



राजाराम महाविद्यालय, कोल्हापूर.

विद्यानगर, सागरमाळ, कोल्हापूर- ४१६ ००४.

स्थापना-१८८०

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दूरध्वनी क्र.०२३१-२५३७८४० (कार्यालय)

फॅक्स क्र.०२३१-२५३१९८९

जा.क्र.रामको/२०२४/२४५५

दि.१७-०५-२०२४.

प्रति,

मा. शिक्षण संचालक,
उच्च शिक्षण, महाराष्ट्र राज्य,
पुणे

विषय : महाविद्यालयीन विकास आराखडा (IDP) सादर करणेबाबत

महोदय,

वरील विषयास अनुसरून या महाविद्यालयाचा विकास आराखडा (Institutional development Plan) सोबत सादर करणेत येत आहे. स्विकार व्हावा ही विनंती.

सोबत : वरीलप्रमाणे

आपली विश्वासू,

प्राचार्य,

राजाराम महाविद्यालय, कोल्हापूर



Government of Maharashtra

RAJARAM COLLEGE KOLHAPUR-416 004, MS

(NAAC A+ Grade with 3.31 CGPA)

www.rajaramcollege.edu.in

Institutional Development Plan For Implementation of National Education Policy 2020



Table of contents

Sr. No.	Section	Page No.
1.	Introduction	2
2.	Objectives of IDP	4
3.	Vision and Mission of the Institute	5
4.	Institutional Profile	6
5.	Gap Analysis of Present Scenario in terms of Access, Quality and Future Readiness:	14
6.	Needs Assessment to identify the goals, priorities, and commitments of the institution	17
7.	SWOC Analysis of the Institution	32
8.	Strategic goals for the next five years	33
9.	Institutional approach to strengthen the Enablers:	34
10.	Annual activity plan	61
11.	Institutional Project Budget	84
12.	Measures for sustainably of Institution's Goals	85

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 well defined objectives, intended to facilitate the implementation of National Education Policy-2020. The plan aims at making the functioning of the Institution decentralized, accountable, transparent, efficient, and amicable to the change.

The detailed objectives of this IDP are:

- 1) To make students globally competent;
- 2) To augment the educational infrastructures for integration of Humanities, Science, and Technology;
- 3) To initiate interdisciplinary, value-added and 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 cutting edge research that addresses issues for societal benefit;
- 7) To adopt responsive and accountable administration and management;
- 8) To provide a Green and Divyang-friendly campus;
- 9) To encourage theme based 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 the delivery of affordable, quality education that equips students with interdisciplinary knowledge and skills, instills ethical values, and fosters an appreciation of cultural diversity. Our goal is to promote sustainable development, identify the hidden talents of each learner, and provide them with opportunities to realize their full potential. Ultimately, we aim to shape our students into future leaders, entrepreneurs, and, above all, good citizens and human beings. In essence, our mission is to provide quality education for the development of both 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 the general well-being.
2. To create an ecosystem in which intellectual freethinking, scientific temperament, skills, innovation and global citizenship flourish.
3. To collaborate with institutions worldwide to achieve sustainable progress through partnerships.
4. To uphold constitutional values, and rejuvenate the traditional Indian Knowledge System.
5. To maintain interaction between academia and industry to make educational activities productive and accountable.
6. Nourishing human resource that can provide professional leadership for the welfare of humanity.

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
Prof. Dr. A. J. Bodake	0231- 2537840	9423860495	0231- 2531989	rajaramcollege@gmail.com

Name and Contact details of the Institutional Coordinator:

Name	Telephone	Mobile	Fax	Email id
Dr. A. R. Patil	0231-	9881466025	0231-	dhirajanj@gmail.com
Dr. S.V.Pathare	2537840	9822299919	2531989	geopathare@gmail.com

Location of the campus: Urban

Area of the campus: 60 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: CGPA 3.31 "A+" Grade

A cycle of Accreditation: III

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	20	14	00	34
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
2022-23	Assistant Professor	60	40	33.33
2023-24	Assistant Professor	60	41	31.66

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:

Sr. No.	Name of Committee
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:

Head and Nodal Officer	Name	Mobile Number	E-mail Address
Head of the Institution	Prof.Dr.A.J.Bodake	9423860495	anitabodake07@gmail.com
IDP Institutional Coordinator	Dr. A. R. Patil Dr. S.V. Pathare	9881466025 9822299919	dhirajanj@gmail.com geopathare@gmail.com
IDP Institutional Associate Coordinator	Dr. H. D. Dalavi	9422986868	hrushikesh.dalavi@gmail.com
Coordinator for Academic Activities	Dr. K. K. Patil	9421290200	kranti301@gmail.com
Coordinator for Financial aspects	Dr. S. A. Morye	9011676868	Sanjay.anant.morye@gmail.com
Coordinator for Campus development	Dr. A.S.Khomane	9421771521	ashok_khomane@rediffmail.com
Coordinator for Procurement	Dr. L.D. Jadhav	9890694409	ldjadhav.phy@gmail.com
Coordinator for Equity Assurance Plan Implementation	Dr. A.R. Patil	9881466025	dhirajanj@gmail.com
Coordinator for Access	Dr. R.S. Shikalgar	9273380979	rajushikalgar@gmail.com
Coordinator for Collaboration	Dr. S. S. Taware	9922395254	tawareshital82@gmail.com
Coordinator for Employability	Shri. A.P. Marale	9881023999	chem.dpm12@gmail.com
Coordinator for Cultural activities	Dr. V.M. Deshmukh	9527840099	vishnudeshmukh456@gmail.com
Coordinator for Innovation	Dr. P.U. Lande	9422189974	landepankaj@gmail.com

ACADEMIC PROFILE

Existing Programs

Program	Affiliation
B.A. - 3 Years	Permanent

English, Marathi, Hindi, Economics, Geography, Political Science, Psychology, History, Sociology, Home Science	
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
M.A. Psychology	Permanent
M.A. Home Science	Temporary
M. Sc. Analytical Chemistry	Temporary
Ph. D. Botany, Chemistry, Physics, Microbiology, Geography, English, Zoology, Electronics, Hindi	Temporary

Examination pattern:

- i. UG: Semester System CBCS, NEP 2020
- ii. PG: Semester System CBCS, NEP 2020
- iii. Continuous Internal Evaluation

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

Course	Class	Total Number of Students	Male	Female
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
Total Number of students admitted		1364	624	740

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	Application Received	Cancelled	Allotted	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
Grand Total	305	23	237	793306.00	893013.00	2010869.00

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 examination under SWAYAM / Other MOOCs	Number of Students to be registered on SWAYAM / Other MOOCs	Number of Students to appear for examination 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 certificate courses –Biopython	13	13		
COURSEERA 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 by 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

Parameter	Segment	Desired value	Institution's Status	Gap
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

Parameter	Segment	Desired value	Institution's Status	Gap
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
Interdisciplinary courses	For all classes	Available	Not available	Substantial
	Flexibility of subjects	For all classes	Available	Not available

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	Nil
Value-based education to instill 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

Sr. No.	Description																											
1	When the curriculum was updated last?	For all courses every three years																										
2	How frequently (time duration) is the updating done?	Curriculum is updated 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.	<table border="1" style="width: 100%; border-collapse: collapse;"> <thead> <tr> <th>Course</th> <th>%</th> </tr> </thead> <tbody> <tr><td>B.A I</td><td>12.2</td></tr> <tr><td>B.A II</td><td>12.2</td></tr> <tr><td>B.A III</td><td>6.1</td></tr> <tr><td>B.Com I</td><td>6.1</td></tr> <tr><td>B.Com II</td><td>6.1</td></tr> <tr><td>B.Com III</td><td>6.1</td></tr> <tr><td>B.Sc. I</td><td>18.3</td></tr> <tr><td>B.Sc. II</td><td>13.7</td></tr> <tr><td>B.Sc. III</td><td>13.7</td></tr> <tr><td>M Sc I(Analytical Chemistry)</td><td>1.3</td></tr> <tr><td>M.Sc. II (Analytical Chemistry)</td><td>1.3</td></tr> <tr><td>MA I (Psychology)</td><td>1.0</td></tr> </tbody> </table>	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	MA I (Psychology)	1.0
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																											
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B.Sc. III	13.7																											
M Sc I(Analytical Chemistry)	1.3																											
M.Sc. II (Analytical Chemistry)	1.3																											
MA I (Psychology)	1.0																											

		MA II (Psychology)	1.0	
		MA I (Home Science)	0.5	
		MA 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	a. Does the Institute have the practice of collecting feedback from students? b. Does the institute implement the suggestions from students Feedback for improving pedagogy?	Yes Appropriate suggestions are accepted and implemented

3. Academic Administration

Sr. 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 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 the 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

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

5. Infrastructural Development & Maintenance

Sl. No.	Description	
1	What type of expansion work is required for existing infrastructure?	The infrastructure requires both expansions 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. Examination building, 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 require regular renovation and upgradation. Laboratories need better facilities. 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 science departments require latest 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. Covered parking space, running track, basketball court, and High mast lamps for safety are also required.
6	What type of infrastructural development work is needed for making them accessible for differently-abled students?	Many older buildings require 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?	Institution has 60 ha. of campus which requires adequate funds for maintenance services. The compound also needs to be repaired. Water bunds are needed for rainwater harvesting.
8	What are the monitoring mechanisms followed for maintenance?	Monitoring committees supervise the maintenance work carried out by PWD department.

