

**Manjara Charitable Trust**  
**Smt. Sushiladevi Deshmukh Senior College, Latur**  
**Tq. Latur Dist. Latur - 413527**



**Institutional Development Proposal (IDP)**  
**Submitted to**  
**Swami Ramanand Teerth Marathwada University,**  
**Nanded**



**2023**

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**SWAMI RAMANAND TEERTH MARATHWADA UNIVERSITY, NANDED**

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## 1. Objectives of IDP:

1. To define the mission of the institution.
2. To identify the goals, priorities, and commitments of the institution in light of the mission, carry out a needs assessment based on wide consultations
3. To quantify the institution's goals using indicators and time-bound targets.
4. To identify capacity (human and financial) and organizational gaps and steps to bridge these gaps.
5. To develop and to monitor annual activity plans that result, sequentially, in achieving the institution's goals.
6. To cope with the NEP 2020 vision.

## 2. Profile of the Institution:

### 1. Name and Address of the College

Name	Smt. Sushiladevi Deshmukh Senior College, Latur		
Address	Khadgaon Road Latur		
City: Latur	Pin: 413512	State: Maharashtra	
Website	www.sushiladevicollegelatur.com		

### 2. For Communication:

Designation	Name	Telephone with STD Code	Mobile	Fax	Email
Principal	Dr. Ajay B. Patil	02382-221524		02382-221524	9423345827
IQAC Coordinator	Mrs. Anita S. Gaikwad	02382-221524	988182616	02382-221524	anitagkwd18@gmail.com

### 3. About College:

<b>Date of Establishment</b>	<b>June, 1991</b>
<b>Status of College</b>	<b>Affiliating College</b>
<b>Affiliating University</b>	Swami Ramanand Teerth Marathwada University, Nanded
<b>Type of Institution</b>	i. By Gender: <b>Co-education</b> ii. By Shift: <b>Day</b>

#### 4. Details of UG Recognition

Under Section	Date, Month and Year (dd-mm-yyyy)
2 (f)	23.03.2005
12 (b)	23.03.2005

#### 5. Details of NAAC Accreditation

Cycle	Date of Accreditation	Grade Obtained	Validity up to
Cycle I	16.02.2004	B+	16.02.2009
Cycle II	17.09.2017	B++	17.09.2022

#### 6. 16U G Programme Offered

Sr. No.	Name of the Programme	Courses
01	B. A.	1. Marathi 2.Hindi 3.English 4.History 5.Sociology 6.Economics 7.Public Administration 8.Political Science 9. Geography

#### 7. Distance Education

Study Center YCMOU, Nashik:

Programmes		Strength 2022-23	Strength 2023-24
B. A. (Marathi & Urdu Medium)			
B. Com. (Marathi & English)			
B. Lib. (Marathi)			
Post Graduate Programmes	1. Marathi 2. Hindi		

<b>M. A.</b>	<b>3. Public Administration</b> <b>4. Economics</b> <b>5. History</b>		
<b>M. Com.</b>			
<b>M. B. A.</b>			
		<b>500</b>	<b>499</b>

### 8. Student Strength

#### Student Strength Academic Year 2022-2023 UG Programme

Programme	Class	Boys	Girls	Total
<b>B. A.</b>	<b>First Year</b>	<b>117</b>	<b>36</b>	<b>153</b>
	<b>Second Year</b>	<b>25</b>	<b>08</b>	<b>33</b>
	<b>Third Year</b>	<b>34</b>	<b>11</b>	<b>45</b>
<b>Total</b>		<b>176</b>	<b>55</b>	<b>231</b>

