Post - AccreditAtion

InItIatIves

POST-ACCREDITATION INITIATIVES

The previous NAAC Peer Team had made a number of recommendations. Our efforts to enhance the quality, has led us to take many initiatives to not only comply with the recommendations, but also go a few steps further. The following measures have been taken in the light of the suggestions made by the peer team in the previous reaccreditation cycle:

1. **Teachers may be encouraged to acquire higher qualification through research:**

   Lectures and workshops have been organized on various aspects of research, to update and motivate staff for undertaking research. This coupled with facilities offered has encouraged three teachers to complete Ph.D, three to complete M.Phil and seventeen to pursue Ph.D. this has led to an increase in the number of research projects undertaken and publications by faculty members

2. **Complete Automation of Library and digital and virtual library may be provided:**

   Complete automation of the library has been accomplished with the incorporation of barcoding to the existing customized software. Barcoding has led to maintaining error-free data of book circulation and efficient stock taking. The library software is linked to the IMS of the college to facilitate easy import and track user data. Some efforts are made in the direction of digital and virtual library. The library has created a "Virtual Library Page" available through LAN, which provides links to external online resources like websites, e-journals, databases and offline resources like library database, scanned copies of question papers, indexed pages of journals, etc. This page gives links to in-house and external sources of information. It has helped to generate awareness among users about the variety of resources available. Staff and students use this facility extensively for reference work.

3. **Collaborative linkages with industry and institutes of research may be undertaken:**

   Linkages have been established with an intention to place our students for internship, where they get on the job training and / or conduct short term research projects. Linkages are in place with industries such as, Godrej Interio, Cadburys, Aarey Dairy, Shangrila foods, TATA power, etc. and Government Organizations like NASEOH, RCF, BPCL, etc. and Non-government organizations like Pratham for internships. The institution has also entered into collaboration with WE school, NIIT and L'oreal, Seed Infotech, etc. for conducting add on courses; TCS, J. P. Morgan, Tech Mahindra, Stock Exchange, etc. for students training and Future times, NIIT, etc. for career guidance and placement. Experts from industry and institutes are invited for delivering guest lectures for our students on relevant topics.

4. **Students to be coached for NET, SLET and competitive examination and regular teaching hours may be increased:**

With financial support from UGC under Merged Scheme XI plan, our institution has started coaching students for competitive examinations such as IBPS, UPSC, SSC, Banking, MPSC, Railways, Insurance etc. Experts are invited to orient and guide students about types, nature and preparation required for various competitive examinations. An aptitude test is conducted for interested students and short listed students are given coaching by professionals in the relevant subjects. Students are also trained for entrance tests, group discussions, appearing for an interview and personal grooming. Reading materials are provided for the students in the library. A total of 265 students have been trained during the period 2010 to 2015. A two day workshop on NET / SLET was organized for post graduate students of commerce and 60 participants attended the same.

5. **Improvement and maintenance of infrastructure and providing greater sports facilities needs to be urgently undertaken:**

Infrastructural improvements:
- A state-of-the-art multi-media studio has been established under the expert guidance of media professionals for training BMM students in shooting, audio recording and editing films / documentaries.
- A computer laboratory has been set up with 30 computers, display sharing system, projection and internet facilities to cater to needs of the degree programme in Commerce with Accounting and Finance.
- An addition of 360 sq.ft. has helped us to expand reading room and stack area in the library. Internet centre for students has also been enhanced with additional computers.
- The renovated staff room is now more spacious, air conditioned and is equipped with ICT facilities.
- There has been overall enhancement in ICT infrastructure.
- Food Science Laboratory has been completely renovated.

Indoor sports facilities
We have extended indoor sports facilities and a good sports room with needed facilities. Students' open area is used for kabaddi and kho-kho. We also hire nearby school ground to give adequate practice of basketball and volleyball. Sports uniforms and shoes are provided to participating students as required. Professional Trainers/ coaches are appointed for some sports. Our sports teacher gives coaching in kho-kho, kabaddi and athletics to students who are interested in participating in different competitions at the college, inter-collegiate and inter university level.

6. **Feedback mechanism from students, academic peers, administration and other stakeholders may be formalized:**

Teachers' Assessment by students which was done earlier had its own limitations as it was time consuming and not transparent. Presently,

students' feedback is collected online through LAN. Data is analyzed through IMS and reports are generated. The system is now faster, transparent and objective. Feedback regarding institutional facilities and services is also collected from students and their parents through a standardized format. Peer evaluation includes aspects like interpersonal relations, behavioral traits, communication skills, leadership quality, etc.

