



Strategic Plan & Deployment Document

(2019-2024)



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Message

Our institution was established on 15th July 1993. It was the need of students coming from rural and drought prone eastern part of Miraj Tahsil. There were only two colleges imparting traditional education in Miraj municipal area. Besides those, there were colleges which were distantly located from Miraj in Sangli municipal area. Hon'ble Prof. Sharad Patil, then seating MLA of Miraj constituency, felt need to establish the college in order to cater the need of such students and established Miraj Mahavidyalaya, Miraj to impart exclusively traditional education for the overall development of the students. Initially the college was hosted in a rental building known as "Hindu Dharmashala and Sanatorium", with meager strength of one hundred twenty students under two faculties, Arts and Science. As the student strength went on increasing, the institution felt the need of expansion. Taking into consideration the need, management purchased a piece of land admeasuring 13552.37 sq.mts.at the heart of city. Management constructed a three storeyed building with built up area 3175 sq.mts., which fulfilled then the need of institution. Institution started receiving full grants from the Government in 2004 and received permanent affiliation from Shivaji University, Kolhapur and UGC in 2005. At present, our institution enrolls around 1500 students per year under the three faculties, Arts, Commerce and Science and permanent unaided course of BCA under commerce faculty. There are number of Career Oriented Courses and remedial courses sponsored by UGC as well as short term courses designed and funded by institution on its own.

The preparation of ‘**strategic planning& deployment document**’ is the first step towards overall development of the institute. The enthusiastic faculty members under the leadership of Principal, IQAC, CDC & HOD’s brought out the best possible detailed strategies and its deployment plan. I am confident that this team will implement the strategic plan in its total spirit.

I congratulate the Principal, IQAC, HODs and Faculty members, staffs and students and extend my best wishes for their future journey towards placing the institute to a new height.

Managing Trustee

Preface

This strategic plan provides a framework that will allow the institute to develop and use its resources more effectively. We first provide our mission and vision statements and core values, followed by our Areas of Focus. We propose key outcomes as performance metrics for each Strategic planning is a continuous process with a specific focus on accomplishing institutional goals in this competitive world. Strategic Planning and deployment document is based on analysis of current obstacles and future opportunities and envisages the direction towards which the organization should move to achieve its set goals and objectives.

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

While formulating the strategic plan and deployment document, care has been taken to involve all stakeholders to help contribute their part which is vital for the success of every organization. Effort has been taken to identify clearly the implementation processes and monitoring by identifying measurable targets in line with the desired outcomes.

Vision:

“To make the institution a leading centre, imparting quality education with special emphasis on the overall development of students before itself”.

Mission:

“We the founder members of this institution have undertaken the work of spreading education with firmest conviction and trust that education is the only energy that brings about the physical, moral and ethical regeneration of all kinds of backward societies and raises them up-to the sustainable level with the help of advanced technologies”

Goal:

“Education for Improvement and Enrichment”.

Core Values

- 1) Social Responsibility:** Inculcate values of good citizenship and social responsibility among the students.
- 2) Equality:** To understand and observe in respect to cast, creed, gender, etc.
- 3) Research/ Technology:** To impart education to inculcate research and analytical attitude and use of modern technology
- 4) Personality Development:** Develop overall personality of students in all respect.
- 5) Excellence:** Train the students to excel in their respective fields of interest

Strength, Weakness, Opportunity and Challenges (SWOC) Analysis

Institutional Strength:

Though the college is established recently, it has gained wide popularity among the students. This is mainly because of number of practices we have started for the overall development of their personality.

- Location of the college is at the heart of city. It has an easy access from both central bus stand as well as railway station.
- Faculty pays personal attention to the students regarding their academic development, co-curricular and extracurricular activities.
- Administration observes strict security of the girl students.
- Ever increasing number of students being enrolled in our institution.

Above all, discipline is maintained on the campus. A special care of sports personal is taken and encouraged them to work hard. Rigorous training is imparted to the players. Students interested in cultural and National

Service Scheme are given more facilities. Add on courses funded either by UGC or self-support are run by our institute. Faculty is highly qualified, enthusiastic and self-motivated.

As a result, overall examination results and co-curricular activities are ever increasing and have reached to the higher level.

Institutional Weakness:

- Even though institution has overcome large number of difficulties, still there are some which the institution cannot overcome immediately.
- Shortage of Infrastructure like classrooms, playground and laboratories.
- The vacant posts cannot be filled up on regular basis due to policies of state Government. The grants received from the Government are scanty.
- Because of the University and Government policies, the post graduate courses cannot be started immediately.
- As the Institution imparts traditional education and most of the students being enrolled hail from the rural area, the alumni association is not so strong.
- Due to the Central Government Policies, separate NCC unit cannot be run.

Institutional Opportunity:

- Though the institution imparting traditional education, we have some opportunities to flourish so for.
- Institute can opt for post graduate courses in some subjects.
- As the Institution is located nearby industrial establishments, Industrial linkages can be signed to receive training to the students.
- Consultancies in industries and agriculture sectors to generate funds can be initiated.

