

Adarsh Education Society's

**ARTS, COMMERCE & SCIENCE
COLLEGE,
Akola Road, Hingoli – 431513**



INSTITUTIONAL DEVELOPMENT PLAN

PRINCIPAL

**Adarsh Education Society's
Arts, Commerce & Science College,
Hingoli, Maharashtra - 431513**

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Institutional Development Plan:

1.0 Introduction –

Adarsh Education Society came into existence on 07th November 1966 at a town let called Hingoli. A group of socially-committed, well-educated, visionary and philanthropic minds charged with the feelings of patriotism, compassion, social welfare and humanitarianism led the foundation stone of this institute in the form of Adarsh Education Society. Emerging as heroic torch-bearers in the area, Hon. Shri. Ghanshyamdasji Motilal Kabra, Shri. Nagnath Appa Irannappa Saraf, Adv. Shyamrao Madhavrao Naik, Adv. Uttamraoji Rode, Shri. D. R. Choudhari enunciated this education society. Started as a small and ambitious enterprise somewhere 56 years back, with 224 students and 08 faculties, the Knowledge Tree of Adarsh College has now emerged as the best of its kind institute in the region with the enrolment of 2006 students (including 881 girls) and 28 well qualified faculty positions. The college has its own spacious and beautiful campus of 43 acres at present with 04 double-storied building and 02 Play Grounds covering an area of 5980.48 Sq. m At the outset, it was affiliated to Marathwada University, Aurangabad till 1994 and later on it is affiliated to Swami Ramanand Teerth Marathwada University, Nanded from 1994 till to date. The college is permanently affiliated to the S.R.T.M. University, Nanded. It has been recognized under 2(F) in 1983 and 12(B) in 1995 of the UGC Act. Acknowledging the importance of the NAAC accreditation as a quality enhancing measures, the college set up IQAC-ACH as a strategic planning cell on 15th January 2003 to build and ensure quality culture and meet the academic requirements of excellence and challenges ahead with zeal to serve substantially, Hingoli is listed under special focus district and PMO's 121 minority district (Maharashtra 19, Hingoli - 8). UGC recognized Hingoli as educationally-backward, disadvantaged and agriculture based rural area Hingoli and its suburbs. The institute constantly strives its best to maintain the quality.

2.0 Vision, Mission, Goals and Objectives -

VISION

TO FOSTER AND INTENSIFY THE DESIRE OF KNOWLEDGE AMONG THE STUDENTS HAILING FROM RURAL AREA AND TO ACHIEVE THEIR SUSTAINABLE MULTI-DIMENSIONAL DEVELOPMENT.

MISSION

1. The focus of College is on integrated and multidimensional development of students' personality.
2. Propagation / inculcation of values enshrined in the constitution of India.
3. Excellence in education with social relevance, dissemination of knowledge keeping pace with time.

Goals

1. To introduce employment oriented/applied courses/subjects as and when required.
2. To plan, supplement and evaluate teaching and learning process at micro level using modern teaching technologies.
3. To organize educational programmes like conferences, seminars, workshops, guest lecturers of eminent personalities, educational tours etc.
4. To promote and encourage research and consultancy activities among the students and faculties.
5. To organize various extension programmes for the development of the values like National Integration, Patriotism, Humanism, Equality, Socialism, Secularism, Scientific temper, Democratic attitude etc.
6. To develop and modernize the infrastructure of the institute from time to time.
7. To organize social, cultural and sports activities and encourage students to participate in such activities.
8. To provide the mechanism of feedback about the faculties and the institute from the students.
9. To adopt new managerial concepts in administration.
10. To foster global competences among the students.

Objectives

To foster among the general masses and specially the students hailing from rural places, the desire for knowledge and to increase the intensity of this desire continuously and thus foster the intellectual, physical, educational and cultural development by establishing and managing educational institutions and initiating such other activities calculated to facilitate the above development and progress.

3.0 Institutional Basic Information :-

3.1 Institution identity

- **Name of the Institution** :- Adarsh Education Society's Arts,
Commerce & Science College, Hingoli-
431513
- **Is the Institution approved by regulatory body** :- Yes
- **Furnish approval no.** :- Maharashtra Gov. Letter No. UMF 4667
Dated 28/11/1967
- **Type of Institution** :- Government Aided.
- **Status of Institution** :- Constituent Institution.
- **Name of Head of Institution and Project Nodal Officers**

Head and Nodal Officer	Name	Phone	Mobile	Fax	E-mail
Head of the Institution	Dr. V. B. Aghaw	02456-221749	9922228656	02456-221749	adarshcollege208@gmail.com
RUSA Institutional coordinator	Mr. A. K. Pathan	02456-221749	8806268184	02456-221749	khanchemi@gmail.com

