢ Industrial visits to manufacturing units.

➢ Organize lecture series of successful local businessmen.

➢ Encourage students to be members of the various cells, associations, clubs of the college.

➢ Create opportunities to gain knowledge, skills, and credentials in high demanding fields.

➢ Providing students opportunities of internships with local industries, businesses, artists, crafts persons.

➢ Ensure basic medical facilities for all students in the institution.

➢ Create or upgrade an efficient mechanism for grievance handling.

➢ Create systems and processes that are required to ensure students' physical health and emotional wellness.

➢ Instill a work culture among students by making internship a part of the curriculum.

➢ Create awareness about international days like World environment day etc.

➢ Celebrate India's unity in diversity on campus.

❖ MOOCs and ODL

➢ Encourage students to register for various online courses of their choice under SWAYAM and Udemy, Edx and Coursera.

2.7. Research Development and Innovation

Short Term

➢ Locating funding agencies and passing on the information about research projects to faculty members and encourage them to apply for government and non-government agency grants etc.

➢ Subscribing to UGC care list of journals and E- Resources in the library.

➢ Statistical software package training for research scholars.

➢ Training on research ethics for faculty & Ph. D. students

➢ Developing an institutional research information system for sharing the status of research projects {website/blog /portal}

➢ Distance learning training courses by SWAYAM / Coursera.

➢ Organizing online webinar on research paper publications.

➢ Requisite software for plagiarism check.

Mid Term

➢ Developing research labs.

➢ Developing a research library/resource platform.

➢ Developing e-resources by subscribing to e-journals, e-reports from reputed National, International organizations

➢ Developing a competency/capability Centre

➢ Student exchange program to get wide exposure across universities.

Long Term

➢ Developing research laboratory.

➢ Developing research Centers.

➢ Working on major research projects.

2.8 Industry-Academic Partnership

- To arrange more guest lectures from industry experts on the latest job requirements and skills needed to enhance employability of graduates in the market.
- Plans to sign MOUs with local industry for student internships, training, and placement.
- Planning industrial visits to local industry to give practical exposure to the students while learning.
- Students to conduct surveys or Case studies on local industries and share survey findings with sugges
- Having Guest faculty from industry to design and teach add-on courses to students.
- Periodical workshops, special lectures, group discussions to be arranged with the support of local industries.

2.9 Institution's Placement Plan for Students

- Talk on career guidance by experts for TY students in each semester.
- To organize workshop on interview techniques.
- Placement of the students to be facilitated through collaboration with Local branches of companies.
- Organizing Workshops on startups for self-employment and developing entrepreneurship skills.
- Coaching classes for various competitive exams.
- Students Internship/project to be a regular part of the syllabus and curriculum.
- College plans to strengthen industry placements through more MOUs with reputed firms and industries.

2.10 Achieving the Target for Accreditation

➢ Orientation programme on NAAC documentation and revised accreditation framework.

➢ Conduct state and national seminars, webinars, workshops, conferences on topics such as IPR, research methodology, entrepreneurship development and soft skills etc.

➢ Motivate faculty members for quality research publications in peer referred journals and books.

➢ Encourage faculty to take up guide-ship and research projects.

➢ Establish college as a recognized research center.

➢ Enhance industry academia linkages through MoUs and contractual agreement.

➢ Starting more add-on-courses, skill-based courses, etc.

➢ To obtain potential for excellence status from NAAC.

➢ To obtain autonomy from UGC.

2.11 Incubation and Start-up

➢ Training students for undertaking minor research through offering of scholarships.

➢ Developing incubation & start –up center.

➢ Provide skill based training and conducive atmosphere for entrepreneurship.

➢ Establish MoU with Government and Private sector to start new courses and training and financial and professional mentoring to students and alumni.

➢ Organize apprenticeship planning with local industries for the students.

2.12 Alumni Engagement/ Activities plan

Short Term

➢ Develop alumni engagement strategic plan and provide an action plan.

➢ Personal communication with highly engaged ex-students.

➢ To use alumni emails and phone numbers to increase the membership of alumni association.

➢ To identify top engaged alumni players and leveraging their influence to attract more alumni members in the association.

➢ Plan a batch wise and year wise online alumni community and increase collaboration with industry.

➢ Have an alumni social media page like Facebook, Instagram and YouTube and link it with college website.

Midterm

➢ Offering incentives to alumni by giving them access to our library books to prepare for further studies or competitive exams.

➢ Inviting alumini who are in high positions to deliver talks to students.

➢ Planning local job fairs, summer internships, workshops, certificate courses, field trips through the alumni network.

Long term

➢ Adoption of weak students (financially, psychologically, physically) and helping them in the form of scholarships and internships by affluent alumni.

➢ Planning Mega reunion events for regular connectivity and motivation between alumni and the college.

2.13 Skill Development of Non-teaching Staff

➢ Upgrade the IT skills of non-teaching staff by conducting periodic sessions on Microsoft Word, Excel, accounting software etc.

➢ Conducting soft skill training for multitasking staff.