Institutional Challenge:

- There are number of challenges before the institution. Some of them are of serious importance.

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- New institutions are being opened in nearby towns.

Strategic Goals

The team of MMM after discussion and planning and considering the Mission and Vision of the Institute, Core Values, Stake holder's expectations and SWOC analysis framed the Institutions strategic Goals.

Institution Strategic Goals:

1. Ensuring student's development and participation.
2. Following effective teaching learning process.
3. Ensuring staff development & welfare.
4. Developing and following leadership and participative management.
5. Establishing a continuous Internal Quality Assurance System.
6. Ensuring good governance.
7. Developing financial management.
8. Encouraging research and development work.
9. Increasing Alumni Interaction and participation and Outreach activities.
10. Engagement in Community Services and Activities.
11. Developing physical infrastructure.

Strategic Planning (2019-2024)

Teaching learning process	<ul style="list-style-type: none">• Academic planning and preparation of Academic Calendar.• Development of teaching plan.• Preparation of Lesson Plan.• Continuous assessment to measure outcomes.• Use of more teaching aids and adopt more ICT.• Development of e- learning resources.• Promote research culture & facilities.• Provide mentoring and personal support.• Follow a transparent and fair feedback system.• Implementation of best practices.
Leadership and participative management	<ul style="list-style-type: none">• Decentralize the academic, administration and student related authorities & responsibilities• Prescribe duties, responsibilities and accountability• Establishment of functional committees
Internal Quality Assurance Cell	<ul style="list-style-type: none">• Establishment of IQAC done• Formation of Quality Monitoring Committee & functioning• Educating & Training of all employees• Periodic check & guidance for quality improvement• Establishment of audit team and process• Promoting best practices• Annual report preparation & submission

Good governance	<ul style="list-style-type: none"> • Vision, Mission development & their articulation in every key position • Evaluation of Institute's performance and benchmarking • Institutional strategic goals setting • Institutional Strategic development plan • Monitoring and Implementing the Quality Management Systems • Following organization structure • Smooth Working of statutory committees • Establishing E governance • Leadership development through decentralization • Establishing internal audit committee • Code of conduct and policy formulation, approval and implementation • Establishing fair and transparent performance appraisal system
Student's development and participation	<ul style="list-style-type: none"> • Student development programmes and activities • Students Trainings & Placement Activities • Student's representation in various committee and cell • Participation in competitions • Organizing competitions • Rewards & recognitions of achievers • Participation in extracurricular activities • Participating in social and welfare activities
Staff development & welfare	<ul style="list-style-type: none"> • Recruitment Policy formation & implementation • Staff Training for quality improvement • Best possible work facilities & infrastructure facilities • Code of conduct, service rules & leave rules • Staff welfare policy implementation • Career advancement schemes • Rewards, recognitions and incentives • Deputation for seminars, conferences and workshops etc. • Motivation for qualification improvement • Support for research, consultancy, innovations

Financial management	<ul style="list-style-type: none"> • Framing & implementation of Purchase and Financial policies • Department wise Budget planning and allocation • Forecasting income & expenditure • Effective functioning of purchase committee • Plans for Emergency Fund • Budget formulation & approval through College Development Committee
Institute – Industry Interaction	<ul style="list-style-type: none"> • Formation of industry institute interaction cell • MoUs with industries • Support for internships, visits, trainings, guest lectures • Providing career guidance • Strengthen training & placement
Research and innovation	<ul style="list-style-type: none"> • Establish and develop Laboratories with more research facility • Fund generation through Project proposals • Apply for Government/Non-Government industry, sponsored funds • Collaborations with Government & Private Institutes, Universities and Research Organizations

Alumni Interaction	<ul style="list-style-type: none"> • Formation of Alumni association, participation and registration • Data base creation, Regular interactions with alumni and networking • Recognition of successful alumni • Leverage for guest lecturers • Exploring Contributions
Community Services and Outreach Activities	<ul style="list-style-type: none"> • Budget from institution resources/Faculty/students/other donors • Identify community and social development work • Identify challenges of society for development work • Provide vocational training /job-oriented training as per local needs at the institute • Educational support to village people • Conducting awareness camps
Physical infrastructure	<ul style="list-style-type: none"> • Infrastructure building development & modification • Smart Class rooms, Seminar halls • Modernization of Laboratory & equipment • More ICT enabled classrooms • Library infrastructure up gradation • System up gradation • Functional facilities for e-learning • Safety & Security management • Water facility • Developing sports facilities • Plantations • Rain water harvesting • Renewable Energy usage • Hygiene, zero plastic & green campus • Recycling of water

Strategy Implementation and Monitoring

After approval of Strategic development plan the next step is its implementation. During implementation the progress of strategy shall be measured from time to time. Hence the measurable success indicators are clearly spelt out in the implementation document. The principal along with IQAC, CDC and other team member will be the custodian for strategic plan and its deployment.