Nodal Officer					
Academic Activities	Dr. R. R. Pimpalpal	02456-221749	7020017433	02456-221749	drpraju.2006@gmail.com
Civil Work including Environment Management	Dr. P. P. Joshi	02456-221749	9595648535	02456-221749	drprashantjo@gmail.com
Procurement	Dr. S. S. Nagarkar	02456-221749	9657572981	02456-221749	drssnagarkar@gmail.com
Financial aspects	Dr. A. B. Gattani	02456-221749	9850247848	02456-221749	gattanisir@gmail.com
Equity Assurance Plan	Dr. S. P. Hatkar	02456-221749	8805499012	02456-221749	schnhatkar@gmail.com

3.2 Academic Information

UG/PG/Ph.D. programs officer in Academic year 2022-23

Sr.No	Title of Programs	Level (UG,PG, Ph.D.)	Duration (Years)	Year of Starting	Sanctioned Annual Intake	Total Student strength
1	B.A.	U.G.	3	1967	960	693
2	B.Com.	U.G.	3	1967	720	352
3	B.Sc.	U.G.	3	1968	480	271
4	B.C.A.	U.G.	3	2001	240	134
5	B.C.S.	U.G.	3	2000	240	118
6	M.A. Hindi	P.G.	2	1997	160	11
7	M.A. Marathi	P.G.	2	1998	160	23
8	M.A. Sociology	P.G.	2	1998	160	26
9	M.A. Political Science	P.G.	2	1998	160	159
10	M.Sc. Zoology	P.G.	2	2020	66	65
11	M.Sc. Botany	P.G.	2	2022	30	22
12	M.Sc. Chemistry	P.G.	2	2022	30	30
13	M.Sc. Comp. Sci.	P.G.	2	2004	60	36

14	M.Com.	P.G.	2	1982	160	120
15	D.B.M.	Diploma	2	1982	80	00
16	Ph.D. Hindi	Ph.D.	---	2009	***	08
16	Ph.D. Botany	Ph.D.	---	2010	***	02
18	Ph.D. Zoology	Ph.D.	---	2010	***	17

- Whether Institution is accredited? :- Yes
- Grade :- B+
- When :- 2016
- Accreditation Status of UG Programs :-

Title of UG Programs being offered	Whether eligible for accreditation or not ?	Whether accredited as on 31 st March 2023	Whether Applied for as on 31 st March 2023
B.A., B.Com., B.Sc., B.C.A., B.S.C.	Yes	Yes	N.A.

- Accreditation Status of PG Programs :-

Title of UG Programs being offered	Whether eligible for accreditation or not ?	Whether accredited as on 31 st March 2023	Whether Applied for as on 31 st March 2023
M.A., M.Sc., M.Com.	Yes	Yes	N.A.

3.3 Faculty Status (Regular / on Contract Faculty as on March 31st 2023

Faculty Rank	No. of sanctioned Regular	Present Status : Number in Position by Highest Qualification												Total Number of regular faculty in position	Total Vacancies	Total Number of Contract faculty in position
		Doctoral Degree				Master Degree				Bachelor Degree						
		Engineering		Other		Engineering		Other		Engineering		Other				
R	C	R	C	R	C	R	C	R	C	R	C	R	C			
1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17
Prof	N.A.	**	**	**	*	**	**	*	*	**	**	06	*	**	**	**
Asso. Prof	N.A.	**	**	**	*	**	**	*	*	**	**	02	*	**	**	**
Asst. Prof	N.A.	**	**	**	*	**	**	*	*	**	**	19	*	**	**	**
Total	45	**	**	**	*	**	**	*	*	**	**	27	*	27	26	63

3.4 Base line Data (All data given for the following parameters to all disciplines)

Sr. No.	Parameters	
1	Total Strength of students in all programs and all years of study in the year 2022-23	2006
2	Total Women students in all programs and all years of study in the year 2022-23	881
3	Total SC students in all programs and all years of study in the year 2022-23	608
4	Total ST students in all programs and all years of study in the year 2022-23	293
5	Total OBC students in all programs and all years of study in the year 2022-23	250
6	Number of fully functional P-4 and above level Computer's available for student in the year 2022-23	87
7	Total number of text books and reference books available in library for UG and PG	90677
8	Student- teacher ratio	01:34
9	% of UG students place through campus interviews in the year 2022-23	0.3302 (05)
10	% of PG students place through campus interviews in the year 2022-23	1.016 (05)
11	% of high quality under graduates (>75% Marks) passed out in the year 2021-22	--
12	% of high-quality Post graduates (>75% Marks) passed out in the year 2021-22	--
13	Number of Research Publications in Indian refereed journals in the year 2022-23	80
14	Number of Research Publications in International refereed journals in the year 2022-23	00
15	Number of patents obtained in the year 2022-23	02
16	Number of patents filled in the year 2022-23	00
17	Number of Sponsored research projects completed in the year 2022-23	04
18	The transition ratio students in percentage from 1st year to 2nd year in the year 2022-23 for : (i) All students	64.247 % (0.64247:1)
19	IRG from student's fee and other charges in the year 2021-22 (Rs.in lakh)	27.57
20	IRG from externally funded R & D projects, consultancies in the year 2021-22 (Rs.in lakh)	00
21	Total IRG in the year 2022-23 (Rs.in lakh)	1149.95
22	Total annual recurring expenditure of the Institution in the year 2021-22 (Rs.in lakh)	1149.95

4.0 Executive Summary

4.1 Institutional Background -

The Institute is proud to state that NAAC accreditation grade is B + with CGPA score 2.54 in the second cycle. The college has been ever ready to address the educational problems and needs of the students. So, it has been taking necessary care to provide the rural students, groping in the darkness of poverty and ignorance, access to quality education in the best possible way.

