

Mahatma Gandhi Vidyamandir's
MAHARAJA SAYAJIRAO GAIKWAD
ARTS, SCIENCE & COMMERCE COLLEGE, MALEGAON
Accredited by NAAC at A+ Grade (CGPA 3.26) 3rd Cycle



INSTITUTIONAL
DEVELOPMENT PLAN
2024-25 TO 2028-29

Dr. Subhash N. Nikam



Institutional Development Plan

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IDP DRAFTING COMMITTEE

Sr. No.	Name	Designation
1.	Dr. Subhash Namdeo Nikam	Chairperson
2.	Dr. Tulshidas Sitaram Savale	Member
3.	Dr. Devram Gopal Jadhav	Member
4.	Dr. Manish Bhalerao Sonawane	Member
5.	Dr. Kalyan Sidhram Kokane	Nodal Officer
6.	Dr. Milind Madhukar Ahire	Coordinator, IQAC
7.	Mr. Nilesh Vitthalrao Nagare	Member
8.	Mr. Saeed Ishaque Ansari	Member
9	Mr. Madhav Rajendra Kshirsagar	Member
10.	Dr. Rajesh Ragho Nikam	Member

PREFACE

Mahatma Gandhi Vidyamandir's Maharaja Sayajirao Gaikwad Arts, Science and Commerce College Malegaon Camp (Nashik) is affiliated to the Savitribai Phule Pune University, Maharashtra. It was founded in 1959 by the visionary educationist, Karmaveer Bhausaheb Hiray, a pioneer in the field of education who up lifted the downtrodden masses. The college was started in response to the acute need of less privileged in the locality. In spite of academic brilliance, the masses had no hope of higher education. Because there was lack of facility of higher education. The college thus fulfilled its mission of creating an educational environment for the downtrodden and middle classes, sections of the society. The journey began with the efficient leadership of Prin. P. L. Deshpande, the award-winning well-known Marathi author; and the first Principal of the college. At present Prin. Dr. Subhash Nikam geared up a team of eminent professors to realize its dream to uplift downtrodden masses bestowing with the power of higher education. It sticks to its great traditions laid down by the founder the institution surges a head towards excellence. Since its establishment it has been a leading college in the Nashik District successfully run under the aegis of the **MAHATMA GANDHI VIDYAMANDIR, NASHIK**. In the course of its glorious journey of over 60 years, the College has achieved many milestones. The College has been catering to the educational and cultural needs of the society since its inception with a motto of *"Bahujan Hitay, Bahujan Sukhay"* and realizes the importance of need based regional, national and global level studies. At present the college is recognized as one of the multidisciplinary hubs with state-of-the-art infrastructure facilities and support services in semi-urban area.

The college nurtures the following six core values:

- ***Academic Excellence:*** We are committed to academic rigor and integrity that assures students in-depth and extensive knowledge, understanding and skills in their chosen discipline and understanding of the connectedness of different disciplines.
- ***Accountability:*** We assume and demonstrate our accountability for personal and professional growth. We will continuously assess and evaluate to improve our policies and procedures towards achieving quality benchmarks.
- ***Collaboration and Growth:*** We strive to collaborate with all the stakeholders to achieve gradual growth in all areas of functioning will continuously improve the assessment of students learning outcomes and on the basis of assessment, we will we will improve teaching learning process.
- ***Conducive Ambience:*** We create an environment that continually builds students' capacity to work collaboratively as part of a team, negotiate, and resolve conflict; display initiative and drive, and use their organization skills to plan and manage their activities, and take pride in their professional and personal integrity.
- ***Honesty and Integrity:*** The motto of our Institution is "*Bahujan Hitay, Bahujan Sukhay*" which means "welfare and happiness of the masses". Keeping this in mind the college upholds the highest ethical values, integrity and professionalism and an unwavering commitment to welfare of disadvantaged sections of society.
- ***Social Responsibility:*** We motivate with '*Doing a Social Good*' an understanding of social and civic responsibilities and readiness to accept them. An awareness and appreciation of social and cultural diversity and secularism. An awareness and appreciation of human rights, equity and ethics.

MESSAGE FROM THE PRINCIPAL

Education has always been a cornerstone of society, the pillar on which the bulwark of human existence rests, the leading light as mankind made his way in quest of the unknown. While the art and science of education may have undergone changes, every educationist strives to instill in every student a sense of virtue and wisdom, sensitivity to the needs of others, the skills, the attitudes and habits that would help them explore and excel, a quest for knowledge and the power of action. All of these would propel each one to an all important goal - Excellence. At Maharaja Sayajirao Gaikwad Arts, Science and Commerce College , it is our endeavor to delve deeper into the true purpose of education by giving our students opportunities and an environment that is positive, inspiring, challenging and stimulating. We want each one of our students to follow their bliss, blaze new trails and open new doors. I am proud of the parents and teachers, who care, nurture and reassure the children so that they grow into mature, sensitive and responsible citizens of the country.

