

Dr. Madhukarrao Wasnik PWS Arts & Commerce College Kamptee Road, Nagpur-26

6.1.1: The institutional governance and leadership are in accordance with the vision and mission of the Institution and it is visible in various institutional practices such as NEP implementation, sustained institutional growth, decentralization, participation in the institutional governance and in their short term and long term Institutional Perspective Plan.

Vision

The institute envisions moulding of students who have humanitarian views, scientific approaches and are firm believer in positive social change. Such inspired youth will uphold the human values of liberty, equality and fraternity, and also shoulder the responsibilities of taking their nations to greater heights

Mission

- 1. To give advanced but affordable education so that the poorest of poor student could avail it.
- 2. To promote marginalized students towards professional courses and all round development of personality.
- 3. To create environment of research through various training programmes, class assignments, workshops, seminars, and projects.
- 4. To undertake different educational programmes and projects jointly with other institutes for the benefit of students. Promote and stimulate students to become responsible citizen and entrepreneurs.

Aims and Objectives

- 1. To impart updated and socially relevant knowledge in various disciplines in Arts and Commerce.
- 2. To strive for total development of the personality and character of the students, enlisting constant co-operation of parents, guardians and responsible citizens in society.
- 3. To inculcate among the students a sense of discipline, social responsibility and love for national unity.
- 4. "One of the fundamental functions of the university is to provide facility for bringing the highest education to the doors of the needy and the poor": Dr. B. R. Ambedkar. To provide all possible facilities for the moral development of the students.

- 5. "The secret of education lies in respecting the pupil", Emerson. To take an all round interest in developing the talent of students respecting their potential for future flowering.
- 6. To make students aware of the National goals and aspirations. To work shoulder to shoulder with them to develop excellence in all fields of study and research.
- 7. To strive for the upliftment of the downtrodden and backward segments of society educationally and socially with particular emphasis on the area of Nagpur.

The Vision and mission of the institute statement defines the Institute's distinctive characteristics in terms of addressing the needs of the society, students, institute's value orientation, and vision for the future. The Vision and Mission of the institute are in tune with the objectives of higher education. The formal and informal arrangements in the institute to co-ordinate the academic and administrative planning and implementation reflects the institutions efforts in achieving its vision.

The Reflection of Vision and Mission into college Functioning:

A well-established dialogue between College Management, Principal and all stakeholder towards the achieving the goals set for the institutions. The action plan is discussed in the various meeting like Vikas Sammittee, Staff Council, IQAC and departmental level meeting for the quality enhancement of college higher education.

Interaction with Stakeholders is done through Alumni Association, parent Teacher association, various Study circles, etc.

A policies for the college education prepares in the various upper policy making bodies which are implemented by the principal. The college management provide essential support and teachers and supporting staff extended their cooperation in running particular activity. College management has a perspective plans which is revised time to time with the demand of the time. Need based courses are introduced and adequate infrastructure is built during the ongoing sessions. The college keep its more focus on the higher educational needs of students from economical weaker sections of society.

Process of Decentralization

Entire functioning of the college is majorly divided into two broad parts i.e. Policy framing Bodies and Implementation Units (Functional Bodies). Being a part of a certain unit, all the stakeholders of the college i.e. College Management, Principal, Teaching and Non-Teaching Staff, Alumni, Parents and Students fixed in a particular role depending on each other creating a check and balance situation over the others. Therefore, decentralization of power and work is happen automatically.

Policy Making Bodies:

- 1. College Management
- 2. College Development Committee (As per Government of Maharashtra Guidance)
- 3. IQAC

4. Staff Council (Sr. College)

College management is an entirely independent body run by trusties and founder members functions externally. It keeps watch on the functioning of the college. College Development Committee is headed by Chairman of the College and Principal of the college is the Secretary. This apex body takes decision from college development to all the issues related the better functioning of the college. In IQAC, members monitor the quality of academic standard and take decisions related the policies for quality measures in the college. IQAC implemented various policies and quality initiatives through various committees like, Feedback committee, Grievance Cell, Library Committee, Research Cell, Women's Cell, Employment and Placement, Guidance cell, Academic Counselling Cell, Alumni Association, etc. The fourth Policy making body is Staff Council where Principal is chairperson and a senior teachers acts as a secretary. It works through various committees like NSS, Examination Cell, UGC committee, Women's and Anti-Harassment Cell, Anti Ragging, etc. Staff council also focuses upon the issues of the teachers and appropriate decisions are taken which are either solved by the principal or later taken into College Development Committee. Staff Council meet organize twice a year at least where majority of decisions are taken related to the teaching Learning process in the college. Teachers who achieved during the sessions are felicited and acknowledged.

