



Government of Maharashtra's

# RAJARAM COLLEGE KOLHAPUR



## Institutional Development Plan For Implementation of National Education Policy 2020



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## INTRODUCTION

National Education Policy 2020 aims at revamping educational structure, policy paradigm and governance pattern to create a new system that is capable of meeting excellent global standards of the twenty-first century. The policy seeks advancements in pedagogies, knowledge creation, innovative delivery mechanisms, traditional value systems and integrated management of the education system. To attain the objectives of NEP-2020, Rajaram College has designed an Institutional Development Plan.

The College has been making efforts for universal access to quality education since its inception in 1880. Now, the college is poised to reorient and restructure its education system as per the guidelines of NEP-2020. Working on the philosophy of 'think global and act local', the college desires to contribute to attaining the targets of 'Agenda 2030' by addressing various United Nations Development Programme (UNDP) indicators.

The College is geared up to implement vital imperatives of NEP-2020 such as increasing the Gross Enrollment Ratio (GER), Multidisciplinary approach, the flexibility of choice of subjects (CBCS), Multiple Entry and Multiple Exit (MEME), Indian Knowledge System (IKS), Blended Learning, Outcome based learning (OBL) and Academic Bank of Credit (ABC) to enable credit accumulation and transfer. Similarly, the college is also determined to ensure inclusive and equitable quality education and promote lifelong learning opportunities for all.

The Institutional Development Plan as the comprehensive roadmap for implementation of NEP – 2020, shall facilitate the college fraternity in putting the vital components of the Policy in place in a time-bound manner.

The methodology adopted to design the Institutional Development Plan was as per the UGC framework on Institutional Development Plans for Higher Education Institutions. The steps taken in this direction were:

- 1) The coordinator and Associate Coordinator were identified and were given the responsibility to outline the broad theme of IDP.
- 2) Nodal officers for various activities were identified.
- 3) Need assessment was done by carrying out a SWOC analysis.
- 4) Based on the needs assessment, goals and priorities were identified.
- 5) Broad consultations were carried out with all the stakeholders and their inputs were taken on record.
- 6) An annual plan of action was designed and incorporated into the IDP.
- 7) IDP was finalized.

These steps have ensured that this IDP is the embodiment of the aspirations, ideas, and desires of all the stakeholders associated with this

institution. The IDP is need-based and therefore remains focused on the objectives of efficiency, transparency, and accountability. This is an enabling document which will help in the transformation of the institute into a vibrant, multicultural, multifaceted ecosystem that nourishes academic excellence and holistic development.

### **OBJECTIVES OF IDP**

The Institutional development plan (IDP) of Rajaram College has definitive objectives that are intended to facilitate the implementation of provisions of the National Education Policy- 2020. The plan is broadly aimed at making the functioning of the college decentralized, accountable, transparent, efficient and amicable to the change. The detailed objectives of this IDP are:

- 1) To make students academically competent to meet global demands.
- 2) To augment the educational infrastructures for integration of humanities, Science, and technology.
- 3) To initiate a variety of interdisciplinary, value-added, skill enhancement courses.
- 4) To ensure delivery of Outcome Based Education
- 5) To facilitate the use of technology for curricular planning and delivery
- 6) To develop a research ecosystem that addresses issues related to the environment, agriculture, and industry.
- 7) To adopt responsive and accountable administration and management
- 8) To provide a Green and Divyang-friendly campus
- 9) To encourage topic-centred student clubs that work for the promotion of culture, values, languages, and fine art apart from other realms of human ingenuity.
- 10) To provide opportunities for skill enhancement, including technical and vocational skills, for employment and entrepreneurship
- 11) To ensure that all learners acquire the knowledge and skills needed to promote sustainable lifestyles, global citizenship, and appreciation of cultural diversity

## VISION AND MISSION OF THE INSTITUTION

### **Vision:**

To ensure delivery of affordable quality education which shall equip the students with knowledge and skills which are interdisciplinary; to inculcate ethical values and develop the capacity to appreciate cultural diversity; to build an ethos of sustainable development; to identify hidden talents of each of the learners and provide them opportunities to realize their full potential and thus shape them into future pathfinders, entrepreneurs and above all a good citizens and human beings. In other words, to provide quality education for personality and nationality.

### **Mission:**

1. To provide an education that transforms learners into nation builders who understand the needs of the nation and society and contribute to general wellbeing.
2. To create an ecosystem in which intellectual freethinking, scientific temperament, skills, innovation, and global citizenship flourish.
3. To collaborate with other institutions around the world to bring about holistic and sustainable progress through partnerships.
4. To uphold constitutional values, the traditional Indian knowledge system.
5. To maintain interaction between academia and industry to make educational activities functional and productive.
6. Developing human resources that can provide leadership in a variety of professions and make relentless efforts for the welfare of humanity and the planet.

**INSTITUTIONAL PROFILE:**

**Name and Address of the College:** Rajaram College, Vidyanagar,  
Sagarmal, Kolhapur 416004.  
**Website:** www.rajaramcollege.com

**Name and Contact details of the Principal:**

Name	Telephone	Mobile	Fax	Email id
Dr. Y. C. Attar	0231-2537840	9423039626	0231-2531989	<a href="mailto:rajaramcollege@gmail.com">rajaramcollege@gmail.com</a>

**Name and Contact details of the Institutional Coordinator:**

Name	Telephone	Mobile	Fax	Email id
Dr. S.V. Pathare	0231-2537840	9822299919	0231-2531989	<a href="mailto:geopathare@gmail.com">geopathare@gmail.com</a>

**Location of the campus:** Urban  
**Area of the campus:** 63 acres  
**Does the college function from its Own Campus:** Yes  
**Status of the College by management:** Government  
**Type of Education:** Co-education  
**Name of University to which the College is affiliated:** Shivaji University, Kolhapur (M.S.)  
**Date of establishment of College:** 1880  
**NAAC Accredited:** Yes  
**Grade obtained under NAAC:** CGPA3.23 "A" Grade  
**A cycle of Accreditation:** II cycle completed, III cycle process is underway  
**Type of Affiliation:** Permanent  
**Is the institution recognized as an Autonomous College by the UGC?:** No  
**Is the institution recognized as a 'College with Potential for Excellence (CPE)' by the UGC?:** No



**Is the institution recognized as a 'College of Excellence' by the UGC?: No**

**No. of Teaching Staff:**

Type	Male	Female	Transgender	TOTAL
Permanent	21	16	00	37
Temporary	31	54	00	85
TOTAL	52	70	00	122

**Faculty Positions:**

Year	Designation	Sanctioned Post	Filled Post	Percentage of Vacancy
2017-18	Assistant Professor	60	43	28.33
2018-19	Assistant Professor	60	41	31.66
2019-20	Assistant Professor	60	41	31.66
2020-21	Assistant Professor	60	41	31.66
2021-22	Assistant Professor	60	40	33.33

**The number of non-teaching staff:**

Type	Male	Female	Transgender	TOTAL
Permanent	34	10	00	44
Temporary	00	00	00	00
TOTAL	34	10	00	44

**Faculty Achievements in the last 5 years:**

Particulars	Last 5 years
Number of Books published	10
Number of Chapters published	11
Number of Research Articles published in Journals listed in the Scopus database	71
Number of Research Articles published in Journals listed in the UGC CARE LIST	85
Number of Patents awarded	03
Number of Research Projects and Funding in last 5 years and name of agencies	Rs. 2102253.00 BRNS, UGC-DAE-CSR, Shivaji University, Kolhapur
Award	5
Consultancy	Nil



**Academic Audit details:**

- a. Preparation of Academic calendar
- b. Internal Academic Audit of each department
- c. University Academic Audit
- d. Continuous internal assessment through tests, assignments, tutorials etc.
- e. Analysis of Examination results

**Administrative Audit details:**

- a. Yearly dead-stock verification in each department
- b. Dead-stock verification every three years by Accounts and Treasury Department, Pune
- c. Financial Internal audit every three years by DHE office
- d. Financial External audit by AG office, Mumbai

**Statutory Committees functioning in the college:**

<b>Sr. No.</b>	<b>Name of Committee</b>
1	Internal Complaints Committee
2	Anti- Ragging
3	Staff and Students Council
4	Special Reservation Cell
5	Discipline, Grievance Redressal Committee
6	Equal Opportunity Cell
7	Minority Cell