As someone who has a wonderful opportunity to shape over 8500 brilliant minds each day , I assure that Maharaja Sayajirao Gaikwad Arts, Science and Commerce College will always remain the foremost temple of learning , where there are "equal opportunities to all so that they rise to their fullest potential". It gives me immense pleasure to introduce the Institutional Development Plan (IDP) which stands testament to the fact our college. We are aware of its role and responsibilities in fulfilling the true spirit of our vision “*Bahujan Hitay Bahujan Sukhay*”.

I am confident that this IDP will serve as a benchmark for the college in all aspects of its operation including academic and administrative pursuits. Each initiative in the IDP has been synchronized with and concurs with our national priorities geared towards development of the masses. I feel that, with the implementation of this progressive IDP, the college will further enhance its presence at various levels focusing on contemporary priorities of the society and its future prospects in a global context.

I take this opportunity to congratulate everyone who has constructively contributed in conceptualization of this IDP for the long term development of the college. I hope this document acts as a guiding light to inspire us in taking our college to greater heights of academic excellence.

Dr. Subhash Namdeo Nikam

Institutional Development Plan

The IDP reflects an integrated, comprehensive and holistic approach that is mindful of our institution's unique vision and mission. This necessarily collaborates with the resources, environment, target group of students/ learners, other stakeholders and overall aspiration. The IDP will direct the systems to initiate, execute and reflect upon quality strategies in a disciplined manner.

Objectives of the IDP

To articulate a clear vision and mission of the institution and align these with National Education Policy 2020, and, SDG. The institute adheres to the following objectives.

1. To assess institutional developmental needs through wide consultative processes.
2. To identify capacity (human, material and financial) and with the stakeholders, based on the goals and priorities.
3. To develop Annual Activity/ Capacity Building Plans to build capacity and their strategic implementation.
4. To establish a transparent system for holistic, inclusive growth and development of the HEI through digital interface.
5. To establish systems to up skill the stakeholders through skill orientation as an integral part of education
6. Develop an operative framework to promote the Internationalization of education.
7. To ensure decentralisation to have proactive engagement of all stakeholders in overall functioning.
8. To have periodic review of procedures and work on improvement.

VISION

!! सा विद्या या विमुक्तये !!

(The knowledge which is for liberation)

(We are dedicated towards imparting quality knowledge and skills to make students professionally independent and socially responsible)

MISSION STATEMENTS

- ❖ To impart Quality Knowledge and skills contributing to National development
- ❖ To transform students into responsible members of the society through value education
- ❖ All round development of students to make them capable of facing Global Challenges Successfully
- ❖ To form a confluence of ethics, conventional education, Science & technology and Vocational education
- ❖ To develop creative, productive and independent thinking among students for research innovation and incubation.

QUALITY POLICY

"We are committed to actively contribute to the quality enhancement of Higher Education through dissemination of knowledge and skills by using innovative effective enriched pedagogy, state-of-the-art infrastructure, impactful research, intensive student support, participative management, and outcome based best practices!"

SWOC Analysis (Strength, Weaknesses, Opportunities, Challenges)

Institutional Strength

- Visionary, Supportive and Proactive Management which is always committed to the holistic development of students from all strata of society
- Rich infrastructure and updated technology in pedagogy for economically weaker sections and rural background students along with the mainstream students
- National winners in the Indradhanush and other cultural program competitions at national level organised by Savitribai Phule Pune University, Pune
- Organizing State level debate competition in **five languages** viz. Marathi, Hindi, English, Urdu & Ahirani
- Green, eco-friendly, clean and beautiful campus
- Samajshree Dr. Prashantdada Hiray Niramay Arogya Kendra (Health Care Centre) for staff and students
- Aapoorva Dattak Yojna for economically weaker students
- Arogya Sampada Yojna for student welfare
- Banquet Hall for girl students (Mahalaxmi Hall)
- Well-equipped laboratories with computer and internet facility
- DST-FIST and DBT STAR college Scheme for academic and research development
- 12 Research centres for Ph.D. degree
- 17 Postgraduate programmes and 21 Undergraduate programmes for wide choice of programmes for students
- 52 Ph.D. faculty and 24 NET/SET/MPhil qualified
- Availability of expensive equipment like PC Operated FTIR Spectrometer, Analytical Jena Specord UV for better results in research
- e-Library, and largest Library in the District having 1,76,832 Books, 71 National, regional journals, magazines and periodicals, Spacious Reading Room, e-Reading Section for Students and the Staff, and subscription to e-journals
- Well-equipped Gymnasium, Basket Ball Court, Multipurpose Playground, Boxing Ring, Wrestling Mats, Table Tennis, Badminton Court, Mallkhamb and Rope Mallkhamb
- Computers with internet connectivity and Wi-Fi
- Licensed Software and Computer Interface for Teaching and Learning
- Vocational education facility for skill education
- Well-equipped Big auditorium hall for conducting different programmes
- Well-developed Botanical Garden with different species of plants

- Canteen facility for staff and students at subsidized rates
- Fees waiver facility for economically weaker students as per requirement
- Talent search of students in order to mold it in proper direction
- Vermiculture facility in the campus
- Solar energy facility is installed in the campus to increase the use of renewable energy
- The college has 46 functional MoUs, Collaborations, linkages
- Strong extension activities through NCC, NSS and excellent performance in Sports and Cultural activities
- e-Sophy practice for environmental awareness and sustainability, professional ethics, human values and gender sensitivity