Implementation Units (Functional):

Various bodies under IQAC and Staff Council, Different teaching Departments and its Study Circles, Non-Teaching and Administrative sections are the functional units implements policies decided in the apex bodies. Student representatives from Study circles, NSS and UR are taken on different committees for the democratic decisions and maintaining transparency. Parents and alumni are taken on Vikas Samittee and IQAC to maintain check and balance.

Culture of Participative Management:

In college, decision making is the shared matter and Principal always brings many matters related college development, admin issues, employee related matters, etc. in the Vikas Samitee (College Development Committee) for decision making and approval. Principal, Vice Principal, HoDs, and Admin sections Heads are given autonomy for making decision on their level by considering faculty members.

It's always a matter of practice, for the functioning of the any committee / Unit; its rules and regulations are decided in the staff council or individual committee meetings by inviting Principal and IQAC coordinator of the college. Some committees like Admission committee; Grievance Cell, Feedback cell, Examination Committee, Library Committee, NSS, etc. usually call its meetings time to time for decision making. In the process of decision making and its implementations, Teaching, Non-teaching staff, and students represents in different committees to promote participative culture in the college.



NEP implementation

1. Multidisciplinary / interdisciplinary

Though college is running traditional courses like BA and B.com and recently introduced B.Sc., but college has wider range of subject's sustained institutional growth, offered for students which has multidisciplinary and interdisciplinary approach. B.A. programme has almost ten optional subjects from languages, Literature, Social Sciences and Humanities, in Commerce we have courses from Commerce and Management studies and in B.Sc. College has optional groups in PCM, PCB and Computer science. Apart from these courses most of the departments have introduced Value added Courses, Lecture series based on optional subjects, Guest lecture by experts round the year, workshops and symposiums under MoU and Linkages with the other institutions. Teaching learning in the college though is relied on the syllabus of RTM Nagpur university, but co-curricular activities helped students gained the practical knowledge in the subjects

IQAC and Staff Council of the college have many students' centric committees which look after students' welfare, security, and enhanced skill learning in the campus. Some committees like Employment and placement cell, Women's cell, PDP, Equal Opportunity Cell, Commerce dept., Economics dept. and dept. from social science have already introduced many employability based activities and placement drive for college students. College is all prepare to have introduce some more interdisciplinary and multidisciplinary courses as highlighted in the New Education Policy 2020 to foster enhanced outcome based learning, high employability and entrepreneurship development.

Sr. No	Department	Date	Title Of the Activity	
1.	Economics		Employment Opportunities in Various Sectors	
2.	Economics	18/05/2017 To 22/05/2017	Workshop On Entrepreneurship & Skill Development	
3.	Commerce	08/01/2018	Workshop On Entrepreneurship & Skill Development	
4.	Employment And Placement Cell	27/12/2017	Employment Opportunities in Online Marketing System	
5.	Employment And Placement Cell	05/02/2018	Lokmat- Gillet Workshop on Employability and Soft Skills	
6.	Department of Economics	Fill	Guest Lecture on Employment Opportunity	
7.	Department of Economics	18-22nd July 2018	Workshop on Entrepreneurship and Skill Development	
8.	Department of Economics	22/2/2018	Bank Visit to Central Bank of India	
9.	Social Science Department	16/9/2017	Workshop on Preparation of Competitive Exam	

Programme on Employability organized in college (2017 to 2023)