5. 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) IPR, copyright issues, and Patenting are addressed 3) encouraged participation in research activities 4) imbition of scientific temper and analytical skills 5) hands-on training workshops on advanced technologies, 6) Skill based courses 7) research collaborations
2	What steps have been taken to acquire the best and improved administrative and	The administration of the college is run by the Principal who is an experienced leader having in-depth knowledge of educational and

	Technical acumen for the institution?	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.
3	What type of institutional/departmental collaborations the institution has with others?	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.
4	Does the institution have Faculty Exchange Programme (National & International)?	No
5	Does the institution have a student exchange Programme (National & International)?	No

6. Effective institutional governance:

Sl. No.	Description	
1	Does the institution have a duly constituted governing body? a. If yes, has it been approved? b. How frequently does the Governing body meet? Yearly Bi-annually As and when required	The institution functions directly under the supervision of the Hon. Director of Higher Education.
	Does the institution have an E-Governance project (ERP&MIS) implemented?	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.
3	How record keeping and data management is done in the institute?	Vridhhi is utilized for data management from the admission stage to the TC stage.
4	What type of library management system is the rein the institute?	The Library Management system SOUL developed by UGC INFLIBNET is being used in the college library.
5	What type of financial management and accounting system is followed in the institute?	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.
6	Does the institute have an active website?	Yes

7. 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?	IQAC, Anti-Ragging Committee, Equal Opportunity Cell, and Grievance redressal committee have a student representative.
5	Does the institute have any plan for enhancing participatory management in Academic, administrative and financial affairs by involving local authorities?	The issues of collaboration can range from voter registration, cleanliness drives, School connect programs in Zilla Parishad schools, to celebrating various national days.

8. Creating Institutional Brand Image

Sr. No.	Description	
1	What steps are taken by the institute for building brand image?	Rajaram College was established in 1880. It was the first center of higher education in the region. The brand image of the college has enhanced over the years and 3 rd and 4 th generation students are learning in the institution. Several alumni of the college have created their mark in the fields of education, research, administrative services, politics, defense 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, and astrophysics. The program of B.Com. was recently launched and some new courses are also planned. The college actively

		participates in social causes and outreach programs 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.

9. Research & Development

Sl. No.	Description	
1	What are the research initiatives taken by the institute?	Most of the faculty members are Ph.D. holders and research guides in many subjects. Faculty members are actively involved in publication, IPR, patenting, etc. 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 cell.
2	Has the institute identified the thrust areas for research work in the institutes? If yes, please mention the areas	Agricultural development, Biodiversity conservation Image Processing Solar energy

		Nano-materials and synthesis Watershed management Remote sensing IKS
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.	Yes. In the last five years faculty have attended 165 conferences and organized 25 seminars and conferences, students and staff have received 36 awards for research activities, 10 research students have received JRF, SRF, UGC NET JRF, BARTI, SARTHI, MAHAJYOTI, Malhotra Weikfield, fellowships.
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.

10. 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.	School connect programme
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-defense, Yoga & Meditation to augment their physical and mental fitness?	Yes, self-defense 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.

11. 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

12. 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>

13. Supporting Students from Disadvantaged Backgrounds

Sl. No.	Describe the particular needs of your female, and Scheduled Caste/Tribe/Other Backward Caste students by answering the following questions:	
1	<p>a. What academic programs are female students currently enrolling in?</p> <p>b. What academic programs are Seeing growth in female enrolment?</p>	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	<p>a. What academic programs are scheduled for Caste/Tribe students currently enrolling in?</p> <p>b. What academic programs are seeing growth in Scheduled Caste/Tribe enrolment?</p>	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	<p>a. What academic programs are differently-abled students currently enrolling in?</p> <p>b. What academic programs are differently-abled students seeing Growth in enrolment?</p>	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



Institutional approach to strengthen the Enablers:

Enabler A

Governance Enablers:

1. Board of Governors (BoG), Senate, and Syndicate:

- Rajaram College, Kolhapur operates under the direct supervision of the Hon. Director of Higher Education.
- The College Development Committee, constituted as per the Maharashtra University Act 2016, is responsible for preparing a comprehensive development plan for the college. This plan encompasses academic, administrative, and infrastructural growth, aiming for the holistic development of the institution.
- Academic, administrative, and financial matters are managed by various committees appointed at the college level. The roles, responsibilities, and accountability of each committee are clearly defined. Faculty members and other staff are included in these committees, providing valuable inputs on all significant matters. At the end of each academic year, committee coordinators are required to submit a report to the Internal Quality Assurance Cell (IQAC).
- Alumni actively participate in the College Development Committee (CDC), IQAC, Training and Placement Cell, Industrial and Institutional Collaborations Committee, and the Innovation and Incubation Cell. Additionally, a separate Alumni Committee will be formed in accordance with the Maharashtra University Act 2016.

2. Quality Assurance

- Internal Quality Assurance Cell (IQAC):
 - The college has an active IQAC dedicated to continuous quality improvement and achieving academic excellence. It adopts quality management strategies in all academic and administrative areas through a participatory approach.
 - The IQAC conducts at least four meetings each academic year to discuss important issues related to academic excellence, infrastructural

augmentation, and outreach activities. Members provide essential inputs for the efficient functioning of the college.

- To ensure quality, the following measures are implemented:
 - Academic and Administrative Audits: Including Energy Audit, Gender Audit, and Green Audit, conducted annually by college committees and every five years by agencies certified by the Bureau of Energy Efficiency (BEE).
 - Participation in the AISHE Survey: Ensuring comprehensive data collection and reporting.
 - Feedback Mechanisms: Regular feedback collection from stakeholders to inform improvements.
 - E-Governance in Documentation: Enhancing transparency and efficiency in administrative processes.
 - Training Programs: For the Admission Committee and administrative staff to improve competence and service quality.
 - Student Induction and Orientation Programs: Helping new students integrate smoothly into the college environment.
 - Establishment of Innovation and Entrepreneurship Development Cells: Promoting a culture of innovation and entrepreneurship among students and staff.
 - Initiatives on Intellectual Property Rights (IPR): Educating and supporting faculty and students on IPR issues.
 - Capacity Building and Skill Enhancement Programs: Facilitating continuous professional development for staff and students.
 - Research Promotion Initiatives: Encouraging and supporting research activities across the college.



• Deliverables and outcomes

Deliverable:

1. Holistic development of student

Outcome:

- a. Enhance academic performance, various skills, abilities, knowledge and understanding
- b. To groom and engage the students in community engagement.
- c. To make them employable

Deliverable:

2. Fostering culture of innovation/start ups

Outcome:

1. To inculcate entrepreneurial mindset among students
2. fosters creativity and enhances problem-solving skills
3. technological advancements and disruptive innovations
4. to promote collaboration and networking among entrepreneurs, investors, researchers, and policymakers
5. to promote a culture of continuous learning and adaptation

Funds/ physical facilities shall be provided.

3. Financial Autonomy

Although the college functions under the Government of Maharashtra, we propose raising funds through various sources:

1. **Self-Sustainability:** By striving for self-sustainability, the college can reduce its dependence on external funding sources and take charge of its financial

well-being. This involves implementing cost-saving measures, optimizing resource allocation, and developing innovative revenue-generating initiatives.

2. **External Revenue Sources:** The college can explore various external revenue sources, such as offering professional development programs, hosting conferences and events, and leasing out facilities. By tapping into these opportunities, the college can generate additional income while simultaneously enhancing academic offerings and community engagement.
3. **Research Funding:** Faculty members are empowered to access various research funds and aids by applying to different funding agencies, fostering a culture of innovation.
4. **Alumni Contributions:** The Alumni Association actively contributes to organizing cultural activities and campus development initiatives.
5. **Consultancy Services:** Faculty members are encouraged to provide consultancy services, supported by access to laboratory facilities and other infrastructural resources.

4. Leadership

The strategic plan document is created through a participatory process ensuring the involvement of all stakeholders to address future challenges in higher education.

- a) **Strategic Plan Development:** The college has created a strategic plan through a detailed consultation process with stakeholders for a five-year period.
- b) **Inclusive Constitution:** The plan is constituted with the involvement of key institute leaders and faculty representatives.
- c) **Open Consultation:** The draft document is presented in an open meeting with students, staff, and faculty for feedback.
- d) **Final Approval:** The revised document is presented to the higher governing body before framing the final document.
- e) **Innovative Ambience:** The plan aims to create an environment where new ideas, research, and scholarship flourish, from which leaders and innovators emerge.
- f) **Addressing Societal Needs:** The plan addresses problems faced by the nation and the global community, providing education that transforms students through rigorous coursework and an understanding of societal needs.

g) **Collaborations:** It aims to collaborate with other academic and research institutions to strengthen the education and research ecosystem.

5. IT-Based Management Information System

- The institute utilizes **Vridhhi software**, an educational ERP module, for data management from the admission stage to the transfer certificate (TC) stage.
- The **Library Management System SOUL**, developed by UGC INFLIBNET, is employed in the college library.
- **Management Information System (MIS)** is maintained at the state level, with the institution actively participating in data updates.
- **Financial Management** is conducted through the **Budget Estimation, Allocation, and Monitoring System (BEAMS)**.
- **Procurement** is managed through the **Government e-Marketplace (GeM) portal**.

6. Risk Management Analysis

The college faculty and students engage regularly in various social outreach activities such as flood relief, pandemic crisis response, and crowd management. In addition to the National Cadet Corps (NCC) and National Service Scheme (NSS), groups like the White Army actively participate in these initiatives. Their combined efforts are instrumental in conducting impactful outreach activities aimed at disaster management.

To further enhance disaster preparedness and mitigate risks, the college will organize training programs on firefighting and conduct structural and electrical safety audits. These programs are crucial for equipping individuals with the skills and knowledge needed to respond effectively to emergencies.

