



Mahatma Gandhi Vidyamandir's
Samajshree Prashantdada Hiray Arts, Science and
Commerce College Nampur Baglan Dist. Nashik



CRITERION: - 6

GOVERNANCE, LEADERSHIP AND MANAGEMENT

KEY INDICATOR

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.

	Mahatma Gandhi Vidyamandir's Samajshree Prashantdada Hiray Arts, Science and Commerce College, Nampur Tal. Baglan (Nashik)	
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Perspective Plan- 2015-2022

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ACADEMIC PLANNING COMMITTEE

Sr. No.	Name	Designation	Position
1	Prin. Dr. D. F. Shirude	Principal	Chairman
2	Prin. Dr. B. S. Jagdale	Management Representative	Member
3	Mr. M. R. Kshirsagar	IQAC Coordinator	Coordinator
4	Mr. K. K. Bachhav	Teacher Representative	Member
5	Dr. U. D. Lad	Teacher Representative	Member
6	Dr. R. K. Binniwale	Teacher Representative	Member
7	Dr. Y. D. Sonawane	Teacher Representative	Member
8	Mr. Sumit Salunke	Technical Staff	Member
9	Mr. A. M. Thakare	Stakeholder and Community Representative	Member
10	Miss Swati Patil	Alumni Representative	Member
11	Mr. Satyam Nikwade	Student Representative	Member

Mr. M. R. Kshirsagar
(IQAC Coordinator)

Dr. D. F. Shirude
(The Principal)



College at a Glance

Accredited Cycle-II in 2014 with a 'B' grade and a CGPA of 2.42, this affiliated center of higher learning is now volunteering for the III cycle of re-accreditation, submitting its SSR-2023, a faithful document conforming to NAAC's revised guidelines and unerringly records its testament to beliefs and pursuits of excellence during the last five years. Mahatma Gandhi Vidyamandir's **Samajshree Prashantdada Hiray Arts, Science and Commerce College, Nampur, Tal-Baglan, Dist-Nashik** is affiliated with Savitribai Phule Pune University, Pune. It was established in 1984. Its prime objective is to impart quality education in rural and hilly areas of Nasik district, to equip students with knowledge and skills, and to provide value-based education and opportunities for their all-around growth to face challenges in life successfully. Great visionary Late Karmveer Bhausaheb Hiray, the first Revenue Minister of Maharashtra and a guiding spirit in the co-operative sector, has founded the Institution, with the motto '**Bahujan Hitay, Bahujan Sukhay**'. His next worthy generations Loknete Late Vyankatraoji Hiray, Smt. Pushpatai Hiray, Hon. Prashantdada Hiray, the General Secretary, Hon. Apoorvabhau Hiray, Coordinator MGV, and Hon. Advay Aba Hiray, Trustee, MGV fulfilled his dreams. At present, the Institution runs KG to PG, Pharmacy College, Dental College, D.Ed., B.Ed., Hotel Management, and other professional institutes in Nasik District.

The college is located in Nampur village, declared as a hilly area by the govt. of Maharashtra as per G.R. No. DV/V/1090/190/LP – 12, Mantralaya dated 30-01-1991. Ours is the first College in Nasik District accredited by NAAC in 2003. The majority of the students studying in this college belong to other backward classes and backward classes. The majority of the students are living below the poverty line. The college is well equipped with airy classrooms, laboratories, a library, reading rooms, a playground, a gymnasium with a Green Gym facility and botanical garden, etc. spread over an area of 10 acres. The College offers B.A. with special subjects in Marathi, Hindi, English, Economics, and History, B.Com. and B.Sc. Chemistry. It offers PG Courses in Marathi, Hindi, and Economics. We also carry out NSS, Earn While Learn Scheme, and various students' welfare activities for their all-round development.

The College organizes lectures of eminent persons and teachers and conducts workshops and seminars to enrich our students. This helps us to provide quality education. The college has progressed by leaps and bounds with the aid received from the various educational development



schemes of the Govt. of India, Govt. of Maharashtra, the University Grants Commission, and Savitribai Phule Pune University. Today, the college is fully catering to the diverse needs of the students of this rural and hilly area. The college has the privilege of being the first rural center to get Central assistance for the construction of an indoor stadium from the Govt. of India. All the faculty members are actively involved in social and cultural activities along with their regular academic responsibilities.

Since its establishment, it has been a leading college in the Nashik District region successfully run under the aegis of the Mahatma Gandhi Vidyamandir, Nashik. In the course of its glorious journey of over 40 years. The College has been catering to the educational and cultural needs of the society since its inception with a motto of “*Bahujan Hitay, Bahujan Sukhay*” and realizes the importance of need-based regional, national, and global level studies.