**Strategic Planning Project Nodal Officers:**

<b>Head and Nodal Officer</b>	<b>Name</b>	<b>Mobile Number</b>	<b>E-mail Address</b>
<b>Head of the Institution</b>	Dr. Y.C. Attar	942303962 6	<a href="mailto:yasminattar33@gmail.com">yasminattar33@gmail.com</a>
<b>IDP Institutional Coordinator</b>	Dr. S.V. Pathare	982229991 9	<a href="mailto:geopathare@gmail.com">geopathare@gmail.com</a>
<b>IDP Institutional Associate Coordinator</b>	Dr. H. D. Dalavi	942298686 8	<a href="mailto:hrushikesh.dalavi@gmail.com">hrushikesh.dalavi@gmail.com</a>
<b>Coordinator for Academic Activities</b>	Dr. H. N. Kathare	951872333 4	<a href="mailto:hmkathare@gmail.com">hmkathare@gmail.com</a>
	Dr. S. G. Gaikwad	982277167 5	<a href="mailto:ketakiketan@gmail.com">ketakiketan@gmail.com</a>
	Dr. K.K. Patankar	989069335 6	
<b>Coordinator for Financial aspects</b>	Dr. S. A. Morye	901167686 8	<a href="mailto:Sanjay.anant.morye@gmail.com">Sanjay.anant.morye@gmail.com</a>
<b>Coordinator for Civil Works including Environment Management</b>	Dr. A. S. Khomane	942177152 1	<a href="mailto:ashok_khomane@rediffmail.com">ashok_khomane@rediffmail.com</a>
<b>Coordinator for Procurement</b>	Dr. L.D. Jadhav	989069440 9	<a href="mailto:ldjadhav.phy@gmail.com">ldjadhav.phy@gmail.com</a>
<b>Coordinator for Equity Assurance Plan Implementation</b>	Dr. A.R. Patil	988146602 5	<a href="mailto:dhirajanj@gmail.com">dhirajanj@gmail.com</a>
<b>Coordinator for Access</b>	Dr. R.S. Shikalgar	927338097 9	<a href="mailto:rajushikalgar@gmail.com">rajushikalgar@gmail.com</a>
<b>Coordinator for Collaboration</b>	Dr. D. B. Nakade	932662202 6	<a href="mailto:nakadedhanraj@gmail.com">nakadedhanraj@gmail.com</a>
<b>Coordinator for Indian Knowledge System (IKS)</b>	Dr. R. A. Kadakane	985071738 1	<a href="mailto:raghunathkadakerck@gmail.com">raghunathkadakerck@gmail.com</a>
<b>Coordinator for Excellence/Quality</b>	Shri. A.P. Marale	988102399 9	<a href="mailto:chem.dpm12@gmail.com">chem.dpm12@gmail.com</a>

<b>Coordinator for Employability</b>	Dr. A.J. Bodake	942386049 5	<a href="mailto:anitabodake07@gmail.com">anitabodake07@gmail.com</a>
<b>Coordinator for ISR</b>	Dr. B.D. Bhosale	942380147 7	<a href="mailto:bdb_bhosale@rediffmail.com">bdb_bhosale@rediffmail.com</a>
<b>Coordinator for Cultural activities</b>	Dr. V.M. Deshmukh	952784009 9	<a href="mailto:vishnudeshmukh456@gmail.com">vishnudeshmukh456@gmail.com</a>
<b>Coordinator for Innovation</b>	Dr. P.U. Lande	942218997 4	<a href="mailto:landepankaj@gmail.com">landepankaj@gmail.com</a>

**ACADEMIC PROFILE****Existing Programs**

<b>Program</b>	<b>Affiliation</b>
B.A. - 3 Years English, Marathi, Hindi, Economics, Geography, Political Science, Psychology, History, Sociology, Home Science	Permanent
B. Com - 3 Years	Temporary
B. Sc. – 3 Years Physics, Chemistry, Mathematics, Statistics, Electronics, Microbiology, Botany, Zoology, Geology	Permanent
B. Sc. Industrial Microbiology	Temporary
B. Sc. Astrophysics and Space Science	Temporary
B. Sc. Nanotechnology	Temporary
M.A. Psychology	Permanent
M.A. Home Science	Temporary
M. Sc. Analytical Chemistry	Temporary
Ph. D. Botany, Chemistry, Physics, Microbiology, Psychology, Geography, Home Science, Economics, English, Zoology, Electronics, Hindi	Temporary

**Examination pattern:**

- i. UG: Semester System CBCS, NEP2020
- ii. PG: Semester System CBCS, NEP2020
- iii. A continuous internal evaluation system is being implemented

**STUDENT PROFILE:****No. of students on Roll:**

<b>Course</b>	<b>Class</b>	<b>Total Number of Students</b>	<b>Male</b>	<b>Female</b>
B. Sc.	B. Sc. I	244	106	138
	B. Sc. II	234	95	139
	B. Sc. III	237	104	133
B. A.	B. A. I	183	65	118
	B. A. II	100	47	53
	B. A. III	182	111	71
B. Com.	B. Com I	79	43	36
	B. Com II	77	47	30
	B. Com III	136	78	58

M. Sc. Chemistry	M. Sc. I	26	16	10
	M. Sc. II	25	14	11
M. A. Psychology	M. A. I	22	09	13
	M. A. II	01	--	01
M. A. Home Science	M. A. I	04	01	03
	M. A. II	00	00	00
<b>Total Number of students admitted</b>		<b>1364</b>	<b>624</b>	<b>740</b>

**Student Gender ratio:**

Total Number of Male Students	Total Number of Female Students	Percentage of Male Students	Percentage of Female Students
596	768	43.70%	56.30%

**Scholarship and Financial Support in the current year:**

Type	No. of Beneficiaries
Central Government	136
State Government	101
University	Golden Jubilee Research Fellowship-01
Scholarship/ Financial Support from the college	Agnihotri
Other Agencies	1. BARTI-2
	2. SARTHI-1
	3. Malhotra Weikfield Foundation
	4. Paryavaran Mantralaya, Govt. of Maharashtra-1
	5. DAE-BRNS-1
	6. UGC DAE CSR-1
	7. Maha Jyoti-3
	8. Lead College Projects- Research Sensitization Scheme-12

**Government Fellowships to Students:**

Department	Applicati on Receive d	Cancelle d	Allott ed	Student Allotted Amount	Institute Allotted Amount	Total Allotted Amount
Hon. Directorate of Higher Education	133	13	101	129457.00	637650.00	767107.00
OBC, SEBC, VJNT & SBC Welfare Department	82	3	65	483186.00	159638.00	642824.00
Social Justice and Special Assistance Department	87	5	70	177523.00	94510.00	596583.00
Tribal Development Department	3	2	1	3140.00	1215.00	4355.00
<b>Grand Total</b>	<b>305</b>	<b>23</b>	<b>237</b>	<b>793306.00</b>	<b>893013.00</b>	<b>2010869.00</b>

## Students registered for MOOCs / SWAYAM:

Name of Courses on SWAYAM / Other MOOCs	Existing		Target in next 5 years	
	Number of Students registered on SWAYAM / Other MOOCs	Number of Students who appeared for examinati on under SWAYAM / Other MOOCs	Number of Students to be registere d on SWAYAM / Other MOOCs	Number of Students to appear for examinatio n under SWAYAM / Other MOOCs
Spoken tutorial-IIT Powai certificate courses – introduction to computer	27	27	400	400
Spoken tutorial-IIT Powai certificate courses – Chem collective virtual lab	2	2		
Spoken tutorial-IIT Powai certificate courses –cell designer	5	5		
Spoken tutorial-IIT Powai certificate courses –Scilab	6	6		
Spoken tutorial-IIT Powai	13	13		

certificate courses –Biopython				
COURSERA certificate courses	213		500	500

### Gap Analysis of Present Scenario in terms of Access, Quality and Future Readiness:

#### 1) Access:

Parameter	Learner Segment	Desired value (%)	Institution's Status (%)	Gap (%)
Enrollment of various segments of the society	Female	48	56.30	+ 8.3
	SC	13	17	+ 4
	ST	7	1	- 6
	OBC	19	23	+ 4
	VJ A/ NT B,C,D	11	13	+ 2
	Divyang	4 (Parallel)	0.5	- 3.5
Progression to Higher courses	All classes	40 to 60	20	20
Students benefited by scholarships and freeships provided by the Government	All classes	50 to 60	25	25
Students benefitted from guidance for competitive examinations and career counselling	All classes	40	100	+60
Number of students participating in sports and cultural programs	All classes	30	60	+30
Student – Computer ratio	All classes	5:1	11:1	6:1
Hostel facility	All classes	20	6.15	13.85