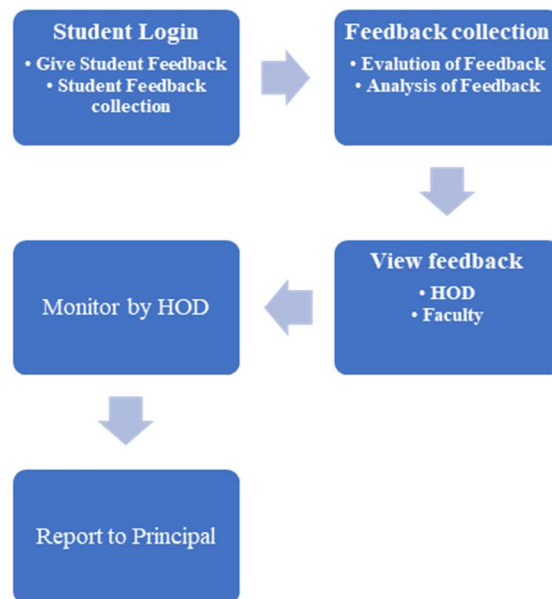
7. External Advisory Boards

A committee comprising prominent industrialists, academics, and government officers will be constituted to advise on the running and development of the college. This committee will meet at least once per semester, coinciding with a student presentation or other significant event.

8. Student Feedback

Student feedback is essential for quality assurance and achieving institutional goals. Feedback is collected on various aspects such as academic content, transparency of

evaluation, library, sports, hostel facilities, extracurricular activities, and interactions with faculty and administration. At the end of each semester, feedback is analyzed, and the results are shared with faculty through Heads of Departments (HODs). The concerned HODs will convene meetings with departmental staff to address and improve various parameters, monitoring faculty improvements.



Enabler B

Financial Enablers and Funding Models (Resource Generation):

Enabler B

Financial Enablers and Funding Models (Resource Generation):

Rajaram College, Kolhapur is committed to providing high-quality education and fostering research excellence. To sustain and enhance our educational and research capabilities, it is essential to establish robust financial enablers and funding models. The existing and proposed sources for revenue are:

1. District Planning Committee (DPC) and other Grants:

- District Planning Committee Grants: We being a government college, are entitled to annual grant from District Planning Committee. The grants will be utilized

within the framework of the grant allocation objectives to enhance the physical capability of the institution to provided best possible learning experience to the students.

- Non-Plan Grant: The college will actively seek non-plan grants from government bodies to support operational costs and maintenance of institutional infrastructure.
- State Plan Grant: Collaborations with state authorities will be pursued to secure state plan grants aimed at development of projects and academic enhancements.

2. Tuition Fees

- Regular Courses: Fees from regular courses will be the primary source of income, with structured annual reviews as per university and state government norms.
- Add-On Courses: The college will introduce and expand add-on courses catering to current industry demands, offering specialized training to increase employability and generate additional revenue.

3. Research Project Grants

- The faculty will be encouraged to apply for research grants from national and international funding agencies, facilitating research and innovation.

4. Corporate Social Responsibility (CSR) Funds:

- Partnerships with Corporations for CSR funds will be established, focusing on community development, infrastructure improvements, and educational projects.

5. Endowments and Donations:

- An endowment fund will be created to support scholarships, faculty positions, and infrastructural development.
- Alumni and philanthropists will be approached for donations to build a sustainable financial base.

6. Special Grants:

- The college will identify and apply for special grants from various governmental and non-governmental organizations to support specific projects and initiatives.

7. Consultancy Services:

- The Faculty will be encouraged to offer consultancy services to industry, leveraging their expertise to generate additional income and foster industry-academic linkages.

8. Royalty on Intellectual Property (IP) and Patents:

- Policies will be formulated to manage and monetize intellectual property, ensuring that royalties from patents and other IP rights contribute to the college's revenue.

9. Revenue Generation through Infrastructure:

- College infrastructure, such as auditoriums, sports facilities, and conference halls, will be made available for external events and activities to generate rental income as per government norms.

10. Liaising with Government Agencies:

- A dedicated liaison office will be established to coordinate with government agencies for grants, approvals, and collaborative projects, ensuring a streamlined process for resource acquisition.

11. Budget Allocation:

- An annual budget plan will be prepared with inputs from all the Departments. Priorities will be set based on strategic goals, ensuring a balanced allocation that supports academic programs, research initiatives, and infrastructure development.

12. Transparency:

- Different Financial operations will be transparent, with regular audits and public disclosure of financial statements. Stakeholders will have access to comprehensive reports detailing income and expenditure.

13. Financial Sustainability:

- A strategic financial plan will be implemented to ensure long-term sustainability. This includes creating a financial buffer, investing in income-generating assets, and maintaining a balanced budget.

14. Collaborations:

- The college will seek collaborations with industry, academia, and government bodies to diversify funding sources, enhance academic programs, and support research initiatives.

15. Stakeholder Engagement:

- Stakeholders, including students, faculty, alumni, and industry partners, will be regularly engaged through forums, surveys, and advisory boards to gather feedback and align financial strategies with community needs and expectations.

This policy framework is designed to create a resilient financial ecosystem at Rajaram College, Kolhapur. By diversifying our funding sources and maintaining rigorous financial management practices, we aim to achieve sustainable growth, enhance academic and research capabilities, and foster an environment of transparency and collaboration.

Enabler C

Academic Enablers:

At Rajaram College, Kolhapur, our mission is to create an academic environment that ensures comprehensive learning while prioritizing the mental and physical well-being of our students. We are committed to fostering a learning atmosphere where every student can acquire the knowledge and skills necessary to grow into responsible and capable individuals. To achieve this, we continuously develop and improve innovative academic enablers that support the holistic development of our students.

Development of Innovative Academic Enablers:

Innovative academic enablers are essential for cultivating creativity and innovation among students. We aim to develop these enablers through a structured approach that includes planning, implementation, evaluation, feedback, and self-study reports. The following steps outline our strategy:

1. Institutional Strategy Development: We conceive and develop a robust institutional strategy based on thorough analysis and informed decision-making aligned with the college's vision.
2. Faculty Development: We aim to create and retain a strong faculty base through effective recruitment, performance analysis, and regular development

programs. This ensures that our faculty remains motivated and up-to-date with the latest teaching methodologies.

3. Curriculum Design: We design flexible curriculums that incorporate multidisciplinary approaches, including the integration of vocational education, training, and skilling into the curriculum.
4. Industry Collaboration: We involve industry experts in the design and implementation of our curriculum to ensure it meets current market demands and standards.
5. Curriculum Upgradation Mechanisms: We have established mechanisms to regularly upgrade our curriculum, ensuring it remains relevant and comprehensive.
6. Leadership Development: We develop leaders as role models through commitment and multitasking analysis, inspiring both faculty and students.
7. Student Development: We offer confidence-building educational models that integrate various aspects of student development, including academic and extracurricular activities.
8. Student-Teacher Ratio: We adhere to a specified student-teacher ratio to maintain the quality of learning and assessment.
9. Institutional Growth: We conduct environmental analyses to guide the growth and expansion of the college.
10. Technology Integration: We introduce technology through blended learning modes and the creation and delivery of digital content, enhancing the learning experience.

Improvement of Academic Enablers:

To continuously improve our academic enablers, we focus on the following areas:

1. Excellence in Learning and Teaching: We strive for excellence in learning, teaching, cooperative education, and research.
2. Professional and Application-Based Education: We provide high-quality professional education across a wide range of interdisciplinary areas.
3. 360° Access to Resources: We ensure comprehensive access to teaching and learning resources, skill and capacity building programs, and research and intellectual property creation, protection, and deployment.

4. Skill Integration: We embed essential skills, including soft skills, life skills, and foundational technology skills, into our curriculum.
5. Theory and Practice Balance: Our curriculum is a blend of theoretical knowledge and practical application, available digitally to foster active social transformation.
6. Latest Technology Utilization: We intensively use the latest technologies such as augmented reality (AR), virtual reality (VR), machine learning (ML), and artificial intelligence (AI).
7. Industry-Oriented Research and Pedagogy: We align our teaching and research with industry requirements, incorporating Industry 4.0/5.0 principles.
8. Blended Learning Implementation: We implement blended learning modes, combining digital and online learning with traditional methods.
9. Academic and Professional Excellence: We focus on student-centric teaching processes and deliver top-quality professional education.
10. Qualified Faculty: We maintain a high proportion of full-time faculty with PhDs or relevant industry expertise, encouraging quality research publications and intellectual property initiatives.
11. Continuous Faculty Development: We regularly conduct capacity-building programs for faculty, especially in implementing national frameworks and integrating vocational education and training.
12. Empathy and Inclusivity in Curriculum: Our curriculum includes educational programs that inculcate empathy, environmental understanding, and sensitivity towards people with disabilities and other special sections of society.
13. Modern Infrastructure: We provide excellent physical and digital enablers, including modern labs and ubiquitous technology and learning platforms.
14. Global Learning Resources: We create world-class open online and blended learning resources for a global audience, including OCW and MOOCs.
15. Educational Leadership: We aspire to provide educational leadership to other institutions, both nationally and globally.

16. Inspiring Learning Environment: We cultivate a learning environment that is student-centered, knowledge-centered, innovation-centered, and community-centered.
17. Support for Student Startups: We promote commercial business ideas and mentor students to become part of the startup ecosystem.

Rajaram College, Kolhapur, is dedicated to creating an academic environment that supports the holistic development of students through innovative and continuously improving academic enablers. By focusing on comprehensive faculty development, flexible and industry-relevant curriculum design, technology integration, and continuous improvement, we ensure our students are well-equipped to face future challenges and contribute positively to society.

Enabler D:

Research, Intellectual Property, and Supportive Enablers:

Rajaram College, Kolhapur is committed to fostering an environment conducive to research, innovation, and intellectual property development. Intellectual enablers, such as foundational research, ideas, general-purpose technologies, and languages, serve as the bedrock for a myriad of productive activities. These enablers support information production, innovation, education, and other socially valuable activities, acting as building blocks for cumulative and dynamic systems. Intellectual property rights are crucial for protecting and commercializing research outcomes, thereby enhancing the impact and reach of our scholarly work.