Institutional Weakness

- Restriction on appointment of permanent staff by the government
- Limited funds are received as grants. However, the college and the Management tries to manage the issues concerned from own contribution.
- Parents' conservatism and financial & other limitations regarding education of the ward.
- Being a conventional education college, a limited scope to introduce emerging programmes.
- Limited amount of scholarships by the government for students
- Limited job opportunities in immediate local society

Institutional Opportunity

- To develop media centre for ICT material development
- To introduce more job-oriented courses
- To increase the number of collaborations with reputed industries and research organisations
- To introduce Interdisciplinary programs
- To increase the number of Recognized Research Centres
- To undertake collaborative and industry sponsored projects and internships
- To increase enrolment in MOOCs
- To motivate students for NPTEL courses

Institutional Challenge:

- Globalization and Privatization of Higher Education in India
 - Limitations to achieve excellence in academics by involving masses from socially weaker sections; however, the faculty takes strenuous efforts to overcome it.
- Motivating faculty for research by getting enough research grants from various funding agencies

This IDP will direct the institute to plan initiatives having strategic coordination and monitoring to achieve the following.

1. Identify Strategic Goals
2. Define Objectives
3. Identify Tactics
4. Prioritize Initiatives
5. Develop the Plan
6. Implement the Plan
7. Review, Evaluate and Report

A. Strategic Goals:-

1. Institutions need to set their strategic goals in their own words. These goals serve as a guide. Institutions can customize them based on their specific context.
2. Ensure accessible, affordable, and transparent student admissions, emphasizing quality.
3. Streamline recruitment, training, motivation, and retention of skilled faculty.
4. Prioritize a student-focused approach, enhancing faculty skills for better educational outcomes.
5. Foster entrepreneurship and experiential learning among both students and faculty.
6. Champion holistic development focusing on academic, research excellence, and its reinforcement.
7. Adopt a comprehensive perspective, nurturing every aspect of individual growth.
8. Cultivate a sense of community, cultural appreciation, nature connection, and student advocacy.
9. Equip students to become global citizens by internationalizing education.
10. Support both students and faculty in achieving their professional and personal aspirations.
11. Boost student enrolment, retention, and graduation metrics.
12. Intensify support for under-represented student groups, ensuring their success.
13. Offer avenues for gaining knowledge in emerging domains of global significance.
14. Implement inclusive hiring practices, emphasizing continuous faculty development.
15. Encourage digital modes of learning and teaching.
16. Identify innovative revenue streams to bolster financial sustainability.
17. Enhance the institution's global and regional stature and rankings.
18. Seamlessly integrate quality skill education within higher education.
19. Enhance student employability on both national and international fronts.
20. Develop a sustainable research and innovation environment.

21. Foster relationships with alumni, communities, industries, and other stakeholders for institutional growth. Strengthen Academia-Industry and Academia-Community partnerships via diverse initiatives.
22. Adopt the National Credit Framework (NCRF) and Academic Bank of Credits (ABC) for a fluid student mobility and flexible learning.
23. Establish a rigorous accreditation system emphasizing transparency, autonomy, and quality outcomes.

UGC INSTITUTIONAL DEVELOPMENT PLAN ENABLERS

1. Governance Enablers
2. Financial Enablers and Funding Models (Resource Generation)
3. Academic Enablers
4. Research, and Intellectual Property Enablers
5. Human Resources and Supportive- Facility Enablers
6. Networking and Collaborations Enablers
7. Physical Enablers
8. Digital Enablers

Institutional Development Plan: 2022-2023 to 2029-2030

1. Governance Enablers

Governance enablers are vital for promoting transparency, accountability, and determinative decision making. They ensure that policies and processes are aligned with the mission of the college, fostering effective leadership and active participation from all stakeholders. By driving quality assurance and continuous improvement, these enablers create an environment that supports innovation, academic excellence, and sustainable growth. Their role is essential in maintaining compliance with regulatory standards and ensuring the long-term success of the college.

Sr. No.	IDP Enabler	Enabler Component	Plan of Action
1	Governance	Strengthen the Internal quality Assurance mechanism.	<ul style="list-style-type: none"> • Reorient the mechanism of quality practices. • Plan & execute and monitor quality initiatives in all aspects of operation.. • Strengthen the Internal quality Assurance mechanism.
		Improve the process of e-governance	<ul style="list-style-type: none"> • Plan training sessions for e- governance for teaching and non-teaching. • Increase use of e-resources like Google classroom. G-Suite zoom, & data collection and filtration. • Implement data security protocol for safety using digital signature, biometric devices firewall protectors likened software like campus 360, ERP, CCTV.
		Faculty Development and Enrichment programs	<ul style="list-style-type: none"> • Organize FDP for Faculty and administrative staff in respective operations. • Organize Training sessions for Faculty and Support Staff in Academic year. • Mandatory faculty participation for FDP in academic year.
		Internal Audit	<ul style="list-style-type: none"> • Coordinate internal AAA from AAA Committee in the first week of April