The institute has been continuously striving its best in developing and effecting necessary reforms in respect of infrastructure, learning resources, faculty updating, ICT-enabled teaching learning process, modernized administration and management so as to achieve its envisioned objectives. The college bears almost all necessary student support facilities like naturally-ventilated and sufficiently-furnished 26 Classrooms, spacious 02 Play Grounds, Hostels, Seminar Hall, Amphitheatre, Cafeteria, Safe Drinking Water facility, Internet with LAN facility, separate Vehicle Stand, Computer Laboratory, Poor Boy's Hostel facility, Women's Hostel, Competitive Exam and Career Guidance Cell, various academic and student association like Commerce Association, Science Association, Mathematic Board, etc. supply of regular electricity with arrangement through Generator and Inverter facility.

The institute has witnessed a great leap in teaching, research and extension activities in terms of quality enhancement through updating of teacher's quality, learning outcome, quality research, well-planned, ICT-enabled teaching learning and well organized extension activities.

The college has the privilege of being the only institute in the district that runs 09 PG programs on non-grant basis and two P.G. programmes are under process. The institute is the only university recognized research centres in the district in three subjects: Hindi, Botany, and Zoology having produced 16 Ph.D.

4.2 Access to Higher Education -

Focus of the institution is on integrated and multidimensional development of student's personality. Being a multi faculty institute its offers B.A., B.Com., B.Sc., BCA, B.SC. (CS) courses at U.G. level and M.A. - Hindi, M.A.- Marathi, M.A.- Sociology, M.A. – Political science, M.Com., M.Sc. – Computer science M.Sc.- Botany, M.Sc.- Zoology, M.Sc.- Chemistry and Diploma in Business Management at P.G. level affiliated to Swami Ramanand Teerth Marathwada University, Nanded. As well as two P.G. Course are in process. BCA, B.Sc.(CS) and all P.G. are self-financed courses.

The Institute provides ample opportunities to the students offering relevant elective options courses which can develop their skills or practical knowledge. Some of the teachers of this institute are member of Board of Studies of the affiliated university in which they play a vital role in curriculum design and development.

The curriculum is strengthened and supplemented by 11 Certificate and Value-added Courses. There is also provision for 21 dual degree courses in the Distance Education Mode in which 03 of them are offered by Y. C. M. O. University, Nashik and 18 of them are offered by S. R. T. M. University, Nanded.

The academic calendar of the Institute has the detailed programme schedule of the year. The daily teaching diaries are maintained by the teachers in which the record of the teaching plans, lectures etc. are maintained. Moreover, problem solving exercise, field visit, case studies, survey and excursions including industrial visits, hand on experience and project work ensure skill development in relevant subject areas of the study. The college facilitates innovative teaching-learning process through seminar, workshops, National Conferences based on the curriculum, audio-visual mode of teaching, study tours, field work and up gradation of laboratories.

The Institution has the aim to provide quality education, skill oriented learning and empowerment of students in all spheres of life. Institute ensures the transparency in the admission process by publishing prospectus and all relevant information on institutional website. Same information is displayed on notice board, newspaper advertisement, pamphlets, local cable network etc. The intake capacity for various UG & PG courses is more than number of students seeking admissions to various courses. Therefore, admissions are given on first come first serve basis considering qualifying marks.

The institution follows reservation policies by abiding the rules and regulations given by State Government and S.R.T.M. University, Nanded. GOI/EBC/Free-ship scholarship is provided to such weaker sections. Relaxation is given in admission fee to the economically weaker sections and sport persons. The institute provides facility of wheel chairs, Library books are issued at ground floor to differently able students. The Institute also conducts remedial coaching classes for slow learners to better their academic performance. Institute provides additional study material and ICT facility for advance learning. The institute sensitizes its staff and students on issues such as gender equity, inclusion, tolerance and harmony towards cultural regional linguistic, communal socioeconomic and all other diversities. Institute encourages to improve quality of environment by performing environmental and energy audit and taking green campus initiative by plantation in and out of campus.

Faculties are consistently engaged in minor research projects, conferences, seminars, workshops so that they get potential for effective teaching and acquire advanced knowledge. Most of departments are provided computers with internet and LCD projector. The institute nurture critical thinking, creativity and scientific temper among the students.