Developing Research, Intellectual Property, and Supportive Enablers

To enhance the creation of new knowledge and the development of intellectual property, Rajaram College will implement the following strategies:

1. **Stakeholder Involvement:** Engage all stakeholders, including faculty, students, and industry partners, in research, innovation, and scholarly publication activities to foster a collaborative research culture.
2. **Innovative Thinking Culture:** Promote a culture that encourages innovative thinking and creativity among faculty and students, facilitating groundbreaking research and development.

3. **Institutional Research Systematization:** Establish systematic institutional research processes that support high-quality research programs and intellectual property development.
4. **Collaborations:** Collaborate with universities, research centers, industry, and the community to enhance research outcomes and foster a multidisciplinary approach to problem-solving.
5. **Quality Research Focus:** Focus on developing and maintaining high-quality research programs that contribute to intellectual property development and commercialization.
6. **Faculty Participation:** Encourage and support faculty participation in research projects, providing them with the necessary resources and incentives.
7. **Aspirational Goals:** Set aspirational goals for research and create mechanisms for optimizing resources to achieve these goals efficiently.
8. **Monetizing Research Outcomes:** Monetize research outcomes through robust IP protection and commercialization efforts, ensuring that research translates into societal and economic benefits.
9. **Industry Engagement:** Identify research outcomes with commercial potential and engage with industry stakeholders to foster collaborations and bring innovations to market.
10. **Training Programs:** Provide training programs for researchers on research monetization and IP protection, equipping them with the skills to navigate the commercialization landscape.
11. **Licensing and Technology Transfer:** Define clear licensing and technology transfer processes to streamline the commercialization of research findings.
12. **Mentorship and Support for Startups:** Offer mentorship and support to startups emerging from research projects, fostering an entrepreneurial culture within the institution.
13. **Funding Mechanisms:** Explore and establish diverse funding mechanisms to support research activities and the commercialization of research outputs.

14. **Continuous Monitoring and Evaluation:** Continuously monitor and evaluate research monetization efforts to ensure they align with institutional goals and adapt to evolving needs.

Research Enablers

1. **Stakeholder Engagement:** Recognize and engage with key stakeholders—government, industry, academia, and society—in research and development activities, acknowledging their evolving roles in a knowledge-based society and economy.
2. **Research Vision and Portfolio:** Develop and pursue a powerful research vision and portfolio that aligns with the institution’s aims, improving resource availability and enhancing the research ecosystem.
3. **Governance and Collaboration Structures:** Create research management structures, industry liaison offices, and fundraising offices to strengthen governance and collaboration efforts, ensuring robust support for research activities.

Supportive and Facilitative Enablers

Supportive and facilitative enablers are critical for fostering a sense of belonging, pride, and ownership among stakeholders at Rajaram College. These enablers include:

1. **Emotional Surplus Development:** Provide an appropriate working environment, transparency in administration, and a culture of trust and respect to develop emotional surplus among stakeholders.
2. **Learner-Centric Practices:** Implement learner-centric practices, visionary leadership, mutual trust, core values, accountability, and social responsibility to create a supportive educational environment.
3. **Inclusion and Diversity Initiatives:** Support underrepresented learners through mentorship and buddy initiatives, promote diversity, mitigate costs, provide financial assistance, and create an inclusive curriculum and facilities.

Rajaram College, Kolhapur is dedicated to advancing research, fostering intellectual property development, and creating supportive enablers that ensure the holistic development of our academic community. By implementing comprehensive strategies for research enhancement, stakeholder engagement, and supportive environment creation, we aim to cultivate a dynamic and innovative academic ecosystem. This policy underscores our commitment to excellence in research, intellectual property

management, and the overall well-being of our students and faculty, positioning Rajaram College as a leader in higher education and innovation.

Enabler E:

Human Resources Management Enablers:

Rajaram College, Kolhapur is dedicated to fostering an environment that balances autonomy and flexibility with regulatory and HR practices, essential for driving innovation and academic excellence. This policy outlines strategies to achieve this balance, ensuring that institutional goals align with regulatory requirements while promoting a culture of ownership and continuous improvement among all stakeholders.

Institutional Autonomy and Policy Development

1. **Establishing Policies:** Rajaram College will develop its HR policies and guidelines within the broader framework of regulatory requirements, allowing for flexibility tailored to the institution's unique needs and culture.
2. **Stakeholder Engagement:** Faculty members, administrators, and other stakeholders will be actively involved in policy development. Their input is crucial for creating a sense of ownership and ensuring alignment with institutional values and goals.
3. **Clear Communication:** The rationale behind HR practices and the importance of regulatory compliance will be clearly communicated to faculty and staff to build understanding and support.
4. **Customization and Flexibility:** Areas within HR practices where customization is possible will be identified without compromising compliance. Departments or academic units will have some autonomy to adapt policies to their specific needs and disciplines.
5. **Regular Review and Feedback:** HR practices will be regularly reviewed, and feedback from faculty and staff will be solicited to identify areas for flexibility and necessary adjustments to better align with institutional goals.
6. **Compliance Teams:** Dedicated compliance teams or committees will be created to ensure that HR practices align with regulatory requirements and institutional autonomy, acting as agile bridges between these elements.

7. **Training and Awareness:** Training programs will be provided to faculty and staff on regulatory compliance and its coexistence with institutional autonomy, emphasizing the benefits of both.
8. **Seeking Clarifications:** When regulatory requirements are ambiguous, the college will engage with regulatory bodies to seek clarifications or exemptions that align with its goals and autonomy.
9. **Continuous Improvement:** A culture of continuous improvement will be encouraged, with HR practices periodically assessed and refined to meet the evolving needs of the institution.
10. **Transparency in Decision-Making:** Decision-making processes related to HR practices will be transparent, ensuring faculty and staff understand how decisions are made and how they contribute to the institution's mission.
11. **Celebrating Success:** Examples of successful institutional autonomy leading to positive outcomes, such as innovative teaching methods or research breakthroughs, will be showcased to inspire further autonomy while maintaining compliance.

Contextualization of Key HR Practices-

1. Recruitment and Selection:

- **Compliance with Regulations:** Faculty hiring is done by Maharashtra Public Service Commission (MPSC). The process adhere to academic and research requirements mandated by regulatory bodies such as UGC and AICTE, ensuring candidates meet educational qualifications, research experience, and other criteria.

2. Onboarding and Orientation:

- **Comprehensive Orientation:** New faculty members will receive thorough orientation on the institution's culture, academic programs, and policies, including compliance with regulatory guidelines.
- **Ethical Conduct:** Information on ethical research conduct and academic integrity, as stipulated by regulatory bodies, will be provided.

3. Training and Development:

- **Investing in Faculty Development:** Workshops on pedagogy, research methodologies, and academic technology will be offered to enhance teaching and research skills.
- **Ongoing Professional Development:** Faculty will engage in continuous professional development to meet regulatory guidelines and accreditation requirements.

4. Performance Management:

- **Regular Evaluations:** Faculty performance evaluations based on teaching, research, and service will be conducted regularly, aligning with recommendations from regulatory bodies.
- **Promotion and Tenure:** Evaluation criteria and processes will adhere to established standards set by accrediting agencies.

5. Compensation and Benefits:

- **Competitive Compensation:** Faculty compensation packages, including salaries, research grants, and benefits, will meet regulatory requirements and be competitive to attract and retain talent.
- **Compliance with Labor Laws:** Compensation practices will comply with labor laws and guidelines from regulatory bodies.

6. Employee Relations:

- **Positive Faculty Relationships:** Efforts will be made to build positive faculty relationships, addressing concerns and conflicts in line with institutional policies and regulatory requirements.
- **Grievance Handling:** Grievances will be handled according to prescribed processes by regulatory bodies and labor laws.

7. Workforce Planning:

- **Strategic Planning:** Faculty needs will be planned based on academic program growth and retirements, considering regulatory recommendations.
- **Succession Planning:** A steady pipeline of qualified faculty will be ensured through succession planning aligned with guidelines from regulatory bodies.

8. Diversity and Inclusion:

- **Promoting Diversity:** Diverse faculty teams will be created to enrich the learning environment, following regulatory guidelines on equity and equal opportunities.
- **Tracking Metrics:** Diversity metrics will be tracked and reported, implementing inclusive hiring practices as recommended by regulatory bodies.

9. Legal Compliance:

- **Adherence to Contracts:** Employment contracts, tenure policies, and labor laws will be strictly adhered to, ensuring faculty members' contractual rights are protected.

10. Talent Acquisition and Succession Planning:

- **Strategic Recruitment:** Faculty recruitment will strategically fill academic gaps and align with research priorities, complying with regulatory and institutional policies.
- **Fair Processes:** Transparent faculty recruitment processes will be followed, adhering to regulatory guidelines.

By implementing these human resource enablers, Rajaram College, Kolhapur, aims to create a nurturing and productive environment for all community members. This approach balances regulatory compliance with institutional autonomy, fostering innovation, academic excellence, and a positive working environment. Through continuous engagement, transparency, and adaptation, Rajaram College is committed to achieving its mission while upholding the highest standards of HR management.

Enabler F

Enablers for Networking and Collaborations:

Rajaram College, Kolhapur, acknowledges that robust networking and strategic collaborations significantly enhance the institution's impact on students, academia, industry, and society at large. Our policy aims to establish and nurture connections with various stakeholders, promoting excellence in education, impactful research, and substantial societal contributions.

Networking and Its Societal Impact

1. Academic and Societal Contributions:

- Rajaram College aims to transcend traditional academic boundaries, contributing to civil society and the development sector through high-quality education, impactful research, on-ground initiatives, and advocacy.
- By shifting focus from merely monitoring inputs to incentivizing outcomes and societal impacts, the college aspires to establish partnerships with Centres of Excellence and institutions worldwide to achieve research and teaching excellence.
- Engaging with a diverse range of stakeholders, including other academic and research institutions, industry, and civil society, is crucial for enhancing the college's societal impact.

