



**M S P Mandal's,**

**Shri Shivaji College Parbhani**

**Institutional Development Plan (IDP)**

MSP Mandal's, Shri Shivaji College Parbhani is one of the oldest college in the region and in 2017 college acquired A+ grade with CGPA of 3.52 in its third cycle of NAAC. College is with prestigious CPE status, STRIDE and UGC Paramarsh Schemes.

**Vision and Mission**

Every component of college performs various activities without deviating from our Vision and Mission set by Visionary Administrative body.

**Vision**

"Tamso Ma Jyotirgamay" which means 'let's proceed from darkness to light' reveals the vision.

**Mission**

- Providing quality education to socially and economically backward classes.
- Bringing out educational and cultural development of rural population.
- Providing standard facilities of hostel accommodation, physical education and value education.
- Bringing out social transformation through education.
- Create resources and utilize them for educational upliftment of common people.
- Promoting intellectual, ethical and cultural development of society.
- Imparting technical and professional education for increasing employability and economic development.
- Creating a wide-spread educational network seeking mass participation in education.

**INSTITUTIONAL BASIC INFORMATION**

**Institutional Identity :-** M S P Mandal's Shri Shivaji College, Parbhani

**Academic Information:-** Grant-in-aid, Co-education, Regular Traditional College

**Establishing details :-** 1961

**Accreditation details :-** College was assessed and accredited by National Assessment and Accreditation Council (NAAC) Bangalore in December 2003 and awarded B+ grade with an institutional score of 75.50 on 8th January 2004. In February 2011, the college went for its second cycle and NAAC awarded A grade to the college with 3.06 CGPA. The college went for the third cycle in 2016 and on 23rd January 2017, NAAC awarded its A+ grade to the college with a CGPA of 3.52.

**Faculty Status (as of March 31 2022) :-** Total number of Teaching faculty is 49 with 20 Assistant Professors, 16 Associate Professor and 13 with Professor designation.

**Course and Examination Details :-** College offers degree programme in 06 different disciplines with maximum possible combinations. College also offers Post Graduate programme in 14 subjects. College also provides Ph D courses in 04 subjects.

**Students Profile :-** In the current academic year i.e., 2022-23 total admitted students for UG Programmes is 2154 (1351M and 803F) and for PG Programmes the number is 831



(358M and 473F) whereas 22 students are doing Ph D under supervision of research guides of the college in various subjects.

**Facilities (Lab/Library/Hostel) :-** The college houses well equipped laboratories in all science subjects. The college has central library which is fully computerized by automating the issue of books with a bar code reader. The library covers an area of 15000 sq. ft. with an ample study space in a separate three-storied building. Excellent Resources are available for self-learning at the Central Library. Membership of INFLIBNET-Nlist and Membership of National Digital Library [www.ndl.iitkgp.ac.in](http://www.ndl.iitkgp.ac.in). The college has independent boys' and girls' hostels.

**Research and Development :-** Various faculty members of the college are with Doctoral degree and recognized research guides of SRTMU Nanded. College has Institution's Innovation Council (IIC) for healthy progress in research and development. The college has established Research Capacity Building Centre under UGC scheme STRIDE.

**Sports and Culture :-** College provides excellent campus for sports. Infrastructure for sports consists of a gymnasium, an indoor sports complex and sports grounds with 200 mtrs running track. With the help of faculties of Music department and other interested faculties, college provides good environment for cultural development.

**Financial Reports :-**

College conducts both internal and external audits for every financial year. Those reports are discussed in the management meetings.