The faculty adopts innovative approaches to teaching learning by introducing Internet / LCD Projector / fieldwork / visits to industries / institutes, excursion tours etc. Academic support, personal and psychosocial support, and guidance services are provided to students. Institute has three research centers in the subject Botany, Zoology and Hindi to promote research. The Institutional library purchases books and subscribes to various newspapers and journals of national and international level. Institution has Competitive Exam and Carrier Guidance Cell which provides Books and ICT facility for preparation of various kinds of competitive examinations. The internet facilities are provided to the students in the CE & CG Cell and some departments.

Syllabi and question papers of the University examinations are kept in the reference section of library. Some of the departments have departmental libraries, which complement the Institutional library. The teaching learning atmosphere provides high result percentage of students with compared to other colleges of the district. The institute monitors/evaluates the quality of teaching-learning through IQAC. Feedback from all stakeholders is also collected and used to monitor/ evaluate it. There is mechanism for redressal of grievances with reference to evaluation. Examinations held as per the university schedules. For proper evaluation of the students, internal, home assignments, projects, tutorials etc. are undertaken.

The Institute gives opportunity to students for their academic, co-curricular, extracurricular and personality development. This is done through various program's organized by Institute such as Azadi ka Amrut Mahotsav, Tiranga Rally, NSS / NCC camps, social awareness rallies, plantation, blood donation camps, parents' meetings, alumni meet, which are held regularly. Sports students and meritorious students are felicitated for their good performance. Academic development is done successfully by monitoring programs and schedules which follow the University guidelines and the sincere efforts taken by both teaching and non-teaching staff.

The Institution has formulated a research committee that promotes and recommends improvement in research culture. The committee motivates the faculty to undertake research projects and publish research papers.

Presently the institute has three research centers with four recognized research guides attached to it. The institute has well equipped laboratories, well developed automated library

with internet facility, LCD Projector, on screen projection microscope, reprographic facilities & research journals are available. Institute organizes State & National level conferences which involve active participation of staff and students. Activities such as “Avishkar research Festival”, National science day celebration, poster presentation, guest lectures etc. are undertaken by various students associations to develop scientific temper, research culture and aptitude among students. Many eminent scientists and personalities have visited our institution.

Extension activities and outreach programs are organized through NSS and NCC units. It also organizes various programs & rallies such as Azadi ka Amrut Mahotsav, Tiranga Rally Sadbhavana Divas, Samata Din & Samajik Nyay Din, blood donation camp, AIDS Rally, Voters Awareness day, Yoga , Essay & elocution competition.

The Institute is thoughtful about the availability of the sufficient and quality learning resources and infrastructure. The institute has two buildings mean for Hostel use; one with the accommodation capacity of 72 students is used as a Women’s Hostel and the other building with the accommodation capacity of 36 students is used as a Boy’s Hostel. 02 Play Grounds covering an area of 21735 Sq. m is also available for students. The available infrastructure of the institution is in accordance with academic growth. A good and automated library spread over an area of 249.07 Sq. m is a special feather in the cap of our institute. The library avails OPAC system for effective exchange of books. N-List and INFLIBNET facilities are also provided to the students. A well-ventilated and furnished Reading Room with the seating capacity of nearly 100 students is available adjoining the library. A rich library with approximately 90677 books and 16445 reference books 3 lakh e-book.

To ensure stakeholders access to computer literacy, the institute promotes students and faculties’ maximum involvement in computer and internet use. The LAN facility is available on the campus. The institute has constructed a working compound wall to ensure discipline and student safety. The Indoor sports stadium is under full working condition with facility of Gym and provide monthly subscription facility for other’s to play Badminton. The Institute has a mechanism for maintenance and up keep of the infrastructure and equipment’s of the college.

The institute ensures and realizes its sense of commitment and accountability towards its stakeholders as a part of this a website designed and maintained to provide information about the institute. It also publishes its updated and comprehensive prospectus annually to furnish the students with all the information, like institute along with its vision, mission, goals and objectives etc.

Students participating in various University, State, National and International competitions are provided with TA/DA, recommendation for State Transport and Railway Ticket concession and track suits for university level sportsman etc. Medical assistance to students, health checkup camp, life insurance, first aid box is some of the additional facilities available with the institute.

The institute has a Competitive Exam and Career Guidance cell with a library and internet facility. This cell guide students on their aptitude and career options in current exams and mock interviews on the pattern of UPSC / MPSC. It also organizes the guest lectures of eminent scholars. Our faculty informally counsels' students about their career choice at the time of admission. Some of the department conducted a remedial coaching class for the slow learners. The institute organizes study tours, excursion tours historical visits, organization of guest lectures of eminent persons, visit to advanced learning centers promoted students to participate in conferences, Workshops , Avishkar research festival; wall paper publications, present seminars using ICT as a form of innovative learning strategies.