At present, the college is recognized as one of the multi-faculty colleges in several faculties with adequate infrastructure, facilities, and support services in hilly areas.

The college works based on the following core values:

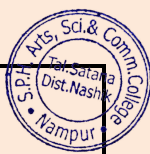
Academic Excellence: We are committed to academic rigor and integrity that assures students in-depth and extensive knowledge, understanding, and skills in their chosen discipline and understanding of the interconnectedness of different disciplines.

Accountability: We assume and demonstrate our accountability for personal and professional growth. We will continuously evaluate and improve our policies and procedures.

Assessment and Improvement: We will continuously improve the assessment of students' learning outcomes. And based on the assessment we will improve the teaching-learning process.

Work Culture: We create an environment that continually builds students' capacity to work collaboratively as part of a team, negotiate, and resolve conflict; display initiative and drive, use their organization skills to plan and manage their workload, and take pride in their professional and personal integrity.

Honesty and Integrity: The motto of our Institution is “Bahujan Hitay, Bahujan Sukhay” which means, “welfare and happiness of the masses”. Keeping this in mind the college upholds the highest ethical values, integrity, professionalism, and an unwavering commitment to the welfare of disadvantaged sections of society.



Social Responsibility: An understanding of social and civic responsibilities and readiness to accept them. An awareness and appreciation of social and cultural diversity and secularism. An awareness and appreciation of human rights, equity, and ethics.

**Principal's Note:**

Today's age is an age of challenges, problems and pressure. It is also an age of cut throat competition and so our students have so many responsibilities as well as expectations to fulfil. Students who belong to rural area have to compete with their urban counterparts who are easily exposed to the better educational facilities. These students are educationally and economically deprived. Therefore, we are determined to make these students competent enough so that they can face the challenges of 21st Century. We are sincerely and devotedly trying to motivate these deprived students in competitive spirit and confidence. We are trying to give them an opportunity and an environment that is inspiring and stimulating.

The college uses education as the tool for empowering the students coming from adverse and poor socio-economic classes. Apart from the regular academic activities various extra curricular activities are conducted in the college. The college organizes seminars, workshops and camps for the students. Eminent scholars are invited to deliver lectures. Activities such as Blood Donation Camps, free medical check up camp, Aids awareness Campaign, Cleaning Campaign, Literacy Campaign, Samarth Bharat Abhiyan help in creating social awareness among students. Our N.S.S. unit has been one of the assets of our college promoting the spirit of social service among students.

Our ultimate aim is to make our students responsible citizens of our country. So we are trying to instill in every students a sense of virtue and wisdom, sensitivity to the needs and problems of others. This is the true spirit of education. All the teaching and non-teaching staff members are honestly working for the overall development of the college. I am sure that with their support and cooperation we will be able to achieve our goal.



Vision & Mission:

Vision:

“Uplifting students from Rural to Global by imparting Quality Education”

Mission:

1. To impart knowledge.
2. To develop skills and provide opportunities for excellence.
3. To endorse world-class education in synchronization with our students' aspirations.
4. To prop up the holistic development of the students.
5. To inculcate a sense of commitment among students towards society.

The vision and mission of the college are communicated effectively to the staff, students, and other stakeholders through-

1. Day-to-day interaction between teachers and students
2. Various formal and informal programs arranged by the mother Institution and the college for quality development of its employees
3. Management -staff interaction through such programs
4. Through extension activities such as N.S.S., Earn while Learn scheme, Soft Skill Development Program
5. By providing modern teaching aids such as computers, internet, LCD projectors, etc.
6. Through various quality improvement programs such as seminars, workshops, conferences, lecture series, guidance for various competitive exams, etc.