10.	Dept of Commerce	27/1/2018	One day Industrial Visit-Dinsha Factory Buttiburt Dist. Nagpur	
11.	Dept of Commerce	5th and 6th Feb 2023	Bank Visit to Central Bank of India	
12.	Department of Economics	Fill	Guest Lecture on Employment Opportunity	
13.	Political Science	11/10/2018	Employment Opportunities in Political Science	
14.	College Golden Jubillee Committee	21/1/2019	Counselling and Lecture on Employable Education	
15.	College Golden Jubillee Committee	18/1/2019	Yashogatha, for Hard work in Competitive exam	
16.	Dept. of ECONOMICS	4/9/2019	Industrial Visit	
17.	Dept. of Commerce	5 & 6/ 2/ 2019	Visit to Nationalised Bank	
18.	Department of Commerce	18/8/2018	Guest lecture on Income Tax and Auditing	
19.	Department of Commerce	25/12/2018	Guest Lecture on Financial Education	
20.	Department of Commerce	5th and 6th Feb 2019	Visit to Panjab National Bank	
21.	Dept of commerce	11/10/2019	One day Industrial Visit to Rotary Club of Nagpur Ishanya	
22.	Dept of Commerce	11 and 12th Dec 2019	Bank Visit to Central Bank of India	
23.	Dept of commerce	7/3/2020	Seminar for M Com Students on the topic "Asset Liability Management"	
24.	Commerce		Entrepreneurship Development Program	
25.	Commerce	09/09/2020	Money Plan and Employment Schemes	
26.	Economics	16/12/2020	Employment Opportunities During Covid Epidemic	
27.	Department of Economics	11 and 12th August 2021	Webinar on Enterpreneurship development	
28.	Department of Commerce	6/3/2021	Entrepreneurship Development Programme	
29.	Dept of Economics	30/12/2020	Online Bank Visit by Dept of Economics	
30.	Dept of Economics	4/2/2021	Online Industry Visit	
31.	Marathi	08/01/2022	Broadcasting Media, Marathi Language and Employment Opportunities	
32.	Commerce	06/03/2021	Entrepreneurship Development Programme	
33.	Economics	11/08/2021 And 12/08/2021	Entrepreneurship Development	

34.	Employment And	10/06/2021	Interview Skills and Resume Preparation	
	Placement Cell			
35.	Employment And Placement Cell	20/01/2022	Entrepreneurship Development and Self- Employment Opportunities	
36.	Employment And Placement Cell	21/03/2022	Career And Employment Opportunities in Information Technology	
37.		23/04/2022	Employment Opportunities	
57.	Economics,	25/04/2022	Employment Opportunities	
	Political Science,			
	Sociology, History and Ambedkar			
20	Thought	25/04/2022 T-	Salf England	
38.	Economics	25/04/2022 To	Self-Employment	
20		01/05/2022		
39.	Employment And	21/05/2022	Professional Mega Job Fair and Placement	
	Placement Cell		Drive	
40.	Equal	02/07/2022 To	Disha Se Disha Tak	
	Opportunities	03/07/2022		
	Centre			
41.	Women Cell	25/02/2022 To	Women Entrepreneur's Exposition	
		26/02/2022		
42.	Equal	22/04/2022	Mega Job Fair and Placement Drive	
	Opportunities			
	Centre			
43.	Economics,	09/11/2022	Challenges And Opportunities for Indian	
	Sociology,		Women in The Amrit Jubali Year Of	
	Political Science,		Independence	
	And Ambedkar			
	Thought			
44.	Department of	21/08/2019 to	Short Film Making workshop	
	Economics and	23/08/2022		
	Gyan Harsh			
	Foundation			
45.	Department of	18/07/2018 to	Workshop on Entrepreneurship and skill	
	Economics,	22/07/2018	development under the banner of Utkarsha	
46.	Department of	25/4/2022 to	Value added course on Self Employment	
	Economics	1/05/22		
47.				
48.	Department of	11th, 12th Aug	Webinar on Entrepreneurship Development	
	Commerce	2021		
49.	Dept of Commerce	31st March	Indurstrial Visit	
		2022		
50.	Dept of Commerce	7/4/2022 to	Course on the topic of Income Tax	
		13/4/2022		
51.	Ambedkar	21/01/2023	Employment Opportunities in Tourism	
	Though, Political		Sector in Vidarbha	