**2) Quality**

<b>Parameter</b>	<b>Segment</b>	<b>Desired value</b>	<b>Institution's Status</b>	<b>Gap</b>
Pass percentage	All Classes	100 %	89 %	11%
Well functioning IQAC	-	YES	YES	Nil
Accreditation by NAAC	-	YES	YES	Nil
Academic Audit	Internal Audit	YES	YES	Nil
Training programmes	External Audit	YES	YES	Nil
	Teaching Staff	YES	YES	Nil
Monitoring of Governance	Non-teaching staff	YES	YES	Nil
	All departments	YES	YES	Nil
Research Publications	-	Excellent	Good	Marginal
Infrastructural facilities	-	Excellent	Good	Marginal

**3) Future Readiness**

<b>Parameter</b>	<b>Segment</b>	<b>Desired value</b>	<b>Institution's Status</b>	<b>Gap</b>
ICT facilities	Teaching aids	Excellent	Excellent	Nil
	Learning aids	Excellent	Good	Marginal
	Administrative works	Excellent	Good	Marginal
Physical Infrastructure	Classrooms	Excellent	Good	Marginal
	Activity rooms	Excellent	Nil	Substantial
	Laboratories	Excellent	Good	Marginal
	Library	Excellent	Good	Marginal
	Gymnasium	Excellent	Good	Marginal
	Health centre	Excellent	Nil	Substantial
	Student Facility Centre	Excellent	Nil	Substantial
	Hostels	Excellent	Good	Substantial

	Canteen	Excellent	Good	Substantial
Interdisciplinary courses	For all classes	Available	Available	Substantial
Flexibility of subjects	For all classes	Available	Not available	Substantial
Credit transfer and Academic Bank of Credits	For all classes	Available	First-year completed	Nil
e-content in regional languages	For all classes	Available	Not available for all classes	Marginal
Value-based education to instil Indian traditional and cultural values	For all classes	Available	Not available as a separate course	Marginal
Human resource	For all classes	Available	Not Sufficient	Substantial

## Needs Assessment to identify the goals, priorities, and commitments of the institution

### 1. Curriculum Excellence

Sl.No	Description		
1	When the curriculum was updated last?	For all courses every three years	
2	How frequently (time duration) is the updating is done?	The Updating is done by Shivaji University every three years	
3	Does the curriculum include A. Skill development B. Enhancing Employability C. Generating interest among students in learning higher courses D. If any other, Please Specify.	Yes Yes Yes	
4	Placement I. Percentage of students employed after completion of the course II. Percentage of Students Progressing to Higher Studies	(i) 6% (ii) 21%	
5	The ratio of student enrolment for each programme with the total enrolment.	Course	%
		B.A I	12.2
		B.A II	12.2
		B.A III	6.1
		B.Com I	6.1
		B.Com II	6.1
		B.Com III	6.1
		B.Sc I	18.3
		B.Sc II	13.7
		B.Sc III	13.7
		M Sc I (Analytical Chemistry)	1.3
		M Sc II (Analytical Chemistry)	1.3
		M A I (Psychology)	1.0
		M A II (Psychology)	1.0
		M A I (Home	0.5

		Science)	
		M A II(Home Science)	0.5

## 2. Pedagogical Excellence

Sl.No	Description	
1	What are the teaching-learning systems currently followed in the institution? (For example, IT-enabled learning, traditional method, Experiential method, Team Problem-solving, etc)	The traditional method is supplemented with the IT-enabled learning, and flipped class approach; experiential learning, participative learning and problems solving approaches are also incorporated into the curriculum delivery.
2	Whether practical orientation concerning the teaching-learning system is given to students?	Yes
3	What are the pedagogical tools (Presentation, Demonstration, Field study, Survey, Role Play, Case Study, and Simulation set.) used for teaching students?	Presentations, Demonstrations, Field studies, group activities, surveys etc. are used for teaching students.
4	Does the institution conduct a regular industry-academia interface?	Yes
5	What are the innovative teaching practices (like- smart classrooms, conferencing, etc) are adopted in the institutes?	Smart Classrooms are available on the college premises. Teachers use the ICT tools available therein to deliver the learning content effectively.
6	<p>a. Does the Institute have the practice of collecting feedback from students?</p> <p>b. Does the institute implement the suggestions from students</p> <p>Feedback for improving pedagogy?</p>	<p>Yes</p> <p>Appropriate suggestions are accepted and implemented</p>

### 3. Academic Administration

Sl. No.	Description	
1	Does the institute have an academic calendar for the year?	Yes
2	Does it follow the academic calendar strictly?	Yes
3	Does the institute have the following systems: a. Mentoring system b. Proctorial system c. Tutorial system d. Counselling system	Yes a. Mentoring system c. Tutorial system d. Counselling system
4	Whether detailed lesson plans are given to students?	Yes
5	If yes, Is the lesson plan followed strictly?	Yes
6	What type of monitoring system is followed for completing the course within a set time frame?	Every teacher maintains his teaching diary which contains planning and deliverables details. HoDs and the Principal keep track of these regularly.
7	What type ( monthly, quarterly, biannually, annually) of attendance management system is followed in the institute?	Monthly
8	What type of feedback system is used for appraising the performance of faculty members? a. 360degree b. Students' feedback c. Self-appraisal d. CCR	b. Student Feedback c. Self Appraisal d. CR
9	Is the rating communicated to teachers for improvement?	Yes

### 4. Examination Reforms

Sl. No.	Description
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1	What type of examination pattern followed in the institution? a. Annual b. Semester c. Any other, Please specify	(a) Institute follows the CBCS semester pattern of examination for all the programmes. (b) Continuous Internal Assessment is undertaken to assess the performance of the student (c) Formative evaluation is given more importance than summative evaluation.
2	What are the question patterns followed for examinations? a. Objective b. Subjective c. Any other, Please specify	a. Objective and subjective question patterns are followed for examinations.
3	Whether practical examinations are integrated with the examination system?	Yes
4	Whether Case study/presentation are part of the examination system?	Yes. Several courses have case studies and presentations as a part of the course.
5	What types of reforms are required in the present examination system?	The examination system requires reorientation to focus on the understanding part rather than the memorization part. Projects must be made mandatory for all the courses.
6.	Is the examination system a continuous one? If yes, Please mention it in detail	Yes, the examination system is continuous in nature. Unit tests and semester-end exams are conducted innovatively to assess the learning outcomes.
7.	Is the evaluation system computerised?	No
8.	What is the days' gap between the completion of the examination and the publication of the result?	Results are declared within 45 days.
9.	Should the gap be reduced?	No. It is an appropriate timeframe.
10.	If Yes, Please suggest how?	-

## 5. Infrastructural Development & Maintenance

Sl. No.	Description	
1	What type of expansion work is required for existing infrastructure?	The infrastructure requires both expansion as well as renovation. The college requires more classrooms, activity rooms for the students, laboratories are required for the M Sc course, more number of computers for the use of students is required. Examination building, Science hub, capacity building hall, and ETP facility are required. Hostel facilities need to be augmented.
2	What type of modernization/renovation works are needed for existing infrastructure? (viz. Laboratories, Library, Networking, Smart classrooms)	The existing college buildings are about 50 years old. They required regular renovation and upgradation. Laboratories need better facilities. LAN networking is required in some sections. The use of Solar energy as a non-conventional form of energy needs to be commissioned.
3	Whether the creation of a laboratory/ centralized computing/instrumentation facility is required?	The work for the centralized instrumentation facility is already underway. Laboratories are needed for newly proposed courses.
4	What type of sophisticated equipment relevant to the growth of different specializations is required by the institution?	All the science departments functioning in the college require the latest equipment for practicals. Nanotechnology, Astrophysics are some of the latest subjects started by the college. These subjects require a variety of sophisticated equipment.
5	What type of infrastructural development work is required for the non-academic area for The institution (hostels, parks, residences, sports complex, gym, dispensaries, toilets, cycle stand, girls' common room, etc.)	Hostels, both for girls and boys, require augmentation in capacities. The college campus requires beautification through the development of gardens. Water availability for all purposes is a challenge which requires to be worked on earnestly. The sports facilities in the college require upgradation. A medical room on the



		college campus is another requirement that needs to be addressed. Most of the toilets in the college premises required modernization are renovation. Hostels require gym facilities. A yoga hall, more covered parking space, running track, basketball court, and High mast lamps are also required.
6	What type of infrastructural development work is needed for making them accessible For differently-abled students?	All the new structures have ramps for providing access to Divyang individuals. But old structures require the construction of Ramps. Lift facilities can be introduced in some buildings. Audiobooks and Braille translation software are required.
7	Does the institute maintain the academic and non-academic infrastructure areas?	Every effort is made for the maintenance of these areas. However, the campus is spread over a sprawling area and requires more funding to avail maintenance services. The walled compound around the institute needs to be repaired. Water bunds are needed for rainwater harvesting.
8	What are the monitoring mechanisms followed for maintenance?	Various committees are formed at the college level to supervise the maintenance work. Being a government institute, coordination with the PWD department is established to carry out several maintenance works.

