

**PERSPECTIVE PLAN**  
*OF*  
**DADA RAMCHAND BAKHRU SINDHU**  
**MAHAVIDYALAYA, NAGPUR**



**2020-2025**



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## **1. COLLEGE AT A GLANCE**

Dada Ramchand Bakhru Sindhu Mahavidyalaya (formerly known as Sindhu Mahavidyalaya) is about 50 year old premier institution of Nagpur imparting quality education to students in the faculties of Science & Commerce. It is run by Sindhi Hindi Vidya Samiti which comprises of a team of social workers committed to the mission of propagating education.

The college was founded on 1st July 1971. The college is reaccredited with Grade B+ with CGPA 2.55 by NAAC in 2019 (3<sup>rd</sup>Cycle). The U G courses run by the college are B.Sc.(Chemistry, Biotechnology, Microbiology, Biochemistry, Electronics, Physics, Maths, Botany, Zoology, Computer Science), in science faculty, B.Com, B.B.A. in commerce faculty and P G courses are M Com. The institute also has junior college(+2 level) in Science, Commerce and MCVC.

The college has UGC network resource centre for Commerce, Equal Opportunity Cell, NSS and Adult Education, Inlibnet, library facilities and computer centre with internet.



## **2. PRINCIPAL'S FOREWORD**

It gives me immense pleasure and pride to represent Dada Ramchand Bakhru Sindhu Mahavidyalaya, Nagpur in the capacity of the Principal. With the support from Management 'Sindhi Hindi Vidya Samiti', this Higher Education Institution has shown a sustainable growth in providing quality education on the lines of objectives of the higher education in the changing global as well as local scenario.

It is a matter of privilege and pleasure to publish this edition of Perspective Plan of Dada Ramchand Bakhru Sindhu Mahavidyalaya for the period 2020-2025, which strongly reflects our institutional commitment to lay the foundations for a quality higher education strategized through an array of quality initiatives.

Nearing the completion of five decades of its glorious existence, our college has been making rapid strides both in academics as well as in the domain of extra-curricular accomplishments. The college has made exemplary growth from its inception till date. Today, it is not only one of the most distinguished undergraduate and post graduate co-educational institutions but also the first choice by many. The college boasts of a current strength of about more than 65 accomplished regular faculty members and about 2727 students studying in undergraduate programs and post graduate program. The post graduate program in Science is on cards. The college has an ambitious plan of starting the Research centre to facilitate students to go for research.

The college is proud of its supportive administrative and non-teaching staff, providing a liberal, lively and competitive environment. The dedicated and devoted faculty has enabled our learners to carve out a niche for themselves in their respective fields.

The Internal Quality Assurance Cell (IQAC) of the college has been taking quality initiatives in the recent past, so that we can soar further in providing the best quality education to the coming generations so that they can face the competitive world and leave behind a trail of excellence and good human beings.

I thank the honorable Management Committee, all members of IQAC, distinguished Alumni, all faculty members and supportive staff for their valuable inputs and constant dedicated efforts in making the institute which is second to none in providing best education. I wish this Perspective Plan will make a road map and path to Dada Ramchand Bakhru Sindhu Mahavidyalaya, as a Centre for Excellence in the academic world.



### **3. VISION AND MISSION**

Following the footprints of the motto of our Parent Institution ‘Knowledge is power’

the institute has a

**Vision:** To be a leader in fulfilling the contemporary need of the society by providing quality centric higher education with holistic development.

**Mission:** The institution is located in the midst of socio-economically weaker society. The priority of the institution is to bring academic excellence along with personality development to compete with rest of world. It also entrust improvement in health care, environmental and social awareness.

