

Sipna Shikshan Prasarak Mandal, Amravati's
ARTS, SCIENCE AND COMMERCE COLLEGE

CHIKHALDARA, DISTT. AMRAVATI (Maharashtra State)



CRITERION – VI

6.2. Strategy Development and Deployment

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.

■ President
Shri. Jagdish M. Gupta
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SIPNA SHIKSHAN PRASARAK MANDAL'S AMRAVATI

ARTS, SCIENCE &

COMMERCE COLLEGE, CHIKHALDARA

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NAAC Reaccredited 3rd Cycle with CGPA 2.77 at grade B++ (2018-2023)


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
Outward No : *ASCC/CERT/248/2023*

Date : *23/05/2023*

DECLARATION

This is to declare that the information, photos, reports, true copies, numerical data, etc. furnished in this file as supporting documents is verified by IQAC and found correct.


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Sipna Shikshan Prasarak Mandal, Amravati's
ARTS, SCIENCE AND COMMERCE, COLLEGE
CHIKHALDARA, DISTT. AMRAVATI (Maharashtra State)



SUPPORTING DOCUMENTS

Sipna Shikshan Prasarak Mandal, Amravati's
ARTS, SCIENCE AND COMMERCE COLLEGE
CHIKHALDARA, DISTT. AMRAVATI (Maharashtra State)

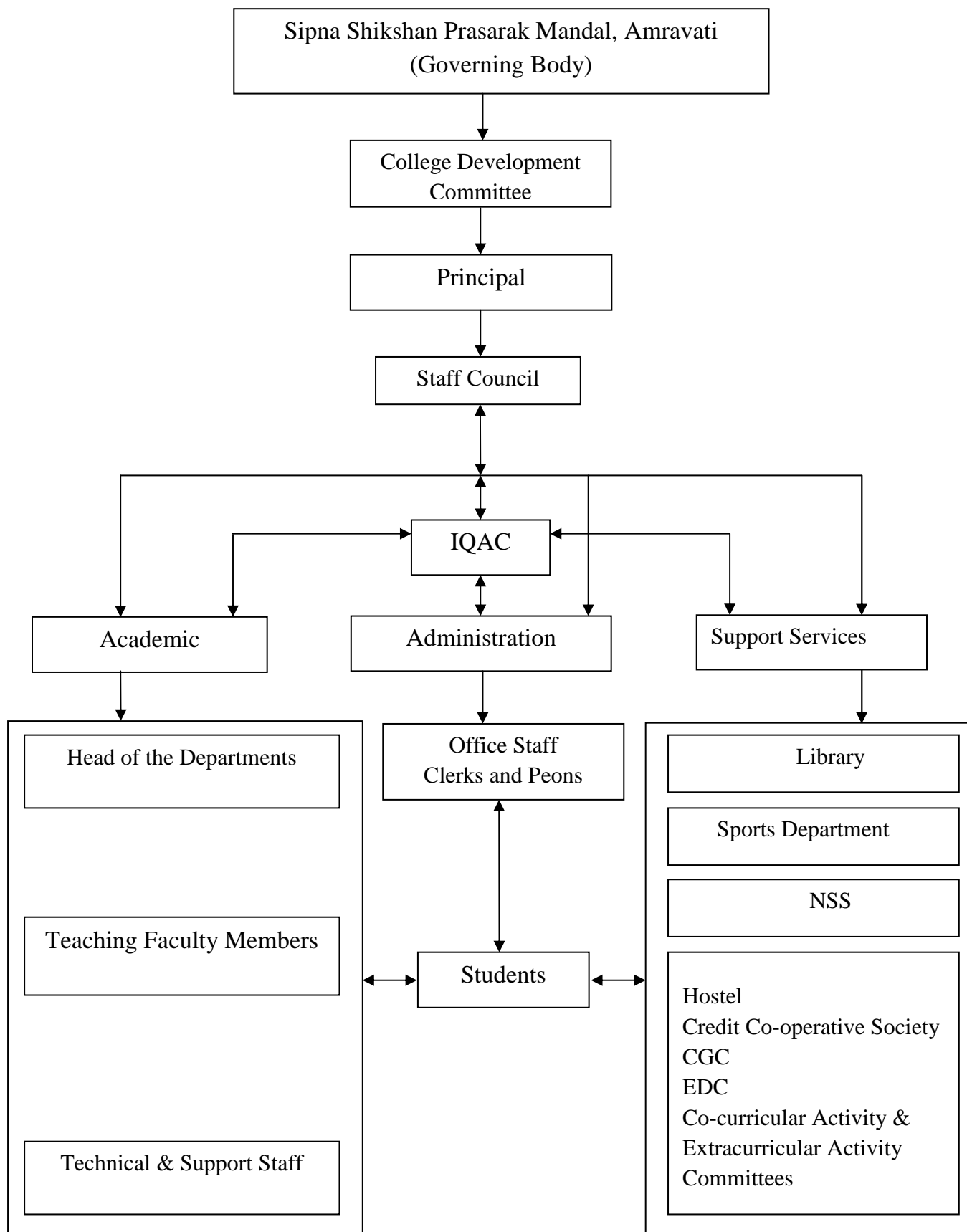
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- I N D E X -