## **2. NEED ASSESSMENT**

- 2.1. Curriculum Excellence - Integrating ancient and modern knowledge system in curricular aspects. Orient students to relevant Indian classical texts as background reading to enable them to appreciate rich Indian traditions.
- 2.2. Pedagogical Excellence – College regularly organizes faculty Development workshops / seminars in research methodology and other relevant fields. Administration financially supports teachers for participation in conferences, workshops, seminars and other important extension activities. College administration encourages and provides financial support to faculty for membership of reputed professional organizations / bodies and also for publication on reputed research journals. College needs to develop mechanism to provide incentives the outstanding teachers through appropriate awards, rewards, recognitions, and by assigning important administrative responsibilities.
- 2.3. Academic Administration – College has Local Chapter of NPTEL (LC 474) students are taking benefit of this platform. Increase the student-computer ratio in a phased manner. Develop separate ICT enabled classrooms for UG and PG departments. Enrich the departmental YouTube Channels with quality e-content delivered by experts / teachers. Motivate students, faculty and staff towards digital empowerment.
- 2.4. Examination Reforms - The college follows the Academic Calendar issued by the University at the beginning of the academic year. It clearly delineates a schedule for teaching, examination, semester break and vacations, that is strictly followed by the college to ensure smooth and efficient functioning of its teaching and administrative processes. Within the same framework, the college also prepares its own calendar of events and activities before the commencement of the Academic Session and the same is communicated to all.





- 2.5. **Infrastructural Development & Maintenance** – College is with good infrastructure. Still college administration will work on certain things such as upgradation of Networking and Wireless networking in each Labs and Class rooms, Solar light Systems, Renovation of Sewage Systems & proper waste management, Web enabled Modern Class rooms with audio visual facility and interactive boards, Renovation of Laboratories, Sick room facility, Green Campus programme, Cultural Activity Centre, Sanitary napkins box in major department and Proper availability of the First Aid Box in each department.
- 2.6. **Collaboration / Partnering with Knowledge and skills hubs** – For better education and to increase the horizon of knowledge of students, college has MoU with 124 local and national reputed organizations such as Great Learning, NPTEL etc. College will try to add more MoUs for better future of students.
- 2.7. **Effective institutional governance** – Fulfilling our Vision and Mission we have emerged as a leading centre of Higher Education in the district and UGC has rightly confirmed us with the College with Potential for Excellence (CPE) status. Our strategy development and deployment have resulted in a variety of initiatives including the UGC STRIDE project. College implements e-governance in administration, finance and accounts, student admission and support as well as examination. The college has an effective appraisal system. College is shifting towards paperless administration. College will try to provide Computer training to all the non-teaching employees for better governance.
- 2.8. **Stakeholders Involvement** – College is recipient of public funds and recognizes that it is accountable to the people of Maharashtra / India and to all its immediate stakeholders especially students, staff, faculty, alumni. The college functions according to defined procedures and rules, which are made available to all stakeholders. The college makes public all important information related to its functioning.
- 2.9. **Manpower Management** – College has effective administration for manpower management due to which college properly conducts all the necessary activities with in-sufficient number of permanent staff members. College administration will fill the vacant post as early as possible after green signal from government authorities.
- 2.10. **Legal Compliances** – College strictly believes in judiciary system and always follows rules at each and every time of activity. Still college has grievance cell for speedy redressal mechanism.
- 2.11. **Creating Institutional Brand Image** – College had one foreign student who took admission to BCA at our college during 2018-19 and successfully completed his degree in 2020-21. This defines we have created a good image. We will try to create brand in nearer future.
- 2.12. **Research & Development** – College has Institution's Innovation Cell (IIC) for thorough progress in research & development. College regularly organizes seminar / workshops on entrepreneurship, research methodology, IPR for students and faculty members.
- 2.13. **Social outreach programs** – College has active NCC Unit, NSS Unit and UBA 2.0, through these units college regularly conducts social outreach programs for the welfare of common man of the society in the nearby population. We are trying to increase the number of existing social outreach programs and will expand it to various geographies and sections of societies in the next five years.
- 2.14. **Monitoring and evaluation** – College has internal examination committee which looks after effective monitoring and timely implementation of the internal examination and procedure of evaluation.





- 2.15. Employment – College has efficient Training and Placement cell to provide employment to students in corporate world. College also regularly organizes workshop on soft skill development and entrepreneurship for employment and startup respectively. College will try to frequency of campus drive for more employment.
- 2.16. Supporting Students from Disadvantaged Backgrounds – Though the college is located in urban area but most students are from rural background with several social and economic problems. Such students are supported by bridge courses. College is a part of Pradnya Parisar to maintain emotion friendly campus and will make students enough strong to fight such emotional issues of life.