Implementation at Institute Level

Governance & Administration	Chairman & Members of IQAC, CDC Administration Office
Branding /Expansion	College Development Committee
Students Admissions	Principal, HODs, Admission committee
Statutory Compliance	Principal, HODs, Coordinators
Infrastructure (physical)	CDC, Secretary Trustee Board,
Infrastructure (Academics)	Principal, HODs
Teaching- Learning	Principal, HODs, Faculty Members
Research& Development	Principal, HODs and Research Development Committee
Students Development	Principal, HODs
Departmental Activities	HODs and Faculty Members
Training &Placement	Principal, HODs
Quality Assurance	IQAC

Measurable during Implementation

Effective teaching learning process	<ul style="list-style-type: none">✓ No. of teaching aids✓ Syllabus completion✓ Mini projects, Major projects, Seminars✓ No. of learning resources✓ No. of student counseling/mentoring✓ Result of examinations (Pass, First classes, Distinctions)✓ Graduate attribute attainment levels✓ Student feedback
Leadership and participative management	<ul style="list-style-type: none">✓ Decentralization in various domains - academic, administration, staff welfare, student development, infrastructure management – appointments✓ Code of conduct - duties, responsibilities and accountability✓ Functional of statutory committees – no. of meetings/ semester, minutes of meetings,✓ planning & implementation
Internal Quality Assurance Cell	<ul style="list-style-type: none">✓ Number of IQAC initiatives✓ Audits Reports✓ AQAR submission

Good governance	<ul style="list-style-type: none"> ✓ No. of CDC meetings ✓ Vision Mission, Dissemination & Review ✓ Organization structure in place ✓ Degree of decentralization ✓ Degree of E governance ✓ Resource mobilization ✓ Staff appraisal & career advancement scheme in place ✓ Service rules & benefits
Student's development and participation	<ul style="list-style-type: none"> ✓ Number of student participation ✓ Number of sports, technical, cultural events organized ✓ Regional, National competitions participated ✓ Regional, National recognitions received ✓ Funding for sports ✓ Sports infrastructure provided
Staff development & welfare	<ul style="list-style-type: none"> ✓ Number of Staff attending training programs ✓ Staff training programs organized ✓ Number of staff welfare programs ✓ Staff awards/ recognitions/ incentives

Financial management	<ul style="list-style-type: none"> ✓ Annual Budget forecasting income & expenditure ✓ Utilization / Allocation of funds ✓ External Audit
Institute – Industry Interaction	<ul style="list-style-type: none"> ✓ No. of active MOUs ✓ No. of Initiatives/activities through MOUs ✓ No. of meetings/ year ✓ No. of Initiatives/contributions
Students Development	<ul style="list-style-type: none"> ✓ Number of career guidance trainings ✓ Number of skill development programmes ✓ Number of vocational trainings ✓ Number of placement drives participated ✓ Number of placements

Alumni Interaction	<ul style="list-style-type: none"> ✓ Alumni data base ✓ Number of interactions ✓ Support for placements/ projects/ consultancy ✓ Contribution towards student development
Community Services and Extension Activities	<ul style="list-style-type: none"> ✓ Number of trainings/ awareness camps provided ✓ Number of social projects undertaken ✓ Number of Skill development programs for weaker sections ✓ Number of social welfare or outreach programmes done ✓ Number of people benefited in each program
Infrastructure - physical	<ul style="list-style-type: none"> ✓ Number of buildings, class rooms added ✓ Removal of obstacles ✓ New Laboratories added ✓ New equipment added ✓ Annual budget allocated & utilized ✓ Harvesting & Recycling of water ✓ Renewable energy source development ✓ Green initiatives

Infrastructure -Academic	<ul style="list-style-type: none">✓ Number. of Volumes & Titles in library✓ Number of National& International journalslectures etc.)✓ Smart Classroom✓ ICT enabled classrooms
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Monitoring of strategic plan

The implementation of strategic plan will be monitored time to time by Principal, and other committees through periodic review. The sectionheads will prepare the detailed progress report and present it in the review meetings. The benchmarking of quality standards and its monitoring, evaluation of attainment will be carried out by the IQAC independently. The IQAC will report the findings to the Academic Council and GB. With thorough analysis of outcomes and based on IQAC report, the above will recommend the corrective actions, need of further processes and deployment of resources.

Conclusion

The Strategic Planning & Deployment Document is an effort for paving a pathway towards accomplishment of goals MMM dreams to achieve. Just formulating the strategic plan doesn't ensure success, but it provides a guiding framework which is a collective effort delivered by the process of participation of stakeholders. The proper implementation of strategies through teamwork with good spirit leads to success and sustainability over a longer time through a dynamic process. It needs continuous evolution to incorporate the lessons learnt during the implementation and emphasizes the role of IQAC in ensuring the quality of implementation.