**Institutional perspective Plan and deployment documents on
the website**

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Arts, Science and Commerce College, Chikhaldara
Organogram of the Institute



Sipna Shikshan Prasarak Mandal, Amravati's
Arts, Science and Commerce College, Chikhaldara, Distt.: Amravati
Strategic Plan (2018-2027)

Sipna Shikshan Prasarak Mandal, Amravati is established with the specific goals and mission of overall development of the people in Melghat, a tribal, remote and backward region in Amravati district of Maharashtra state. Melghat comprising of two tehsil places (Chikhaldara and Dharni) is hilly terrain at the northern extreme of the Amravati district of Maharashtra. Melghat means 'meeting of the ghats', which describes the area as a large tract of unending hills and ravines scarred by jagged cliffs and steep climbs. It is renowned for 'Melghat Tiger Project' and 'Gugamal National Park' worldwide. Presently, the total area of the reserve is around 1677 km². The forest is tropical dry deciduous in nature, dominated by teak (Tectonagrandis). Chikhaldara is a Hill Station and a municipal council in Melghat. Chikhaldara is the sole hill resort in the region assumed to be the 'Nandanvan' of Vidharbha, is situated at an altitude of 1118 m with highest Vairat point 1188 m and has the added dimension of being the only coffee-growing area in Maharashtra. The place has a rich variety of flora and fauna with the nature's beautiful architecture spread all over the region. Arts, Science and Commerce College, Chikhaldara, Distt. Amravati came into existence in 1996 with an intention to impart higher education to the tribal at their very door step and ensure their well being, growth and safety. The college offers degree courses like B. A., B. Sc., B. Com with traditional and advanced subjects and M. Sc. (Environmental Science). Whereas in UG science stream there are innovative subjects like Petrochemical Science, Food Science, Apiculture, Industrial Chemistry and Environmental science. The college runs recognized research centers. Department of botany performs the activity like tree counting project of Nagar Parishad, Chikhaldara. And successfully completed the UGC scheme like NET, SET scheme for students, also conducted certificate course in Ethnobotany. Department has well maintained botanical garden having ethno medicinal and aromatic plants and which are conserve properly. With the help of dedicated, enthusiastic and experienced faculty members and with modern teaching and research facilities, the institution offers innovative, career-oriented degree and post graduate programs matching the requirements of the industry and society at large.

The enthusiastic faculty members under the leadership of Board of Directors of parent institution, Principal and HOD's brought out the best possible detailed strategies and its deployment plan. For an institution, strategic planning is very essential to accomplish the Vision and Mission, which it dreams of. Strategic planning is a continuous process with a specific focus to achieve institutional goals in this competitive world. Strategic Planning and deployment document is based on analysis of present challenges and future opportunities and visualizes the direction towards which the organization should move to achieve its set goals.