			every academic year.
		Submission of Annual Reports	<ul style="list-style-type: none"> Form a Committee for Annual report submission Coordinate meetings collect data and final submissions as per SPPU guidelines. Ensure timely submission of Annual reports.
		Submission of AISHE/NIRF/MIS efficiently.	<ul style="list-style-type: none"> Form a Committee for AISHE / NIRF / MIS & Govt.-Survey Timely submission of data related to various surveys of govt. agencies.
		Gate ISO certification	<ul style="list-style-type: none"> Form a committee to look after ISO certification process and related activities.
		Annual Quality Assurance Report	<ul style="list-style-type: none"> Distribute metric wise data Collection responsibility and its timely processing and submission to IQAC. Timely submission of data related to various surveys of govt. agencies. Process and submit AQAR in time. Undertake periodic meetings as per guidelines of the respective committee / cell/ board
		Green audit, Energy audit, Gender audit, Fire audit, Structural audit.	<ul style="list-style-type: none"> Prepare action plan of these audits. Coordinate Green audit, Energy audit, Fire audit and structure audit with its mechanism Accommodate the suggestions.
		Ensure the maximum usage of renewable sources of energy.	<ul style="list-style-type: none"> Energy audit will be carried out across the campus and maximum usage of renewable sources of energy will be explored
		Resource Mobilisation	<ul style="list-style-type: none"> Prepare the action points to identify survey of revenue generation, define a mechanism and effectively implement it.

		Effective Implementation of Policy and Procedures	<ul style="list-style-type: none"> • Redefine policy framework, define its guidelines and provide relevant formats/for provide relevant formats for effective templates. • Design Standard Operating Procedures guidelines for all academic and administrative operations. • Undertake periodic review/Appraisal of academics and administrative bodies for quality checks.
		Policy Framework and Decision-Making Process.	<ul style="list-style-type: none"> • Ensure active participation of all stakeholders in policy framework. • Strengthen the process of decision making. • Coordinate effective use of Campus 360 for all the stakeholders
		Appraisal Mechanism	<ul style="list-style-type: none"> • Design online and offline Appraisal mechanism on HMT Campus 360 and necessary action plan for improvement.
		Faculty Training	<ul style="list-style-type: none"> • Encourage the faculty and support start to participate in the training programmes.
		Feedback Mechanism	<ul style="list-style-type: none"> • Ensure transparent feedback mechanism for timely response. • Reviewing the healthy feedback mechanism. • Act upon the collected feedback with analysis / action taken reports, communication to appropriate bodies. • Collection, analysis ATR of the feedback on curricula from various stakeholder teachers, students, alumni and employer. • Communicate ATR to appropriate bodies.
		Implementation and Practice of	<ul style="list-style-type: none"> • Introduce OBE in all academic

		OBE.	<p>programmes.</p> <ul style="list-style-type: none"> • Coordinate training sessions for faculty. • Develop POs, PSOs, and COs as per the NEP-2020. • Create mechanism to build correlation among various stages of OBE. • Channelize dissemination of OBE to the stakeholders.
		Internal & External Audit	<ul style="list-style-type: none"> • Form committee and execute effective Internal Audit. • Constitute a committee of external expert for External Audits. • Ensure readiness of all the departments with necessary formats to get the audit done. • Act upon the recommendation of the Internal Audit and external Audits.
		Academic Autonomy	<ul style="list-style-type: none"> • Prepare necessary drafts, fill proforma's and act upon the suggestions under the guidance and directions of Management. • Submit application to UGC and SPPU. • Form statutory bodies; Governing Body, Academic council, finance committee and BOS. • Form non-statutory committees for autonomous college.

Financial and Funding Models Enablers

The college is committed to its overall development through optimum utilization of its resources. The college proposes a comprehensive framework for achieving long-term financial flow and resource management.□

2.	Financial and Funding Models	Resource Mobilization	<ul style="list-style-type: none"> • Redefine the policy of financial resource mobilization every academic year. • Review of current resource mobilisation initiatives. • Identify, plan and avail opportunities of resource mobilization. • Redefine policy and procedures.
			<ul style="list-style-type: none"> • Form a committee to monitor of available financial resources. • Prepare budgetary action plans for all areas of operation for every academic year. • Apply for CSR funds. • Effective management and utilization of available financial resources.
			<ul style="list-style-type: none"> • Identify and disseminate information to faculty about funding available for research projects form Govt and Non – govt. bodies like UGC, ICSSR , UNO, DST, FIST, UGC, University etc. • Nominate a coordinator to publish notice and coordinate communication with teachers. • Widen the scope of financial support initiatives to faculty
		Incubation Centre and IPR Cell	<ul style="list-style-type: none"> • Constitute an Innovation and Start Up Cell. • Create a profile on UGC and University portals.

			<ul style="list-style-type: none"> • Effective management and utilization of available financial resources. • Coordinate research and innovation activities.
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Academic Enablers

The college relishes its presence of 60 years in higher education as a centre for learning. The college strives to create an enabling and conducive teaching-learning environment for holistic development of the students.

