



## 6.2 Strategy development & Deployment

6.2.1 Perspective/Strategic plan and Deployment documents are available in the institution

Since its inception in 1960, the college has been consistently working with a mission to serve the society and provide education to all without discrimination and has carved its own niche in the field of Academics, Research and Extension. The teaching and non-teaching staffs of our college exemplify vibrant dynamism, focused ambition and sustained commitment with detailed execution in their respective fields. The First Cycle of accreditation took place in 2005. The college was accredited with B+ grade. The second cycle was completed in 2010 with A+ grade. Since accreditation, the college has seen remarkable progress in all the areas especially in research. For the Third cycle of accreditation the IQAC has made major contribution in terms of quality enhancement as per the new guidelines. The educational needs today are very different from those of the past and with the changing phase we equip the students with a skill-set required to face this change. In order to make the surrounding stimulating and academically purposeful the thrust is now on research activities.

Since last five years number of Ph.D. holders, Research Supervisors, and Research Papers published/presented shows an upward graph. Mapping the unique individuality of every student, Co-curricular and extra-curricular activities are organized.

Perspective/Strategic Plan:

- To create research ambiance in the institute
- To organize more National/ International conferences.
- To offer more Career Oriented courses and promote Skill Development Courses.
- To increase ICT based teaching-learning for the students.
- To organize more Seminars/ Workshops for teaching and non-teaching staff
- To motivate students for the extension and outreach activities
- To use more Renewable Energy Sources



Shri. Ganeshdas Rathi Chhatralaya Samiti, Amravati's  
**Smt. Kesharbai Lahoti Mahavidyalaya,  
Amravati.**

**Reaccredited with 'A' Grade by NAAC**

**Perspective Plan**

**For the Period  
Academic Year 2015-16  
to  
Academic Year 2025-26**

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## Current Status of the College

### General Profile:

- i. Name and address of the College:** Smt. Kesharbai Lahoti  
Mavidhyalaya, Vidyanagar,  
Morshi Road, Amravati  
– 444603.
- ii. Year of Establishment:** 1960
- iii. College Website:** [www.klmvamravati.in](http://www.klmvamravati.in)
- iv. Institutional Status:** Govt. aided private Institute
- v. Award and Recognition:**  
❖ \*Accredited with 'B' Grade by NAAC in 2004 and reaccredited with 'A' grade in January, 2011.

### ACADEMIC PROGRAMMES RUN BY THE INSTITUTION

UG	:	1. B.A. (Hindi & Marathi Media) 2. B.com (Hindi, English & Marathi Media) 3. B.B.A (English Medium) 4. B.C.A (English Medium)
PG	:	1. M.A. (Hindi) 2. M.A. (Political Science) 3. M.A. (Geography) 4. M.A. (History) 5. M.Com. 6. M.C.M.
Career Oriented Certificate Courses	:	1. Fashion Designing 2. E-commerce 3. Event Management 4 Accounting and Auditing
Diploma Courses	:	1. P.G. Diploma in Taxation 2. P.G. Diploma in Business Management

**SWOT ANALYSIS OF SMT. KESHARBAI LAHOTI  
MAHAVIDYALAYA, AMRAVATI  
2014-15**

**A. Institutional Strength:**

1. A renowned College of the region having a brand image of its own.
2. Imparting education in Commerce and Humanities.
3. Offering academic programmes from undergraduate to research degree level in the emerging areas of knowledge having social relevance and meeting the national and global trends in higher education.
4. Proactive management.
5. Well-developed research culture.
6. Excellent sports facility.
7. Academic flexibility through elective options.
8. Young and enthusiastic teaching staff.
9. Well behaved meritorious and disciplined students, who are committed to holistic development.
10. Intensive Campus placement drives.
11. Only college in the city to run Functional English as an optional subject.
12. Only college in the city to offer Urdu and Persian Literature as optional subjects.
13. Additionally, offers Supplementary English as an optional subject to second language for undergraduate commerce students.
14. Computer and internet facilities are made available to every department.
15. Various student support facilities such as NSS, NCC (both for boys and girls), Placement Drives, Sports, etc. are available.
16. Encouragement to students for participation in various International, National, State, University and regional level competitions.

17. The college library is one of the richest libraries in the jurisdiction of SGB Amravati University, Amravati.

18. High standard of extra curriculum activities and social outreach programmes.

**Weaknesses:**

1. Over burdened non-teaching staff due to restriction on recruitment.
2. Less employment opportunities due to industrial backwardness of the region.
3. Since the majority of students come from rural background or marginalized class, they lack proficiency in English language.
4. College is centrally located which prevents further expansion due to space constraint.
5. Insufficient parking facility.
6. Insufficient staff (Teaching and Non-teaching) due to Govt. restriction on recruitment.
7. Lesser number of linkages and collaborations.
8. Inadequate infrastructure for sports and games.