### **4. AIMS & OBJECTIVES OF PERSPECTIVE PLAN**

Aims :

Quest for Excellence

Education for the Welfare of Masses

Equal Opportunities for the Marginalized section of the society

Gender Equality

Skill Based Education through Innovative Pedagogy

Environmental Consciousness

Objectives :

To provide quality academic education to our students through a disciplined approach and better quality of teachers

To promote higher education, competency and enhancement among teaching fraternity and sensible approach towards environmental awareness and social values

To pay special attention to women education and to ensure the success of empowerment and emancipation of women

To make the students computer literate and imbibe soft skills among them to groom their personality so that they can meet the current challenges



To support the wards of retired and defense personnel

To provide maximum facilities to minority and underprivileged (reserve category) students

To encourage students to participate in N.S.S. activities for their all-round personality development

## **5. PROCESS OF THE PERSPECTIVE PLAN**

The Perspective Plan is prepared by Internal Quality Assurance Cell (IQAC) of the college. The participatory approach is followed to gather suggestions, ideas from the various stakeholders. The IQAC has collected feedback from various members of Faculty and departmental committees, and students through the interactions made during frequent meetings and the same has been incorporated in the perspective plan.

The present institutional Perspective Plan has been prepared for the years from 2020 to 2025, which has been duly approved by the college Governing Body, keeping in view of the various strengths, weaknesses, opportunities and challenges of the institution. The perspective plan will be implemented from 01 Jan 2020.

While preparing the present perspective plan the IQAC has considered following:

Vision and Mission Statement of our Institute

Quality Policy of the Institute

Inputs from the stakeholders

Perspective plan of 2020-2025

Societal expectations from the college

SWOT Analysis done by IQAC in 2019-20

Core Values

National Integration

Institutional and Social Responsibility



## 6. **PERSPECTIVE PLAN 2020-2025**

### **I. Curricular Aspects**

To introduce new post-graduate and Ph. D. programs in various departments

To introduce new vocational/ career-oriented/ value-added/ short term courses Add on Courses/ Certificate courses in Foreign Languages and human values

To organize workshops/conferences / seminars / lectures related to skill enhancement

To organize workshops on Revision of Syllabi

To take initiatives for increasing students participations in various college and university activities

Establishing a Cell that will look after the communication on curriculum to the University

To promote faculty members to participate in curriculum design and review at University level

Participation of more staff in BoS and Academic Council

Student Induction Programme

Feedback from all the stakeholders, analyse it and action taken

**All the above is sought to be addressed through –**

Appointment of teachers having good educational background and professional competencies, through a fair mode of selection process

Taking necessary steps to upgrade different departments, i.e. introduction of PG programs and Ph.D. program in departments having PG programs

Taking initiative to introduce various add-on courses for the students on roll, with the active assistance of the Entrepreneurship Development Cell

Conducting Student Empowerment Programs and Faculty Empowerment Programs through signing and execution of MoUs, as and when feasible

Assessing the outcomes of stakeholder feedback on curriculum and academic audit processes as and when conducted and for adopting proper remedial measures

Proper monitoring of the teaching-learning process through academic audit committee



Analytical discussions on departmental examination results with proactive involvement of Academic Committee

Feedback will be analysed and action taken report will be prepared.

## **II. Teaching Learning and Evaluation**

To promote teachers for Faculty Development Programmes and Qualification improvement

To enhance ICT based teaching, learning and Evaluation

To initiate experiential learning pedagogy

To conduct various programs for advanced learners

To take various measures for slow learners

To map the Programme outcome, programme specific outcome and course outcome for all programme offered by college.

To initiate students centric teaching methods

To adopt and use the online learning methods and e-contents

Introduction of modern learning resources to cope up with upcoming New

Educational Policy

To reform evaluation method at college level

To bring out variations in continuous evaluation system

Motivating teachers for E-content development

**All the above is sought to be addressed through –**

Providing teachers with the financial assistance, informing them about various schemes meant to enhance their academic acumen

Sharing of all ICT-enabled and smart classrooms by different departments on a practical basis so that every department has access to ICT-enabled teaching

Procuring more LCD projectors





Enabling teachers to use ICT tools

By conducting the lectures/ seminars/workshops for pedagogy

By conducting various programs for advanced learners

By taking various measures like giving extra time for slow learners to enhance conceptual learning

Enabling students to take up online MOOC and SWAYAM courses for career enhancement

Purchasing journals, reference books, etc. for catering to the upgraded CBCS syllabi

Providing internet with enhanced bandwidth to cater to the need and use of all campus users

Organizing different academic seminars/ conferences/ workshops/symposiums/ training programs in collaborative mode.