The institute publishes its annual magazine “Azadi ka Amrut Mahotsav” to provide a platform for students to voice their artistic creativity in the form of poems, scholarly articles, knowledge bank etc. Every year a special theme is selected for the magazine by the editorial board comprising students. A capital investment awareness camp, entrepreneurship development program, a workshop on the career opportunities in banking sectors etc. are organized to develop entrepreneurial traits among the students.

The institute has a student grievance redressal cell and women empowerment cell to address grievance related with students and issues pertaining to sexual harassment. The institute ensures satisfactory redressal of the reported grievances. There is a special anti-ragging cell constituted as per the UGC norms to curb the ragging activities.

Innovative practices such as use of ICT in teaching and learning remedial class, short term courses, and bridge courses in their respective subject are undertaken. Guest lectures of eminent persons are organized in the institute.

“Garib va hotkaru Vidyarthi Vidyarthini Vastigrah” facility is available for poor (Garib) and studious (Hotkaru) students. This is one of the unique facilities run by teaching faculty. Various students have taken benefits of this facility.

4.3 Equity measurements:

Total students enrolled from SC ST OBC category is 1485 which is 74.02 % of total students and the girls' students are total 881 which is 43.91+ % of total students IDP of our institute has placed a special emphasis on the equity front the IDP Proposes scholarship schemes, motivating lectures, special counselling, guest lectures and soft skill development and Professional development programmes

In order to motivate students from SC, ST, & OBC the various programme are executed to achieve its goals by the institute. It also earnestly hopes to inculcate values like integrity, character, self-reliance, self-respect, secularism, scientific point of view, humanism, respect for natural and cultural diversity, dignity of work and constitutional values. The institute is proud to have a well-developed Competitive Exam and Career Guidance Cell with an updated Library and Reading Hall with ICT facility. Currently, 180 students are, selected through a competitive aptitude exam conducted by the cell, enjoying their competitive study. The cell tries its best in guiding and counselling the aspirants from competitive arena by organizing informative guest lectures of eminent scholars and conducting various competitive exams.

4.4 To Achieve Excellence:

The college is well aware of the latest innovations in science and technology tools in the effective delivery of educational services making teaching learning process more students friendly. The institute is consistently trying to wake up the rural students to the fact that technology is the gateway of the new world. So faculties and students are encouraged to employ ICT tools optionally in the teaching, learning and research activities. As a part of this move, the college has fully computerized its administrative office and automated library with software like SOUL with latest configuration. Some of the departments from science employ LCD projectors and on screen microscope projection and laptop's, iPad's in the teaching learning process. Students are promoted to present their seminars using power point presentation.

The college is sincerely marching towards its estimated goal of Academic excellence. It has launched internal quality assurance cell to sustain and enhance the quality of the institute. It has devised innovative mechanisms like feedback mechanism. Academic calendar, Teaching Plan, Teacher's Diary as a bench marking tools of excellence. The college is always in pursuit of all round excellence in all the works of academia. Its resolve to go for second cycle of reaccreditation speaks volumes of its quest for excellence.

The IDP has included proposals which will enhance the excellence- Sanctioned and implemented proposals on new programmes, infrastructural development, seed money for research expansion of lab space, modern equipment's, faculty development programmes are expected

4.5 Details of SWOT Analysis

4.5.1 Methodology

The Data for SWOT analysis has been collected from all the departments from our Institute. Our Institute has reaccredited last year by NAAC and huge data has been collected from the departments. The data available is classified in to various categories like faculty, student, infrastructure etc. The discussion with HOD's and Individual faculty members help the planning team to understand strength and weakness of the institute

4.5.2 Inferences derives from SWOT Analysis

A) Strengths

- 1) A good reputation in the area with well qualified, devoted, humane and Co-operative staff. – Our institute is the first in the district which has the history of 56 years. It has a good reputation and respect in the district. The staffs are well qualified mostly with Ph. D. and NET/SET.
- 2) Campus area of 43 acres including Playground, Botanical Garden, Boys and Girls Hostel and adequate infrastructure with well-equipped Laboratories – A good advantage of our institute is having a campus area of 43 acres which includes bigger playground, Botanical garden, Laboratories and separate administrative Building etc.
- 3) A rich, well-furnished and computerized library having 38045 text books, 16445 reference books, 6000 e-journals, 60 journals, 3135000 eBooks and 250 CD and videos. Our library is one of the biggest in the district.
- 4) Good research culture/participation of faculties in Research Activities- Our institute has developed a good research culture 4 minor research project have been submitted in the last year and 4 MRP are ongoing. 35 books and book chapter have been published and 80 research papers were published in the last year. There are 13 Ph.D. guides and 42 Ph.D. students are registered under them