### **3. THE ROLE OF THE HEI IN CONTEMPORANEITY**

The Role of HEI in contemporaneity is to educate for the constant change, through development and induction of skills and competencies of critical rationality which provides the intellectual willingness for permanent change and production of new knowledge. The role of the HEI is to instill among the learners a deep-rooted pride in being Indian, not only in thought, but also in spirit, intellect, and deeds, as well as to develop knowledge, skills, values, and dispositions that support responsible commitment to human rights, sustainable development and living, and global well-being, thereby reflecting a truly global citizen. The HEI has a major role in the affirmation of a development project and the national sovereignty in the conditions of globalization of the contemporary world. Higher Education, thus, is a fundamental tool to combat poverty, eradicate misery and promote economic and social development, through the formation of responsible and active citizens committed to the construction of societies focused on defending peace, human rights, and democratic values. To achieve that, it's necessary to find a new structure of academic and professional formation and to renew its faculty practices with the incorporation of new teaching methodologies and new information and communication technologies.

### **4. FUTURE PERSPECTIVE**

Human resource and physical infrastructural development and installation of latest technology in the laboratories undoubtedly place this College as a premier one in the region. The college has been enormously supplying to the needs of the human resource development of the state and will continue to render its services to meet the global scientific and technological challenges of the future times.

### **5. GOALS -**

The general goals of the college are focused on citizen formation, based on ethics, pluralism, democracy, contemporaneity, and its mission. They involve the formation of values; introduce their actions in moral, cultural, scientific, and technological order that struggle to account for changes in society. To prepare faculty, technical-administrative staff, students and alumni so they can select and learn the new information and communication technologies in the teaching-learning process and research and community service activities. To enhance college management, consolidating the process of planning and evaluation and the information systems, with state-of-the-art technology, so that they serve the administrative, academic, and human resources areas as facilitators with efficiency, efficacy, and effectiveness.





## **6. GLOBAL GOALS**

We have one foreign alumnus. We will try to attract more and more foreign students to take admission in our college. We will also try to tie up with foreign universities for online certificate courses which will provide a global platform to our faculty members and students.

## **7. INSTITUTIONAL PEDAGOGICAL APPROACH**

The fundamental methodological principle that guides all pedagogical activities is flexibility, communicating with ample and diversified competencies required by the job world, and, above all, with the new challenges of the "knowledge society".

We will try to make innovative and flexible curricula for holistic, multidisciplinary and interdisciplinary education.

### **TEACHING POLICY**

We will form teaching policy which can give justice to NEP 2020.

### **RESEARCH POLICY**

College has its own research policy which is beneficial to maintain the research culture among the faculty and students. Still we can make necessary modification in the same as per NEP 2020.

### **7.3 - COMMUNITY SERVICE POLICY**

We are well known in our vicinity for timely service to community. In Covid 19 pandemics we served the society through NSS, UBA and NCC. Through UBA and NSS we donated food kits to the needy families in adopted villages. Our 33 NCC cadets served as Covid warriors in the pandemic. We are bind by our principles to serve the society, when there's need. We will try to serve humanity in all the possible corners of the society.

### **7.4 - MANAGEMENT POLICY**

We have visionary and supportive management and as we are with A+ grade (CGPA 3.52), CPE Status, STRIDE and Paramarsh scheme of UGC confirms the same.

### **7.5 - SOCIAL RESPONSIBILITY**

College regularly engaged in blood donation camp, Pulse Polio rally, AIDS awareness rally, gender sensitization activities and many more. As per NEP 2020 we will make necessary improvement to prove ourself better in socially responsible.

## **8. SERVING PEOPLE WITH SPECIAL EDUCATIONAL NEEDS**

College believes in education is right of every citizen. With this belief we have wheelchair and ramp facility, wherever required. We have bridge courses and skill enhancement courses which helps the needy students for startup and employment. We have transparent admission process and provide equal opportunity of getting job through our Training and Placement Cell.