The feedback obtained through all these mechanisms is shared with staff members on one to one basis with a view to improve the performances. Outstanding performers are appreciated in departmental meetings. The management, through Principal and Vice-principals, evaluate the performance of staff at the time of confirmation and promotion.

7. **Tutor-ward system should be institutionalized and placement Cell strengthened:**

Mentoring system provides the students with much needed individual attention, continuous guidance and support to face academic and personal challenges to emerge as successful graduates. Under this system, one faculty member is assigned to a group of 25 to 50 students. The group meets its mentor once a month to discuss various common issues and also to have personal interaction. The mentor also encourages an individual student to approach her / him if needed. It was found that mentor and students develop a good rapport which has encouraged students to seek help for personal or emotional problems also.

Career Guidance and Placement Cell of the college has been strengthened by forming a centralized facility with members from each faculty. It organizes career guidance and employability skill development programmes for all students. Each department identifies niche areas for training, organizations for placement and establishes linkages with them.

8. **Orientation and training programmes for teachers may be regularly organized:**

Seminars and conferences sponsored by college and other funding agencies are being regularly organized where teachers get an opportunity to acquire knowledge and update themselves. College has taken initiative in organizing exclusive training programmes for its staff members. Post accreditation, the following training programmes have been organized for staff:
- Integrated six days workshop on "Use of ICT in Teaching-Learning" in collaboration with Common Wealth of Learning, Canada and SNDT Women's University
- Five days "Sensitization, Awareness and Motivation (SAM) workshop on Capacity Building for Women Managers in Higher Education" sponsored by UGC
- Training programme of twenty hours on "Use of SPSS and Statistical Methods under Research Methodology" by Prof. Ajay Saraf

- Three days workshop on "Advanced concepts of IT" like google drive, exe learning and use of animation in power point presentations by in-house faculty members

9. Tapping of financial resources from UGC and other funding agencies may be attempted:

Through our Research Cell, we have taken efforts to identify agencies which can be tapped for funding various research projects and provided this information to our staff. This has had a positive effect on our research output and other development initiatives. Thus, post-reaccreditation,

- Nine seminars / conferences have been organized by the college, which were sponsored by UGC, ICSSR, NAAC, Nutrition Society of India, PFNDAI and Saurashtra University.
- UGC sponsored major and minor researches as mentioned in criteria III have been undertaken by the faculty members.
- Additional grant of ` 50 lakhs has been received from UGC for development of ICT infrastructure
- The management has been able to mobilize substantial financial support for students' welfare programmes, infrastructure development and village development activities of the college.

10. Attempts should be made to attract teachers and students from other states for giving more exposure to existing students and teachers:

The college advertizes teaching vacancies in national and regional newspapers and college website with an intention to attract talents from across India. We also encourage qualified and eminent persons to apply for the same. The Heads of departments contact their counterparts in other universities to request them to encourage suitable candidates to apply. With these efforts there have been some applications received from potential candidates from other states. Students and teachers get an opportunity to interact with subject experts from other states who are invited as resource persons. Flexible working hours has enabled industry experts, eminent faculty and academicians to be a part of the institution as visiting faculty.

Online admissions and details given on college website have enabled students from other states to apply for admission in various programmes offered by the college. Counseling sessions are conducted for students from other states to guide them for admission.

The other noteworthy post re-accreditation endeavors of our college are described below:

1. Academic and Administrative Audit:

Upgrading academic and administrative processes is a continuous endeavor for the institution. As per the recommendation of IQAC, we have introduced a standardized Academic and Administrative audit process

from the year 2010-2011 with an objective of self and external evaluation and sustenance initiatives for maintaining quality. A standardized format was prepared taking into consideration all the aspects of academic and administrative inputs like departmental profiles, students' profile, workload, research details and teaching and evaluation processes. It also includes assessment of teachers by higher authorities in areas of qualification, punctuality, regularity, accountability etc.

Proforma for administrative departments included information related to different sections handling admission, examination, stores, maintenance, accounts, salary, appointments, promotions, administration, and scholarships. Library and laboratories audit proforma included related details of timings, various facilities / services provided, administration, etc.

This has resulted in exhaustive and healthy SWOC analysis leading to quality consciousness in staff. This has also brought in use of different teaching methods, increase in number and types of curricular and co-curricular activities and systematic record keeping by the staff members.