2. Alumni Networks:

- Recognizing the lifelong connection with students, Rajaram College values alumni as vital stakeholders who significantly contribute to the governance, management, and growth of the institution.
- To foster effective networking and connectivity, including support for endowments, new projects, funding, knowledge sharing, and mentorship, the college will establish trust and facilitate lifelong engagement with its alumni.

Developing Networking Enablers

1. Effective Networking:

- Effective networking within and beyond the academic realm is a cornerstone for Rajaram College's pursuit of excellence as a global leader in education.
- A thoughtfully structured collaborative network model will be implemented, involving industry in various aspects of HEI activities, particularly in the teaching-learning process. This includes collaborative course planning, curriculum development, training, evaluation, employment opportunities, continuous learning, and research and development.

2. Industry-College Interaction:

- Rajaram College will actively engage with industry, alumni, other higher education and research institutions, and the wider community to foster synergies that drive collective development.
- Nurturing industry-college interaction effectively can yield substantial benefits for both parties, enhancing the relevance and impact of educational programs and research initiatives.

Steps to Develop Networking Enablers

1. Embracing Partnerships:

- Rajaram College recognizes its role as an institution "by the society and for the society" and will embrace partnerships and collaborations to fulfill its objectives and make substantial societal contributions.
- The college will prioritize forming partnerships with local, national, and international agencies to support a range of enablers, including innovative academic initiatives, intellectual property development, and emotional support programs.

2. Leveraging Alumni Engagement:

- Alumni engagement will be leveraged across multiple processes, industries, student feeder institutions, other HEIs, and national and international universities. This represents a significant opportunity for mutual benefit and societal impact.
- Alumni will be involved in mentorship programs, guest lectures, industry partnerships, and as ambassadors for the college.

3. Structured Collaborations:

- Well-structured collaborations, when executed effectively, lead to a positive-sum game. Rajaram College will prioritize effective networking to seize more opportunities for self-improvement and mutual development while enhancing its brand image.
- The college will establish formal collaboration agreements with institutions and industries, fostering research collaborations, joint academic programs, and student exchange initiatives.

Implementation Strategies

1. Building and Managing Partnerships:

- Rajaram College will create dedicated offices or teams responsible for building and managing partnerships with industry, academic institutions, and other relevant stakeholders.
- These teams will work on identifying potential partners, negotiating collaboration terms, and managing ongoing relationships to ensure mutual benefits.

2. Regular Networking Events:

- The college will organize regular networking events, such as conferences, seminars, workshops, and alumni reunions, to facilitate connections between students, faculty, industry professionals, and alumni.
- These events will serve as platforms for knowledge sharing, collaboration, and professional development.

3. Leveraging Technology:

- Leveraging technology to enhance networking efforts, Rajaram College will use digital platforms and social media to connect with stakeholders, share updates, and promote collaborative opportunities.
- Online portals and databases will be developed to facilitate easy access to collaboration opportunities and resources for faculty, students, and alumni.

4. Feedback and Continuous Improvement:

- A system for regular feedback and evaluation of networking and collaboration initiatives will be established to identify areas for improvement and ensure alignment with the college's goals.
- Continuous improvement efforts will be guided by stakeholder feedback and evolving best practices in higher education and industry collaborations.

By implementing these enablers for networking and collaborations, Rajaram College, Kolhapur, aims to create a dynamic and interconnected academic environment. This approach not only enhances the institution's educational and research capabilities but also contributes significantly to societal development. Through strategic partnerships,

active alumni engagement, and effective industry interaction, Rajaram College is committed to fostering a culture of collaboration and excellence.

Enabler G:

Physical Enablers:

Physical enablers constitute the essential infrastructure required for the effective functioning of an academic institution. For Rajaram College, Kolhapur, creating an attractive and functional physical infrastructure is pivotal, not only for operational efficiency but also for compliance with statutes, regulations, codes, and all relevant regulatory frameworks. These physical enablers are instrumental in supporting academic and research activities across various departments and enhancing the institution's brand. While public universities often rely on government investment, private institutions may depend on sponsoring organizations for their infrastructure needs.

Improving Physical Enablers:

Improving physical enablers requires innovative approaches to funding and strategic campus planning. Here are key strategies to enhance our physical infrastructure:

1. Campus Planning and Environmental Principles:

- **Integrated Activity:** Design the campus layout to ensure seamless interaction among academic, research, cultural, and operational facets. This holistic approach enhances the campus experience for all stakeholders.
- **Preservation of Essence:** Maintain the campus's aesthetic appeal and uphold its role as a vital component of the college's living and learning mission. This includes preserving historical buildings and integrating new structures harmoniously.
- **Environmental Responsibility:** Champion environmental stewardship by enhancing energy efficiency, minimizing waste, and reducing the environmental impact of campus operations. This includes implementing green building practices and sustainable resource management.
- **Facility Integration:** Ensure that facilities and equipment are well-integrated, particularly for vocational education, training, and skilling

programs. This integration supports hands-on learning and practical application of skills.

- **Inclusivity and Safety:** Ensure campus accessibility for persons with disabilities (PwD), promote gender inclusivity, and enforce a zero-tolerance policy towards discrimination, ragging, bullying, including cyberbullying. This commitment to inclusivity and safety fosters a supportive and welcoming environment for all.
- **Safety and Risk Management:** Prioritize the safety of the campus community by establishing comprehensive risk management protocols in design and operation. Regular safety drills, clear emergency procedures, and well-maintained safety equipment are crucial components.
- **Holistic Development:** Provide facilities for artistic expression, sports, fitness, and health, including mental health services like counseling and wellness centers. These facilities contribute to the overall well-being of students and staff.
- **Resource Management:** Emphasize knowledge management as a principle for resource generation and management. Efficient use of resources ensures sustainability and supports the institution's long-term goals.

2. Green Campus Strategy:

- **Ecological Preservation:** Protect the natural topography of the campus, minimize the carbon footprint, and conserve water and natural resources. Implementing green landscaping practices and preserving green spaces are essential.
- **Environmental Awareness:** Foster environmental sensitivity and promote awareness campaigns among students, staff, and the community. Educational programs and sustainability initiatives can drive this awareness.
- **Sustainable Infrastructure:** Prioritize the use of recycled materials in construction and consider the heat island effect in building designs. Sustainable infrastructure reduces environmental impact and enhances campus resilience.
- **Sustainable Mobility:** Reduce fossil fuel consumption by implementing efficient transport strategies, such as promoting public transportation,

cycling, and walking. This approach not only reduces emissions but also promotes a healthier lifestyle.

- **Technology and Energy:** Embrace alternative energy sources, such as solar and wind power, and adapt to eco-friendly technologies. Investing in renewable energy projects can significantly reduce the campus's carbon footprint.

Implementation Strategies

1. Innovative Funding:

- Explore alternative and innovative measures to fund physical enablers, such as public-private partnerships, grants, and fundraising initiatives. Leveraging community support and engaging alumni can also provide additional resources.

2. Collaboration and Engagement:

- Engage with local authorities, industry partners, and other educational institutions to share resources and best practices. Collaborative projects can enhance the quality and sustainability of physical infrastructure.

3. Regular Review and Maintenance:

- Establish a system for the regular review and maintenance of campus facilities. This includes routine inspections, preventive maintenance, and prompt repairs to ensure the longevity and functionality of physical enablers.

4. Stakeholder Involvement:

- Involve students, faculty, and staff in the planning and implementation of physical infrastructure projects. Their input can provide valuable insights and foster a sense of ownership and responsibility towards campus facilities.

By implementing these strategies, Rajaram College, Kolhapur, aims to create a dynamic, sustainable, and inclusive physical environment that supports academic excellence and research innovation. Through thoughtful planning, environmental responsibility, and community engagement, the college will enhance its infrastructure, ensuring it meets the needs of current and future generations. This commitment to improving physical enablers will not only bolster the institution's reputation but also

contribute significantly to its mission of providing high-quality education and fostering societal development.

Enabler H:

Digital Enablers:

Digitalization has profoundly transformed how institutions operate, enhancing their internal processes through the integration of Information and Communication Technologies (ICT). These technologies have become fundamental in education and research, reshaping systems and processes to foster improved learning experiences and governance. The implementation of ICT has led to substantial benefits, including increased efficiency, productivity, reduced operational costs, improved learner experience, agility, enhanced morale, better communication, increased transparency, competitive advantage, and faster decision-making.

In the rapidly evolving digital landscape, the role of ICT in education is increasingly significant and will continue to advance throughout the 21st century. For Rajaram College, Kolhapur, ICT enablers are essential for transforming the quality of teaching and learning processes, aiming to deliver academic programs more effectively. The institution must develop a strategic roadmap to integrate ICT and virtual technologies, aligning with the vision of 'Digital Universities' as envisaged by NEP 2020. This policy outlines the digital and ICT framework necessary for achieving these goals.

Digital & ICT Framework for HEIs

1. Infrastructure:

- **Robust ICT Infrastructure:** Establish a strong ICT infrastructure across all campuses, ensuring high-speed internet, communication, and digital information access.
- **Dedicated Campus Network:** Deploy a comprehensive campus area network with multiple internet connectivity options and a central ICT center to support seamless digital operations.

2. Data Management:

- **In-House or Cloud-Based Servers:** Host data on secure, in-house, or cloud-based servers with real-time monitoring, robust security measures, and structured Wi-Fi networks.

- **Digital Content Repository:** Create an extensive digital content repository that includes coursework, multimedia content, learning games, and AR/VR modules, accessible to all stakeholders.