#### 6. Collaboration/Partnering with Knowledge and Skill Hubs

Sl. No.	Description	
1	What steps have been taken by the institute to enrich the intellectual Capitals	The steps taken in this direction are: 1) interactive sessions with expert faculties 2) sessions on topics like IPR, copyright issues, and Patenting are organized

		<p>3) students are encouraged to participate in research activities</p> <p>4) efforts are made to imbibe scientific temper and analytical skills in the learners</p> <p>5) hands-on training workshops on advanced technologies, Skill based courses and research collaborations are organized</p>
2	<p>What steps have been taken to acquire the best and improved administrative and Technical acumen for the institution?</p>	<p>The administration of the college is run by the Principal who is an experienced leader having in-depth knowledge of educational and financial administration. The administration also gets regular guidelines from the Hon. Director of higher education. The government regularly introduces various technical innovations in the administration like MAHAPAR, BEAMS, MIS, PFMS, GEM etc. and College incorporates these into its functioning.</p>
3	<p>What type of institutional/departmental collaborations the institution has with others?</p>	<p>The college has several collaborations with other educational institutes, NGOs industries and research institutes. These collaborations are formalized by signing MoUs at appropriate levels. These collaborations are intended to achieve an exchange of knowledge, skills, expertise and even infrastructure.</p>
4	<p>Does the institution have Faculty Exchange Programme (National &amp; International)?</p>	<p>No</p>
5	<p>Does the institution have a student exchange Programme (National &amp; International)?</p>	<p>No</p>

**7. Effective institutional governance:**

Sl. No.	Description	
1	<p>Does the institution have a duly constituted governing body?</p> <p>a. If yes, has it been approved?</p> <p>b. How frequently does the Governing body meet?</p> <p>Yearly Bi -annually As and when required</p>	<p>The institution functions directly under the supervision of the Hon. Director of Higher Education.</p>
	<p>Does the institution have an E-Governance project (ERP &amp; MIS) implemented?</p>	<p>The institute has Vriddhi software which is an educational ERP module. MIS is maintained at the state level and the institution participates in updating the data.</p>
3	<p>How to record keeping and data management is Done in the institute?</p>	<p>Vriddhi is utilized for data management from the admission stage to the TC stage. The earlier records are in paper format.</p>
4	<p>What type of library management system is the rein the institute?</p>	<p>The Library Management system SOUL developed by UGC INFLIBNET is being used in the college library.</p>
5	<p>What type of financial management and An accounting system is followed in the institute?</p>	<p>The financial management is done through BEAMS and PLA accounts being maintained in the government district treasury. The annual budget is prepared and submitted for approval to the Hon. Director, Higher Education. The expenses are made as per the approval received. All the financial rules set by the government in BFR are followed.</p>
6	<p>Does the institute have an active website?</p>	<p>Yes</p>

**8. Stakeholders Involvement:**

Sl. No.	Description	
1	Does the institute have any mechanism of participatory management in academic, administrative, and financial affairs involving teachers and staff?	Yes. Academic, administrative, and financial affairs are managed by various committees appointed at the college level. Teachers and other staff members are part of these committees and they provide important inputs on all the important affairs.
2	Does the institute have any mechanism for enhancing participatory management in academic, administrative and financial Affairs by involving Parents?	Regular Parent-Teachers meetings are conducted. Parents provided crucial feedback on the academic and other activities of the college.
3	Does the institute have any mechanism for enhancing participatory management in academic, administrative and financial affairs by involving Alumni?	The alumni association participates in the enhancement of college capacity by providing various inputs in infrastructural and other developments.
4	Does the institute have any mechanism for enhancing participatory management in academic, administrative and financial Affairs by involving Students?	The students' council is a platform through which students are allowed to participate in the management of various activities in the institution. IQAC, Anti-Ragging Committee, and Grievance redressal committee also have a student representative as a member who gives students perspectives on various issues.
5	Does the institute have any plan for enhancing participatory management in Academic, administrative and financial affairs by involving local authorities?	College closely cooperates with Local authorities including district administration and municipal corporations on various aspects. The issues of collaboration range from voter registration, and cleanliness drive to celebrating various national days. The college receives funding from District Planning Committee for developmental activities.

## 9. Creating Institutional Brand Image

Sl.No	Description	
1	What steps are taken by the institute for building brand image?	Rajaram College was established in 1880. It was the first centre of higher learning in the region. The brand image of the college has enhanced over the years. Several alumni of the college have created their mark in the fields of education, research, administrative services, politics, defence services, literature and more. The institute continues to build its brand by providing quality education and a conducive atmosphere for the overall growth of learners.
2	Has the institute adopted any innovative practices to build the institutional brand image?	The college has started some innovative courses like industrial microbiology, nanotechnology, and astrophysics. The programme of B.Com was recently launched and some new courses are also planned. The college actively participates in outreach programmes to build its brand image.
3	Does the institute have any centre of excellence?	NA
4	What steps are adopted for promoting the institute as a Centre of Excellence?	Rigorous academic schedules, science popularization initiatives, promotion of research culture, continuous internal evaluation, and innovative pedagogical approaches are some of the steps taken in this direction.
5	Whether a multi-disciplinary approach is followed to build and nurture effective Brand image?	Yes, a multi-disciplinary approach is integrated into the college culture. Teachers across streams interact with the students and provide them insights into various issues and development in a variety of subjects. Several skill-enhancing courses are offered which are available to

		students across the disciplines.
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## 10. Research & Development

Sl.No.	Description	
1	What are the research initiatives taken by the institute?	Most of the faculty members are PhD and many of them are research supervisors for Shivaji University. College is an approved research centre for several subjects. All the faculty members are involved in the research work and have published research papers in reputed research journals. The PG and UG students are also motivated to undertake research work. The college regularly participates in the Avishkar research competition and has also organized this competition on campus. The college has innovation and incubation cells.
2	Has the institute identified the thrust areas for research work in the institutes? If yes, Please mention the areas	Agricultural development, biodiversity conservation
3	How does the institute facilitate the project funding, from sources like (UGC/AICTE/ICSSR/CSIR/DBT/DST etc.)	Faculty members are given every support to complete the project by securing findings. Laboratories, libraries and other facilities are made available to the faculty members for the completion of the project. Administrative support is also provided.
4	Has the institute handled Interdisciplinary project?	Yes.
5	Has the institute worked on a student research project?	Yes

6	Has the institute measured the growth in research and development through participation and contributions in International/ National Conferences, Seminars, Symposiums, Workshops, and initiation of academic exchange Programs? If yes, give details.	Faculty members and students are encouraged to participate in conferences, workshops, and symposiums. This has helped in boosting the research culture on the college campus.
7	What type of facilities and incentives are provided to faculty members to manage the research work after getting the funding?	Laboratories, library and all other required facilities are made available.