The first part of it addresses the vision, mission which the institute dreams along with core values, institutional long term & short term goals. These are defined through SWOC analysis. After analyzing the internal and external environment, the institutional goals were



set up in all possible growth domains through continuous thought process and discussion with HODs and faculty members. While formulating the strategic plan and deployment document, care has been taken to involve all stakeholders to help contribute their part which is vital for the success of every organization. Effort has been taken to identify clearly the implementation processes and monitoring by identifying measurable targets in line with the desired outcomes. This will emerge to be the guiding force for Arts, Science and Commerce College, Chikhaldara to achieve its goal to become an institution of Academic Excellence and providing responsible citizen of India to the society.

Vision

- To work for overall development of the people of Melghat & nearby areas through education, the tribal in particular.

Mission

- To make available traditional as well as modern courses to students
- To offer career oriented programmes to students
- To provide multiple platforms to tribal and other students in order to seek their comprehensive development
- To conformably bring together two cultures, the tribal and the other and to seek harmonious existence of them
- To make students have close communion with the nature and make them understand its significance and preserve it
- To instil discipline and moral values in order to make them responsible citizen of the nation as well as good human being
- To strive to curb various evils in Melghat like malnutrition & superstition through education

Core Values

- We believe in imparting Education and disseminating knowledge among youth, which is one of the best ways of nation building
- Give due respect to all students and staff members
- Gender biasness is strictly prohibited
- Enhance professionalism with good human values
- Promote team spirit and healthy competition
- Create healthy atmosphere for effective teaching-learning process
- Promote creativity and innovation in all activities



- Promote equality, integrity, patriotism and brotherhood
- Promote communal harmony and religious tolerance
- Sharing of experience, knowledge and skills

SWOC Analysis

Strength:

- NAAC Reaccredited with Grade “B++” CGPA “2.77”
- Institute covered under UGC 2(f) and 12(B) section
- Parent Institute posses 10.4 acres of land at Aladoh village
- Women’s hostel having intake capacity of 36
- Committed parent institute
- Decentralised administration
- Maximum number of teachers with Ph.D
- Courses offered with modern and traditional subjects
- Career oriented programmes at UG level
- Prominent alumni
- Adequate research facilities
- Active NSS unit to serve the society
- Good achievement of students in sports
- Adoption of number of best practices
- Preservation and conservation of rare medicinal plants
- Young and Dynamic staff

Weakness:

- Infrastructural facilities
- Dropouts
- Inadequate sports facilities
- Inadequate need specific UGC schemes



Opportunity:

- To provide higher education facility to the diversified socio economic strata of Melghat Tribal Region
- To enhance multiple interaction among different cultures
- To strengthen institute-industry linkage
- To motivate for self employment opportunities
- To carry out more research projects
- To build up consultancy services
- To develop collaborative work with government, industries and NGOs

Challenges:

- Lack of awareness about education among tribal and other inhabitants of Melghat
- Students from educationally and economically deprived section
- Financial and other resource mobilization
- Inadequate hostel facility for tribal and socially backward students
- Inadequate accessibility and connectivity in terms of conveyance and communication
- Hyper intense weather
- Inadequate infrastructure in the town of Chikhaldara

Strategic Goals

The passionate team of Arts, Science and Commerce College, Chikhaldara after several discussion and planning and guided by the Mission and Vision of the Institutes Quality Policy, Core Values, Stake holder's expectations and SWOC analysis framed the Institutions strategic Goals.

Institution Strategic Goals:

1. Following effective teaching learning process
2. Developing and following leadership and participative management
3. Establishing a continuous Internal Quality Assurance System
4. Ensuring good governance
5. Ensuring student's development and participation
6. Ensuring staff development & welfare
7. Developing financial management



8. Put emphasize on Institute – Industry interaction and partnership
9. Development of entrepreneurship
10. Encouraging research and development work
11. Increasing internal revenue generation
12. Increasing Alumni Interaction and participation and Outreach activities
13. Engagement in Community Services and Activities
14. Developing physical infrastructure
15. Getting memberships of professional bodies, Local chapters, student's chapter etc.