	Science and Economics		
52.	Ambedkar	15/02/2023 To	Women Entrepreneurship Fair
	Thought and	17/02/2023	
	Economics		

2. Academic bank of credits (ABC):

College is committed to the all-round development of students and internationalization of Higher Education. Since college is running traditional courses like BA, B. Com & BSc. College is bound to promote value added skill based course available through MOOC and SWAYAM platform. College is already promoting SWAYAM course for skill enhancement of teachers and likely to be introduced for students. College has already given a link of Academic bank Credit on its website:

http://www.pwscollege.edu.in/uploaded_files/Academic_Bank_Credit_(ABC).pdf



Since our college is affiliated with RTM Nagpur University, Nagpur curriculum is designed by the University. The college is opened to engage students in multidisciplinary online courses by different Indian Universities through SWAYAM like platforms which are based on credit. College is the approved Centre for Higher Learning for PH. D research, scholars are already given direction by RTM Nagpur university to earn 12 credit through courses available online through SWYAM. Therefore, college is preparing itself to run few courses for Ph. D. Scholars which might be open to all. College is planning to register to ABC shortly.

3. Skill development:

College Departments like Economics and Commerce and Committees like Employment and Placement Cell, Equal Opportunity Cell, Proficiency Development Programme (PDP), Incubation of Women's Self Help group through Women's cell under MoU, Many department has MoU and Linkages with various Industry-Academia based institutions which foster skill based training and create job opportunities. Dept. of Commerce has already organized a workshop for entrepreneurship development in the session. College has organized 12 Value added Course, Three Departments organize Bridge Courses for new entrants, and Syllabus based Online Lecture series"

Sr.	Title of the Value Added Course	Organising	Duration
No.		Department	
1	Dr. Ambedkar Study Certificate course	Ambedkar Thought	09/01/2018 to 25/01/2018
2	Certificate Course in Shakespearean Studies	English	22/08/2019 to 31/08/2019
3	Proficiency Development Programme (PDP)	PDP Committee	06/01/2020 to 31/01/2020
4	A Certificate Course in "Alankar"	Music	04/04/2022 to 11/04/2022
5	Income Tax Essentials: A Value-Added Course	Commerce	07/04/2022 to 13/04/2022
6	Proficiency Development Programme (PDP)	PDP Committee	16 ^{/10/201} to 27/10/2021
7	Dr. Ambedkar Study Certificate course	Ambedkar Thought	02/03/2022 to 19/03/2022
8	Online Course in 'English for Competitive Exams' (Banking, Railway, SSC and Other Equivalent to Exams)	English	18/04/2022 to 23/04/2022
9	Certificate course in Panchayat Raj System Under Jeevan Shikshan Abhiyan	Political Science	28/05/2022 to 28/07/2022
10	A One Week Online National Workshop on Research Methodology	Research Cell & IQAC	29/08/2022 to 05/08/ 2022
11	One Month Certificate Course in Buddhist Heritage Tourism in Vidarbha	History & Pali- Prakrit	28/02/ 2023 to 28/03/2023
12.	Certificate Course in Communicative English	English	10/03/ 2023 to 6/05/2023

4. Appropriate integration of Indian Knowledge System (teaching in Indian Language, culture, using online course)

College offers two modern Indian Languages Marathi and Hindi a compulsory subjects. Besides college offers Pali-Prakrit language and Literature from an ancient Indian language family which represents the huge Buddhist literary canon. All Language departments bring Indian culture in the day to day teaching and activities to inculcate Indian Knowledge system. Dept. of Marathi organize annual Marathi Bhasha Gaurav Din (Pandharwada in February every year) Dept. of Hindi organizes Hindi Diwas annualy to spread importance of national Language. Department of Pali-Prakrit organize programmes related to Buddhism and Meditation. Department of Physical Education organize Yoga Day on 21st June annually and have organized One day International Workshop on Yoga from 21st June to 26th June 2021.