### 11. Social Outreach Programmes

Sl.No.	Description	
1	What are social outreach activities the institute is involved with? Provide details.	Several social outreach activities like flood relief, pandemic crisis response, and crowd management are performed by the college faculty and students. Apart from NCC and NSS the groups like the Robinhood Army and White Army are also active on the college campus. They together perform noteworthy outreach activities.
2	Is there any community/peripheral development programme organized by the institute? If yes, mention details.	Adopted village development work is done through NSS and other committees. Valuable inputs are provided for community development in this manner.
3	Do the students participate in sports activities (State/National/International)? Provide details.	Yes. Students do participate in various sports activities. They have represented college, university and even state in various competitions at various levels.
4	Do the students involve with organizations Like NSS/NCC/Red Cross?	Yes two NCC battalions and an NSS unit is functional on the college campus



5	Are the students given training in self-defence, Yoga & Meditation to augment their physical And mental fitness?	Yes, self-defence training is given to women students every academic year. Yoga is performed by students every day on the hostel premises. Yoga Day is celebrated in the college with huge participation.
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## 12. Monitoring and Evaluation

Sl.No	Description	
1	Does the present administration, the academic and financial system need monitoring and development for flawless implementation?	The monitoring system is already in place.
2	Does the institute have an IQAC cell? If yes, state the major functions of the cell.	Yes, the college has an active IQAC cell. It is aimed at continuous improvement of quality and achieving academic excellence. It adopts quality management strategies in all academic and administrative aspects. The IQAC adopts a participatory approach in managing its provisions.
3	Give details of the number of meetings held by IQAC for last 3 years.	In every academic year, at least four meetings of the IQAC were conducted. In these meetings, important issues related to academic excellence, infrastructural augmentation, and outreach activities were discussed. The members provided important inputs for the proper functioning of IQAC.
4	Does the institute conduct the followings: a. Academic Audit b. Energy Audit c. Green Audit d. Financial Audit e. Administrative Audit	Yes all these audits are conducted
5	Mention the audits last done:	Special financial audits, Academic audits, and energy audits were

		conducted in the academic year 2022-23.
6	What type of decision mechanism is adopted by the institute (Centralised/Decentralised)	Depending on the nature of the issue, the decisions are taken at various levels.
7	Does the present system have clarity on the Control mechanism of the system?	Yes

### 13. Employment

Sl. No.	Description	
1	What are the most important industries in the geographical area of the institute?	Five-star MIDC exists in the near vicinity of the college. A variety of industries ranging from forging, Sugar mills, and Dairy processing to textile exists in this cluster. In services, tourism and the food industry are popular.
2	Which industries employ the most college Graduates?	Tourism, pharmaceutical, retail, food processing, and financial services are some of the industries that attract students.
3	Which industries provide the best jobs?	Financial services and pharmaceutical industries
4	<p>Please give similar details concerning self-employment (agriculture/manufacturing/services sectors)</p> <p>a. Currently, what jobs are most available in the area?</p> <p>b. What skills do these jobs require?</p> <p>c. Please give similar details concerning self-employment (agriculture/manufacturing/services sectors)</p>	<p>a. Agriculture based industries</p> <p>b. Tourism-related services are available</p> <p>c. The retail sector offers several opportunities</p> <p>Skills life domain knowledge, marketing, and communication skills are required in these sectors.</p>

#### 14. Supporting Students from Disadvantaged Backgrounds

Sl. No.	<b>Describe the particular needs of your female, and Scheduled Caste/Tribe/Other Backward Caste students by answering the following questions:</b>	
1	a. What academic programs are female students currently enrolling in? b. What academic programs are seeing growth in female enrolment?	Female students are enrolled in all the programs in equal or rather higher numbers when compared to male students.
2	What are the employment outcomes for female students after passing out of the Institution?	Several female students were placed in the financial services and pharmaceutical industries. Their participation in other employment sectors is low.
3	What is the academic/skill training support that female students may need for improving employability?	ICT skills and soft skills need to be enhanced to improve employability. On-job training/internship will also build capacity.
4	a. What academic programs are scheduled for Caste/Tribe students currently enrolling in? b. What academic programs are seeing growth in Scheduled Caste/Tribe enrolment?	All the programmes have enrollment from SC and ST category students.
5	What are the employment outcomes for Scheduled Caste/Tribe after passing out of The institution?	All the employment opportunities are almost on equal footing. Self-employment is somehow on the lower side.
6	What is the academic/skill training support that SC/ST students may need for Improving employability?	Entrepreneurship, and marketing, are some possible areas.
7	a. What academic programs are differently-abled students currently enrolling in? b. What academic programs are differently-abled students seeing Growth in enrolment?	Differently abled students are enrolled in all the courses. Their number is very less to come to any general conclusion.

8	What are the employment outcomes for differently-abled students after passing out of the institution?	Government services and self-employment are some of the fields where success is achieved
9	What is the academic/skill training support that differently-abled students may need For improving employability?	Entrepreneurship, ICT skills

## SWOC Analysis of the Institution

### Strengths

- 1) Glorious heritage of over . 140 years
- 2) Capable Human Resource
- 3) Great student diversity
- 4) Strong Research culture
- 5) Availability of Good Infrastructure
- 6) Rich and well stocked Library

### Weakness

- 1) Vacant positions in teaching and non-teaching staff
- 2) Transfers of staff members
- 3) Funding gaps for campus maintenance
- 4) Little scope for curriculum revision at intitution level

### Opportunities

- 1) Initiation of PG and B. Voc. courses in several subjects
- 2) Academic autonomy
- 3) Emerging industries and service sector opportunities in region
- 4) Entrepreneurship growth
- 5) Improvement in consultancy services

### Challenges

- 1) Change in attitude of learners
- 2) Pressure on enrolment due to open and distance learning possibilities
- 3) Overll maintenance of campus and greenery

**Strategic Goals for next five years**

1. Supporting the overall academic success of students by providing necessary inputs like remedial coaching, better study material, counselling

2. Increase availability of Programmes, skill enhancement courses and certificate courses.

3. Augmentation of infrastructural facilities for teaching-learning and in non-academic areas

4. Improving the employment placement rate of students after graduation by setting up support centre for counselling, incubation and start-up.

5. Enhancing institutional network capacity by engaging in MoUs, Collaborations

7. Attracting students from other states and countries for enrolment in various programmes.

6. Building Environmentally Sustainable Campus facilities & building the culture of sustainability by establishing Global Goals Centre.

## Annual activity plan

### Goal 1 : Supporting the overall academic success of students by providing necessary inputs

#### Objective 1.1 : Ensure higher graduation rate for all the programmes offered in the college

Sr. No	Activity	Y1	Y2	Y3	Y4	Y5	Financial Provision needed in Lakh	Nodal Person	Monitoring & Evaluation
1	Improved remedial teaching activity	Enhancing engagement with slow learners (sl)	Enhancing engagement of advance learners with slow learners	Ensuring better learning outcome of SL	Ensuring reduced learning gaps	Improved academic performance	-	Every class teacher	HoD and Principal
2	Ensure improved answer writing / problem solving habits of the students	Special attention to improve answer writing /problem solving	Special attention to answer writing /problem solving	Special attention to answer writing /problem solving	Special attention to answer writing /problem solving	Special attention to answer writing /problem solving	-	Every class teacher	HoD and Principal
3	Ensure availability of good quality study material to the students	Acquiring reference /texts in the library as per latest syllabus	Providing students updated references	Ensuring students access to quality material	Making available e-resources	Motivating students to explore online platforms and refer to best available material	25	Librarian and Every class teacher	HoD and Principal

#### Objective 1.2: Enhance innovative pedagogical methods to ensure outcome-based education

Sr. No	Activity	Y1	Y2	Y3	Y4	Y5	Financial Provision needed in Lakh	Nodal Person	Monitoring & Evaluation
1	Greater use of ICT tools for effective teaching - learning	Identify shortcomings in available IT infrastructure	Procure latest tools and equipments	Blend traditional learning with ICT based	Ensure penetration of ICT based education	Complete implementation of blended learning	50	HoDs, Purchase committee	Principal and IQAC



		re		learning					
2	Ensuring opportunity of Experiential learning is provided in all the courses	Analyze possibilities for all courses	Integrate experiential learning in all courses	Expand experiential learning for all units	Explore credits allocation to experiential activities	Ensure credits allocation to experiential activities	-	All teachers	Principal and IQAC
3	Participative learning	Take feedback from students regarding learning	Involve students in curriculum planning	Involve students in problem solving	Introduce peer learning modules	Larger role to students in learning process	-	All teachers	Principal and IQAC
<b>Total Amount</b>							75 Lakh		

**Goal 2: Increase availability of Programmes, skill enhancement courses and certificate courses.****Objective 2.1: Starting new programme**

Sr. No	Activity	Y1	Y2	Y3	Y4	Y5	Financial Provision needed in Lakh	Nodal Person	Monitoring & Evaluation
1.	Interdisciplinary course B.Sc. Biotechnology	application to the Government and University for sanction of grantable course.	Infrastructure augmentation-classroom, laboratory, shade house, etc.	Augmentation of Lab Facilities-equipment, chemicals, and glassware	Starting the course	-	20	Head Dept of Botany	Principal and IQAC
2.	PG Diploma Radiation Physics	Syllabus drafting and setting up laboratory	Program Approval	Implementation	-	-	25	Head Dept of Physics	Principal and IQAC
3.	M.Sc. Materials Science	setting up laboratory	Program Approval	Implementation	-	-	20	Head Dept of Physics	Principal and IQAC
4.	Ph.D. programs in Physics	Development/upgrading research laboratories	Procurement of research equipment / reference books	Approval from University	Implementation	-	25	Head Dept of Physics	Principal and IQAC
5.	Ph.D. programs in Nanoscience & Technology	Development/upgrading research laboratories	Procurement of research equipment / reference books	Approval from University	Implementation	-	25	Head Dept of Physics	Principal and IQAC
6.	Ph.D. programs in	Development	Procurement	Approval	Implementation	-	15	Head	Principal