3. Teaching and Monitoring:

- **Online Teaching Platform:** Develop an interactive online teaching platform with two-way communication and advanced tools for monitoring student progress, enabling personalized learning experiences.

4. Data Privacy and Security:

- **Cyber Security Protocols:** Adhere to stringent cybersecurity protocols to protect against external threats and natural disasters, ensuring the integrity of digital operations.
- **Data Privacy:** Prioritize data privacy by processing personal data securely and lawfully, upholding individual rights, and fostering trust among all stakeholders.

5. National Integration & Policy Adherence:

- **National Repositories:** Store academic and administrative credentials in national repositories, connecting student and faculty information through unique identifiers as per government norms.
- **Policy Compliance:** Adhere to guidelines set by UGC and other relevant bodies, ensuring a consistent and trustworthy digital framework.
- **National Mission Compatibility:** Ensure compatibility and contribution to national missions, preparing the institution for future growth and challenges.

Implementing Digital Initiatives in HEIs

1. Digital Transformation:

- **Paperless System:** Transition to a paperless system, incorporating digital processing for all educational activities, and providing stakeholders with online access to resources and services.
- **Centralized Processes:** Centralize admission processes, student fees, and faculty compensation through digital platforms, enhancing efficiency and transparency.

2. **Enhancing Digital Presence:**

- **Dynamic Websites:** Elevate the college's digital presence through dynamic websites, online teaching systems, computerized examination processes, and digital credentialing.

3. **Implementation Strategy:**

- **Phased Digital Transformation:** Aim for a phased digital transformation, spanning one to two years, either through in-house efforts or by collaborating with experienced IT organizations or EdTech companies. This phased approach will ensure a smooth transition and the integration of best practices.

Rajaram College, Kolhapur, is committed to harnessing the potential of digital enablers to revolutionize the educational experience and institutional operations. By implementing a comprehensive digital and ICT framework, the college will enhance its teaching and learning processes, improve governance, and contribute to the broader goal of digital universities as outlined in NEP 2020. Through strategic planning, robust infrastructure, and a commitment to data privacy and security, Rajaram College aims to set a benchmark in digital transformation, ensuring that it remains at the forefront of educational innovation in the 21st century.

Annual activity plan

Enabler A : Governance Enablers

Sr. No	Activity	Y1	Y2	Y3	Y4	Y5	Financial Provision needed in Lakh	Nodal Person	Monitoring & Evaluation
1	Organization of Academic Leadership Programmes for faculty members	Programme organization	Programme organization	Programme organization	Programme organization	Programme organization	10	IQAC	Principal
2	procurement of Web-based Management Information System	Procurement and deployment	Operations	Operations	Operations	Operations	75	OS	Principal
3	Disaster relief programmes and training	Training programme	Training programme	Training programme	Training programme	Training programme	60	IC Disaster Management	Principal
Total Amount							145 Lakh		

Enabler B: Financial Enablers and Funding Models (Resource Generation):

Sr. No	Activity	Y1	Y2	Y3	Y4	Y5	Fund Generation (in Lakhs)	Nodal Person	Monitoring & Evaluation
1	District Planning Committee (DPC)	Augmentation of infrastructure	Augmentation of infrastructure	Augmentation of infrastructure	Augmentation of infrastructure	Augmentation of infrastructure	Grants as per demand and availability	Accounts Department, Office	Principal
2	State Plan and Non-Plan Expenditure	Office Expenses, Machinery and	Office Expenses, Machinery and	Office Expenses, Machinery and	Office Expenses, Machinery and	Office Expenses, Machinery and	150 per year	Accounts Department, Office	Principal

Rajaram College, Kolhapur

		Equipment etc.	Equipment etc.	Equipment etc.	Equipment etc.	Equipment etc.			
3	Tuition Fees	15 lakhs	15 lakhs	15 lakhs	15 lakhs	15 lakhs	75	Accounts Departme nt, Office	Principal
4	Research Project Grants	1 lakh	1 lakh	1 lakh	1 lakh	1 lakh	5	Accounts Departme nt, Office	Principal
5	CSR Funds	5 lakhs	5 lakhs	5 lakhs	5 lakhs	5 lakhs	25	Accounts Departme nt, Office	Principal
6	Endowments and Donations	5 lakhs	5 lakhs	5 lakhs	5 lakhs	5 lakhs	25	Accounts Departme nt, Office	Principal
7	Consultancy Services	0.5 lakhs	0.5 lakhs	0.5 lakhs	0.5 lakhs	0.5 lakhs	2.50	Accounts Departme nt, Office	Principal
8	Royalty on IP/Patents	-	-	-	-	-	-	Accounts Departme nt, Office	Principal
9	Revenue generation through infrastructure	2 lakhs	2 lakhs	2 lakhs	3 lakhs	3 lakhs	12	Accounts Departme nt, Office	Principal
10	Liasing with Government Agencies	2 lakhs	2 lakhs	2 lakhs	2 lakhs	2 lakhs	10	Accounts Departme nt, Office	Principal
Total amount							904.5		

Enabler C: Academic Enablers

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.	M.Sc. Materials Science	-	-	-	setting up laboratory	Program Approval & Implementation	20	Head Dept of Physics	Principal and IQAC
3.	Ph.D. programs in Physics	Development/upgrading research laboratories	Procurement of research equipment / reference books	Approval from University	Implementation	-	10	Head Dept of Physics	Principal and IQAC
4.	Ph.D. programs in Nanoscience & Technology	Development/upgrading research laboratories	Procurement of research equipment / reference books	Approval from University	Implementation	-	15	Head Dept of Physics	Principal and IQAC
5.	Ph.D. programs in Medical Physics.	Development/upgrading research laboratories	Procurement of research equipment /	Approval from University	Implementation	-	15	Head Dept of Physics	Principal and IQAC

			reference books						
6.	Post Graduate diploma in fermentation technology		Approval from University	Development/upgrading research laboratories	Implementation	-	10	Head Dept of Microbiology	Principal and IQAC
7.	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
8.	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
9.	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
10.	Upgrading existing M. Sc. Analytical Chemistry programme to grantable	-	Application to the government for sanction of	Infrastructure augmentation-classroom, Laboratory	augmentation of Lab facilities – equipment, chemicals and	-	10	Head Dept of Chemistry	Principal and IQAC

			grantable course		glassware's				
11.	MA in English Language and Literature (Grant-in-aid)		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
12.	B A in Marathi Language and Literature (Grant-in-aid)	Application to the University and Government for the sanction of the grantable course	Creation of Infrastructure like classrooms	Start the course	-	-	2	Head Dept of Marathi	Principal and IQAC
13.	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
14.	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

15.	Value added course on Mushroom Cultivation	Develop laboratory facilities	Get approval from BoS	Start of course	-	-	2	Head Dept of Botany	Principal and IQAC
16.	Value added course on Bamboo products	Make available facilities	Get approval from BoS	Start of course	-	-	2	Head Dept of Botany	Principal and IQAC
17.	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
18.	Certificate course on Geophysical Exploration of Groundwater	Laboratory upgradation	Get approval from BoS	Start of course	-	-	1	Head Dept of Geology	Principal and IQAC
19.	Certificate course on Water and soil Analysis	-	Laboratory upgradation	Get approval from BoS	Start of course	-	1	Head Dept of Geology	Principal and IQAC
20.	Certificate course in biofertilizer production	Laboratory upgradation	Get approval from BoS	Start of course	-	-	3	Head Dept of Microbiology	Principal and IQAC
21.	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
22.	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
23.	A Certificate Course in Translation (English/ Marathi/Hindi)		Designing the content of the syllabus and its	Get approval from BoS	Implementation	-	1	Heads Dept of English, Hindi and Marathi	Principal and IQAC

			implemen tation						
24.	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	-	-	15	Head Dept of Geography	Principal and IQAC
25.	Certificate course in Creative Writing	Designing the content of the syllabus	Get approval from BoS	implementation	-	-	1	Head Dept of Hindi	Principal and IQAC
26.	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
27.	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
28.	Certificate course in Rehabilitation Counseling	Designing the content of the syllabus	Get approval from BoS	implementation	-	-	2	Head Dept of Psychology	Principal and IQAC
29.	Certificate course in Special Children Counseling		Designing the content of the syllabus	Get approval from BoS	implementation	-	2	Head Dept of Psychology	Principal and IQAC
30.	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

31.	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
32.	Value Added course in techniques of assessment of nutritional status of society	-	Designing the content of the syllabus	Get approval from BoS	implementation	-	5	Head Dept of Home Science	Principal and IQAC
33.	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
34.	Skill enhancement course in traditional embroidery	-	-	Designing the content of the syllabus	Get approval from BoS	implementation	2	Head Dept of Home Science	Principal and IQAC
35.	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
36.	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
37.	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
38.	Value Added course in Understanding Politics through Films and Understanding	-	-	Designing the content of the syllabus	Get approval from BoS	implementation	2	Head Dept of Political Science	Principal and IQAC

Human rights through Web Series									
Total Amount							200 Lakh		

Enabler D : Research, Intellectual Property, and Supportive Enablers**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.	Faculty participation in research and publication activities	-	-	-	-	-	10	IC research committee	Principal and IQAC
2.	Faculty training for IP and patent filing	-	-	-	-	-	10	IC research committee	Principal and IQAC
3.	Encouraging faculty for Ph.D.	Registration for Ph. D.	Research work	Research work	Final thesis submission	Award	-	IC research committee	Principal and IQAC
4.	API, publication and citation	Submission of research proposals to funding agencies	Research work and publication	Research work and publication	Publications in form of research papers, books	Calculation of citations and API	-	IC research committee	Principal and IQAC
5.	Conferences/ Workshops/Seminars	Workshop on NEP 2020	Interdisciplinary conference	Multidisciplinary conference of Science department	Multidisciplinary conference of Social Science department	Multidisciplinary conference of Language department	10	IC research committee	Principal and IQAC
6.	MOOCs development/ Virtual classroom or practical labs	Training programs for staff and students	MOOC development, Virtual Experimental laboratory/ learning	MOOC development, Virtual Experimental laboratory/ learning	MOOC development, Virtual Experimental laboratory/ learning	MOOC development, Virtual Experimental laboratory/ learning	10	IC research committee	Principal and IQAC