Achievements and Areas to focus

01	Infrastructure development	The parent society owns 10.4 acres of land at Aaldoh, Taluka-Chikhaldara where women hostel has been constructed. Playground, botanical garden and Gym are being developed. We have a proposal for the construction of college. But being a hill station, Chikhaldara and nearby villages are under CIDCO plan. CIDCO is a planning authority and its development plan is in process. After finalization of it, construction will be undertaken.
02	Appointment of talented faculty	Posts are created on the basis of certain criteria laid down by the government and the university we are affiliated to. We follow all the criteria in precision, however, while making a selection of a candidate; our stress is on merits and qualities. All the faculties working have engaged in various sort of research work and most of them have research degrees to their credits. We humbly want to note that the newly appointed faculties will also benefit from the quality oriented atmosphere.
03	1. Use of various e-platforms for teaching, learning and evaluation 2. e-content development	Teaching staff of the college is making use of Use of various e-platforms for teaching, learning and evaluation. We are encouraging our teachers for e-content development. We need to make use of MOODLE.
04	Passed students' progression to higher education and placement	To seek various opportunities, Career and Counseling cell has been working and we are also prepared to establish Entrepreneurship Development and Institute Industry Linkage Cell which may offer varied opportunities of employment. The college has a tradition to produce color



		coat holder players which may benefit from certain government policies for employment. Some of color coat holders could secure employment in various government departments like defense, police etc. We would arrange special camp to facilitate the students to earn the required qualification for such employments.
05	Students' empowerment	We have got the mechanism like Palak Yojana (Mentor-Mentee Scheme) to have personal contact with students to offer them consultation, guidance and various sort of aids when required. This has been conducive for overall development of a student. The institute will regularly arrange meet of alumni and current student. More number of students will be motivated and guided to participate in various events like Yuva Mahotsava (Youth Festival), Avishkar (University level research competition), Debates, Seminar competitions and Local Paryatan Mahotsava (Local tourism fest). We will arrange workshops in the field of research, entrepreneurship, personality development, and competitive examination preparation, sport performance where guidance and consultation from eminent persons is made available.
06	Society concerned activities	We will carry out various social activities through NSS and department wise extension activities. Our focus will be on positive discrimination amongst students to facilitate the tribal students who have been in great number in our college to perform at par with mainstream students. Through Women Empowerment cell, we will carry out many a programme to raise the status of women. We are planning to take as many as 15 activities for public benefit.
07	Regular NAAC accreditation	We have successfully gone through three cycles of NAAC. The college is assessed and accredited by NAAC with "Grade B++ (CGPA 2.77) during 3 rd Cycle.
08	To avail schemes from UGC, DST, CSIR etc. for the benefit of students, teaching-nonteaching staff, stakeholders etc	We have set up UGC Planning Board which studies the various schemes offered by UGC and other agencies. The suitable scheme will be identified and availed of taking into consideration the needs of college and feasibility of the scheme. We have submitted proposals for such schemes and have availed of them. The same will be continued in future.
09	Efficient implementation of CAS for teaching and non-teaching staff	Through API Scrutiny Committee, Career Advancement Schemes will be facilitated for qualifying teachers. The required criteria and norms related to CAS are illustrated to the eligible faculties and guidance is made available.



10	To introduce new UG/PG programs as per need of time or society	We plan to open up UG/PG programmes as per need and feasibility.
11	To organize regular health care activities	Workshop on Yoga, Meditation and Health Maintenance will be organized with arranging health checkup camps for students, teaching and non-teaching staff.
12	To facilitate alumna-current students interaction	We arrange the interaction and talk with successful ex-students to make the current students avail of experience of the ex-students to seek guidance, healthy tips. The marginal age-gap between current and ex-students does not matter so that current student can easily mix up with passed out and new employed students and learn a great deal as the ex-student will be sort of case studies. This will also make the students to have practical approach to career and by extent to life.
13	Development of ICT skill of students	We are well equipped with ICT equipments. Teaching, learning and evaluation is carried out with proper usage of ICT. We plan to upgrade the equipments as well as the skill and knowledge in order to operate them by arranging programs like soft skill workshop, guest lectures by eminent persons etc.
14	To impart value education	Teaching the prescribed syllabus is not enough for overall development of a student. We do arrange several programmes/activities to develop our students as a human being. We make them aware of number of problems in our country and much sought role of young generation in effectively addressing such problems. The university prescribed syllabi for languages and social sciences are replete human values which are focused by concerned faculties in teaching of the subjects. Celebrations of various days, following and providing assistance to various government drives/programmes have been our consistent practice. We being the only multi-stream higher education institute, various government departments seek guidance, involvement and assistance of us.
15	To make efforts for the students so as to become the	Some extension activities are and will be carried out by concerned college departments. All activities are focused on need and up-gradation of society. We will impart human