	Medical Physics.	t/upgrading research laboratories	ent of research equipment / reference books	from University	ation			Dept of Physics	and IQAC
7.	Post Graduate diploma in fermentation technology		Approval from University	Development/upgrading research laboratories	Implementation	-	10	Head Dept of Microbiology	Principal and IQAC
8.	Post Graduate diploma in single cell protein production	Development/upgrading research laboratories	Procurement of research equipment / reference books	Approval from University	Implementation	-	7	Head Dept of Microbiology	Principal and IQAC
9.	Post Graduate diploma in biofertilizer production	-	Development/upgrading research laboratories	Procurement of research equipment / reference books	Approval from University	Implementation	3	Head Dept of Microbiology	Principal and IQAC
10.	M. Sc. Zoology	Application to the government and university for sanction of grantable course	Infrastructure augmentation-classroom, Laboratory	augmentation of Lab facilities – equipment, chemicals and glassware's	M. Sc. Zoology with Fisheries specialization	-	12	Head Dept of Zoology	Principal and IQAC
11.	M. Sc. Botany	Application to the government	Infrastructure augmentation	augmentation of Lab facilities –	-	-	12	Head Dept of Botany	Principal and IQAC

		and university for sanction of grantable course	ation-classroom, Laboratory	equipment .					
12.	M. Sc. Mathematics	-	Application to the government and university for sanction of grantable course	Infrastructure augmentation-classroom, Laboratory	-	-	12	Head Dept of Mathematics	Principal and IQAC
13.	M. Sc. Statistics	-	Application to the government and university for sanction of grantable course	Infrastructure augmentation-classroom, Laboratory	-	-	12	Head Dept of Statistics	Principal and IQAC
14.	MA in English Language and Literature		Application to the government and university for sanction of grantable course	Creation of Infrastructure like classrooms and ICT facilities	Initiation	-	2	Head Dept of English	Principal and IQAC
15.	B A in Marathi Language and	Application to the	Creation of	Start the course	-	-	2	Head Dept of	Principal and IQAC

	Literature (Grantable)	University and Government for the sanction of the grantable course	Infrastructure like classrooms					Marathi	
16.	M.A. Counseling Psychology	Making Proposal and allied work	Obtain permission from University and State Govt.	Academic Start-up of M.A. Counseling Psychology	-	-	7	Head Dept of Psychology	Principal and IQAC
17.	M.A. Economics	-	Making Proposal and allied work	Obtain permission from University and State Govt.	Start of the programme		7	Head of the Department	Principal and IQAC
18.	M.A. Geography	Making Proposal and allied work	Obtain permission from University and State Govt.	Start of the programme	-	-	10	Head of the Department	Principal and IQAC
19.	M.A. History	-	Making Proposal and allied work	Obtain permission from University and State Govt.	Start of the programme	-	7	Head of the Department	Principal and IQAC

20.	M.A. Hindi	Making Proposal and allied work	Obtain permission from University and State Govt.	Start of the programme	-	-	7	Head of the Department	Principal and IQAC
21.	M.A. Sociology	-	Making Proposal and allied work	Obtain permission from University and State Govt.	Start of the programme	-	7	Head of the Department	Principal and IQAC
22.	M.A. Political Science	-	Making Proposal and allied work	Obtain permission from University and State Govt.	Start of the programme	-	7	Head of the Department	Principal and IQAC

**Objective 2.2: Introducing skill enhancement / value added / Certificate course and organizing conferences**

Sr. No	Activity	Y1	Y2	Y3	Y4	Y5	Financial Provision needed in Lakh	Nodal Person	Monitoring & Evaluation
1.	Value added course on Herbal Medicines and Cosmetics	Develop laboratory facilities, plant materials, ,	Develop medicinal plant garden	Get approval from BoS	Start of course	-	3	Head Dept of Botany	Principal and IQAC
2.	Value added course on Mushroom Cultivation	Develop laboratory facilities	Get approval from BoS	Start of course	-	-	2	Head Dept of Botany	Principal and IQAC
3.	Value added course on Bamboo products	Make available	Get approval	Start of course	-	-	2	Head Dept of	Principal and IQAC

		facilities	from BoS					Botany	
4.	Value added course on Preparations of household chemicals	Laboratory upgradation	Get approval from BoS	Start of course	-	-	2	Head Dept of Chemistry	Principal and IQAC
5.	Certificate course in Design of Electronic circuits and Simulations	Get approval from BoS	Start of course	-	-	-	5	Head Dept of Physics	Principal and IQAC
6.	Skill Based program on Optometry	-	Get approval from BoS	Start of course	-	-	5	Head Dept of Physics	Principal and IQAC
7.	Certificate course in Energy Conservation and Audit	-	Get approval from BoS	Start of course	-	-	5	Head Dept of Physics	Principal and IQAC
8.	IDS: Physics behind Medical Instruments	Get approval from BoS	Start of course	-	-	-	5	Head Dept of Physics	Principal and IQAC
9.	Mathlab course: From Physicists perspective	-	Get approval from BoS	Start of course	-	-	5	Head Dept of Physics	Principal and IQAC
10.	Certificate course on Geophysical Exploration of Groundwater	Laboratory upgradation	Get approval from BoS	Start of course	-	-	1	Head Dept of Geology	Principal and IQAC
11.	Certificate course on Water and soil Analysis	-	Laboratory upgradation	Get approval from BoS	Start of course	-	1	Head Dept of Geology	Principal and IQAC
12.	Certificate course in biofertilizer production	Laboratory upgradation	Get approval from BoS	Start of course	-	-	3	Head Dept of Microbiology	Principal and IQAC
8.	Certificate course in quality control and quality assurance	-	Laboratory upgradation	Get approval from BoS	Start of course	-	2	Head Dept of Microbiology	Principal and IQAC

9.	Skill Development Course in Soft skills and Professional Communication	Designing the content of the syllabus	Get approval from BoS	implementation	-	-	1	Head Dept of English	Principal and IQAC
10.	A Certificate Course in Translation (English/ Marathi/Hindi)		Designing the content of the syllabus and its implementation	Get approval from BoS	Implementation	-	1	Heads Dept of English, Hindi and Marathi	Principal and IQAC
11.	Skill development 03 months certificate course: "Introduction to Remote Sensing and Geographical Information System"	Designing the content of the syllabus and its implementation	Geography Practical Laboratory Up gradation	RS & GIS Laboratory set up	-	-	7	Head Dept of Geography	Principal and IQAC
12.	Certificate course in Creative Writing	Designing the content of the syllabus	Get approval from BoS	implementation	-	-	1	Head Dept of Hindi	Principal and IQAC
13.	Skill Development Course in Proof Reading		Designing the content of the syllabus	Get approval from BoS	implementation	-	1	Head Dept of Marathi	Principal and IQAC
14.	One Year certificate course in Rural development.	Designing the content of the syllabus	Get approval from BoS	implementation	-	-	1	Head Dept of Sociology	Principal and IQAC
15.	Certificate course in Rehabilitation Counseling	Designing the content of the syllabus	Get approval from BoS	implementation	-	-	2	Head Dept of Psychology	Principal and IQAC
16.	Certificate course in		Designing	Get	implementation	-	2	Head	Principal



	Special Children Counseling		g the content of the syllabus	approval from BoS	ation			Dept of Psychology	and IQAC
17.	Value added course in Family Counseling			Designing the content of the syllabus	Get approval from BoS	implementation	2	Head Dept of Psychology	Principal and IQAC
18.	Skill Enhancement course in Bakery and Confectionary	Designing the content of the syllabus	Get approval from BoS	implementation	-	-	5	Head Dept of Home Science	Principal and IQAC
19.	Certificate course in Food adulteration	-	Designing the content of the syllabus	Get approval from BoS	implementation	-	5	Head Dept of Home Science	Principal and IQAC
20.	Certificate course in Therapeutic Nutrition	-	Designing the content of the syllabus	Get approval from BoS	implementation	-	5	Head Dept of Home Science	Principal and IQAC
21.	Certificate course in Travel and Tourism	Designing the content of the syllabus	Get approval from BoS	implementation	-	-	2	Head Dept of History	Principal and IQAC
22.	Certificate course in stock and commodity market	Designing the content of the syllabus	Get approval from BoS	implementation		-	2	Head Dept of Economics	Principal and IQAC
23.	Certificate course in India's foreign policy and Indian Diaspora	-	Designing the content of the syllabus	Get approval from BoS	implementation	-	2	Head Dept of Political Science	Principal and IQAC