7.	Research Projects for all UG, PG students	3 years continuous allotment of guides and projects	Research Work	Organization of research seminars	Output in form of Research papers	Innovative work, patent filling	-		Principal and IQAC
Total amount							40 Lakh		

Enabler E: Human Resources Management Enablers									
Sr. No	Activity	Y1	Y2	Y3	Y4	Y5	Financial Provision needed in Lakh	Nodal Person	Monitoring & Evaluation
1.	Add-on certificate course on soft skill	Implementation	Implementation	Implementation	Implementation	Implementation	0.5/year	English Department	Principal and IQAC
2.	Workshop on “How to maintain a science laboratory?” to all non-teaching staff	Implementation	Implementation	Implementation	Implementation	Implementation	1/year	All Science Departments	Principal and IQAC
3.	FDP for teaching faculty in collaboration with GAD-TLC	Implementation	Implementation	Implementation	Implementation	Implementation	5	Chemistry	Principal and IQAC
4.	Workshop on up gradation of syllabus as per NEP-2020	Implementation	Implementation	Implementation	Implementation	Implementation	1	IQAC	Principal and IQAC
5.	Workshop on Innovative Pedagogies	Implementation	Implementation	Implementation	Implementation	Implementation	1	IQAC	Principal and IQAC
6.	Workshop on Stress Management	Implementation	Implementation	Implementation	Implementation	Implementation	.5	IQAC	Principal and IQAC
7.	Recognition and reward Program on Achievements for all Teaching and non-teaching staff	Implementation	Implementation	Implementation	Implementation	Implementation	1	Staff Club	Principal and IQAC

Rajaram College, Kolhapur

8.	Workshop for Office Staff on MCSR	Implementation	Implementation	Implementation	Implementation	Implementation	.5	Staff Club	Principal and IQAC
9.	Workshop on Soft-skills	Implementation	Implementation	Implementation	Implementation	Implementation	.5	Staff Club	Principal and IQAC
10.	Workshop on E-governance	Implementation	Implementation	Implementation	Implementation	Implementation	.5	Staff Club	Principal and IQAC
11.	Workshop on patent drafting	Implementation	Implementation	Implementation	Implementation	Implementation	.5	UGC Committee	Principal and IQAC
12.	Alumnus Assembly (Meets)	Implementation	Implementation	Implementation	Implementation	Implementation	.5/year	Alumni Association with College	Principal and IQAC
13.	Alumni lecture series	Implementation	Implementation	Implementation	Implementation	Implementation	.5/year		Principal and IQAC
14.	Establishment of Counseling Center	Implementation	Implementation	Implementation	Implementation	Implementation	20	Psychology Department	Principal and IQAC
15.	Program on Career opportunities	Implementation	Implementation	Implementation	Implementation	Implementation	1/year	Placement cell	Principal and IQAC
16.	Establishment of Yoga Center	Implementation	Implementation	Implementation	Implementation	Implementation	5	Physical Education	Principal and IQAC
17.	Establishment of facility center	Implementation	Implementation	Implementation	Implementation	Implementation	-	IQAC	Principal and IQAC
18.	Establishment of Health Centre	Implementation	Implementation	Implementation	Implementation	Implementation	-	IQAC	Principal and IQAC
19.	Establishment of Activity rooms	Implementation	Implementation	Implementation	Implementation	Implementation	-	IQAC	Principal and IQAC
Total amount							53 Lakh		

Enabler F: Enablers for Networking and Collaborations

Sr. No	Activity	Y1	Y2	Y3	Y4	Y5	Financial Provision needed in Lakh	Nodal Person	Monitoring & Evaluation
Industrial Collaboration									
1.	Establishing Industry Collaborations with: Vrinda Li Ion Batteries, Satara, Super Pvt. Ltd. Bangalore, Atlanta Meta Lab, Shirol MIDC, Kolhapur	Exploring terms of collaboration	Signing of memorandum of collaboration	Activities	Activities	Activities	1	Head, Dept of Physics	Principal and IQAC
2.	Establishing collaborations with National, International Industries/ Research labs/ Institutes	Signing of memorandum of collaboration	Activities	Activities	Activities	Activities	3	All departments	Principal and IQAC
Research center Collaboration									
3.	Research Collaborations: Chemistry Division, BARC, Mumbai	Finalization and implementation of MoU	Activities	Activities	Activities	Activities	3	Head Dept of Physics	Principal and IQAC
4.	District soil testing laboratory, Kolhapur	Finalization and implementation of MoU	Activities	Activities	Activities	Activities	1	Head Dept of Chemistry	Principal and IQAC
5.	Insta-Vision laboratory, Satara	Finalization and implementation of MoU	Activities	Activities	Activities	Activities	1	Head Dept of Chemistry	Principal and IQAC
University Collaboration									
6.	School of Nanoscience and Technology, Shivaji University, Kolhapur,	Discussion on terms of MoU	Finalization and implementation	-	-	-	2	Head Dept of Physics	Principal and IQAC

			tion of MoU						
7.	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
8.	MoU with Krishi Vidnyan Kendra, Talsande	Signing of MoU	-	-	-	0.5	Dept of Home Science	Principal and IQAC	
9.	Savitribai Phule University, Pune,	Signing of MoU	-	-	-	0.5	Head Dept of Physics	Principal and IQAC	
10	Queensland University of Technology, Australia	Signing of MoU	-	-	-	0.5	Head Dept of Physics	Principal and IQAC	
11	D. Y. Patil Medical University	Signing of MoU	-	-	-	0.5	Head Dept of Physics	Principal and IQAC	
12	Dr. Thorat of Oxford University	Signing of MoU	-	-	-	0.5	Head Dept of Physics	Principal and IQAC	
13	Creative Writing: Story Writing Competition Department of Hindi, New College, Kolhapur	Signing of MoU	-	-	-	0.5	Head Dept. of Hindi	Principal and IQAC	
14	Translation Course: Translation of Marathi and English literature into Hindi language Hindi Department of Hindi, Shivaji University, Kolhapur	Signing of MoU	-	-	-	0.5	Head Dept. of Hindi	Principal and IQAC	
15	Technology:Relationship between Hindi Language and Computer through	Signing of MoU	-	-	-	0.5	Head Dept. of Hindi	Principal and IQAC	

	Language Technology: Conducting a Workshop Department of Hindi, Government College of Science, Aurangabad.								
16	Script Writing: Conducting script writing workshops Department of Hindi at Dr. Babasaheb Ambedkar Marathwada University	Signing of MoU	-		-	-	0.5	Head Dept. of Hindi	Principal and IQAC
17	Dept. of Psychology Shivaji University, Kolhapur	Signing of MoU	-		-	-	0.5	Dept. of Psychology	Principal and IQAC
18	PG Centre Home Science Department Govt. Arts and Science College, Aurangabad	Signing of MoU	-		-	-	0.5	Dept. of Home Science	Principal and IQAC
Community Collaboration									
19	MoU with Wins hospital: To enhance skills for operating medical instruments at diagnostic centers.	Discussion on terms of MoU	Finalization and implemen- tation of MoU	-	-	-	2	Head Dept of Physics	Principal and IQAC
20	Phoenix , 451/1, Kevis Plaza, 2nd Floor, Kolhapur Station Rd, Shahupuri, Kolhapur	Finalization and implemen- tation of MoU	-	-	-	-	1	Head, Department of Microbiolo- gy	Principal and IQAC
21	MoU with NGO Avani, Kolhapur	Signing of MoU	-	-	-	-	0.5	Heads of Dept of Sociology, Psychology and Home Science	Principal and IQAC

22	MoU with Forest Department, Kolhapur.	Signing of MoU	Students training program of biodiversity conservation	On field conservation work	On field conservation work	On field conservation work	1	Department of Zoology	Principal and IQAC
23	MoU with PGDMLT laboratory	Signing of MoU and Training programs	On Field laboratory work in society	On Field laboratory work in society	On Field laboratory work in society	On Field laboratory work in society	1	Department of Zoology	Principal and IQAC
24	MoU with Mahalaxmi Optical Traders	To conduct skill based program on Optometry	Implementation	Implementation	Implementation	Implementation	1	Head Dept of Physics	Principal and IQAC
25	We Care Foundation, Kolhapur	Implementation	Implementation	Implementation	Implementation	Implementation	1	Dept. of Psychology	Principal and IQAC
26	Swayam School, Kolhapur	Implementation	Implementation	Implementation	Implementation	Implementation	1	Dept. of Psychology	Principal and IQAC
27	Multidisciplinary Skill based applied project work and training	Allotment of research work	On job Training	Research work	Research publications and patent filling	Entrepreneurship development	1		Principal and IQAC
28	Student Exchange Program	MoU's with National and International institutions	Online lectures/research projects	Online lectures/research projects	Organization of research competitions	Research publications and patent filling	1		Principal and IQAC
29	Social work and social contribution- Extension activities	NCC, NSS, White Army, Robin Hood Army, NGOs and Social welfare activities	Training / Orientation program	Blood donation, tree plantation, , Road safety program, Vaccination program	Active participation in Gram Sabha	Disaster management	1		Principal and IQAC
30	Earn and learn scheme	Designing and Training and allotment of	Library work, Office	Library work, Office work,	Library work, Office work,	Library work, Office	10		Principal and IQAC

		work and responsibilities	work, Gardening, Consumer store	Gardening, Consumer store	Gardening, Consumer store	work, Gardening, Consumer store			
Total amount							39 Lakh		