➢ Regular FDPs on administrative guidelines and relevant procedures related to RTI, exams, fees, admissions etc. by inviting experts in respective fields.

2.14 Any Other Initiatives for the Student's and Institutional Growth

➢ Improving communication with key stakeholders.

➢ Foster greater engagement with the local community.

➢ Encourage students for 'Start ups' in traditional occupations.

➢ Strengthen Office Automation.

➢ Improve social responsibility and civic awareness among students through interaction and programmes with social organizations/NGOs.

➢ Implement MIS (Management Information System)

2.15 Strategic Plan of the institution

The Strategic Plan of the institution is divided under three heads: Academic, Administrative, and Infrastructure. It is a set of priorities for the institution and its academic and administrative units. The plan intends to connect its various departments and operational units to steer the institution towards the achieving its goals, and fulfilling the needs of the region.

A. Academic

➢ Promotion of the Faculty.

➢ Inspiring Faculty to align towards state-of-the-art teaching delivery.

➢ Development of Question Banks Providing Model Answers Innovation center.

➢ Organizing students' cultural and technical festivals as grand events.

➢ Facilitate supervised internships for students in industry.

➢ Introduction of PG courses and increasing number of research centers.

B. Administrative

➢ Up-gradation of Networking and wireless network in each Labs and Class rooms.

➢ Automation – Online availability of Student information.

➢ Decentralization of administrative and financial powers.

➢ Library Automation and Digitization.

➢ Availability of best E-learning resources.

➢ Web enabled Modern Class rooms with audio visual facility and interactive boards.

➢ Counselling & Placement cell.

➢ Solar light Systems for sustainable energy conservation.

➢ Green Campus programme.

➢ Earn-while-Lean programme for the students.

➢ Work towards making the office paper less.

➢ Automation of Administrative and Financial offices.

C. Infrastructure

- Up-gradation of Networking and Wireless networking in each Labs and Class rooms.

- Development of Parking lots for green campus.

- Solar light Systems.

- Renovation of Roads/ Sewage Systems.

- Library Automation and Digitization.

- Web enabled Modern Class rooms with audio visual facility and interactive boards.

- Renovation of Laboratories.

- Green Campus programme.

- Career and Counselling Centre/Cell.

- Cultural Activity Centre.

- Common Room development scheme: a. Facilities for Girls Common Room:

  i. Sanitary napkins box in each department.

  ii. Proper availability of the First Aid Box in each department.

  iii. Proper disposal of the Waste Management.

2.16 INSTITUTIONAL PREPAREDNESS FOR NEP – 2020

Multidisciplinary/interdisciplinary:

Institute offers different academic disciplines like science, arts, humanities, languages, social work, so that students can find endless possibilities of the subject combinations. The institute itself offers the BA programme (English, Marathi, Hindi, Geography) and certificate courses for the UG programmes. In view of the transformations envisioned in NEP-2020, respective adaptations will be planned under the specially constituted committee.

To establish MoUs with HEI and research institutes offering some special courses, so that students can opt for these courses.

Academic Bank of Credits (ABC):

The courses will be designed with imaginative and flexible curricular structures; this will offer multiple entries and exit points and create new possibilities for the lifelong learning. The affiliating university has already adopted a Choice Based Credit System - CBCS for UG degree programs, which permits the student to choose among the number of elective and general courses. The institute has established MoUs with various educational and research institutes to undertake student and faculty exchange programs. The objectives of these MoUs may be extended for earning the credits from the courses offered by either party under MoU. The students are encouraged for enrolling on the SWAYAM portal for courses from where the students may earn credits from renowned HEIs. Automation will boost the enrollment and data maintenance on ABC.

Skill Development:

In line with NEP's goals of promoting high-quality, outcome-based education, the affiliating university started implementing LOCF for the UG curriculum. It involves converting scholarly research into ideas that can be applied in the business and society, increased funding for higher education from the public and corporate sectors as well as a larger and wealthier student base as a result of the adoption of MOOCs and other alternative learning methods including open and distant learning. Various strategies are implemented to improve students' bench skills, including project work, summer training programmes, internships, and industry training programmes.

To set up the center for topmost Indian and Foreign Universities offering courses on top demanding skills. The Institute will focus on the courses that encompass Basic Skill building, Sector-Specific training Pre-Employment Training and Allied Activities. The institute has language lab and endeavors to enroll student on MOOCs courses.

Appropriate Integration of Indian Knowledge System (teaching in Indian Language, culture, using online course):

Teachers are urged to develop course materials in the local language and to convert vocational and institute-run value-added online courses into the local language. The goal of the courses is to advance and strengthen native language proficiency.

Focus on Outcome-Based Education (OBE):

NEP -2020 underlies the importance skill enhancement and outcome-based education. Under this scheme internship, apprenticeship, and projects are introduced at graduation level. For this purpose, HEIs have to approach industry for forming MoUs to provide training and necessary skills to the students. It is our plan to introduce more skill based and outcome-based courses for the students. faculty are encouraged to undertake high quality outcome-based research to produce intellectual property.