### 9. Qualification Details of the teaching Staff:

Sr. No.	Name of the Faculty	Subject	Qualification
<b>01</b>	<b>Prin. Dr. Ajay Patil</b>	<b>Public Administration</b>	<b>M. A. Ph. D.</b>
<b>02</b>	<b>Dr. S. K. Yedle</b>	<b>Marathi</b>	<b>M. A. M. Phil. Ph. D. SET</b>
<b>03</b>	<b>Dr. S. S. Bankar</b>	<b>Marathi</b>	<b>M. A. Ph. D.</b>
<b>04</b>	<b>Dr. S. C. Kirte</b>	<b>Hindi</b>	<b>M. A. Ph. D. SET</b>
<b>05</b>	<b>Dr. K. D. Bansode</b>	<b>Hindi</b>	<b>M. A. Ph. D. SET</b>
<b>06</b>	<b>Dr. P. D. Shitole</b>	<b>English</b>	<b>M. A. M. Phil. Ph. D.</b>
<b>07</b>	<b>Dr. B. A. Kamble</b>	<b>History</b>	<b>M. A. M. Phil. Ph. D.</b>
<b>08</b>	<b>Dr. V. B. Mekewad</b>	<b>History</b>	<b>M. A. M. Phil. Ph. D.</b>
<b>09</b>	<b>Dr. V. A. Malwade</b>	<b>Sociology</b>	<b>M. A. Ph. D.</b>
<b>10</b>	<b>Mrs. A. S. Gaikwad</b>	<b>Sociology</b>	<b>M. A. SET</b>
<b>11</b>	<b>Mr. S. B. Mohale</b>	<b>Political Science</b>	<b>M. A. M. Phil.</b>
<b>12</b>	<b>Mr. S. L. Chavan</b>	<b>Political Science</b>	<b>M. A.</b>
<b>13</b>	<b>Mr. S. V. Bhosale</b>	<b>Geography</b>	<b>M. A.</b>

14	Mrs. S. G. Pawar	Geography	M. A. M. Phil.
15	Dr. M. P. Palmante	Economics	M. A. M. Phil. Ph. D.
16	Mr. G. S. Deshmukh	Economics	M. A. M. Phil.
17	Dr. P. N. Deshmukh	Physical Director	M. P. Ed. M. Phil. Ph. D. SET
18	Dr. R. D. Palkar	Librarian	M. A. M. Lib. M. Phil. Ph. D.

#### 10. Vision:

Education for Knowledge, Character and Patriotism

#### Mission:

To provide opportunities of education to the students from rural area who are economically, socially and educationally weak

#### Objectives:

- To motivate students for creativity and innovation
- To provide quality higher education for holistic development of the students
- To promote ethical and moral values
- To inculcate environmental awareness and scientific temper among the students
- To develop research aptitude among the students
- To mould the students as responsible and respectable citizens of the nation by inculcating  
in them, perfect discipline in terms of regularity, sincerity and punctuality

#### 11. Details of SWOT Analysis

##### Strength:

- 59% of full-time faculty members are recognized research supervisors
- 77% of full-time faculty members are with Ph.D.
- Adequate infrastructure
- Alumni Network
- CCTV surveillance
- Computer Laboratory
- Dedicated staff having social sensibility and social commitment
- Disciplined teamwork of the staff

- Effective feedback system
- Financial Assistance to the poor and needy students
- ISO certification
- Library automation with OPAC
- Network Resource Center
- Office automation and digital facilities
- Sports Facility (indoor/outdoor)
- Transparent internal evaluation system
- Use of ICT in teaching-learning
- Waste Management System
- Water conservation
- Wi-Fi facility

#### **Weaknesses:**

- Insufficient strength to traditional programs
- Lack of consultancy services
- Lack of elective options for the students
- Lack of research center
- Limited exposure to the variety of subjects
- Majority of the learners from poor socio-economic background
- Opportunities for students to engage in diverse extracurricular activities may be restricted, as the institution's focus is on a single academic area
- Skill development constraint for the students
- Students' strength constraint to run PG Programmes
- The college has no other source of income to run professional courses

#### **Opportunities**

- A streamlined curriculum provides effective educational experience
- Alumni network can provide strong support for current students
- Closer guidance and mentorship to the students
- Expert talks can provide valuable insights and opportunities for students and staff

- To introduce inter-disciplinary courses
- To introduce on-job training courses
- To make more collaboration with other institutions and departments to widen the range of opportunities
- To offer more certificate courses
- To organize more extracurricular activities
- To promote research culture
- To upgrade classrooms with more digital facilities
- Well preparedness of the students in specific fields

### **Challenges**

- To change the traditional mindset of the parents regarding girl child's higher education.
- Being a conventional degree institute, it has limited scope to attract advanced learners
- To improve learners' communicative competence in English being Marathi medium students
- To prepare students to face the challenges of modernity
- To reduce the drop out ratio
- To develop state of art infrastructure
- To introduce consultancy services
- Developing and implementing long-term strategic plans can be more challenging
- Ensuring compliance with accreditation standards and maintaining high academic quality can be a significant challenge.