3.	Academic Enablers	NEP Implementation	<ul style="list-style-type: none"> • Constitute an NEP Cell. • Nominate a nodal officer. • Have consistent communication with statutory bodies. • Coordinate workshops of school connect. • Faculty participation as resource person for NEP.
		New interdisciplinary programmes	<ul style="list-style-type: none"> • Design new interdisciplinary programs, diploma and certificate courses at UG and PG. • Introduce new research programmes. • Increase faculty participation in curricula design for new academic programmes and courses. • Design curricula of academic programme/courses with specific focus on employability and skill enhancement emerging technology. • Design certificate and value-added courses for each department.
		Recruitment and Appointment Framework	<ul style="list-style-type: none"> • Define recruitment policy as per management directives. • Communicate with government bodies. • Coordinate recruitment procedure as per guidelines. • Appoint staff as required and offer periodic training as per the guidelines of the management.

		Training for support staff.	<ul style="list-style-type: none"> • Plan training sessions for support staff once a year. • Initiatives for up skilling of support staff.
		Effectively co-ordinate the planning and execution of teaching-learning process.	<ul style="list-style-type: none"> • Form committees' for Academic Calendar, time table, teaching plan, weekly report, and weekly meetings. • Coordinate and monitor quality activities. • Design innovative practices of teaching-learning. • Accommodate ICT tools in teaching. • Plan teaching learning process with experiential learning collaborative, blended, project-based learning. • Review meetings and timely report submission to the authority.
		Assessment and Evaluation	<ul style="list-style-type: none"> • Design effective assessment strategies for continuous internal evaluation • Prepare relevant formats of assessment for transparent and robust process of education. • Improve the process of creation of learning materials, question banks and its timely distribution including ICT enabled materials.
		Earn While Learn Initiative	<ul style="list-style-type: none"> • Nominate SDO • Apply for student support schemes. • Widen the scope of student participation.
		Interdisciplinary and multidisciplinary courses.	<ul style="list-style-type: none"> • Provide interdisciplinary courses. • Ensure flexibility through introducing interdisciplinary and multidisciplinary courses.
		Research Initiatives	<ul style="list-style-type: none"> • Coordinate a research-oriented

			<p>Competition Avishkar, Innovation, chemiad, Madhav, etc. every year.</p> <ul style="list-style-type: none"> • Conduct off research paper / poster presentation competition based on research aptitude by each department. • Ensure active participation of students, research scholars and faculty.
		Linkages and Collaborations	<ul style="list-style-type: none"> • Every department shall coordinate one MoU and a linkage with institutes of national repute. • Design Collaborative activities for international exposure such as Scholarship Conferences, & linkages. • Gradual increase in collaborative activities every year.
		Reformation in Examination initiatives	<ul style="list-style-type: none"> • Develop assessment practices to have a direct link to OBE • Reform assessment strategies of CIE to improve the learning outcomes. • Build transparent assessment systems.

Research & Intellectual Property

The college through its legacy of cutting-edge research and innovation has made a significant impact in addressing the challenges faced by the society at large. The college, through its Academic Research Committee, encourages researchers to engage in collaborative initiatives in diverse fields. With a multi-disciplinary approach to research, the college fosters an environment of generating ground breaking ideas which yield valuable intellectual property.

4.	Research & Intellectual property	New research programmes	<ul style="list-style-type: none"> Identify feasibility for new research centres in Mathematics, Urdu/Persian, and history. Submit proposal to the affiliating university.
		Augmentation in research	<ul style="list-style-type: none"> Increase the number of activities/initiatives of incubation Centre and Academic Research Cell, Innovation Cell.
		Incubation Centre	<ul style="list-style-type: none"> Strengthen the incubation centre with upgraded facilities.
		Research Lab Infrastructure	<ul style="list-style-type: none"> Upgrade the lab infrastructure. Increase students' participation in research activities.
		Increase the number of research supervisors	<ul style="list-style-type: none"> Ensure all Ph.D. holders apply to become research supervisor. Coordinate training sessions on Ethical practices in Research for research Scholars and supervisors.
		Incentives for Impactful Research	<ul style="list-style-type: none"> Upgrade the policy of offering incentives. Effectively implement the policy of incentives for impactful research including T.A. & D.A. reimbursement
		To motivate the eligible faculty to apply for the Research Guide ship	<ul style="list-style-type: none"> Make a list of Non-Ph.D. faculty members.

			<ul style="list-style-type: none"> • Issue Specific guidelines for them. • Extend necessary technical support to register for Ph.D. • More number faculty with Ph.D.
		Faculty appreciation & research publication process for quality research publication.	<ul style="list-style-type: none"> • Design research publication policy guidelines. • Ensure that every faculty publishes at least 03 research papers every academic year.
		Intellectual Property Rights Programs (IPR) and research methodology	<ul style="list-style-type: none"> • Design a policy to conduct conferences/seminars/workshops. • Coordinate workshops on Intellectual Property Rights (IPR) and research methodology. • Each discipline organizes one International Conference every year.

Human Resource and Supportive Enablers

The college recognizes its human resource as strength. The college is committed to capacity building and knowledge creation by fostering a culture of continuous professional development and skill enhancement. The college aims to create a dynamic and inclusive environment to empower its faculty, staff and students for continued excellence in their respective fields.