- 5) Players representing our college in inter university tournament – 07 students from our Institute have been represented in the University in various sports activities like Hockey, Kabaddi and Kho-Kho. Girls also actively take part in Kabaddi and Kho-Kho and have won inter college Tournament.
- 6) Availability of Distance Education Programs SRTMU, Nanded and YCMOU, Nashik courses – Along with regular mode of UG and PG Programs our Institute offers, distance education programmes of SRTM University Nanded and YCMO University Nashik
- 7) Growth of academic result and quality performance of the students – For the last few years academic result of the student has increased average result of the last year was 85.10 %.
- 8) Poor Boys Hostel run exclusively by the teaching faculty as a noble practice – Hingoli is a educationally backward district, listed in special focus district and it is also listed in PMO's 121 minority district as declared by central government and Identified by UGC most of the students are from rural area and having financial problems. To overcome this problem teachers started this scheme by collecting 500/-Rs per month per teacher and 100/-Rs per month per non-teaching staff. In the last year 20 students were benefitted by this scheme.
- 9) Special student support facilities – Cafeteria, Consumer Store, Competitive Exam & Career Guidance Cell, Remedial Class, Vehicle Stand, various students' forums like Commerce Association, Science Association etc.
- 10) Availability of faculty welfare systems like Adarsh Credit Co-operative Society– A teaching and non-teaching staff of our institute has established Adarsh Credit Co-Operative Society where needy people can get the personal loan up to 1500000/- Rs

B) Weaknesses -

- 1) Less number of Post Graduate courses – Our Institute is having only 9 PG courses and as per the requirement of Society more PG programs has to be introduced.
- 2) Lack of consultancy services, Lack of placement services – The Scope of Industry – Academic Interaction is limited as there are not many large scale Industries. This has led to the problem of Campus Placement and Consultancy Services of Students.
- 3) Lack of well-developed modern language laboratory.
- 4) Lack of linkages and collaboration.

C) Opportunities -

- 1) Great scope to develop the campus with maximum utilization of the available resources like land, infrastructure and well qualified faculty.
- 2) To encourage faculty to undertake maximum quality research attending the problems of local area and develop e-content.
- 3) To promote faculty to be techno-savvy and employ ICT more effectively in teaching learning courses.
- 4) To undertake more professional courses for increasing employability of the students.
- 5) To implement best practices like Earn and Learn Scheme for economically-disadvantaged and industrious students.
- 6) To promote e-literacy among faculty, non-teaching staff and students.
- 7) To setup modern English language laboratory for training students in effective English learning and speaking.
- 8) Some of Faculties from the institute have submitted the Minor Research Projects. So now there is much Scope in Major research project.
- 9) To provide placement services.
- 10) Opportunity to start consultancy services.
- 11) Make MoU's with reputed institutions.

D) Challenges -

- 1) The college, being in an educationally backward zone, there is extremely high level of indifference about higher education among the rural area students.
- 2) Lack of industry leading to failure in providing job placements in the area.
- 3) Students preferring to take admissions in Open University and Distance Education Courses.
- 4) Declining strength of students in second year.
- 5) To increase girls participation in sports.

4.5.3 Based on SWOT Analysis the strategic plan developed for Institutional Development

Our institution has strategic plan which rests on the following points –

i. Access to Higher Education –

The Strategy of our institute is not only increasing students GER by introducing new courses but also by expanding existing programmes and infrastructure.

- A) Expanding Classrooms and Labs - Due to increase in number of students, we need to expand our existing classrooms, labs, ladies room, common room etc.
- B) Expanding Boy's hostel Facility – The present hostel facilities are not sufficient due to increase in student's strength. Most of the students prefer college hostel hence it is necessary to expand hostel and infrastructure.
- C) Expanding Library Facilities – Our library has sufficient number of books as compared to other institute in our district, so there is urgent need for separate library building and infrastructure. The subscription to various journals viz Wiley, T & F, Elsevier etc is necessary for research.
- D) Expanding ICT facilities and Teaching Aids – Enhancing access with global competence, computer facilities, and teaching audio visual aids needs to be increased. The smart classrooms have to be developed with modern teaching aids to enhance quality.

ii. To achieve more equity –

As our institute is located in the Educationally Backward District of Maharashtra State and is identified by UGC and Central Government, the ideal strategy is to provide facilities to gender, socio-economic and socio-religious groups and socio-backwards in terms of physically and infrastructural, financial support and special learning opportunity. The strategic plans are –

- A) Fifty percentages will be reserved for SC, ST, and OBC students in hostel.
- B) Scholarships schemes for SC, ST and OBC students.
- C) Workshops on gender related issues.
- D) Provision for more facilities for SC, ST and OBC students for preparation of Competitive Examination.
- E) Origination of Subject wise Remedial Classes.
- F) Institute plans to adopt SC, ST and OBC students and monitor their academic performance.

iii. Strategic Plans towards enhancing excellence in Higher Education –

Since Hingoli is educationally backward district notified by UGC and central government, we must emphasis on quality education. In this regard the strategy of institute should be to provide excellent facilities, increase existing infrastructure and social need based quality research. The following steps are aimed in this direction –

- A) Provision of Seed Money for the faculty to do research and publish papers in reputed and peer reviewed journals and presentation of research papers in various conferences.
- B) To organize guest lectures of well-known scientists, industrialists, Economists, Bankers, social workers and Eminent Personalities to enhance quality.
- C) To create positive environment for consultancy, placements and MOUs with various agencies.
- D) To develop new research centres and PG programmes.

