
Strategic Planning And Deployment Document



VIDNYAN MAHAVIDYALAYA, MALKAPUR



About Vidnyan Mahavidyalaya, Malkapur

Scientific and humanist approaches are not competitive but supportive, and both are ultimately necessary in the human life. Science is the systematic classification of experience which is nothing but the key which unlocks for mankind the storehouse of nature. Dr. A.P.J. Abdul Kalam, former president of India said that, "The Path of Science can always wind through the heart. For me, Science has always been the path to spiritual enrichment and self realization"

Looking towards the importance of higher education in Science, Vidnyan Mahavidyalaya was established in 1993. Within very small span of 28 years college had proved its standard of quality education. The college has permanent affiliation of SGBA University Amravati and accredited by NAAC with B+ grade for the period 2004 to 2009 and B Grade for the period 2015 to 2020.

The college is included in the UGC list of 2f and 12 B and is fit for receiving grants from Central Govt. & UGC. With the help of UGC Grants, college has established Network Resource Centre, i.e. facility of computer network with free of cost to the staff and students of this college. Well furnished and well equipped laboratories are constructed.

The college has many good traditions such as consistently good results, personal attention towards students, coverage of syllabus, disciplined staff and student, spacious building etc. With full support from all its stake holders, the college is marching slowly but steadily towards excelsior position.

Founded in 1993 by Gaurishankar Seva Samiti, Malkapur, Dist. Buldana. Main purpose was to provide education to rural students in Malkapur region. Gaurishankar Seva Samiti is running this college with well defined vision, mission and goals. Students from the rural surrounding areas have the unique opportunity to study in this well developed science college. Apart from teaching and learning, college gives ample of opportunities to the students for their personality development through various co-curricular, extension, cultural and sports activities. With all facilities, good traditions and many best practices, college is running B.Sc., M.Sc. and Ph.D. courses.

The college has recognised research centre of SGBAU in Chemistry. Teaching learning, research and extension activities plays important role in college life for overall development of students. College is giving importance to complete the prescribed syllabus well in advance. College provides platform to bring hidden talent of students on the surface through extra-curricular sports, cultural and extension activities throughout the year. The college desires its gratitude to gain the knowledge and skill in basic sciences. It also desires from its students to have scientific attitude and apply it in problem solving in every field of life.

Preface

For an organization, strategic planning is very essential to accomplish the Vision and Mission, which it dreams of. Strategic planning is a continuous process with a specific focus on accomplishing institutional goals in this competitive world. Strategic Planning and deployment document is based on analysis of current obstacles and future opportunities and envisages the direction towards which the organization should move to achieve its set goals and objectives.

The first part of it addresses the vision, mission which the institute dreams along with core values, institutional long term & short term goals. These are defined and guided by the stake holders (management, leadership, HODs, faculty, staff, industry, students, alumni and parents) through SWOC analysis. After analyzing the internal and external environment, the institutional goals were set up in all possible growth domains through continuous thought process and discussion with HODs and faculty members. The strategies with action plans were decided to achieve institutional strategic goals.

While formulating the strategic plan and deployment document, care is taken to involve all stakeholders to help contribute their part which is vital for the success of every organization. Effort is taken to identify clearly the implementation processes and monitoring by identifying measurable targets in line with the desired outcomes. This will emerge to be the guiding force for Vidnyan Mahavidyalaya, Malkapur to achieve its goal to become an institution of Academic Excellence and providing professional by skilled young graduates to the society.

Vision

“A scientific and educational community that is open and welcoming, creative and adaptive and renowned for excellence in knowledge and skills.”

Mission

“We are committed to quality education, empowering personalities and development of responsible members of the society.”

Core Values

- Discipline
- Determination
- Dedication
- Integrity & Trust
- Interest & Involvement

Objectives

- To impart quality based higher education in science for rural based society.
 - To develop scientific approach, humanism, spirit of enquiry and reform in the youth of society.
 - Utilization of acquired knowledge in problem - solving of the society.
 - Development of various basic skills among the students so as to become independent member of the society.
 - To provide platform for the development of physical, mental and moral strength through Sport, extension and co-curricular - activities.
 - To attain community and social development through optimum use of infrastructure Facilities of the institution.
 - To streamline the exuberance of youth for the sake of Nation building.
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SWOC Analysis

Strength:

- Proactive visionary management
- Qualified, competent and dedicated faculty
- Financial support by means of various scholarships
- Conducive environment for teaching learning process
- Support for research through research centre.