5.	Human Resource and Supportive Enablers	Human Resource Development Mechanism	<ul style="list-style-type: none"> • Define procedural benchmarks to appoint quality human resource. • Strengthen the process of recruitment to achieve institutional goals. • Create an ambience of competitive work culture. • Streamline a process to identify talent to create supportive learning environment for holistic development.
		Financial Aid to Students	<ul style="list-style-type: none"> • Constitute a committee to look after various schemes of financial aid to students. • Review its activities and support extended to the students.
		Mentoring sessions for students, teachers and non-teaching and support staff	<ul style="list-style-type: none"> • Two mentoring sessions for students. • One mentoring session for faculty on mental well-being.
		Empowerment of teaching, administrative staff and non-teaching staff through orientation programs	<ul style="list-style-type: none"> • Design policy guidelines on continuous professional development. • Mandatory participation in Refresher/Orientation/FDP for pedagogical enrichment. • Organize two training sessions for administrative staff on effective management strategies and mental well being.

			<ul style="list-style-type: none"> • Design a training session for newly recruited faculty. • Deputation of a newly recruited faculty for training organized by the management and other agencies.
		Robust and transparent execution of promotion mechanism & developed by the parent institute ensuring performance-based appraisal	<ul style="list-style-type: none"> • Upgrade the policy of appraisal. • Design formats of appraisal. • Coordinate appraisal regularly online/offline. • Timely collection & submission of faculty appraisal to the parent institute through online & offline mode.
		Confidential Reports of all level staff will be collected	<ul style="list-style-type: none"> • Timely submission of confidential report in prescribed formats every year.
		Placement & Counselling facility for students, faculty and Support Staff.	<ul style="list-style-type: none"> • Provide counselling facility to faculty coordinated by the counselling centre. • The counselling centre & Niramay Aarogya Kendra will facilitate awareness & support for mental and physical well-being.
		HR Manual for faculty and administrative staff.	<ul style="list-style-type: none"> • Develop an HR Manual for faculty. • Develop an HR Manual for administrative staff. • Ensure effective implementation of the manual.
		Academic Communication with Stakeholders	<ul style="list-style-type: none"> • Establish a G-Suite mechanism for smooth academic communication among the stakeholders. • Coordinate a training session on use of ICT tools. • Design a session on interpersonal communication for faculty to enable them build trust among stakeholders.
		Backup plan for academic, administrative & support facilities.	<ul style="list-style-type: none"> • Analyse the current facilities. • Identify the nature of backup support. • Develop a backup plan for academic,

			administrative & support facilities.
		Safe & Secure Campus	<ul style="list-style-type: none"> • Develop guidelines for safety and security on campus. • Coordinate Green Audit, Fire audit, Structure audit Gender audit, from time to time.
		Ensure proximity among stakeholders through recreation sessions cultural events	<ul style="list-style-type: none"> • Identify nature of recreational activities. • Organize Cultural Fest and recreational activities. • Plant a sapling to celebrate birthday of teachers.
		Welfare Measures for teachers and administrative staff	<ul style="list-style-type: none"> • Sensitize faculty to welfare measures provided by institution. • Coordinate welfare measures for the stakeholders in collaboration with MGVS and the government. • Extend support for Medical reimbursement.
		Financial Assistance to faculty	<ul style="list-style-type: none"> • Streamline an effective procedure for getting financial support for academic activities. • Extend financial support for participation in technical training programs, presenting papers in national/international conferences globally recognized institutions
		Training Sessions for HR Development	<ul style="list-style-type: none"> • Training session for non-teaching staff every year. • The ICT skills training program for teaching & non – teaching staff will be organized.
		Decentralization and Participative Management	<ul style="list-style-type: none"> • Identify individual potential and assign responsibility. • Ensure active participation of all stakeholders.

		Accountability among stakeholders through well-defined process	<ul style="list-style-type: none"> • Develop a timely procedure to review stakeholder accountability through robust review.
		Code of conduct for the students, teachers, and other stakeholders.	<ul style="list-style-type: none"> • Update Code of conduct for students, teachers and other stakeholders. • Publish it through notice board, prospectus, and college website. • Keep it updated in public domain.

Networking and Collaboration Enablers

The college acknowledges the relevance of networking and collaborations as crucial aspect of co-existence. The college broadens its horizons beyond academics. Through such initiatives, the college strives to widen the scope of academics, research and skill development. By providing better opportunities for students in terms of internships, job placements, and global exchange programs for students, the college plans to play a pivotal role in enriching their learning experience and boosting their employability.