**Rajaram College, Kolhapur**

24.	Organization of international level conferences by departments	Two conference	Three conferences	Three conferences	Three conferences	Three conferences	30	Convener s and IQAC	Principal
25.	Organization of national level conferences by departments	Three conferences	Four conferences	Four conferences	Four conferences	Four conferences	20	Convener s and IQAC	Principal
<b>Total Amount</b>							377 Lakh		

**Goal 3 :Augmentation of infrastructural facilities for teaching-learning and in non-academic areas****Objective 3.1 :Upgrading infrastructure, equipments and tools for teaching-learning activities:**

Sr. No	Activity	Y1	Y2	Y3	Y4	Y5	Financial Provision needed in Lakh	Nodal Person	Monitoring & Evaluation
1.	Separate buildings for Herbarium and research laboratory	Finalize location and plan	Estimate and approval	Start work	Fine tuning and acquiring furniture, equipment etc	Complete the work	120	Head Dept of Botony	Principal
2.	Renovation of Physical Chemistry laboratory	Estimate and approval	Start work	Complete the work	-	-	50	Head Dept of Chemistry	Principal
3.	Development of Water and Soil Testing lab	Estimate and approval	Start work	Complete the work	-	-	60	Head Dept of Geology	Principal
4.	Creating an institutional museum	Finalize location and plan	Estimate and approval	Start work	Fine tuning and acquiring artifacts	Complete the work	80	Head Dept of History	Principal
5.	Procuring high precision instruments like X-ray diffractometer, FTIR and Scanning electron microscope	-	Estimate and approval	Procuring the equipment	-	-	200	All science heads	Principal
6.	Developing 5 smart classrooms	Finalize location and plan	Estimate and approval Start work	Complete the work	-	-	140	Head, dept of microbiology, home science	Principal
7.	Renovation of Laboratory	Estimate and approval	Start work	Complete the work	-	-	50	Head Dept of Physics	Principal
8.	Upgrading research	-	Estimate	Start work	Complete	-	80	Head	Principal

	laboratories		and approval		the work			Dept of Physics	
9.	separate lab and classrooms to run PG diploma and M.Sc courses	Finalize location and plan	Estimate and approval	Start work	Fine tuning and acquiring furniture, equipment etc	Complete the work	350	Head Dept of Physics	Principal
10.	New building for Social sciences	Finalize location and plan	Estimate and approval	Start work	Fine tuning and acquiring furniture, equipment etc	Complete the work	350	Heads social Science departments	Principal
11.	New building for Examination section	Finalize location and plan	Estimate and approval	Start work	Fine tuning and acquiring furniture, equipment etc	Complete the work	200	In charge Examination section	Principal
12.	Construction of New building for Science Museums and science hub	Finalize location and plan	Estimate and approval	Start work	Fine tuning and acquiring furniture, equipment etc	Complete the work	350	Head zoology dept	Principal
13.	Renovation of zoology Staffroom, Head cabin	Estimate and approval	Start work	-	-	-	70	Head zoology dept	Principal
14.	New building for Mathematics, statistics departments	Approval received	Construction to be started	Continuation of work	Completion of the work	-	244	Head Department of Mathematics	Principal
15.	Construction of Research	Finalize location and	Estimate and	Start work	Fine tuning and	Complete the work	280	Head zoology	Principal

	laboratory- Semi enclosed lab, Tissue culture lab, Animal house, fish storage tanks and/or ponds	plan	approval		acquiring furniture, equipment etc			dept	
16.	Activity rooms for various student clubs	Finalize location and plan	Estimate and approval	Complete work	-	-	250	In charge students' council	Principal
17.	Upgradation of computers in multimedia room	Estimate and approval	Procure computer	-	-	-	70	In charge – Purchase committee	Principal
18.	Capacity building hall	-	Finalize location and plan	Estimate and approval	Start work	-	100	In charge – Purchase committee	Principal
19.	LAN network expansion	Estimate and approval	Complete the work	-	--	-	20	In charge – Purchase committee	Principal
20.	Procuring Compactor storage for office and library	-	Estimate and approval	Complete the work	-	-	80	In charge – Purchase committee	Principal
21.	Building Ramp and lift for divyang students. Increasing number of toilets for divyang students.	Plan and approval	Completion of work	-	-	-	45	In charge – Purchase committee	Principal

22.	Digitalization of rare books	Estimate and approval	Complete the work	-	-	-	45	Librarian	Principal
23.	Conservation process on rare and old books	Estimate and approval	Complete the work	-	-	-	10	Librarian	Principal
24.	Extension of chemistry department	-	Estimate and approval	Complete the work	-	-	100	Head, Department of Chemistry	Principal
25.									

**Objective 3.2: Augmentation of infrastructure in non-academic areas:**

Sr. No	Activity	Y1	Y2	Y3	Y4	Y5	Financial Provision needed in Lakh	Nodal Person	Monitoring & Evaluation
1)	Developing Medical room	Finalize location and plan	Estimate and approval	Complete work	-	-	50	In charge – Purchase committee	Principal
2)	Renovation of Basketball court	Estimate and approval	Complete work	-	-	-	30	Director-Physical education	Principal
3)	Building Yoga Hall	-	Finalize location and plan	Estimate and approval	Complete work	-	60	Director-Physical education	Principal
4)	Developing a Running track	Estimate and approval	Complete work	-	-	-	100	Director-Physical education	Principal

5)	Building additional Covered parking	Finalize location and plan	Estimate and approval	Complete work	-	-	50	Director-Physical education	Principal
6)	Developing a Gym in boys and girls hostel	-	Estimate and approval	Complete work	-	-	60	Director-Physical education	Principal
7)	Installing High mast lights in important junctions in the campus	-	Finalize location and plan	Estimate and approval	Complete work	-	120	Campus development committee	Principal
8)	Building high capacity Water storage tank in the campus	Finalize location and plan	Estimate and approval	Complete work	-	-	80	In charge – Purchase committee	Principal
9)	Building an ETP plant	Finalize location and plan	Estimate and approval	Complete work	-	-	65	In charge – Purchase committee	Principal
10)	Repairing Compound wall	-	Estimate and approval	Complete work	-	-	70	In charge – Purchase committee	Principal
11)	Beautification of campus by development of gardens	-	-	Finalize location and plan	Estimate and approval	Complete work	75	Campus development committee	Principal
12)	Toilets upgradation renovation in the campus	Estimate and approval	Complete work	-	-	-	90	In charge – Purchase committee	Principal

**Rajaram College, Kolhapur**

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13)	Development of open-air amphitheater area	-	Estimate and approval	Complete work	-	-	60	In charge - Purchase committee	Principal
<b>Total amount</b>							4254 Lakh		



**Goal 4: Improving the employment placement rate of students after graduation by setting up support centre for counselling, incubation, and start-up.**

**Objective 4.1 : Setting up professional carrier counselling center for the benefit of all the students**

Sr. No	Activity	Y1	Y2	Y3	Y4	Y5	Financial Provision needed in Lakh	Nodal Person	Monitoring & Evaluation
1.	Reform the carrier guidance and placement cell	Identify the lagging aspects	Collaborate with best performing cells in region	Upgrade cell to counselling center	Make available full-time counsellor	Keep track of performance	8	In charge, carrier counselling cell	Principal and IQAC
2.	Introduce a course on soft skills and interview techniques	Frame syllabus and structure	Start the course	-	-	-	5	In charge, carrier counselling cell	Principal and IQAC
3.	Strengthening Competitive exam guidance cell	Identifying gaps in performance	Regular engagement with the aspiring students	Tie-up with the external experts	-	-	6	In charge, competitive exam guidance cell	Principal and IQAC