2. **Starting new programmes:**

In view of the emerging trends a new degree programme B.Com with Accounting and Finance was started from the year 2013-2014. In the same year Animation was introduced as an additional specialization for BMM students. Diploma in Industrial Relations and Labour Laws (IRLL) in collaboration with WE school was started as an Add on course for M.A. Psychology students. Accounting with Tally ERP 9, DTP, Computer graphics, Animation, Cyber security and Movie editing are being offered as skill oriented courses.

3. **Increased use of ICT-assisted teaching-learning methods:**

To facilitate better teaching-learning process many of the classrooms are equipped with smart boards and LCD projectors. The campus is Wi-Fi enabled so that teachers can use online resources for teaching. Many of our faculty members show/exhibit films and other related materials in the class through this facility. Our teaching methods have become more varied and interesting, with the use of these.

4. **Initiatives for promoting research among faculty members:**

The management has provided an impetus to research activities of faculty members by extending financial assistance for research projects, paper presentations at international conferences and book publications. Our research journal is now refereed with an ISSN.

5. Enhancement of students welfare programme:

The scope of Students' Welfare Schemes of the college was expanded after the second cycle of accreditation, when the college started job oriented self financing courses. It was observed that students were finding it difficult to take admission to these courses because of higher fees. The management felt the need to include more students from economically challenged background, from aided and unaided programmes, under its ambit. Financial assistance is provided in the form of scholarships, interest free loans, etc. Besides financial assistance students are also provided with other basic necessities like meals, medical assistance and help for treating major medical problems.

6. Comprehensive development of adopted villages:

Villages are adopted for a period of one to three years where complete village development programme is undertaken where villagers are also involved. During NSS special camps shramadan by volunteers is given for activities like surfacing of the road, construction of toilets, setting up a pipe-line to carry water from the river to the village, rain-water harvesting, soak pit making, etc. Activities like tree plantation, literacy awareness drives, cleanliness drives etc. are conducted throughout the year. This robust institution-village partnership has resulted in the holistic development of the six adopted villages - Mhaskal, Adivali, Dahivali, Musrundi, Bangarwadi and Ane.

7. Preparation of Policy Booklet:

The IQAC felt the need to prepare a Policy Booklet giving standardized guidelines with the objective of sustaining quality in all the areas of institutional functioning. It includes information on policies and practices of the institution, code of conduct for staff, service conditions regarding probation, confirmation, promotions, details of salary structure and leave rules. It provides guidelines for working of various committees at institutional and university level like admission, examination, cultural, NSS, Students' Welfare etc. It is a ready reckoner for committee members to understand their roles and responsibilities clearly as they are allotted committees for three years on rotational basis.

8. Information Management System:

Keeping pace with need for data availability in all spheres of institutional functioning, a customized information management system has been installed. With this the college has completely automated the administrative services for effective and efficient data management. Students' data is maintained from entry to exit. The programme covers students' profile, admission, fees payment, attendance, examination and generation of leaving certificate. It also includes modules for library management, time table, feedback, staff profile and activities / events

management. Data once entered is available for all modules of IMS. The staff have been trained to use this cloud based data management system.

9. **Green initiatives:**

As part of green initiatives following measures are taken:
- Green Thumb Club has been established to create awareness and undertake activities to promote eco friendly measures. This club along with NSS, NCC and Rotaract club motivate the stakeholders towards the energy conservation.
- LED lights have been installed in places where energy consumption is high.
- A project titled "Save Energy" has been undertaken in collaboration with TATA Power (CLUB ENERGY). The aim of this project is to create awareness regarding energy conservation. Students' Orientation Program is conducted by Tata Power to explain the measures to save energy (Electricity, Water).
- Rain (Roof) water harvesting system has been installed wherein rain water is channeled to the existing underground well and the same is used for flushing purposes in some of the toilets.
- We practice simple measures like using two sides of paper for printing, using waste paper for rough work, only using the lights/fans needed, shutting off lights in unused rooms etc.
- A project on Waste Management has been undertaken in collaboration with "*Stree Mukti Sanghathana*". Dry and Wet waste are segregated. The wet waste is taken to the Compost Pit at **Waste Management Zone and** converted into organic manure. The organic manure is used in campus for plants. Dry Waste is collected by *Stree Mukti Sanghathana and* recycled papers worth 60% of its value are supplied.

Our post-accreditation quality initiatives are therefore a reflection of our positive outlook towards objective evaluation stimulating us to make significant progress in the direction of women's education, welfare and thereby empowerment. As is evident, our activities are not just limited to the college but also extend towards the development of the neighborhood areas and the community at large. It is our constant endeavor to become an institution which will provide a common platform where contemporary technology meets quality education. This is congruent with our vision of enabling our primary stakeholders. i.e. our students to achieve self-actualization.