Weakness:

- Research grants from funding agencies
- Absence of more PG programs
- Placement in core industries
- Functional MoUs

Opportunities:

- Interdisciplinary research activities.
- Organizing International conference.
- Faculty exchange programme with international organisation
- Incubation centre
- Revenue generation through consultancy and research projects
- NIRF ranking
- Autonomous status by the University

Challenges:

- Develop multi-disciplinary and inter-disciplinary courses and programmes
 - Developing patents and good research teams in every department
 - Achieving placement opportunity to every student
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Strategic Goals

The team of Vidnyan Mahavidyalaya, Malkapur after several discussion and planning, guided by the Mission and Vision of the Institute, Quality Policy, Core Values, Stake holder's expectations and SWOC analysis have framed the Institutions strategic Goals.

Institution Strategic Goals:

1. Following effective teaching learning process
 2. Developing and following leadership and participative management
 3. Establishing a continuous Internal Quality Assurance System
 4. Ensuring good governance
 5. Ensuring student's development and participation
 6. Ensuring staff development & welfare
 7. Development of entrepreneurship
 8. Encouraging research and development work
 9. Increasing Alumni Interaction and participation and Outreach activities
 10. Engagement in Community Services and Activities
 11. Developing physical infrastructure
 12. Getting memberships of professional bodies, Local chapters, student's chapter etc.
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Strategic Planning

1. Teaching learning process

- a. Academic planning and preparation of Academic Calendar
- b. Preparation of teaching plan by department.
- c. Use of more teaching aids and adopt more ICT
- d. Development of e- learning resources
- e. Promote research culture & facilities
- f. Provide mentoring and personal support
- g. Follow a transparent and fair feedback system
- h. Conduct training based on need analysis
- i. Continuous assessment to measure outcomes
- j. Performance development through various courses/workshop/talk

2. Leadership and participative management

- a. To follow reporting structure
- b. Decentralize the academic, administration and student related authorities & responsibilities
- c. Prescribe duties, responsibilities and accountability
- d. Establishment of functional committees

3. Internal Quality Assurance System

- a. Formation of Quality Monitoring Committee & functioning
- b. Periodic check & guidance for quality improvement
- c. Establishment of academic & administrative process
- d. Annual report preparation & submission

4. Student's development and participation

- a. Budget allocation for student development programmes and activities
 - b. Students Trainings & Placement Activities
 - c. Formation of student council
 - d. Student's representation in various committee and cell
 - e. Organizing & Participation in technical competitions
 - f. Rewards & recognitions of achievers
 - g. Participation in extracurricular, social, sports and welfare activities
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5. Staff development & welfare

- a. Recruitment Policy formation & implementation
- b. Staff performance evaluation system
- c. Staff Training for quality improvement
- d. Best possible work facilities & infrastructure facilities
- e. Code of conduct, service rules, leave rules and Staff welfare policy implementation
- f. Rewards, recognitions and incentives
- g. Deputation for seminars, conferences and workshops etc
- h. Sponsorship/ Motivation for qualification/learning improvement
- i. Support for research, consultancy, innovations

6. Financial management

- a. Framing & implementation of Purchase and financial policies.
- b. Department wise Budget planning and allocation
- c. Forecasting income & expenditure
- d. Effective functioning of purchase committee
- e. Budget formulation & approval through Finance Committee
- f. Periodic Audit

7. Good governance

- a. Vision, Mission development & their articulation in every key position
 - b. Inclusion of industrialists & academicians in the CDC and IQAC.
 - c. Evaluation of Institute's performance and benchmarking
 - d. Institutional strategic goals setting
 - e. Institutional Strategic development plan
 - f. Monitoring and Implementing the Quality Management Systems
 - g. Following organization structure
 - h. Smooth Working of statutory committees
 - i. Establishing E governance
 - j. Leadership development through decentralization
 - k. Establishing internal audit committee
 - l. Code of conduct and policy formulation, approval and implementation
 - m. Establishing fair and transparent performance appraisal system
 - n. Establishing grievance committee for staff and students.
 - o. Establishing committee for provision of sexual harassment of females.
 - p. Strict prohibition on tobacco products.
 - q. Strict prohibition on ragging.
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8. Entrepreneurship

- a. Establishment of Entrepreneurship Development Cell
- b. Effective functioning of entrepreneurship development Cell
- c. MoUs with organizations for entrepreneurship development
- d. Providing training & guidance for entrepreneurship development
- e. Bringing more experts of the field for seminar, lecture, workshop for entrepreneurship development
- f. Promoting & facilitating entrepreneurship development

9. Research and innovation

- a. Dedicated R &D facilitation centre for all the departments
- b. Establish and develop Laboratories with more research facility
- c. Fund generation through Project proposals
- d. Apply for Government/Non Government industry, sponsored funds
- e. Collaborations with Government & Private Institutes, Universities and Research Organizations

10. Alumni Interaction

- a. Formation of Alumni association, participation and registration
- b. Data base creation, Regular interactions with alumni and networking
- c. Leverage for guest lecturers/internships/placements/training/ entrepreneurship
- d. Exploring Contributions

11. Community Services

- a. Identify community and social development work
- b. Identify challenges of society for development work
- c. Conducting awareness camps
- d. Utilization of knowledge for problem solving of the society.
- e. To undertake need based research projects.