### **12. Long Term Goals: (5 to 10 Yrs.):**

Institutional Development Plan is the basis on which the college will frame the initiatives, assess the progress and reach the goals set therein. According to the vision of the college, Smt. Sushiladevi Deshmukh Senior College, Latur foresees the following initiatives.

1. Allocation of budget for establishment of Student clubs and organize activities by students under the supervision of faculty.
2. Committing itself to intellectual exercises based on effective teaching, interaction programmes and exchanges in order to lift the diverse communities from stagnation to development.
3. Develop more quality study material.



4. Development through emerging disciplines and the creation of new knowledge and artistic expression in response to a rapidly changing world.
5. Emphasis to increase the employability potential of the students
6. Encourage research work among faculty and students.
7. Encouraging and empowering the faculty to conduct innovative teaching and pedagogy, research and service, which will motivate them to do outstanding creative work.
8. Excellent performance of the faculty in teaching, research and other services will be admired through appropriate rewards, recognitions and upgradation through Career Advancement Scheme.
9. Provide regular counselling and mentoring programmes for social, emotional and academic
10. Strengthening the student support system
11. To develop and use supportive technology tools for better participation and learning outcomes.
12. To develop bridge courses for students of disadvantaged educational backgrounds.
13. Apply for various grants to Central and State Govt. and to identify new source of funding
14. Establishment of MoUs with institutions of national and international importance to undertake collaborative work in research and teaching and to facilitate faculty/student exchanges.
15. Framing a mechanism for regular communication with all the stakeholders, so that they can be aware of new information in teaching-learning, research and community service, collection of feedback on various aspects of the college, its scientific analysis and action will be taken.
16. Growth of basic infrastructure facilities such as clean drinking water, clean working toilets, sports facilities, and pleasant classroom spaces.
17. Improving alumni engagement in various fields of activities of the college.
18. Undergo regular accreditation of the institution by the appropriate body with the aim to attain the highest level of accreditation over the next 10 years.
19. Construction of Boys' Hostel for weaker section.

**13. Short Term Goals: (1 to 5 Yrs.)**

1. To provide quality education to weaker students (including SC, ST, OBC).

Identification of weaker students.

Arrangement of additional extra classes /practical.

2. To provide and improve advance theoretical and practical scientific knowledge to the students and develop research aptitude in them.

To establish well equipped labs.

To arrange research seminar / workshops.

To design job-oriented courses in consultation with industries.

To arrange Modern teaching aids.

To arrange training programmes.

To enhance ICT facilities.

To develop personality of the students.

To arrange training programs.

To arrange lecture series.

To arrange visit of national/international experts.

To arranges spoken English classes.

To arrange mock interviews.

To prepare students for jobs and entrepreneurship.

To arrange skill-based preparations, training, competitive classes.

To organise lecture series about entrepreneurship.

3. To develop social responsibility in the students. To visit of slum areas and to know their requirement.

To visit of orphanage and to know their requirement.

To visit of old age home and to know their requirement.

To organise a rally, health camp, awareness camp.

To develop eco-friendly activities.

To develop compost unit in the campus.

To develop vermi compost in the campus.

#### **14. Action Plan for Scaling up Enrolment of the students for UG courses**

**Smt. Sushiladevi Deshmukh Senior College, Latur** being proactive in bridging the gap through interaction with industries and professional organizations. Transformation of teaching methodology from traditional lecture mode to creating different learning opportunities to address various learning styles of students.

1. Curriculum design with mini projects, tutorials, industrial visit and field assignments.
2. Make the inquiry process as simple as possible.
3. Provide online and offline support.
4. We introduce Mobile Application Process, Website & Social Media platforms.
5. Innovative assessment techniques have been introduced like in semester evaluation system
6. Academic Audit system to capture the classroom dynamics.

Our efforts are always in the direction to develop an overall personality of students.

#### **15. Action Plan for introducing new Program/courses:**

The Institute development plan (IDP) is prepared keeping in view the institutional stability and institutional requirements for its multidimensional growth in all respects. We propose to start...