**Process of Perspective Plan:**

Sr. No.	Key Aspects	Compliance
CURRICULAR ASPECT		
1	Start PG programs in Arts and Science faculty and run Certificate/ add-on courses	Started PG in Chemistry, English, Marathi, Hindi, and Economics.
2	To implement certificate courses at the department level.	During the assessment period the college successfully coordinated 26 certificate courses for skill orientation of students.
3	To empower entrepreneur skills among students of Commerce faculty.	The department of Commerce as well as Economics organized various Field visit, Study Tour, and Industrial Visits.
4	To provide some short-term language courses to the students to increase their language proficiency.	Conducted 3 Certificate courses by the Department of English 1 National conferences on language, Lecture series on Language and Literature
5	To provide remedial coaching for the SC/ST students under the special guidance scheme.	Remedial coaching classes were conducted by the Department of English and Commerce
6	To conduct academic and other quality-related audits.	IQAC coordinates Self-Appraisal mechanism for Teaching and non- teaching staff. An internal Academic and Administrative audit is conducted. The affiliating university also conducts AAA.
TEACHING LEARNING AND EVALUATION		
01	To organize training programs for teaching faculty in using ICT in teaching.	Campus 360 training programs were conducted for teaching and non-teaching faculty by IQAC Mahatma Gandhi Vidyamandir. The Institute conducted training programs on Vrudhhi and Campus 360 software.
2	To provide an E-learning facility.	Teachers use various online platforms like Zoom, Google Meet, OBS, E- content repository
3	To maintain the transparent admission process.	The Institute uses Campus 360 software for admission to ensure transparency.
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5	To maintain the Mentor-mentee system.	Mentor-mentee mechanism is in place. Teachers are allotted specific number of students for mentorship.
6	Organize study tours and industrial visits.	Department of Botany, Zoology, Chemistry, Geography, and Commerce organized a study tours and industrial visits.
7	Initiatives for slow learners.	Remedial Coaching Classes were conducted by the Department of English, Mathematics, and Commerce. The process of Slow and Advanced learners is followed and necessary initiatives are taken.
8	To provide an appraisal system for teaching and non-teaching staff.	API form for teaching staff and institute appraisal form for non-teaching staff are implemented.
9	Teachers shall use innovative teaching and learning methodologies in the classroom.	Teachers use ICT tools for teaching and assessment. The faculty use innovative methodologies, such as, blended learning, ICT-based learning, experiential learning, etc.

RESEARCH, INNOVATION AND EXTENSION

1	Upgrade laboratory facilities to enhance research capabilities.	Existing labs are upgraded. Science laboratories were upgraded as per demand.
2	Encourage faculty every year to publish a good number of papers in reputed journals.	152 research papers were published by the faculty in UGC care listed and reputed journals during the assessment period.
3	To promote project-based learning and to organize seminars in research methodology.	All PG programs focus on project-based learning.
4	To sensitize students on cropping patterns, water harvesting, innovation in agriculture, various government schemes for the farmers, use of fertilizers and pesticides.	NSS volunteers practiced water harvesting on the campus.
5	To conduct Seminars, workshops, and conferences on cross cutting issues-Gender Equity.	Women Grievance/Development Cell conducted various activities, webinars, and workshops and celebrated International Women's Day every year.

INFRASTRUCTURE AND LEARNING RESOURCES

1	To make the campus green.	More than 50% of the campus has greenery.
2	To develop the infrastructure (auditorium, Conference Hall, ICT enabled room, laboratories with modern facilities, central library).	The institution has 1 multi-purpose hall with ICT facilities with a seating capacity of 120 to 150.
3	Develop a medicinal garden on the campus.	Department of Botany developed a medicinal garden with various plants along with barcoding

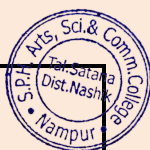


Self-Study Report

4	To enhance the sports facilities such as indoor stadium, basketball ground structure, jogging track of 400 mtr. etc., and to create awareness of opportunities in sports.	The institution has a standard 400-meter running track for athletic activity. With this facility, students play Football, Volleyball, Netball, Baseball, Softball, Cricket, and Students have separate grounds to play Basketball, Kabaddi, Kho-Kho. The college has a well- equipped gymnasium wherein the indoor activities like Yoga, Table Tennis, Chess, Carom, etc. have been taking place. It also has a department room and store room for keeping all equipment properly.
5	Enriching the usage of the central library.	The college library used an automated integrated library management system Vriddhi 2.1 till 2020-2021. However, the service provider ended its contract with the college in the year 2020-2021. The parent institution developed the software Campus 360 for use. Under the NLIST Program access to 6000+ E-Journals and 3135000+ ebooks are made available to readers. The library has a vast collection of print resources that include textbooks, reference books, books for general reading, journals, magazines, newspapers, etc. The library also has a collection of CDs and Videos.
6	Construction of classrooms, auditorium, cafeteria and sports in-door stadium (gymkhana) on the college campus.	The sports department of the institute developed in- indoor stadium (gymkhana) on the campus.
7	To provide skill-based education.	The institution started B.Voc programmes and Certificate Courses
8	To establish a centre for career & counselling centre for maximum placement of students through various competitive exams	Institute established centers for career development such as the Competitive Examination Cell and Placement Cell.
STUDENT SUPPORT AND PROGRESSION		
1	To enhance the sports facilities such as indoor stadium, ground structure, jogging track, etc., and to create awareness of opportunities in sports.	The sports department of the institute developed in-indoor stadium (gymkhana) on the campus. The institution has a standard 400-meter running track for athletic activity.
2	To provide assistance to students in filling up numerous online and offline scholarship forms.	The institute has started providing online services support on the campus.
3	To provide financial support to needy students from the institutional resources.	Apoorva Dattak Yojana, Niradhar Students provide financial supports to the needy