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

To create an Association for academic and research ethics

To establish Incubation centre

To begin Industry- academic innovative practices

To strengthen the research facilities in college and motivate faculty to involve in research by undertaking Major and Minor research project, publishing research papers in good impact factors Journals with ISBN/ISSN number.

To motivate faculty to take up Research Projects from various funding agencies

To promote faculty/students exchange programs

To organize International/ National Seminar and Conference on research and quality related theme specially on IPR and Research Methodology.

To increase research facilities and research centre

To conduct outreach programme with help of NSS, NCC

To increase participation of students in research through field projects, house projects Avishkar and other research competitions and publishing research paper in Seminar and Conferences.



To provide opportunities to students for hands on training and on-job training by organizing various field visits for experiential learning

To enhance the qualities of MoUs, collaboration with different industries, institute and NGOs

To increase students training, workshop to create job opportunity for students

To make students and faculty aware about the Institutional and Social Responsibilities (ISR)

To conduct outreach programs for societal benefits

**All the above is sought to be addressed through –**

Regular meetings of the College Research Committee for devising ways and means to create a research environment in the campus

Framing of policies to extend financial support to regular faculty members for attending and presenting papers in academic meets like conferences/seminars/ workshops etc.

Exploring means to devise and undertake inter-disciplinary research projects by making use of the institutional infrastructure and also through MoUs with external organizations

Holding of more outreach activities for students as far as practicable

encouraging the students to participate in the outreach activities through joint teacher student initiatives, preferably in the institutions/ village adopted by the college

Holding of extension activities through collaborative modes through active engagement of volunteers of NSS/ Rotaract Unit.

Holding of awareness programs primarily focusing upon health, hygiene, environment, cleanliness and other burning social issues



#### **IV. Infrastructure and Learning resources**

Expand and renovate the infrastructural facilities as per requirements

Framework for Eco-friendly and sustainable campus development

Establish digital Library

Renovation of Administrative Office with 100% computing

Renovate Science Laboratories to deal with the post graduate programs.

Renovation of gymnasium

Provide Wi-Fi facility to the students and the staff

Provide e-learning resources like MOOCS, Swayam , INFLIBNET, e-journals, e-books to students and teachers.

Enhance and upgrade academic, administrative as well as indoor and outdoor sport facilities

Restructure the current office set-up and arrangements

Set up a designated parking space for vehicles inside the campus

Construct skating rink

Enhance use of vermi-composting unit

Increase Solar Power Generation

**All the above is sought to be addressed through –**

Phase-wise replacement of old and dilapidated classroom and office furniture with modern furniture

Doing elaborate arrangements for the computers in different academic departments, office, library and the IQAC

By creating/purchasing the software to upgrade the administrative work

By Constructing a skating rink and purchase of more sport/ games equipment

By constructing facility in existing science laboratories for P G student

Maintenance of the building and construction of academic blocks, boundary walls, etc land filling of certain vacant and open spaces for creating more usable open spaces

Setting up of a vermi-compost production unit for efficient waste management from the college canteen.



## V. Student Support and Progression

To organize Skill Development Programmes for the students

To redesign Institutional scholarship, sports scholarship facility

To organize lecture series of successful Personnel in science and commerce fields

To organize study tours, industrial visits, field visits & excursion tours.

To organize sports competitions, Cultural events & competitions

To communicate and appeal various NGOs for financial assistance for students support services

Strengthening Placement Cell for better placement opportunities

To introduce internship to provide real life exposure

Enhancing career counselling and competitive exam guidance facilities to students

To strengthen the career counselling and competitive examination guidance centre Soft skill development

To initiate Alumni engagement for the development of college

**All the above is sought to be addressed through –**

By organizing Skill Development Programmes

By organizing a number of career-oriented talks, training programs, campus placement interviews, job-oriented programs, etc.

