

ExEcutivE Summary

EXECUTIVE SUMMARY

SPRJ Kanyashala Trust, a pioneer in women's education, visualized and promoted women's education at a time when it was not a priority. Smt. P.N. Doshi Women's College was established by the trust in 1960. The college started with five students in B.A and has grown into a multi-faculty institution with two thousand students. Our vision is *"To be recognized as a centre of excellence for education that empowers women, leading to self actualization"*. Our Mission is *"To empower women by providing quality higher education, to enrich social and cultural values of women through holistic education and to support underprivileged women with financial assistance to get educated and be self reliant"*. Our college was accredited and reaccredited 'A' Grade by National Assessment and Accreditation Council in 2003 and 2010 respectively.

Though a minority institute, we take pride in not discriminating on the basis of caste, community or creed and bring girls from underprivileged strata of the society who are first generation learners into the mainstream of education. Irrespective of this fact, the institution aims to improve the life choices of these women by providing a nurturing environment helping deserving students avail Government scholarships, freeships, financial aid, subsidized fees, loan facility, flexibility in fees payment and other support services. We do not charge tuition fees and offer self financing programmes at comparatively lower fees.

The college offers a variety of programmes with four majors for the Arts degree programme, four specializations for the Bachelor of Commerce programme and three specializations for the Bachelor of Home Science programme. The other undergraduate programmes offered are Bachelor of Computer Applications, Bachelor of Mass Media and Bachelor of Management Studies. Post Graduate programmes in Psychology and Commerce are also offered. The unique feature of the college is, offering students linguistic flexibility to overcome the language barrier, wherein they can opt for English or Gujarati language as the medium of instruction at UG level and can write examinations in English/Hindi/Marathi/Gujarati. There is lateral and vertical mobility within and across programmes and courses, also flexibility to move from one discipline to another.

For development of the curriculum, we have college representation in various university bodies. Feedback received from students, alumni and industries is communicated to concerned bodies through these representatives. The institutional academic calendar prepared at the beginning of the year ascertains that the curriculum transaction process is systematic and coordinated. Departmental academic plan, individual teaching plans for the semester are reviewed and monitored to aid planning, smooth execution and effective delivery of the curriculum.

Unitized modular semester-wise syllabus is updated regularly by the University. We organize content analysis workshops to orient the staff members about new syllabus, formulate guidelines for transaction of syllabus

and prepare question bank. The senior faculty members mentor and guide the newly appointed faculty regarding the content and teaching practices. Teaching – learning process is facilitated by providing supporting infrastructure for use of ICT in teaching and Wi-Fi facility to access online educational resources.

To keep pace with the changing needs, efforts are made to enhance professional development of the staff members. They are encouraged to attend faculty development programs and improve their academic qualifications by providing time flexibility and other facilities. Staff members are motivated to organize and participate in seminars, workshops etc.

We intersperse experiential and interactive methods with lecture method. Innovative teaching methods such as brain storming sessions, do-it-yourself exercises, case study method, group projects, demonstration, peer teaching, guiding students for accounts writing and preparation of financial statements, role play, experience sharing and book review are employed. Internet-assisted learning, online submissions of assignments, information sharing through social media are some of the other methods adopted by the faculty. We invite subject experts to enrich the learning experiences of the students. Teachers as mentors help students develop core competencies to enhance employability skills and inculcate research aptitude. Students are also encouraged to refer various offline and online sources. These efforts are directed towards wholesome development of students.

Need-based remedial and bridge courses, intensive coaching and practice sessions are arranged to explain to students basic terms, terminologies and concepts. Coaching for competitive examinations, career guidance, internships in renowned companies and helping students find suitable placements are other initiatives taken by the college. Preparing the students to face the world and improve their employability has been our constant endeavor. Our efforts are directed towards honing their entrepreneurial skills and to become self employed.

Mentoring and counseling by the teachers give strong support to students to overcome academic and personal problems. Extra coaching is given by the teacher concerned after regular working hours, to improve the academic quality of slow learners and build confidence in them. Individual attention is also given whenever needed.

The college takes special efforts to instill and nurture creativity and scientific temper among the learners by providing opportunities for writing research papers, making paper presentations, participating in group discussions / seminars / conferences, story and poetry writing, writing articles for college magazine, participating in different programmes and competitions. Language departments exhibit wall papers to boost literary talents of the students. The excellent student-teacher relationship and mentoring provide foundation for monitoring and ensuring achievements of learning outcomes. This has promoted research aptitude to undertake small research projects under teachers' guidance. Few students thereby participate in research convention

and paper presentation competitions at intercollegiate, national and international levels.

The institution strongly believes in all round development of students and therefore provides for amenities essential to promote participation of students in co-curricular and extra-curricular activities including sports, games, literary and cultural activities. Management has created “Gifted Students Fund” to support students who excel in academics, music, sports or any other co-curricular activity. To promote good physical and mental health among students, the college provides infrastructural facilities and coaching for playing various indoor, outdoor games and martial arts. Our students participate in various competitive events conducted at university and inter university level and we take immense pride that our students have represented us in the state and national level events.