6.	Networking and Collaboration	Design Strategic initiatives for collaboration & linkages for academic & research partnerships and Community engagement.	<ul style="list-style-type: none"> • Constitute a cell of International Relation and nominate a nodal officer. • Identity areas for possible collaboration, linkages by each dept for academic & research purpose. • Plan and Coordinate activities of social outreach for community engagement.
		Alumni Engagement	<ul style="list-style-type: none"> • Upgrade an alumni association. • Identify alumni engagement areas. • Prepare a Plan of action every academic year. • Design activities to extend alumni contribution. • Coordinate alumni meetings regularly to increase alumni participation and contribution.
		Institute-Industry Collaborations	<ul style="list-style-type: none"> • Identify institutes of repute and assess their feasibility for MoUs.
			<ul style="list-style-type: none"> • Prepare a plan of action for collaborative activities. • Coordinate collaborative initiatives for with MoU partners for project based and experiential learning, internship.
		Initiatives for Faculty Exchange	<ul style="list-style-type: none"> • Develop a plan of action for activities addressing socio-economically less privileged sections of the society.
			<ul style="list-style-type: none"> • Define the nature of faculty and student

		Student Internship	<p>exchange.</p> <ul style="list-style-type: none"> • Make a plan of action to coordinate exchange initiatives. • Constitute an internship board to be registered with SPPU & monitor its activities.
		Accreditation by NAAC, ISO, to set benchmarks	<ul style="list-style-type: none"> • Identify accreditation requirements. • Develop a plan of action for reputed accreditations. • Nominate people to carry responsibilities.

Physical Facilities Enablers

The college, through its legacy of sixty years has marked its physical footprint that has grown up substantially. The college takes pride in its efforts to preserve the heritage infrastructure while creating a balance through the process of gradual modernization. Physical enablers are essential for fostering an environment conducive to academic achievement, research advancement, innovation, and the overall well-being of students. They establish the necessary infrastructure and resources that facilitate effective teaching, learning, and administrative functions.

7.	Physical Facilities	Augmentation of physical facilities	<ul style="list-style-type: none"> • Reorient the college campus into a smart campus in relation to various structural up gradation. • Gradual up gradation of traditional classrooms into ICT enabled to smart classrooms. • Upgrade laboratories with state of the art amenities. • Upgrade the physical facilities in tune with the suggestions from Estate department of MGVS, Nashik
		Green and Clean Campus	<ul style="list-style-type: none"> • Conduct green audit annually. • Make the campus eco friendly. • Identify green zones on the campus. • Strictly follow the suggestions of the auditing agencies to ensure green campus, reduction in green house gas, clean & green energy.
		Equitable Access on Campus	<ul style="list-style-type: none"> • Robust execution of the statutory guidelines of the govt to cater the needs of the differently abled students. • Develop an action plan to address issues of equitable access. • Upgrade Differently abled friendly facilities (wheel chair, ramp, lift etc.).

		Digitization of library resources	<ul style="list-style-type: none"> • Digitization of library resources.
		Subscriptions for E- Journals & E-Books	<ul style="list-style-type: none"> • Increase the number and readership of E- journals.
		Lecture Recording Studio Set up	<ul style="list-style-type: none"> • Set up a state of the art Lecture recording studio. • Increase the number of video recording facilities for lecture -capturing. • Coordinate professional training in video recording
		Canteen Facility.	<ul style="list-style-type: none"> • Renovate the canteen. • Build a second floor of canteen. • Ensure robust implementation of food and safety guidelines.
		Parking for students and Staff	<ul style="list-style-type: none"> • Upgrade parking facility for staff & students.

Digital Setup Enablers

The college embraces the vision of Digital India through accommodating digital infrastructure facilities gradually. The college smoothly integrates and supports the entire lifecycle of students and employees, transforming administrative processes and enhancing both transparency and competency. The digital set up fosters student's holistic development.

8.	Digital Setup	Digital Resources	<ul style="list-style-type: none"> • Develop an action plan to accommodate digital resources in all operations. • Increase access and bandwidth of internet. • Redefine communication with stake holders thorough Online platforms. • Identify safe & secure online platform to be used for communication with the stakeholders. • Adapt a G-Suite Structure for paperless office. • Upgrade Wi-Fi facility on the campus. • Subscribe to video conferencing tools.
		College Website	<ul style="list-style-type: none"> • Ensure continuous up gradation of information on college website. • Each faculty designs and maintains a website for academic purposes.
		Online Assessment Initiatives	<ul style="list-style-type: none"> • Define nature of online assessment. • Identify tools for online assessment. • Design strategies for online assessment.
		Financial Provision for ICT facilities	<ul style="list-style-type: none"> • Develop an action plan for gradual up gradation of ICT facilities. • Make budgetary provision for ICT facility development and maintenance.

Value Framework Enabler

10.	Value Framework	Human Values	<ul style="list-style-type: none"> • Define the trajectory of basic human values. • Display tags of human values on the campus. • Plan activities to address sensitization to human values for students and teachers. • Organize awareness activities about institutional values and legacy.
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Equity and Social Justice

11	Equity and Social Justice	Equity and Society	<ul style="list-style-type: none"> • Constitute statutory and non-statutory committees/cell recommended by Govt. • Develop a Gender Action Plan. • Sensitization of students and staff for gender and social equality and equity. • Coordinate activities to celebrate gender equity consciousness.
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Annexure-1