12. Physical infrastructure

- a. Infrastructure building development & modification
 - b. Smart Class rooms, Tutorials, Seminar halls
 - c. Modernization of Laboratory & equipment
 - d. More ICT enabled classrooms
 - e. Library infrastructure with enhanced reading facility.
 - f. System up gradation
 - g. Functional facilities for e-learning
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- h. Safety & Security management
- i. Water facility
- j. Sports (indoor/outdoor) facilities
- k. Plantations
- l. Rain water harvesting & Sewage Treatment Plant.
- m. Renewable Energy usage
- n. Hygiene, zero plastic & green campus

Strategy Implementation and Monitoring

After approval of Strategic development plan the next step is its implementation. During implementation the progress of strategy shall be measured from time to time. Hence the measurable success indicators are clearly spelt out in the implementation document. Principal along with the other members of IQAC periodically review the strategic plan and its deployment.

Responsibility & Accountability Matrix for various activities at institute level

Governance & Administration	President, College Development Committee (CDC) member & Administrative office
Infrastructure (Physical & Academics)	CDC, Principal & HOD's
Teaching- Learning	Principal, HODs, Faculty and Staff
Departmental Activities	HODs and Faculty
Students Development	Principal, HODs, Student Development Officer (SDO) and concerned committee.
Research & Development	Principal, HODs and R&D cell
Quality Assurance	Principal and IQAC

Key Result Areas to be measured during implementation.

1. Effective teaching learning process

- a. Syllabus completion
- b. Minor projects, Major projects, Seminars
- c. No. of learning resources
- d. No. of student counseling/mentoring/training sessions conducted
- e. Result of examinations (Pass, First classes, Distinctions)
- f. Student feedback
- g. No. of teaching aids

2. Leadership and participative management

- a. Reporting structure in place
- b. Decentralization in various domains - academic, administration, staff welfare, student development, infrastructure management – appointments
- c. Code of conduct - duties, responsibilities and accountability
- d. Functions of various committees – no. of meetings/ semester, minutes of meetings
- e. Committee Planning & implementation

3. Internal Quality Assurance Cell

- a. Number of IQAC initiatives
- b. Staff Professional Development (SPD) programmes.

4. Good governance

- a. No. of CDC meetings.
 - b. Vision ,Mission
 - c. Organization structure in place
 - d. Degree of decentralization
 - e. Resource mobilization
 - f. Staff appraisal & career advancement scheme in placement.
 - g. Service rules & benefits
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5. Students development & participation

- a. Number of sports, cultural events organized
- b. Regional, National & International competitions organization and participation.
- c. Regional, National & International recognitions received
- d. Sports infrastructure provided

6. Staff development & participation

- a. Number of Staff attending training programs
- b. Staff training programs organized
- c. Motivation for higher education
- d. Number of staff welfare programs
- e. Staff awards/ recognitions

7. Financial management

- a. Annual Budget forecasting income & expenditure
- b. Utilization / Allocation of funds
- c. Internal & External Audit

8. Institute – Industry Interaction

- a. No. of active MOUs
- b. No. of Initiatives/activities through MOUs

9. Training & Placement

- a. Number of placement drives organized
- b. Number of placements
- c. Number of skill development & career guidance programmes

10. Entrepreneurship

- a. No. of entrepreneurship trainings organized/participated
- b. No. of graduates becoming entrepreneurs

11. Revenue Generation

- a. Funding raised through sponsored Projects
 - b. Consultancy /Testing Services,
 - c. Funding raised through infrastructure utilization
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12. Alumni Association

- a. Alumni data base
- b. Number of alumni interactions/meet/talk
- c. Support for internships/placements/ projects/ consultancy

13. Community Services

- a. Number of trainings/ awareness camps
- b. Number of social projects undertaken

14. Infrastructure (Physical & Academic)

- a. Number of buildings, class rooms added
- b. New Laboratories & equipments added.
- c. Annual budget allocated & utilized
- d. Green initiatives
- e. Number. of Volumes & Titles in library
- f. Number of National& International journals lectures etc)
- g. Digital Library
- h. ICT enabled classrooms

Monitoring Strategic Plan

The implementation of strategic plan will be monitored time to time by Principal and IQAC through periodic review. The department heads & committee coordinators will prepare the detailed progress report and present it in the review meetings. The benchmarking of quality standards and its monitoring, evaluation of attainment will be carried out by the IQAC independently. The IQAC will report the findings to the Principal. With thorough analysis of outcomes, IQAC will recommend the corrective actions, need of further processes and deployment of resources. All these reports will be forwarded for further discussions and approval to management & CDC members.