	responsible citizens of the nation	values to young minds of students through various programmes. Talks on social reformers, saints will be regularly arranged. Students are not only made aware of social problems but the appropriate role to be played by them is also explained to them by such programmes. A number of workshop addressing social problems will be arranged. The NSS offers a healthy platform to students when they learn a number of lessons like self-reliance, building up relations with others, cleanliness of campus, tree plantation, de-addiction, blood donation, gender equality, disaster management, saving natural resources.
16	To organize eco-friendly activities	We will take up tree plantation, minimize the use of plastic, we will also take up the activities like rainwater harvesting, conservation of old trees, medicinal plants, waste management, weather observation centre, expertise services to various government departments e.g. Forest, in grass meadow development and management etc.
17	To organize energy conservation activities	To spread awareness about non-conventional energy sources through workshop, lectures, public events, essay, poster and seminar competition. We will also make the society avail of the expertise in our institution through providing information towards energy conservation.
18	Enhancement of research	More faculties have been awarded Ph.D. degree. We are sure to have all the faculties with research degree to their credits. More number of research projects will be carried out. National or state level organization conferences, workshop, seminars will be sought; more research articles will be published/ presented by our faculties. Focus will be on authoring books and contributing to text books. We aim to raise the number of Ph.D. supervisors and research centres.
19	Updating of library and laboratories	We will have more laboratories recognized by competent authorities to carry out research work with making time to time purchase of advanced laboratory equipments. More books, journals will be included in the library with a stress on research and advanced technology. The laboratory software's will be updated. The whole college campus has been under the cover of internet connectivity with force access. The internet facility will be upgraded and enhanced time to time.
20	Certificate Courses, add-on courses, add-on courses	Every year various Certificate Courses and add-on courses should be made available for students.



Strategic Planning (2018-2027)

Sr. No.	Title	Plan
1	Teaching learning process	<ul style="list-style-type: none">• Academic planning and preparation of Academic Calendar• Development of teaching plan• Use of more teaching aids and adopt more ICT• Use and Development of e- learning resources• Conduct of bridge courses• Conduct of remedial coaching• Promote research culture & facilities• Provide mentoring and personal support• Follow a transparent and fair feedback system• Conduct training based on need analysis• Evaluation parameters and benchmarking• Continuous monitoring and assessment to measure outcomes• Implementation of best practices
2	Internal Quality Assurance System	<ul style="list-style-type: none">• Framing of Quality Policy & publishing regularly• Formation of Quality Monitoring Committee & functioning• Educating & Training of all employees• Periodic check & guidance for quality improvement• Establishment of audit team and process• Audit for remedial measures• Promoting best practices• Annual report preparation & submission
3	Student's development and participation	<ul style="list-style-type: none">• Budget allocation for student development programmes and activities• Students Trainings & Placement Activities• Student's representation in various committee and cell• Participation in competitions• Organizing competitions• Rewards & recognitions of achievers• Participation in extracurricular activities• Participating in social and welfare activities



4	Good governance	<ul style="list-style-type: none"> • Vision, Mission development & their articulation in every key position • Evaluation of Institute's performance and benchmarking • Institutional strategic goals setting • Institutional Strategic development plan • Monitoring and Implementing the Quality Management Systems • Following organization structure • Smooth Working of statutory committees • Establishing E-governance • Leadership development through decentralization • Establishing internal audit committee • Code of conduct and policy formulation, approval and implementation • Establishing fair and transparent performance appraisal system
5	Leadership and participative management	<ul style="list-style-type: none"> • To follow reporting structure • Decentralize the academic, administration and student related authorities & responsibilities • Prescribe duties, responsibilities and accountability • Portfolio assignments • Establishment of functional committees
6	Staff development & welfare	<ul style="list-style-type: none"> • Recruitment Policy formation & implementation • Staff performance evaluation system • Staff Training for quality improvement • Best possible work facilities & infrastructure facilities • Code of conduct, service rules & leave rules • Staff welfare policy implementation • Career advancement schemes • Rewards and recognitions • Deputation for seminars, conferences and workshops, etc. • Sponsorship/ Motivation for qualification improvement • Support for research, consultancy, innovations
7	Entrepreneurship	<ul style="list-style-type: none"> • Establishment of Entrepreneurship Development and Institute Industry Linkage Cell