**B. Institutional Opportunities:**

1. To develop effective industry-institute linkages.
2. To tap up fully the strong alumni base for developing infrastructure and to strengthen student support mechanism.
3. To initiate tie-ups with National and International organisations.

**C. Institutional Challenges:**

1. Developing credible expertise to offer consultancy.
2. To institutionalize diverse courses offering to meet market and societal requirements.
3. Regularization of employment and job Security to Staff in Self-financial section.
4. Inadequate financial support from funding agencies.

To put it in a nut shell, it may be stated that even though much has been done, we realize that much also yet needs to be done.

## **Recommendation of NAAC Peer Team (2010) for Quality Enhancement of the Institution**

- ❖ UG programmes in public administration, psychology, food science and fine arts may be introduced.
- ❖ PG programmes in sociology, economics, political science, public administration and Marathi may be started.
- ❖ M.B.A. and M.C.A. programmes may be introduced on self-finance basis.
- ❖ Diploma/Certificate courses on tourism, hotel management, interior decoration, personality development and leadership, international trade and human rights may be started.
- ❖ Academic linkages may be initiated with leading educational institutions at national level.
- ❖ Library may be modernized with full automation.
- ❖ Commerce lab may be set up and the existing language lab needs to be strengthened.
- ❖ Virtual class room may be set up at the earliest.
- ❖ Career Development Centre may be constituted for the benefit of students.
- ❖ Infrastructure may be improved and augmented.



## INTRODUCTION

IQAC of an institution plays a prominent role in maintaining the momentum of quality in HEI. In the changed scenario IQAC has gained considerable significance in HEIs. NAAC and UGC both have assigned the responsibility of planning, guiding and monitoring Quality Assurance (QA) and Quality Enhancement (QA) activities of the institution on it. At the backdrop of this the College IQAC has undertaken the task of designing a Perspective plan for the period of ten years commencing from the academic year 2015-16 so as to ensure a balanced growth of the institute. The quality indicators of NAAC criteria served as guiding Principle to create Quality Radars and to make out milestones for the future.

### Aims and Objectives of the Perspective Plan

Preparing the perspective plan of an academic institution requires a concerted team effort. Considering the reputation of our college as an institute imparting quality education in commerce and humanities, the college IQAC has identified the broad areas pertaining to its perspective plan:

- I. To create an enabling academic environment for students' all round development;
- II. To mould responsible citizens for the nation;
- III. To establish globally the brand image of the college;
- IV. To emerge as a model college for humanities and commerce education;

The motto behind undertaking this exercise is to develop the core faculties of the inmates identified as three “Hs”

- Head (to gain advanced knowledge)
- Heart (to inculcate human values)
- Hand (to understand the significance of hard work)

These 3’Hs’ in the later years would translate them into a better human being contributing their part in National Development.

To achieve these broad aims, a set of following objectives are identified to be achieved through this perspective plan over the next 10 years:

1. To uphold continuously good academic performance.
2. To inculcate learner centric and effective teaching learning process.
3. To ensure transparency and credibility in the process of students ‘evaluation.
4. To develop a comprehensive system of student mentoring and student support.
5. To inculcate a research culture in faculty and students.
6. To launch more value added and skills development programmes for improving the employability of students.
7. To motivate students for self-employment and to enable them to emerge as entrepreneurs.
8. To empower faculty about emerging trends for academic advancement.
9. To develop infrastructure facilities for creating learner friendly ambience.

## Perspective Plan 2015-16 to 2025-26

### I. Curricular Aspects:

#### I. Overall Perspective of Curricular Planning and Implementation

Area of Concentration	Action Plan
I. Appointment of Qualified Teachers	<ul style="list-style-type: none"> <li>• Appointment procedure to be fulfilled before the start of academic term so that faculty will be available for all subjects to conduct all lectures right from the beginning of the academic year.</li> </ul>
II. To start University recognised Ph.D. Research Centres	<ul style="list-style-type: none"> <li>• To give boost to research activities the college plans to start university recognised Research Centres in various disciplines.</li> </ul>
III. To encourage teachers to participate in university curriculum designing	<ul style="list-style-type: none"> <li>• As the college is affiliated to SGB, Amravati University, it has little say in curriculum designing, but teachers through BOS &amp; other university committees can play an important role in curriculum designing.</li> </ul>

## 2. Strengthening of Existing Programmes:

### I) Quantitative strength:

#### Introduction of Additional Sections of B.Com. & M.Com.:

Our college is a premier institute in commerce studies and taking into account the growing demand for admission in our institute, the college will take efforts to introduce additional sections of B.Com. and M.Com.