Different units like NSS, NCC, Rotaract Club and Green Thumb Club arrange different activities, screen movies, invite experts for special talks and encourage students to participate in socially relevant programmes such as Jagar Janivancha which sensitize them about gender, environmental and health issues. In our efforts to contribute towards community development, we adopt a village for a period of 3 to 5 years and carry out activities with the help of staff and students to bring about visible improvement in the quality of life of the villagers. Social, physical and financial involvement and contribution of primary stakeholders in our village development programme ensures quality and sustenance of the initiatives undertaken. The college has well equipped laboratories, ICT facilities, good classrooms, air-conditioned auditorium, gymnasium, canteen and other necessary infrastructural facilities. Our fully automated college central library has a good collection of books, journals and e-resources and a spacious reading room. Access to power point presentations made by faculty members in the class and scanned copies of question papers are provided. New books are displayed in the special showcases in the library reading room and/or put up on the virtual library page which can be accessed through intranet on the campus. Reprography service is available on demand. Book bank facility is extended to needy students.

Grievance Redressal Cell, Prevention of Sexual Harassment Cell, Counseling and Career Guidance Cell Placement Cell and Medical Cell are some of our student support services available in the campus. To extend this further, we offer medical assistance to students through health centre, health insurance and group accident insurance policy and annual medical check-ups. Financial assistance is provided to students for hospitalization and treatment in case of major illness. A Professional Counselor is available on the premises thrice a week for individual counseling and a doctor visits twice a week

A congenial, tension free atmosphere makes the teachers discharge their duties to the best of their abilities. The institution has a nurturing environment which has enabled some of the staff members to get recognition at various levels. As a way of recognizing the contribution of the staff, Best Teacher and Non-teaching Staff Award is given every year and they are felicitated after completion of 25 years of service. As welfare measures, wards of support staff

are given admission in our own courses at concessional fees. Financial help is offered for pursuing higher education in other institutions. Group medical insurance and subsidized gym facility are also provided by the college, the major beneficiaries of which are our non-teaching staff members.

Since it is a women's college, safety and security is foremost. To safeguard students and staff, the premises and surrounding of the college is under CCTV surveillance. There is one female security personnel at the entrance and one female support staff on every floor. To create awareness and sensitize our students handle sexual harassment issues off campus, regular workshops and talks on gender sensitization and related issues, pre-marital counseling, legal aspects related to women, female feticide, domestic violence and women, women empowerment and self-defense are organized.

Feedback from stakeholders helps us in continuous improvement in the performance and quality of the institutional facilities and services. The warm bonds shared between the institution and alumni attract them to rejoin our institution in different capacities.

In our participatory approach to management, we have a horizontal system with shared control, delegation of powers and responsibility. Decision by consensus, transparency, openness, readiness to accept suggestions and lateral thinking are the core virtues of our decision making system. Autonomy is given to Vice-principals, Coordinators and faculty members to encourage decision making and take responsibilities thereby grooming them for future leadership roles.

IQAC and LMC democratically formulate policies with action plans, maintaining sufficient room for flexibility, to pursue standards of excellence in all the areas of teaching, learning, research, services offered and administration. Plans are then implemented by various committees under the guidance of Principal. Academic Audit also helps us to evaluate the quality of teaching-learning, review the teaching methodology and pedagogical tools employed.

Therefore, to summarize:

Our Strengths:

- Vibrant, friendly and democratic atmosphere that bonds the stakeholders
- Supportive management offering financial assistance and other facilities to staff and students
- Well-qualified, dedicated staff members
- Automation of administrative processes
- Well-equipped laboratories and classrooms
- Good physical accessibility and well connected to local transport

Our Weaknesses

- Space constraints
- Insufficient campus placement activities

- Inadequate sports facilities
- Limited consultancy and collaboration
- Low motivation among students for further studies and employment

Our Opportunities:

- Starting post graduate programmes in emerging areas
- More Bridge, Career Oriented and Enrichment courses to supplement the curriculum
- Easy availability of subject experts
- Tapping financial assistance for various activities
- Undertaking more Quality Enhancement Projects

Challenges Ahead:

- Improve the academic performance of the students who are academically weak at entry level
- Empower women students coming from economically and socially challenged backgrounds
- Motivate students to pursue higher education
- Stand up against competition from nearby colleges
- Manage various courses and high enrollment of students in the present infrastructure

Our institution believes in continuous improvement by working on our weaknesses and making them stepping stones for future success. We are proud of our strength in facing challenges and achieving encouraging outcomes. Our future plans outline the continuance of our efforts towards providing a wide range of options for inclusive quality education, better facilities to stakeholders and community development.

Future Plans:

- Start post-graduate programmes in Arts, Home Science and Mass Media
- Increase availability of space by building a new wing
- Organize faculty improvement and staff training programmes
- Offer blended learning opportunities by providing some modules of existing subjects online and beginning new online add-on courses
- Increase placements of students in organized sector
- Take initiatives to start Community College in the adopted areas

The firm support provided by our proactive, progressive and visionary management has helped us to become an institution that fosters academic, professional, emotional and social development of our students. The ultimate objective is to nurture empowered and responsible citizens who will contribute towards nation building.