4.5.4 How the key activities proposed in the Institution Development Proposal are linked with the results of SWOT analysis.

The institutional development plan activities are categorised into following four types –

- A) Infrastructural and Campus Development – By considering the SWOT analysis and NAAC recommendations and due to the increase in number of students, the expansion of infrastructural facilities like ICT enabled classrooms, language lab, science labs, botanical garden, separate library building, water harvesting technology, solar energy, holly ball court etc. are necessary for excellence in education and campus development.
- B) Faculty support and Development – Faculty positions are not fully filled, so temporary support for existing faculties are proposed. One of the major weaknesses is lack of consultancy services. Hence institute plans to sign MoU's with different agencies.
- C) New Courses – another weakness of our institute is less number of PG courses. So institute proposes to start new PG courses and skill oriented programme.
- D) Research Development – Here is a great scope for development of research environment and to encourage the faculties for innovative research, high impact factor journal publication and to undertake minor and major research projects.

4.5.5 Action Plan for PG Programmes and Starting of New PG Programmes

Our institute is running currently 09 PG Programmes including M. A. (Political Science, Hindi, Marathi) M.Sc. - Zoology, Botany, Computer Science, Chemistry and M. Com. As per the need of the society, we would like to increase infrastructural facilities, laboratories, new software, ICT facilities etc.

Concerning about the starting new PG Programmes, institute plan to commence PG Programmes in Physics, Mathematics. Institute also proposes P.G. Course in Humanities in the

subject English, History, Economics , Public Administration, where there is a great scope as these PG Courses are not available any institute in the district place.

Institute is also planning to commence PG diploma in Fishery, Sericulture, Banking and Women's Studies.

4.5.6 Provide action plan for improving the academic performance of SC/ST/OBC and academically weak students.

Institute have a plan for SC/ST/OBC students. For academic upgradation, institute will organize semester wise and subject wise remedial classes. In order to meet social difference, faculty will adopt a group of SC/ST/OBC students and monitor their academic and overall performance. To overcome their difficulties, institute will organize motivational lectures and will provide a special counselling. Through the competitive examination cell, the activities like group discussion, mock test, interviews, free coaching and books, internet facility etc. will be provided separately to SC/ST/ OBC students. To increase employability, emphasis will be given on career guidance programmes, entrepreneurship skills and soft skill development.

4.5.7 Provide Faculty Development Plan for the first 24 months for improving their teaching, subject area, and research competence based on training need analysis.

1. Institute encourages faculties for collaborative research to attend national as well as international conferences and promote for conducting research projects funded by government and non-government agencies.
2. Institute promotes faculties by financial incentive for publication in journals with high impact factor and promote society need based research activities.
3. Training for preparation of research project and presentation, time and stress management, IPR-awareness and implementation.
4. MOUs with other institution and industries to achieve excellence in research, training, consultancy and community development.
5. Training to non-teaching and technical staff in recording management, office procedure, MIS and e-governance.
6. Special Training will be provided for non-teaching and technical staff in handling different software's, general computer maintenance.

7. Training to non-teaching and technical staff in developing written and verbal communication, interpersonal communication skill, proactive attitude, spoken English, quality consciousness, professional ethics and respects for individuals, general upkeep of equipment's, health and hygiene, stress management etc.

8. Recreation room for teaching and non-teaching staff

4.5.8 Faculty Development Plan for 24 Months

Sr. No.	Activity	Tentative Schedule
01	Sensitisation on NEP 2020	Dec. 2023
02	One Day Workshop on Stress Management	Jan. 2024
03	One Day Workshop on Human Rights	August 2023
04	One Day Workshop on Personality Development	Jan 2024
05	ICT Training Programme	Dec 2024

5.0 Describe briefly the participation of departments / faculty in the IDP Preparation.

Institute has constituted a committee under the chairmanship of Principal of the college. Along with the Principal, members from IQAC, College Development Committee, Heads of Various departments and representative of different streams are the members of Institutional Development Plan Committee. The institution has ensured the participation of all the departments through a well-designed structure of plan preparation. The Planning team discussed thoroughly with heads of departments, faculty members and administrative staff in the process of IDP preparation.