### II. Qualitative strength:

<p>a) Active Participation in Curriculum Designing and syllabi update at University Level</p>	<ul style="list-style-type: none"> <li>• Faculty will be actively participating in curriculum designing and development process at the University level by becoming BOS members and members of the subject committees of the respective subjects.</li> <li>• Teachers will also gain experience in designing syllabi for autonomous, certificate, diploma, bridge and remedial courses with academic partners.</li> </ul>

<p>b) Effective Communication of Curriculum Design and faculty Development</p>	<ul style="list-style-type: none"> <li>• The College will effectively communicate the curriculum design and faculty development by organizing subject / syllabus workshops in which academicians, industrialists, subject experts from other institutions and universities will be invited as resource persons.</li> <li>• For effective implementation and to get acquainted with the emerging techniques and trends of the industries and respective subjects, faculty will also be deputed to attend curricular workshops in other centers.</li> </ul>
<p>c) Feedback system on Curriculum</p>	<ul style="list-style-type: none"> <li>• The college will introduce a mechanism to obtain the feedback on curriculum. Its scientific, and systematic analysis and interpretation will be communicated to the concerned authorities/ board of studies for revision and restructuring of the curriculum.</li> </ul>

## II. Teaching, Learning and Evaluation Process

### 1. Transparent Admission Process:

1. The college has a well-established and transparent admission process. It is based on merit and Government's reservation policy and will continue the same process in future too.
2. For admission process the college follows the norms laid down by SGB Amravati University and Govt. of Maharashtra. A high level of transparency is maintained in this regard.
3. In order to make the admission process more convenient and time saving the college plans to digitalise the admission process.

### 2. Monitoring of Teaching-learning Process:

- Immediately after admission, the students will be evaluated on the basis of their basic learning styles and the faculty will prepare strategies to meet different needs of the learners and to bring them on common platform.
- Student-centric teaching system is to be emphasized.

### 3. Introduction of job oriented Programmes:

In collaboration with industrial partners, the college wants to empower our students and enhance their quality through various workshops & short term University approved courses. Further the college will take steps to start UGC/University sponsored Skill Development courses.

#### **4. Recognition of Merits:**

Academic performance of students and achievements of faculty shall be recognized by organizing felicitation ceremony. With our strong alumni base the existing number of endowment prizes will be increased to motivate& recognize the students to a greater extent.

#### **5. Guest Lecture:**

Special lectures of prominent personalities will be organized to broaden the knowledge horizon of the learners.

#### **6. Conduct of Revision and Interactive Sessions:**

With a view to instill confidence in approaching the exam, at the end of the year/ semester, revisions and interactive sessions will be conducted.

#### **7. Encouragement to Students:**

- All the departments will be encouraged to conduct the activities in line with their subject expertise.
- Students will be encouraged to undertake socially responsible activities to create a positive impact on other students as well as on the society.
- Career counseling cell of the college will motivate and explore various possibilities for the students to inculcate the Entrepreneurial Skill.

## 8. Allocation of Academic Work:

- The academic work including lectures, practicals, tutorials, etc. shall be allocated as per the norms laid down by the affiliating university.
- Individual Time table of the faculty for the forth-coming year is to be preplanned on the last working day to enable the faculty to prepare for new topics and lecture plans during vacation.
- Academic and co-curricular and other related work will be allocated among the staff by constituting different committees and associations.

## 9. Extensive Use of ICT in Teaching:

The faculty will be encouraged to use ICT and various teaching aids. Special efforts will be taken to improve the learning and communication skill of the learners.

<p>Use of ICT in Teaching Learning System</p>	<ul style="list-style-type: none"> <li>• The college will ensure intensive use of innovative teaching and learning resources like LCD Projectors for power point presentations, models, internet connections, Interactive Language Laboratory, Computing Laboratory, etc. for ICT enabled teaching-learning</li> </ul>
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## **Strengthening of Innovations in Teachers' Quality**

### **1. Seminars / Workshops / Faculty Development Programmes:**

- Organization of Seminars/Workshops/Faculty Development Programmes
- Deputation of faculty to Seminars/Workshops/Faculty Development Programmes

### **2. Feedback system for Evaluation of Teachers by Students:**

- The college will have the system of 100% evaluation of teachers by students by filling in the questionnaire, to develop a mindset among faculty towards accountability, confidence, readiness to receive criticism, openness, sense of introspection and accept the situations to improve their performance in teaching. Review of feedback of students' evaluation of teachers will be considered and suggestions will be given to the teachers for their improvement.
- Informal feedback from students will also be taken about teaching-learning system of the college.