## **9. FACULTY**

The most important factor in the success of higher education institutions is the quality and engagement of their faculty. We have most efficient teaching faculty with 85% having highest qualification i.e., Ph. D. Management has transparent mechanism of appointment and promotion. Most of our faculties are Recognized Research Supervisors and involved in research activities. College regularly organizes workshops / Seminars on relevant themes of Pedagogy to keep our faculty members updated and enthusiastic. We will try to increase the temperament of faculty members by introducing rewards, awards and recognition at college level.



## **10. TECHNICAL – ADMINISTRATIVE STAFF**

College has well trained Technical – Administrative staff required for efficient functioning of administration. College also promotes, motivates and supports technical – administrative staff to participate in training programs for their improvement, as if required.

## **11. STUDENT BODY**

College has clean, green, eco-friendly, tobacco-free and safe campus. Most of the departments have students' club for conducting various curricular, co-curricular and extra-curricular activities. College has transparent policy to form college level students' body giving representation of each and every class. This students' body monitors activities of college administration and gives necessary inputs for smooth functioning and to maintain harmony in the campus.

## **12. STRATEGIC PROGRAMS/ GOALS**

1. Through-out the year college is regularly engaged in organizing various conferences, workshops, seminars, guest lectures, competitions, sports & cultural activities and other students' related activities.
2. Every year at the beginning of academic year publishes admission notice in local newspapers to appeal under-represented students to come in main stream.
3. College is committed to enhance its overall NAAC grade
4. College is aimed to procure DBT Star College Scheme
5. In upcoming years college will focus on upward trend in its number of placement ratio through its Training & Placement Cell
6. College is focused to increase its communication with its stakeholders via organizing parents meeting, CDC meetings, alumni meets, student feedbacks etc.
7. In future college is aiming to organize various invited lectures to employ socially and economically through MPSC/UPSC, SSB and various competitive exams.
8. College has its own registered alumni association and through this association college is willing to organize alumni meets twice a year for its curriculum quality enhancement.
9. College is willing to provide assistance to neighboring institutes in terms of educational and technical support.
10. College is planning to foster its clean and green campus by planting 500 trees in its campus and by decreasing its dependency on traditional energy resources (increase use of solar energy)
11. Through the various activities organized by NCC, NSS, Unnat Bharat Abhiyan college is willing to maintain communal harmony and annihilation of blind superstition.

## **13. DEVELOPMENT OBJECTIVES**

- 13.1 Curriculum Excellence Objectives (for universities/ autonomous colleges only)
- 13.2 Pedagogical Excellence – To implement the syllabus by enhancing student learning experience with innovative tools and techniques.
- 13.3 Academic Administration – To form essential college level committees for proper implementation of NEP 2020.
- 13.4 Examination Reforms – To make Teaching – learning process more innovative.
- 13.5 Infrastructural Development & Maintenance – To increase the number of ICT rooms.





13.6 Partnering with Knowledge Hubs – To make collaboration for knowledge with foreign universities.

13.7 Automation and Information Technology – To make campus paperless i.e., completely digital.

13.8 Stakeholders Involvement – We always involve our students, alumni, management and other stakeholders in our decision making.

13.9 Manpower Management – To increase the use automation, this will be helpful in proper manpower management.

13.10 Legal Compliances – Every procedure of any activity is transparent, so there are fewer chances of complications.

13.11 Creating Institutional Brand Image/ Ranking – To attract more foreign students.

13.12 Research & Development – To motivate and promote students for innovation through IIC.

13.13 Social Outreach Programmes – To serve maximum possible corners of society.

13.14 Monitoring and Evaluation: We believe in continuous evaluation for excellence.

13.15 Employment – To make TPC more efficient by collaborating with maximum corporate industries.

13.16 Supporting Students from Disadvantaged Backgrounds – To increase frequency of bridge courses. To establish emotion expression cell in college campus to release the stress of students from disadvantaged backgrounds.