By conducting regular meetings of the Alumni and appealing them to provide support to underprivileged students

By organizing study tours and sports competitions

By organizing lecture series of successful Personnel in science and commerce fields

Appealing various NGOs for financial assistance for financially poor students

Introducing enhanced supplements by way of providing more knowledge and skill based activities for the advanced learners



The initiatives of placement cell for internship of the students in various industries, business houses, etc

Organization of cultural / sports programs & competitions

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

To implement Vision and Mission of the college through various activities and programs

To involve students as well as teachers in decision making policies

To chalk out strategic plan with its deployment

Framing various bodies/committees for decentralization of work

To enhance E-governance at various levels

To execute various welfare schemes for the staff as well as students

To provide financial support to the faculty & students for enhancing academic excellence

To conduct internal & external audits regularly

To plan for optimal utilization of existing resources

To create and maintain optimum number of statutory and non-statutory inhouse bodies to deal with the wide range of day to day academic and administrative tasks

To devise policies to improve the financial health if the institution

To undertake qualitative assessment like NIRF ranking, innovation / incubation ranking etc after the 3rd cycle of NAAC accreditation is completed

To put forward persistent efforts to obtain/ receive grants from different funding agencies like UGC, DST, CSIR, DBT, etc. and other non-governmental sources

**All the above is sought to be addressed through –**

A participatory and decentralized mechanism, with accountability, through active involvement of all institutional stakeholders

Distribution of tasks in the in-house bodies as per capabilities to the institutional fraternity for achieving optimum performance levels

Appointment of contractual/ guest faculty as per need in every academic session



Introduction of more self-financing programs

Promotion of e-governance in the matter of academic discourses, administrative domain, and grievance redressal through optimum usage of available ICT tools

Adoption and implementation of an effective Management Information System (MIS) with a view towards coordination, control, analysis and visualization of institutional information

Implementation of suggestions advocated in the various quality audits conducted

Holding various programs through stakeholder in collaborative mode

Introduction of fully online mode of admission

## **VII. Institutional Values and Best Practices**

To create ambience for gender sensitization

To take initiative for alternative energy resources

To conduct Green Audit and Energy Audit

To provide user friendly facilities to differently-able students

To update a handbook of Code of Conduct for Faculty as well as Students

To organize and celebrate various important days in order to motivate and inculcate spirit of Nationalism in faculty & students

To implement the Best Practices in the college like,

To ensure plastic-free campus through various means at all times

To promote energy conservation practices like, the installation of solar panels and wide usage of LED lights/ fans, and also through wide awareness campaigns for saving electricity

To ensure a hygienic ambience in the food cooking areas of the college canteen through periodical food safety inspections and a grievance redressal mechanism

To ensure regular submission of AQAR to NAAC every year within the stipulated time-framework



To implement all the suggestions that are put forward by the NAAC Peer Team, during the 3rd Cycle of NAAC Assessment & Accreditation

**All the above is sought to be addressed through –**

By arranging talk or lectures on gender sensitization

Augmentation of alternative energy resources like solar panels

By providing facility to differently able students

By organizing National Day Programs, Dr Babasaheb Ambedkar Jayanti, Zulelal Jayanti, Marathi Diwas ,etc

By arranging awareness programs to deter students from the use of plastic

By using energy conserving electric material

By ensuring food quality and the hygiene of the college canteen

By earnestly implementing the suggestion of NAAC Peer Team

### **COLLEGE PERSPECTIVE PLAN STEERING COMMITTEE**

- 1 Shri H R Bakhru \_ President, Sindhi Hindi Vidya Samiti
- 2 Dr V M Rughwani \_ Chairman, Sindhi Hindi Vidya Samiti
- 3 Dr I P Keswani \_ General Secretary, Sindhi Hindi Vidya Samiti
- 4 Dr S V Kasbekar \_ Principal, DRB Sindhu Mahavidyalaya
- 5 Dr Y V Bhute \_ IQAC Coordintor, DRB Sindhu Mahavidyalaya
- 6 Shri Navin Agrawal \_ Registrar, DRB Sindhu Mahavidyalaya

*With a warm regards for all the stakeholders, who made active participation, positive criticism, and presented aspiration to make this document. The Steering committee suggests performance evaluation and new plan preparation to be initiated in November 2024*





“Always plan ahead. It wasn’t raining when Noah built the ark.”