**Objective 4.2: Upgrade incubation and start-up center**

Sr. No	Activity	Y1	Y2	Y3	Y4	Y5	Financial Provision needed in Lakh	Nodal Person	Monitoring & Evaluation
1.	Upgrading the incubation and start-up cell	Strengthening the IIC	Collect information of all available government start-up schemes and tie-	Collaborate with the industry and institutes	Focus on entrepreneurship development	-	10	In charge, incubation, and start-up cell	Principal and IQAC

			up with the agencies						
2.	Introduce on-job training / internship for maximum possible courses	Identify the scope for internship in the regular and certificate courses	Tie-up with industries for acceptance of trainees	Deputing students on internship programmes	To solve problems of local industries	-	3	In charge, incubation, and start-up cell	Principal and IQAC
<b>Total amount</b>							32 Lakh		

<b>Goal 5 :Enhancing institutional network capacity by engaging in MoUs, Collaborations</b>									
<b>Objective 5.1: Signing Memorandum of Understanding with different partnering agencies / institutions</b>									
<b>Sr. No</b>	<b>Activity</b>	<b>Y1</b>	<b>Y2</b>	<b>Y3</b>	<b>Y4</b>	<b>Y5</b>	<b>Financial Provision needed in Lakh</b>	<b>Nodal Person</b>	<b>Monitoring &amp; Evaluation</b>
1.	MoU with Wins hospital: To enhance skills for operating medical instruments at diagnostic centers.	Discussion on terms of MoU	Finalization and implementation of MoU	-	-	-	2	Head Dept of physics	Principal and IQAC
2.	Research Collaborations: Chemistry Division, BARC, Mumbai	-	Discussion on terms of MoU	Finalization and implementation of MoU	-	-	3	Head Dept of physics	Principal and IQAC
3.	School of Nanoscience and Technology, Shivaji University, Kolhapur,	Discussion on terms of MoU	Finalization and implementation of MoU	-	-	-	2	Head Dept of physics	Principal and IQAC
4.	Phoenix , 451/1, Kevis Plaza, 2nd Floor, Kolhapur Station Rd, Shahupuri, Kolhapur	Finalization and implementation of MoU	-	-	-	-	1	Head, Department of Microbiology	Principal and IQAC
5.	Tripartite MoU with Department of History, Shivaji University for academic and research linkages by department of history, Dr. Balkrishna Library	Discussion on terms of MoU	Finalization and implementation of MoU	-	-	-	1	Head, Dept of History, Librarian	Principal and IQAC
6.	MoU with NGO Avani, Kolhapur	Signing of MoU	-	-	-	-	0.5	Heads of Dept of	Principal and IQAC

								Sociology , psychology and Home Science	
<b>Objective 5.2: Establishing collaborations with industry</b>									
<b>Sr. No</b>	<b>Activity</b>	<b>Y1</b>	<b>Y2</b>	<b>Y3</b>	<b>Y4</b>	<b>Y5</b>	<b>Financial Provision needed in Lakh</b>	<b>Nodal Person</b>	<b>Monitoring &amp; Evaluation</b>
1	Establishing Industry Collaborations with: Vrinda Li Ion Batteries, Satara, SuperQ Pvt. Ltd. Bangalore, Atlanta Meta Lab, Shirol MIDC, Kolhapur	Exploring terms of collaboration	Signing of memorandum of collaboration	Actuating collaboration	-	-	3	Head, Dept of Physics	Principal and IQAC
2	Establishing collaborations with national, international Industries/ research labs/ institutes	-	Exploring terms of collaboration	Signing of memorandum of collaboration	Actuating collaboration	-	3	All departments	Principal and IQAC
<b>Total amount</b>							15.5 Lakh		

**Goal 6: Building Environmentally Sustainable Campus facilities & building the culture of sustainability by establishing Global Goals Centre**

**Objective 6.1: Making college campus environment friendly by adopting sustainable and efficient practices.**

Sr. No	Activity	Y1	Y2	Y3	Y4	Y5	Financial Provision needed in Lakh	Nodal Person	Monitoring & Evaluation
1	Adopting Solar energy as a main source of power to run college campus.	Study feasibility of installing solar Voltic panels to generate electricity in the college campus	Install solar panels on roof tops of buildings	Give feed of power generated to MSEB network	Achieve generation of net positive power surplus	Gain credit in power bill	80	Campus development committee	Principal
2	Repairing existing and building new bunds for rain water harvesting.	Survey for location of bunds	Execute building of bunds to create reservoirs	Arrest runoff and build water table	-	-	60	Campus development committee	Principal
3	Repairing and connecting rain water harvesting tanks	-	Estimation and approval	Execution of work	-	-	25	Campus development committee	Principal
4	Scientific preparation of compost by renovating vermicomposting unit	Estimation and approval	Execution of work	-	-	-	25	Campus development committee	Principal
5	Achieving 100% plastic free campus	Prohibit use all kind of single use plastic in the functioning of college	Prohibit entry of any single use plastic article in	-	-	-	-	Campus development committee	Principal

campus									
<b>Objective 6.2: Establish Global Goals Centre in the campus</b>									
<b>Sr. No</b>	<b>Activity</b>	<b>Y1</b>	<b>Y2</b>	<b>Y3</b>	<b>Y4</b>	<b>Y5</b>	<b>Financial Provision needed in Lakh</b>	<b>Nodal Person</b>	<b>Monitoring &amp; Evaluation</b>
1	Establish a Global Goal Centre in the campus to harmonize all the sustainable practices	Identify and allocate goals to the concerned depts and committees to work on	Identify things to do to be a part of Higher Education Sustainability Initiative	Be a part of action network for accelerating progress in identified SDGs	Contribute in green economy policies, practices and initiatives.	Be a part of SDG Accord to advance the critical role that education has in delivering SDGs	15	IQAC coordinator	Principal
2.	To establish disaster risk reduction center	To study and internalize Sendai framework on disaster risk reduction and management	To establish disaster risk reduction center to study and popularize best practices in disaster management	To be a part of Sendai Framework Voluntary commitments mandate	To enhance disaster management training by involving all the stakeholders	To provide guidance to other institutes for disaster risk reduction	15	IQAC coordinator	Principal
<b>Total amount</b>							220 Lakh		

**Goal 7 :Attracting students from other states and countries for enrolment in various programmes.****Objective 7.1 : Enhancing enrolment of international and interstate students.**

<b>Sr. No</b>	<b>Activity</b>	<b>Y1</b>	<b>Y2</b>	<b>Y3</b>	<b>Y4</b>	<b>Y5</b>	<b>Financial Provision needed in Lakh</b>	<b>Nodal Person</b>	<b>Monitoring &amp; Evaluation</b>
1	To enhance the visibility of the college on national and international level	Highlight college as a destination for Premium and affordable education	Network with government and non-government agencies to channelize inbound international students	Establish students exchange programme with various interstate and international partners	Emphasize on African and Asian Nations for attracting students	Emphasize on Europeans and American students	13	IQAC coordinator	Principal
2	Make college an attractive destination for international students	Make admission and other procedures easy and hassle-free.	Regularize Credit transfer and recognition system	Provide appropriate accommodation facilities for the students	-	-	40	IQAC coordinator	Principal
<b>Total amount</b>							53 Lakh		

## **INSTITUTIONAL PROJECT BUDGET**

<b>Sr. No.</b>	<b>Goal No.</b>	<b>Project life Allocation in Lakh</b>
1.	1.	75
2.	2.	377
3.	3.	4254
4.	4.	32
5.	5.	15.5
6.	6.	220
7.	7.	53
<b>Total amount</b>		<b>5026.5 Lakh</b>



## Measures for sustainability of Institution's Goals

The sustainability of the Institution's goals after the five years will be ensured in a number of ways including:

### **Educational Sustainability:**

- Educational sustainability will be ensured by maintaining effectiveness of curriculum delivery, pedagogy and instructional practices which promote development of critical thinking, creativity, problem-solving and intellectual curiosity amongst the students. Student satisfaction surveys, academic assessments and retention rates will be monitored to maintain the quality of education.

### **Economic sustainability:**

- Economic sustainability will be maintained by managing resources well, insisting on efficiency and transparency. Revenue resources may be tapped while ensuring affordability and availability of education to every section of the society.

### **Environmental sustainability:**

Carbon footprint will be tracked. Energy consumption, water usage will be monitored and controlled. Waste reduction, recycling efforts will be continued. Implementation of green technologies and energy efficient buildings will also be insisted on.

### **Social sustainability:**

- Institute will continue to contribute positively to its surrounding community and promote social well-being. Local community will be engaged with on developmental agenda. Diversity and inclusion will be fostered and human rights will be nurtured.