- a) Integrated M. A. English
- b) Integrated M. A. Marathi
- c) Integrated M. A. Hindi
- d) Skill Development Courses
- e) Certificate Programs like Communication Skill

#### **16. Action Plan for Alumni engagement**

Alumni live at the heart of every institution of higher learning, serving as a critical bond between a college academic community and the world in which it prepares its students to lead. Today, a college's relationship with its alumni is more important than ever. College is renewing their commitment to graduates developing new ways to support their careers and well-being throughout their lifetime and in return, alumni continue to positively share their alma mater's

story, support it financially and with their skills and experience, and engage with current and future students.

1. Prepare students to become engaged alumni.
2. Communicate with students on what it means to be an engaged alumnus.
3. Improve and expand opportunities for student alumni mentorship.
4. Involve students in alumni communications and events.
5. Develop opportunities around major student milestones.
6. Build bridges between student affinity groups and related alumni groups.

#### **17. Action Plan for Student placement:**

College has Placement cell for UG students. Variety of activities are arranged under the placement cell like Conducting aptitude tests, seminars, Group discussions, guest lecturers by Industrial experts and Soft Skill workshop. The placement committee will take efforts to call the companies for campus placement. The placement Cell will function in the interest of the students as follows:

1. To share placement cell and job-related information to the students.
2. Organizing 'Interview Skills training'
3. Organizing training on resume writing skills and Conducting Mock Interview session

#### **18. Action Plan for enhancing ICT based teaching learning process**

- Conduct a comprehensive assessment of the current ICT infrastructure available in the college, including the availability and accessibility of hardware, software, and internet connectivity.
- Provide training to faculty and staff on the use of ICT tools and software, including how to integrate them into the teaching-learning process.
- Encourage and promote the use of e-learning platforms and tools, such as learning management systems, webinars, online assessments, and interactive learning materials.
- Monitor and evaluate the effectiveness of the ICT-based teaching-learning process and infrastructure by conducting regular assessments, collecting feedback from students and faculty, and making necessary adjustments to ensure continuous improvement.

## **19. Action Plan for improving Research by Faculty, Developing Research Interest among Undergraduate Students and Collaborating with Indian and Foreign Institutions in Academic and Research Area through MOUs**

- **Assess the current situation:** Conduct a survey or review the current state of research activities in the college to identify the strengths, weaknesses, and opportunities for improvement. This can help identify the research areas where the faculty can contribute, the gaps in research infrastructure, and the scope for international collaboration.
- **Develop a research strategy:** Based on the assessment, develop a research strategy that outlines the goals, objectives, and action steps for improving research by faculty and students.

**Encourage undergraduate student research:** Encourage undergraduate student research by offering research internships, research assistantships, and project-based learning opportunities.

**Facilitate collaborations through MOUs:** Facilitate collaborations with institutions by signing MOUs that outline the terms and conditions of the partnership. This can include joint research projects, faculty and student exchange programs, and sharing of research facilities and resources.

## **20. Action Plan for contribution to Social and Environmental Awareness Activity**

Conduct a survey to assess the current level of social and environmental awareness among students, faculty, and staff.

Work with the faculty to integrate social and environmental issues into the curriculum of all programs offered by the college. This can be attained through relevant topics in the syllabus, organizing guest lectures, and providing opportunities for students to participate in research projects related to social and environmental issues.

**Promote sustainable practices on campus:** Implement sustainable practices on campus, such as using energy-efficient lighting and equipment, reducing waste and promoting recycling, and encouraging the use of public transportation or carpooling.

**Engage students and staff in community outreach activities:** Encourage students and staff to engage in community outreach activities related to social and environmental issues.

**Evaluate progress:** Monitor and evaluate the progress of the social and environmental awareness activities in the college.

## **21. Specific Objectives and Expected Results of IDP**

### **Specific Objectives:**

1. To enhance the quality of education and research programs offered by the college.
2. To improve the infrastructure of the college to meet the needs of students, faculty, and staff.
3. To promote innovation and entrepreneurship among students and faculty.
4. To develop collaborations with industry, government agencies, and international institutions.
5. To enhance the employability of students through training and placement programs.
6. To develop a culture of research and innovation among faculty and students.
7. To enhance the environmental awareness of students

### **Expected Results:**

1. Improved academic performance and outcomes of students.
2. Enhanced research capabilities and productivity of faculty members.
3. Upgraded infrastructure and facilities that enable quality education and research.
4. Enhanced entrepreneurial skills and start-up incubation facilities.
5. Increased funding for research projects and publications.
6. Enhanced social and environmental awareness of students and faculty.
7. A diverse and inclusive college community.