### **2. Self-Appraisal of Teachers:**

The college IQAC will strengthen the self-appraisal system of the teachers by regularly recording the API score of each teacher by the end of the academic year, which will enable them to realize their academic standard and engage them in various activities to excel in their academic performance.

### **3. Suggestion Box:**

The College has set suggestion box at the strategic places, where students drop in their suggestions. These suggestions will be scrutinized periodically, and taken into account for further improvement.

### **4. Monitoring Mechanism for Punctuality of Staff:**

The college has set biometric system of attendance for recording the arrival and departure time of the staff. This has helped to develop a sense of regularity and punctuality.

### **5. Democratic and Participative Working:**

The College has strengthened democratic and participative working system which facilitates it to take the right decisions for effective implementation of teaching-learning process.

### **6. Introduction of Innovations in Evaluation Process:**

- The college will continue to strengthen the evaluation process, where student's academic performance will be evaluated continuously by conducting tests, assignments, presentations, projects, viva-voce, term / semester examinations, etc.
- Discipline Committee of the college will monitor students' movements and behavior to maintain conducive environment within the campus.

- Examination results will be analyzed subject-wise in the meetings and discussions shall be made for future improvement.
- Along with the regular teaching methods, teachers will also use audio-visual aids and encourage students to participate in various workshops, seminars, campaigns, group discussions and various competitions like quiz, elocution, essay, debate, poster, etc. Opportunities will be given to the students to organize these programmes and competitions to improve their organizational skills and leadership quality with values like hard work, equity, co-operation and co-ordination through assigning responsibilities like reception, registration of delegates, compeering, preparing and writing wall papers, stage decoration, board writing, hall arrangement, etc.

### **III. Research, Consultancy, and Extension**

As this college is a reputed college of the region with undergraduate and postgraduate programmes, the college plans to inculcate research culture among the learners and faculty.

#### **1. Research:**

1. The college will make continuous efforts to obtain research grants from various funding agencies such as UGC, SGB Amravati University, and non- Government Organisations.

2. Academic infrastructure such as laboratories, ICT facility, Library, INFLIBNET and other requirements, as per the needs for carrying out research activity will be provided.
3. The college will continue to appreciate and to recognize the students who achieve meritorious places at District, University, State and National level research competitions/research activities.
4. The college will continue to depute the teachers for research seminars / workshops and training.
5. College will promote faculty to submit proposal for research grants from UGC, University, etc.

## **2. Extension and Outreach Activities:**

1. The college will strengthen NCC/NSS units.
2. Library facility will continue to be extended to alumni as well as to needy students of the nearby areas.
3. The college will assist the authorities in maintaining the law and order during festivals and public events through its NCC/NSS units.
4. Innovative outreach programmes will be organized by different departments with involvement of students.
5. NSS unit will maintain Blood Donors' directory. In time of emergency the blood will be donated to the needy patients free of cost.
6. College premise will be made available to conduct various competitive, entrance and qualifying examinations such as UPSC, MPSC, IPCC, ICAI, etc.

7. Awareness programmes on health, hygiene and personal sanitation, environment, cleanliness campaign, energy and environmental conservation campaign will be organized.

#### **IV. Infrastructure and Learning Resources:**

Perspective Plan as regards to Infrastructure and Learning Resources will be based on following strategic policies-

1. Continuous improvement of infrastructure and learning resources.
2. Development of additional infrastructure and learning resources.
3. Optimum utilization of available infrastructure and learning resources.
4. Maintenance of infrastructure and learning resources.

More specifically, practice of institution in respect to provision of infrastructure and Learning Resources will be as follow-.

1. Adequate number of well-equipped Computer laboratories.
2. Main Library with ever increasing holdings and user friendly and comprehensive Library services.
3. Well-equipped auditorium with audio-visual facilities.
4. Good quality furniture in class rooms.
5. Departmental rooms for faculty with computers and internet facilities.
6. Safe drinking water facility with coolers and water purifiers.
7. Adequate number of toilet blocks for girls, boys, and staff members.
8. Well-furnished and fully computerized Administrative Office.
9. Girls Common Room.
- 10.Reduction in electricity bills by use of LED bulbs and solar panels.
- 11.Well secured firefighting facilities in strategic places.