6.1 Physical and Financial outlay:

Faculty Type	Infrastructure Facilities			Funds Sought from RUSA	Funds from other sources	Private funding if any planned	Justification
		Physical Value (area in Sq. m Mt.)	Financial value (Rs. In Lakh)				
Creation of new facilities	New Study Centres						
	Auditorium	--	--	--	--	--	--
	Administrative Building	--	--	--	--	--	--
	Laboratory	1571.9867					College construction is very old almost 46 yrs. and to accommodate increasing strength of students
	Computer Centre	--	--	--	--	--	--
	Classrooms (Including Technologically enabled Classrooms)	2595.12					College construction is very old almost 46 yrs. and to accommodate increasing strength of students
	Common rooms for students	279.72					Lack of Boys Common Room

	Canteen / Cafeteria	--	--	--	--	--	--
	Others (Please Specify)	--	--	--	--	--	--
	Hostels (Separate for boys and Girls)	--	--	--	--	--	--
	Toilets (Separate for Boys and Girls)	149.058					Existing toilets are not Sufficient.
Renovation / Up gradation of existing facilities	New Study Centres	--	--	--	--	--	--
	Auditorium	--	--	--	--	--	--
	Administrative Building	--	--	--	--	--	--
	Laboratory	--	--	--	--	--	--
	Computer Centre	--	--	--	--	--	--
	Classrooms (Including Technologically enabled Classrooms)	--	--	--	--	--	--
	Library	--	--	--	--	--	--
	Common rooms for students	--	--	--	--	--	--
	Canteen / Cafeteria	--	--	--	--	--	--
	Others (Please Specify)	--	--	--	--	--	--
	Hostels (Separate for boys and Girls)	--	--	--	--	--	--
	Toilets (Separate for Boys and Girls)	--	--	--	--	--	--

New equipment / facilities	Lab equipment						
	Computers	--					
	Book / Journals						
	E-resources						
	Sports Facility						
	Others (Please Specify)						
Total in Rs. in Lakhs							

6.2 Baseline Data

Indicator		Unit
Name of the College	Adarsh Education Society's Arts, Commerce and Science College Hingoli-431513	
Year of Establishment		1967
Category (Govt./Aided)		Aided
NAAC Accreditation (If none, status of an application)		B+
Year of Accreditation & cycle		2.54 Cycle II
Whether included under 12B of UGC Act.		Yes
Area of the proposed college fall under	Pls. Specify (Tier-1/ Tier-2/Tier-3)	Tier 3
Number of student enrolled		2006
SC		608

ST		293
OBC		250
Women students		881
Special Attributes, if any	Our institute is located in educationally backward District of Maharashtra State and is identified by UGC and Central Government.	Special Focus District 18- Maharashtra 8- Hingoli Listed in PMO's 121 Minority District

6.3 Physical and Financial Details

Institution Details

Details of Existing College	New Construction / Renovation (Please Specify)	Physical Value (Areas in Sq. m)	Financial Value (Rs.in Lakhs)
Hostels (Separate for boys and Girls)	-	2270	
Toilets (Separate for boys and Girls)	-	6.179	
Laboratory	-	829.06	
Computer Centre	-	111.01	
Classrooms (Including Technologically enabled Classrooms)	-	1170.57	
Common rooms for students	-	47.38	
Canteen / Cafeteria	-	500	
Academic Building	-	133.78	

Administrative Building	-	98.1985	
Campus Development	-	-	
Library	-	249.07	
Auditorium	-	-	
Sports Facility	-	-	
Books/Journals/e-resources	-	-	

6.4 Details of Proposals with Justification

Institution Details

Item	New Construction / Equipment's	Existing Infrastructure	Proposed Infrastructure	Financials (In Lakhs)	Justification
Laboratory	New Construction	13	10		College construction is very old almost 46 yrs. and to accommodate increasing strength of students
Classrooms	New Construction	22	26		College construction is very old almost 46 yrs. and to accommodate increasing strength of students
Student common Room	New Construction	01(Girls Common Room)	01		Lack of Boys Common Room
Toilets	New Construction	03	06		Existing toilets are not Sufficient.

Equipment's	New Equipment's	--	--		Lack of Advanced instrument and existing equipment are competent with new CBCS syllabi
Computers	New Computers	--	60		To establish Language Laboratory, Increase availability of computers for Students
Books/Journals	New	--	--		To purchase new and latest published reference books as per syllabi
E-resources	New	--	--		To subscribe various Journal to promote research and to acquaint students to Scientific world
Sports Facility	New Equipment's	--	--		To develop sports Infrastructure and to avail basic sports facility for the students

7.0 Summary of the Financial Plan

Summary of Financial Plan

Sources of funds for the proposed Institutional Development Plan

(All figures in Rs. Lakh)

Sr. No.	Name of the RUSA Component	Proposed source of funds						
		Government				Local Community	Industry	Total
		Govt. of India (MHRD)/ State Govt. (THE)	Consultancy Services	Research Grants	RUSA	Panchayat Raj Institutions Urban Local Bodies etc.	Consultancy, Research, Curriculum Development CSR	
1	Laboratory	-	-	-		-	-	
2	Classroom	-	-	-		-	-	
3	Students Common Room	-	-	-		-	-	
4	Toilet	-	-	-		-	-	
5	Equipment's	-	-	-		-	-	
6	Computers	-	-	-		-	-	
7	Books/Journals	-	-	-		-	-	
8	E-resources	-	-	-		-	-	
9	Sports Facility	-	-	-		-	-	

Bomma

Principal