		<ul style="list-style-type: none"> • Effective functioning of entrepreneurship development and Institute Industry Linkage Cell • MoUs with organizations for entrepreneurship development Providing training & guidance for entrepreneurship development • Bringing more experts of the field for seminar, lecture, workshop for entrepreneurship development • Establishing incubation centers • Promoting , sponsoring and facilitating entrepreneurship development
8	Research and innovation	<ul style="list-style-type: none"> • Establish and develop Laboratories with more research facility • Fund generation through Project proposals • Apply for Government/Non Government industry, sponsored funds • Collaborations with Government & Private Institutes, Universities and Research Organizations
9	Alumni Interaction	<ul style="list-style-type: none"> • Participation and registration of Alumni • Data base creation, Regular interactions with alumni and networking • Recognition of successful alumni • Leverage for guest lecturers/training/ entrepreneurship • Exploring Contributions
10	Community Services and Outreach Activities	<ul style="list-style-type: none"> • Budget from institution resources/Faculty/students/other donors • Identify community and social development work • Identify challenges of society for development work • Provide vocational training /job oriented training as per local needs at the institute • Educational support to village people • Conducting awareness camps
11	Physical infrastructure	<ul style="list-style-type: none"> • Infrastructure building development & modification • Seminar halls with ICT facility • Smart classrooms • Modernization of Laboratory & equipment • More ICT enabled classrooms



		<ul style="list-style-type: none"> • Library infrastructure up gradation • System up gradation • Functional facilities for e-learning • Safety & Security management • Water facility • Medical facility • Developing sports (indoor/outdoor) facilities • Plantations • Rain water harvesting • Renewable Energy usage • Hygiene, No plastic & green campus • Recycling of water • Restricted entry of automobiles • Landscaping with trees and plants
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Monitoring of strategic plan

The implementation of strategic plan will be monitored time to time by College Development Committee (CDC), Principal and IQAC through periodic review. The heads/in-charge will prepare the detailed progress report and present it in the review meetings. The benchmarking of quality standards and its monitoring, evaluation of attainment will be carried out by the IQAC independently. The IQAC will report the findings to CDC. With thorough analysis of outcomes and based on IQAC report, the above will recommend the corrective actions, need of further processes and deployment of resources.

The Path Ahead

Just formulating the strategic plan doesn't ensure success, but it provides a guiding framework which is a collective effort delivered by the process of participative brainstorming of stakeholders. The proper implementation of strategies through teamwork with good spirit leads to success and sustainability over a longer time through a dynamic process.

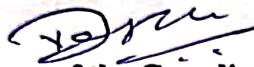
Strategic Plan 2018–2027 sets out specific targets in every sphere of activity of the Institute-academic programmes, research, collaboration with industry, human resource development, entrepreneurship, development of infrastructure and facilities, student life, community outreach and alumni relations. These targets have been set after extensive consultation to ensure that they are achievable. The institution plans to have special and more focus on promoting and increasing the research activities. Specific targets are fixed with respect to research and development.

- ✓ Increase the number of research projects
- ✓ Increase publications in national/international journals and conference proceedings



- ✓ New MOUs signed with academic and industrial organizations for research establishments

The targets will be achieved if the contributions of stakeholders-faculty, staff, students, alumni, partners and collaborators from Government organizations/Non-government organization/Industry — are aligned and reinforce each other. Thus the vision outlined in the Plan will then be realized.



Signature of the Coordinator, IQAC



Signature of the Principal

Dr. R. S. Jaipurkar
Principal

Arts Science & Commerce College,
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