All these languages and literature promotes Indian traditions, Art and culture. Social Science subject's viz. Economics, Sociology, Political Science & Sociology syllabuses have ample number of elements from the Indian knowledge system. Besides College has recently introduced Music as the subject which promotes Indian classical music, and dance forms. College continue to promote Indian ethnicity and 'Unity in Diversity' through its different

cultural programmes. Department of Music conducted value added course on Alakar and is planning to organize a value added course on Indian classical music.

5. Focus on Outcome based education (OBE):Focus on Outcome based education (OBE):

Though College is implementing Curriculum by RTM Nagpur University, have implemented outcome-based education with clearly stated Programme Outcomes, Programme Specific Outcomes and course outcomes through various co-curricular activities. Various departments continuously organizes different Guest lectures, workshops, students seminars, value added courses, field visits, various academic and cultural competitions regularly. Value added course have end examinations essentially to earn the course completion certificate. All these activities enhances the employability chances for the learner. The course outcome has already been stated in the college website. To achieve the OBE, each department prepares their academic activities. Department of social sciences introduced compulsory Students projects which helps students learn field knowledge. In the current session some ten subjects have introduced Students projects. Every departments conduct minimum four tests and various quiz completions and essay competitions help students prepare for the outcome based learning. Programme Outcomes, Programme Specific Outcomes, course outcomes and Attainment of POS and COs are displayed on college Official Website:

http://www.pwscollege.edu.in/uploaded_files/Course_Outcome_UG_&_PG.pdf http://www.pwscollege.edu.in/uploaded_files/Attainment_of_POs_and_COs_are_evaluat ed.pdf http://www.pwscollege.edu.in/uploaded_files/Course_Outcome_PG.pdf http://www.pwscollege.edu.in/uploaded_files/Course_Outcome_UG.pdf http://www.pwscollege.edu.in/uploaded_files/Subject_Specific_Outcome_of_P_G_Cours es.pdf http://www.pwscollege.edu.in/uploaded_files/Subject_Specific_Outcome_of_U_G_Cour ses.pdf http://www.pwscollege.edu.in/uploaded_files/Ph._D_Programme_Outcome_&_Course_S pecific_Outcome.pdf

6. Distance Education/Online Education:

During Covid 19 lockdown within a month's college came with the solution of teaching through different online platforms like Google Classroom, Webex, Zoom, Skype, Microsoft Team, etc. Besides all teachers have already prepared class wise WhatsApp group to keep touch with the each students. All the admin department were using these groups only to communicate students about, examination form, exam information, scholarships, etc. In the beginning of the session under Lockdown College teachers were trained under "Faculty Development Programme (FD) to use the various online platform for best possible use of online resources. To help students with concrete subject material, college uploaded all the teaching material and notes on the college website. Owing to the problem faced by the students about network failure and many students were unable to join the online classed. Therefore,

college introduces tow YouTube Channels, PWS Teachers (Official) and DMWPWS Webinar for the permanent video lectures repository of the college teachers.

Besides college has Distance Education based IGNOU Centre and YCMOU Centre through many short term courses besides the conventional degree programmes are made available to the students. They are encouraged to join these short term skill based courses. Besides college promotes Mooc and Swayam courses to earn academic credits and employability skills.

National Webinar on New Education Policy (2020) organized:

With respect to the adoption of New Education Policy by the Government of India and a process of implementations have already been started at university level. It was the time for college to respond to the same as an implementation bodies. Since New Education Policy brought a massive change in the course and curriculum pattern and structural changes advance from the traditional mindset. College decided to orient the teaching and Admin staff of the college and also all these sojourners who sails in the same boat of the academics around. On the invitation of Joint Director of the Higher Education Dr. Snajay Thakrey, We have decided to Host the webinar on the theme. "National Webinar on New National Education Policy 2020" was organized by IQAC of college on 13/05/2022. We received some 854 registration from across the country for the webinar which was live on Zoom and YouTube. Dr. Avinash Moharil, Principal of Mahila Mahavidyalaya, Amaravati and Dr. Rajashree Vaishvnov, Professor of Education in RTM Nagpur University, Nagpur, delivered delivered their address.





Conclusion: College is all set to trasform into new set up of New National Education Policy 2020. With all infrastructure and clarity in mind and thought, the community in college is ready to accept the new welcome change.

Principal Dr. Yeshwant Patil