**Self-Study Report**

		students. TA/DA allowance is given to scholars, sports students, and needy students from the institute.
4	To encourage the number of students to take participation in curriculum, co-curriculum, cultural and sports activities.	The NSS, NCC, Co-curricular committees facilitate student participation in extension, sports and cultural activities.
5	To guide the students regarding new job appointments.	Career guidance and Competitive, Guidance Cell have taken major initiatives 124 students have been placed and are working in various departments.
6	To arrange special guest lectures for competitive examinations	The competitive Examination cell is functioning well and organized webinars, workshops, guest lectures.
7	To register the Alumni Association of the college	The institute registered the Alumni
GOVERNANCE, LEADERSHIP AND MANAGEMENT		
1	To encourage the Faculty to participate in online professional development courses.	Teachers have participated in FDPs.
2	Organize national and international conferences.	The college has organized state as well as National conferences.
3	Grant duty leave & allowances to attend training programs such as Seminars/Conference/Workshops.	The Institute granted duty leave and reimbursed the expenses utilised for attending training programs such as Seminars/Conference/Workshops.
4	To organize hands on training to Non-teaching staff.	The college organized 3 training programs for non-teaching staff to have hands on training of Vriddhi and Campus 360 software.
5	To encourage to participate in various seminars and conferences organized by different institutions non-teaching staff.	The teaching and non-teaching staff participated in various training programmes
6	Provide Counselling to and training of yoga for the staff.	The department of Physical Education and NSS unit organized International Yoga Day every year along with counselling on physical fitness.
INSTITUTIONAL VALUES AND BEST PRACTICES		
1	Organize seminars, webinars, and workshops on gender equality.	The Women Development Cell and NSS organized activities addressing issues of gender equity.
2	Conduct a green audit, energy audit.	The institute conducted green and energy audit.
3	Organize programs on the waste recycling system.	The Department of NSS conducted programs on the Plastic Awareness Rally (Protect The Environment), Sanitary pad distribution,



Self-Study Report

		Plastic Liberation Rally
4	Set up a waste recycling plant	The college has a vermicompost unit.
5	To plan a rainwater harvesting mechanism	The campus has a rainwater harvesting mechanism in place for better management.
6	To create awareness for the use of bicycles/battery-powered vehicles	More efforts are needed to convince students and staff to use bicycle.
7	Improve greenery on and around the campus	The institute plants saplings in and around the campus and nurtures the same
8	Develop the botanical garden, rose garden and medicinal garden	The institute has developed the botanical garden, rose garden, and medicinal garden on the campus.
9	Coordinate the Best Practices for every department.	Each department coordinates two best practices.
10	Road Safety Campaign	NSS department
11	Green Campus	Initiatives have been taken for “Clean Campus, Green Campus” as one of the main goals of the institute. Green audit, energy audit, webinars on the environment, rose garden, medicinal plants garden, and tree plantation every year, conducted by the institute.



SWOC Analysis

Strengths:

1. Smooth functioning of colleges in rural and hilly areas
2. Huge campus on 10 acres of land.
3. Healthy environment with ample trees on the college campus.
4. Qualified, dynamic, and enthusiastic teaching staff
5. Library building with separate reading rooms for students.
6. Big indoor stadium and running track of 400 meters
7. Computer lab with internet facility

Weaknesses:

1. Poor communication skills of students due to their rural background.
2. Less flexibility in carrier options
3. Students with low merit, from regional medium student
4. Insufficient Manpower for IT-related maintenance
5. Majority of the students are from economically backward classes.

Opportunities:

1. To conduct workshops, conferences, and seminars.
2. To undertake minor and major research projects
3. To improve communication skills among the students
4. Too much scope for extension activities and development of infrastructure in the future.

Challenges:

1. Students rural background
2. Economically poor students
3. Lifting these downtrodden from the quagmire of uneducated Ness

Future Plans of Action of the Institution for the Next Academic Year:

- Extending Internet facility to almost all departments
- To achieve complete computer literacy among faculties
- To organize seminars and workshops in different disciplines



- To organize remedial courses/career-oriented courses and lecture series Encouraging more and more students and teachers to research
- Establishing more socio-cultural extension activities
- To continue the practice of performance appraisal of teachers by students
- Nurturing curricular and co-curricular activities for the all-rounded development of the pupil
- Getting active participation of the Alumni and the Parent-Teacher Association in the academic activities
- Administrative improvement of the non-teaching staff



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