Enabler G : Physical Enablers									
Sr. No	Activity	Y1	Y2	Y3	Y4	Y5	Financial Provision needed in Lakh	Nodal Person	Monitoring & Evaluation
Green/ Sustainable buildings									
1.	Construction of Student support center	Estimates to be obtained from PWD and budgetary provision	Technical and Administrative approval	Work Initiation	Completion of the work	Fine tuning and acquiring furniture, equipment etc	900	Heads social Science departments	Principal
2.	Humanities building	Estimates to be obtained from PWD and budgetary provision	Technical and Administrative approval	Work Initiation	Completion of the work	Fine tuning and acquiring furniture, equipment etc	900	Heads social Science departments	Principal
3.	Building high capacity Water storage tank (1.0 Lakh Liter capacity) in the campus	Estimates to be obtained from PWD and budgetary provision	Technical and Administrative approval	Work Initiation	Completion of the work		200	In charge – Purchase committee	Principal
4.	Building an ETP plant	Estimates to be obtained from PWD and budgetary provision	Technical and Administrative approval	Work Initiation	Completion of the work	120		In charge – Purchase committee	Principal
5.	PG center	Estimates to be obtained from PWD and budgetary provision	Technical and Administrative approval	Work Initiation	Completion of the work	Fine tuning and acquiring furniture, equipment etc	1000	Head Chemistry	Principal
6. Infrastructure to Commute									

7.	Building Ramp and lifts for divyang students. Construction of toilet blocks for divyang and transgender students.	Estimates to be obtained from PWD and budgetary provision	Technical and Administrative approval	Work Initiation	Completion of the work	Fine tuning and acquiring furniture, equipment etc	45	In charge – Purchase committee	Principal
8. Library/Digital Resource center									
9.	Digitalization of rare books	Estimate and approval	Complete the work	-	-	-	35	Librarian	Principal
10	Conservation process on rare and old books, manuscripts	Estimate and approval	Complete the work	-	-	-	20	Librarian	Principal
11. Lecture Complex / Classroom									
12	Developing 10 smart classrooms	budgetary provision	Technical and Administrative approval	Work Initiation	Completion of the work	Fine tuning and acquiring furniture, equipment etc	50	In charge – Purchase committee	Principal
13. Examination Branch									
14	Upgradation of Examination section	Estimate and approval	Fine tuning and acquiring furniture, equipment etc	Complete the work	-	-	20	Director Examination cell	Principal
15. Facility to faculty and staff									
16	Renovation of Zoology Staffroom, Head cabin	Estimate and approval	Start work	-	-	-	30	Head Zoology dept	Principal
17. Laboratories and Research Centers									
18	Extension of Biology Building - Research laboratory and Museum	Estimates to be obtained from PWD and budgetary provision	Technical and Administrative approval	Work Initiation	Completion of the work	Fine tuning and acquiring furniture, equipment etc	120	Head Dept of Botany	Principal

19	Renovation of Physical Chemistry laboratory	Estimate and approval	Start work	Fine tuning and acquiring artifacts	-	Complete the work	50	Head Dept of Chemistry	Principal
20	Development of Water and Soil Testing lab	Estimate and approval	Start work	Complete the work	-	-	60	Head Dept of Geology	Principal
21	Procuring high precision instruments like X-ray diffractometer, and Scanning electron microscope for CFC	Estimate and approval	Procuring the equipment	-	-	-	130	All science heads	Principal
22	Renovation and Upgradation of Physics Laboratory	Estimate and approval	Start work	Complete the work	-	-	50	Head Dept of Physics	Principal
23	Upgradation of Research laboratory- Semi enclosed lab, Tissue culture lab, Animal house, fish storage tanks and/or ponds	Estimates to be obtained from PWD and budgetary provision	Technical and Administrative approval	Work Initiation	Completion of the work	Fine tuning and acquiring furniture, equipment etc	50	Head Zoology dept	Principal
24	Development of sophisticated instrument laboratory for chemistry department	Estimate and approval	Work Initiation	Completion of the work	Fine tuning and acquiring furniture, equipment etc		5.00	Head chemistry	Principal
25. Computer Center/ Multimedia Studio									
26	Increasing number of Computers	Estimate and approval	Procure computer	-	-	-	20	In charge – Purchase committee	Principal
27. Games and sports facility									
28	New construction Volleyball, Basketball court	Estimate and approval	Complete work	-	-	-	30	Director-Physical education	Principal
29	Developing a Running track	Estimate and approval	Complete work	-	-	-	50	Director-Physical education	Principal

30	Renovation of Tennis court	Estimate and approval	Complete work	-	-	-	50	Director-Physical education	Principal
31	Renovation of Badminton court	Estimate and approval	Complete work	-	-	-	50	Director-Physical education	Principal
32.Auditorium and conference rooms									
33	Renovation of auditorium	Estimate and approval	Complete work	-	-	-	80	In charge – Purchase committee	Principal
34.Hostels									
35	New Girls and Boys Hostel	Estimates to be obtained from PWD and budgetary provision	Technical and Administrative approval	Work Initiation	Completion of the work	Fine tuning and acquiring furniture, equipment etc	1000	Rector	Principal
36.Parking									
37	Building additional Covered parking	Finalize location and plan	Estimate and approval	Complete work	-	-	50	Director-Physical education	Principal
38.Commercial Shops/centers									
39	Student Facility Center	Finalize location and plan	Estimate and approval	Complete work	-	-	50	In charge – Purchase committee	Principal
40.Health and well being									
41	Developing Health center	Finalize location and plan	Estimate and approval	Complete work	-	-	20	In charge – Purchase committee	Principal
42.Incubation center and Research Park									
43	Incubation center and skill enhancement center	Finalize location and plan	Estimate and approval	Complete work	-	-	600	In charge coordinator incubation center	Principal
44.Botanical Park/Garden									
45	Botanical Park Upgradation	Estimate and approval	Complete work	-	-	-	10	Head Botany	Principal

Rajaram College, Kolhapur

46	Seri culture, Butterfly Garden	Estimate and approval	Complete work	-	-	-	2	Head zoology	Principal
47. Other facilities									
48	Repair Compound wall	Estimate and approval	Complete work	-	-	-	50	In charge – Purchase committee	
49	Beautification of campus	Estimate and approval	Finalize location and plan	Complete work	-	-	25	Campus development committee	
50	Toilet block upgradation	Estimate and approval	Complete work	-	-	-	25	In charge – Purchase committee	
51	Installation of High mast lamps	Estimate and approval	Finalize location and plan	Complete work	-	-	50	Campus development committee	
Total amount							5827 Lakh		

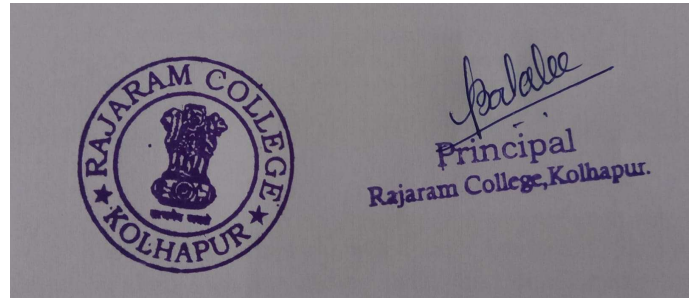
Enabler H : Digital Enablers									
Sr. No	Activity	Y1	Y2	Y3	Y4	Y5	Financial Provision needed in Lakh	Nodal Person	Monitoring & Evaluation
1.	Greater use of ICT tools for effective teaching-learning (smart classrooms with VC Facility)	Identify shortcomings in available IT infrastructure	Procure the latest tools and equipment	Blend traditional learning with ICT-based learning	Ensure penetration of ICT-based education	Complete implementation of blended learning	50	All HoDs, and Purchase committee	Principal and IQAC
2.	Development of the virtual laboratory for Electronics	Estimate and approval	Complete the work	-	-	-	5	Electronics HoD, Dept	Principal and IQAC
3.	Blogs and the virtual classroom for every subject (blogs for all stakeholders)	Training in blog creation and handling virtual classrooms on the Google platform	-	-	-	-	NIL	All HoD, Dept	Principal and IQAC
4.	Increasing the Internet connectivity and introducing enhancing campus WIFI network load balancer and manageable switch	Estimate and approval	Complete the work	-	-	-	25	Coordinator of Network committee	Principal and IQAC
5.	Digitalization of rare books	Estimate and approval	Complete the work	-	-	-	45	Librarian	Principal
6.	Conservation process on rare and old books	Estimate and approval	Complete the work	-	-	-	10	Librarian	Principal
7.	Introducing AR and VR technology for science subjects	-	-	Estimate and approval	Complete the work	-	50	All HoD, Dept	Principal and IQAC
8.	Introduce on-job training/internship for the maximum possible courses online and arranging online placement drive	Identify the scope for internship in the regular and certificate courses	Tie-up with industries for acceptance of trainees	Debuting students on internship programmes	To solve problems of local industries	-	10	In charge, of incubation, and start-up cell and in charge of	Principal and IQAC

Rajaram College, Kolhapur

								placement cell	
9.	Complete college Automation software including college website and digital repository for study material.	Estimate and approval	Complete the work	-	-	-	30 (6 lakh yearly)		
10	Digital Publications (Rajarmiya Magazine, Multidisciplinary research journal)	-	-	Estimate and approval	Complete the work	-	10		
Total amount							235 Lakh		

INSTITUTIONAL PROJECT BUDGET

Sr. No.	Enabler	Project life Allocation in Lakh
1.	A	145
2.	C	200
3.	D	40
4.	E	53
5.	F	39
6.	G	5827
7.	H	235
Total amount		6544



Measures for sustainably of Institution's Goals

The sustainability of Institution's goals after the five years will be ensured by 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.