#### 14. METRICS & TARGETS

Provide the targets against the deliverables as listed below

Indicator(s) Present	Rating	Target Rating (After 5 years)
<b>GOVERNANCE QUALITY INDEX -</b>		
% of Faculty Positions vacant	30%	05%
% of Non-teaching staff to teaching Staff	74.24	76.92
Total no of under graduation programs	06	07
Total no of post graduate programs	14	16
Total no of doctoral programs	04	08
Delay in payment of monthly salary payment of faculty	NA	
<b>ACADEMIC EXCELLENCE INDEX -</b>		
Delay in exam conduction and declaration of results *	NA	
Plagiarism Check *	NA	
Accreditation	Yes	
Teacher Student ratio	1:23.88	1:20
% of Visiting professors *	00	10
% of students passing out with 60% or more marks	59.20	70.00
% of graduates employed by convocation	2.10	10.00
% Number of students receiving awards at National and International level	56	110
% Of expenditure on Library, cyber library, and laboratories per year	39.48	50.00
% Of faculty covered under pedagogical Training	100	100



% Of faculty involved in "further education"	100	100
No foreign collaborations	No	02
Subscription to INFLIBNET	Yes	
<b>EQUITY INITIATIVE INDEX -</b>		
SC Student%	20.88	
ST Student%	5.03	
Gender Parity	1:1.27	1:1
Existence of CASH (Committee Against Sexual Harassment )	Yes	
Existence of Social Protection Cell	Yes	
Language assistance programs for weak Students	Yes	
<b>RESEARCH AND INNOVATION INDEX</b>		
Per-faculty publications	0.64	1.50
Cumulative Impact Factor of publication		2
H Index of scholars		5
% Of staff involved as principal researcher	90	100
% Of research projects fully or more than 50% funded by external agencies, industries, etc.,		5
Total no of patents granted	00	03
% Of faculty receiving national/ international awards	32	50
% of research income	0	1
Doctoral degrees awarded per academic Staff	1	2
% Doctoral degrees in the total number of degrees awarded	1	2
% Expenditure on research and related Facilities	5	10
Digitization of master's and Doctoral thesis	NA	Yes
UPE/CPE	Yes	CPE
% Of Income generated from non- grant Sources	10	25
<b>STUDENT FACILITIES -</b>		
No of new professional development Programs	04	06
Existence of Placement Cells and Placement Plan	Yes	
% Of expenditure on infrastructure maintenance and addition	39.48	60.00
Availability of hostel per out-station female student	Yes	
Availability of hostel per out-station male student	Yes	
Student Experience Surveys	Yes	
<b>Infrastructure and Others -</b>		
%Income generated from training courses	0	1
% Income generated from consulting	1	2
Computer coverage	Yes	100%
Internet connectivity of Campus	Yes	



## **15. Gap Analysis / SWOT Analysis**

### **Institutional Strength**

1. Well-qualified & committed staff
2. Clean, green and spacious campus
3. Focus on the holistic development of students
4. Variety of courses & ample options for choice
5. Supportive Management
6. Wide range of UG, PG courses & research facility
7. Well-equipped research labs, gym, conference room, indoor & outdoor stadium and independent library
8. Sensitivity towards green initiatives

### **Institutional Weakness**

1. Vacant posts of teaching & non--teaching staff
2. Students from the rural area
3. No industrial zone in the near vicinity
4. A limited number of Add-on certificate courses & research centres
5. No patents
6. No international Linkages & collaboration

### **Institutional Opportunity**

1. Scope of consultancy services to some more departments
2. Increase in the number of research papers published in Scopus
3. Attempts to get grants for more research projects
4. Strengthening institution-industry interface
5. Starting multi & inter-disciplinary need-based courses
6. Enhancing the number of placements
7. Introduction of more PG courses & research centres
8. Participation of more number of students in cultural & sports activities
9. Replacing old instruments with more energy-efficient instruments

### **Institutional Threats**

1. Growing admission of students in open university
2. Backwardness of the region
3. Poor soft skills in the students
4. Rural area
5. Inadequate number of staff



  
**Principal**  
M.S.P. Mandal's  
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