Introducing New Programs/Courses

Sr. No.	Name of Proposed Course	Program	Faculty	No. of Divisions	Intake	Proposed proposal For this year
1	M.Sc. Electronics	M.Sc.	Science	01	24	2025-2026
2	F.Y.B.Sc. Comp.Sci	B.Sc. Comp. Sci.	Science	01	80	2025-2026
3	BBA CA	BBA	Computer	01	60	2025-2026
4	BCA	BCA	Computer	01	60	2025-2026
5	MCA	MCA	Computer	01	60	2025-2026
6	Research Centre	Mathematics	Science	01	12	2025-2026
7	Research Centre	Urdu/Persian	Arts	01	12	2027-2028
8	Research Centre	History	Arts	01	12	2028-2029
9	Four Year Integrated (ITEP)	Education, NICTE	BSc. B.Ed. BA, B.Ed. BCom, B.Ed.	01 01 01	60 60 60	2027-2028 2027-2028 2027-2028

Annexure-2 IDP Budgetary Provision

MGV's Maharaja Sayjirao Gaikwad Arts, Science and Commerce College, Malegaon Camp, Dist. Nashik							
Institutional Development Plan: Budgetary Provision							
Sr. No.	Particulars	Budget	Year				
			2024-25	2025-26	2026-27	2027-28	2028-29
1	10 training sessions for e- governance	200000	40000	40000	40000	40000	40000
2	G-Suite and Zoo, Google Meet Subscription	51840	10368	10368	10368	10368	10368
3	Implement data security protocol for safety using digital signature, biometric devices firewall protectors likened softwares campus 360, ERP, CCTV.	500000	100000	100000	100000	100000	100000
4	Coordinate internal AAA from AAA Committee in the first week of April every academic year.	200000	40000	40000	40000	40000	40000
5	ISO certification process and related activities	30000	10000	-	10000	-	10000
6	Coordinate Green audit, Energy audit, Fire audit and structure audit with its mechanism after every two years.	240000	80000	-	80000	-	80000
7	200 KVA transformer and Electric Generator	1500000	-	1500000		-	-
8	To install 20 KVA off Grid Solar System will be installed.	1200000	-		1200000	-	-
9	10 street solar lights	100000	-	100000		-	-
10	Bio-degradable and non bio-degradable wastes	500000	-	500000		-	-
11	Coordinate activities of Innovation and Start Up Cell to generate funds.	500000	-		500000	-	-
12	Introduce non-grant programmes/courses to generate funds. Affiliation	2000000 5040000/-	-	2000000 5040000/-		-	-
13	Introduce non-grant programmes/courses to generate funds. Faculty	5040000	-	1260000	1260000	1260000	1260000
14	Effective implementation of autonomy	500000	500000		-	-	-
15	Identify feasibility for new research centres in Mathematics, Urdu/Persian, and history.	100000	-	100000	-	-	-
16	Upgrade the lab infrastructure.	500000	-	-	-	500000	-
17	Two mentoring sessions for students every academic year. One mentoring session for faculty on mental well-being every academic year.	20000	4000	4000	4000	4000	4000
18	Frequent on and off campus placement drive. Ensure at least 60% of placement of the last year students.	100000	20000	20000	20000	20000	20000
19	Tainring session for non-teaching staff every year.	100000	20000	20000	20000	20000	20000
20	First floor of Mahalaxmi Recreation Hall	1500000				1500000	
21	Smart Classrooms	3000000	600000	600000	600000	600000	600000
22	Yoga center, games (Indoor and outdoor)	2000000			800000	1000000	200000

23	Organization of Sports Competition	250000	50000	50000	50000	50000	50000
24	Incentives to Sports Personnel	300000	-	75000	75000	75000	75000
25	Indoor Hall Upgradation (Wooden Court)	1000000	-	500000	-	500000	-
26	Turf for Cricket	200000	-	200000	-	-	-
27	Khelo India Participation	300000	60000	60000	60000	60000	60000
28	National Sports Psychology Conference	100000	-	-	100000	-	-
29	Regular Sports Budget	2500000	500000	500000	500000	500000	500000
30	Purchase of Computer	5000000	1000000	1000000	1000000	1000000	1000000
31	Library Automation	1000000	200000	200000	200000	200000	200000
32	Reading Room POP	8000000	-	-	8000000	-	-
33	e-resources and journals	500000	100000	100000	100000	100000	100000
34	Reference and Text Books	200000	40000	40000	40000	40000	40000
35	E resources Database-Science Direct	100000	-	100000	-	-	-
36	LMS	500000	-	-	-	500000	-
37	Digitization of Books	500000	100000	100000	100000	100000	100000
38	Computers in Library	250000	50000	50000	50000	50000	50000
39	RFID System	1500000	-	-	500000	500000	500000
40	Library Stacking Racks	500000	-	500000	-	-	-
41	English Language Lab	700000	-	-	-	-	700000
42	Commerce Lab	2000000	-	-	-	2000000	-
43	LVH Auditorium Hall (Sound proof, furniture,Interior)	3000000	-	3000000	-	-	-
44	Two Storied Canteen	3000000	-	-	-	3000000	-
45	Handicapped students Annex I Lift	2500000	-	-	-	2500000	-
46	Vehicle Parking	2500000	-	-	-	2500000	-
47	Nadbrahma Cultural Hall	2000000	-	-	-	-	2000000
48	Fire Safety System	1500000	-	-	1500000	-	-
	Total	56710000					

Dr. Subhash Namdev Nikam