12.Complete automation of Library services.

13.Computers at laboratories, offices, Library, research centre and departments with LAN.

## V. Student Support and Progression

### I. Student Mentoring and Support :

- Students mentoring system will be initiated.
- Insurance policy for students is in place.
- College has Placement Cell and career Guidance system.
- Scholarship/financial support for the students in the form of GOI and Management Scholarships.
- Students Welfare Fund is created.

### II. Student Participation and Activities:

- The Institution will facilitate students to participate in various sports and cultural activities at National, International, State and University level.
- Alumni Association will be registered.
- The practice to felicitating student achievers will be continued.

## **VI. Governance, Leadership and Management**

### **1. Institutional Vision and Leadership:**

The vision and mission statements are communicated to the students, teachers, staff and other stake holders by

- i. Printing them in the college prospectus and Magazine.
- ii. Displaying it at strategic locations in the college premises.
- iii. Posting on the college website.

### **2. Perspective Plan and Deployment:**

Perspective plan is designed after having thorough review of the academic programmes and analysis based on feedback from the stake holders. The college will maintain the following organizational arrangement for effective functioning:

1. Decentralized administrative mechanism with accountability.
2. Participatory functioning of the institution involving all staff members.
3. Distribution of responsibilities equitably according to capabilities.
4. Formulating various committees with clearly defined roles, responsibilities and objectives.
5. Efficient Students Council and Students Grievance Cell, Students Welfare Committee, Women's Cell , Anti Ragging Committee, etc. having wide representation of staff and students in decision making, execution of policies and in growth prospects of the college.

## VII. Innovations and Best Practices

### 1. Environment Consciousness:

1. Regular Campus cleaning drives
2. Energy conservation by reducing Electricity consumption through installation of LED lights.
3. The awareness campaign for no plastic zone and intensifying rain water harvesting plan to be implemented.
4. The college will continue the policy of disposing solid waste, liquid waste e-waste, etc. in environment friendly way.
5. The college will conduct energy audit, green audit, and environment audit.



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Smt. Kesharbai Lahoti  
Amravati



Shri. GaneshdasRathiChhatralayaSamiti, Amravati's  
SMT. KESHARBAI LAHOTI MAHAVIDYALAYA,  
AMRAVATI

## Perspective Plan and Deployment Document of the Institution

### **The Vision of the Institution is:**

To Become an Active Agent In Reforming The Society Through Education And Allied Activities And Building A Powerful And Prosperous India.

### **The Mission of the Institution is:**

Lead me from darkness to light - this prayer taken from Rigveda is the noble and exalted mission of Shri. GaneshdasRathiChhatralayaSamiti. Being an educational Institution for higher education, established and run by Shri. GaneshdasRathiChhatralayaSamiti, Smt. KesharbaiLahotiMahavidyalaya becomes a natural heir to this mission of the Society and rightly adopted it so. Thus the noble mission of this college is removal of darkness from human mind through education and thereby bring light and wisdom into human life. Right from its inception in 1960, the college has steadily and sincerely endeavoured to bring this noble mission to fruition.

Considering this vision and mission the perspective plan of the Institution is constituted. The college formulated some activities to implement the Institution's vision statement into reality. The activities include the creation of ICT based infrastructure to keep pace with changing scenario in the field of

education, up-gradation of computer facilities and computerization of library along with linkage to INFLIBNET. Further, the Institution planned to organise seminars, conferences, etc. and to promote the research culture in the campus. Institution also planned to facilitate students' participation in various sporting and cultural events at National, International, State, University and Regional level competitions.

Accordingly, in the post-reaccreditation period of the Institution the following major deployment might be considered:

- The Institution commenced P.G course in M.A. (Political Science).
- The Institution started University recognised Ph.D. Research Centres in eight Subjects – English, Hindi, Persian, Economics, Geography, Political Science, Commerce and Business Economics.
- Computerization of library and partial computerization of office.
- Computerization of library along with linkage to INFLIBNET.
- National and International level conferences have been organised.
- Increase in the number of research guides and research publications.
- The Institution created ICT based smart class rooms.
- The institution intensified Placement drives. Multinational companies like TCS, Mahindra Pride, ICICI, Visited the college.
- The Institution participated in NIRF.
- The Institution has also undergone the ISO certification process and secured it.
- Students' participation in National and International sporting events increased considerably.
- The Institution registered the Alumni Association.



  
Principal  
Smt. Kesharbai Lahoti Mahavid, la  
Amravati