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P.W.S. Arts & Commerce College
Kamptee Road, Nagpur-26

Five Year Perspective Plan (2023-2028)

Vision of the Institution:

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 of the Institution:

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.

SWOC Analysis of the Institution:

Strength of the Institution:

1. Committed and Qualified Teaching and Non-teaching Staff.
2. Commitment for the educational growth of students from backward communities
3. Teachers on various academic bodies of RTM Nagpur University, Nagpur
4. High academic success rate in academics for students
5. MoUs and Linkages with Institution and Industry
6. Complete automation of Library and administration
7. Sports academy for Indoor and Outdoor games
8. Extension activities for social welfare point of view.
9. Effective Web Presence of College through Official Website and YouTube Channels.
10. Zero electricity bills due to college 20 KV Solar project for last three years

Weaknesses of the institution:

1. Low attendance due to large number of working students
2. Working students don't spent time on skill enhancement programme in college which affects placement possibilities
3. Inadequate Professional Courses and Programmes due to limited space in campus
4. Due to no recruitment by Government for last 10 years mentor-mentee ratio is high

Opportunities of the Institution:

1. New Professional and Value added Courses with respect to the space we have
2. Sports facilities in the popular games and sports
3. Coaching centre for different competitive examination.
4. More MoUs and Linkages with Industry-academia for job opportunities of the students.
5. Transforming Music subject into Performing Art academy with professional training
6. Commerce related Software courses
7. Growth of Advance Research through Centre for Higher Learning

Challenges of the Institution:

1. Developing adequate infrastructure within the space college have for various new courses
2. To maintain Sufficient admission in traditional courses and attract students in newly added courses
3. To run courses with inadequate full time faculties and large number of CHBs
4. Preparing students for Global Competition.
5. To generate external grants and funds other than government for infrastructure development and capacity building.

While preparing the Five Year Institutional perspective plan, the following main objectives have been considered:

- 1) NAAC-the observer of quality bench marking in higher education
- 2) Vision and Mission Statement of Our Institution.
- 3) Policy management and its implementations

Overall Objectives of Perspective Plan:

To implement the vision missions and aims of the college following measures will be implemented:

Curriculum Development

1. To increase admissions in all courses by attracting students with proper advertisements
2. To foster University curriculum by introducing collaborative bridge course and value added courses for employability and inculcating Professional Ethics, Gender, Human Values, Environment and Sustainability amongst students
3. To induct short term courses for Medical & Pathologies
4. To introduce B.Voc/ B.LB/M.Lib courses
5. To reintroduce BBA/BCCA
6. To promote departmental Academic calendar for engaging students effectively through teaching-learning and co-curricular activities within the dept.
7. To increase external funded field projects
8. To introduce more co-curricular/Extracurricular activities
9. To engage students in cultural and extension activities for overall development.
10. To organize more Guest lectures and workshops related the syllabus
11. To organize different competition fostering subject knowledge and skills
12. To promote innovative teaching learning methods involving students for practical knowledge and enbroaden their horizon.
13. Continuous creation of Audio-visual & digitized material for improving college results in all semesters.

Teaching and Learning Plan:

1. To discover and implement classroom activities bridging gap between low and fast learners
2. To promote weekly ICT based teaching in all courses & to introduce Virtual classroom
3. Courses on Soft skills and language courses
4. To promote teachers and students for online resources for better learning through Open access and INFLIBNET resources
5. Regular orientation of teachers for changing syllabus and new teaching methodologies through FDPs
6. To promote students for skill based courses from in IGNOU and YCMOU
7. Continuous evaluation through theoretical and interactive evaluation
8. To monitor syllabus delivery by teachers for effective teachings-learning outcome
9. To prepare teaching learning environment in campus for NEP 2020
10. To develop centre for Higher learning as autonomous wing with continuous growth of advance research

Research and Development Plan:

1. To promote research culture through varied activities.
2. To organize Pre-Ph D. Course work for Ph. D. Scholars
3. To organize symposium and Paper presentation seminar for research scholars.
4. To modify research facilities for Ph. D. Scholars in respective departments and in Library
5. To increase more references and resources for Ph D scholars in Library
6. To promote college teachers and research scholars to participate in National/International seminars and to present research papers
7. To promote research publication of college faculty scholars in UGC CARE Journal, College Journal Perspectives and SCOPUS indexed journals only
8. To look into research grants for college research scholars from different Govt. agencies like UGC/ICSSR/etc.
9. To apply for UGC CARE for College Annual Journal Perspectives
10. To foster job oriented courses and training programmes/ BAGAP
11. Periodical National seminar and Conferences for increasing faculty external academia interaction.

Community Engagement & Extension Plan:

1. Social Connect activities through NSS and extension cell
2. Training, Employability and Awareness activities through Women cell and Incubation centre
3. Extension activities in adopted Village Kawatha.
4. More collaborative activities through MoUs for academic and extension activities.

Development of infrastructure and Learning Resources Plan:

To undertake repair works and modification of College Infrastructure as follows

1. Evaluation of college building and its longevity through external agency so that measures could be taken for preventing decay in structure.
2. Development of college auditorium as a cultural centre
3. ICT based classrooms for B.Sc wing
4. Shade for Employee's vehicle.
5. Thinking for additional building for more classrooms for courses
6. Inviting Nationalized Bank for ATM and bank facility in the college premise for employee and students
7. To device a policy for maintenance and development of college infrastructure

Students Support Plan

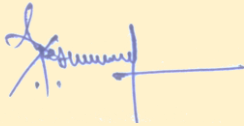
1. Hunt for Scholarships and financial supports for students other than GOI
2. Adoption of 10/15 poor students annually for career growth
3. Sports kits & Spikes to performing and needy students
4. To prepare a mechanism for better progression to Higher education and employment in college
5. To organize employability training programme with industry-academia
6. To organize more job fairs and placement drives for students
7. To engage students in industry /job oriented projects
8. To introduce students with job market through more Guest lectures by experts
9. Promotion of students exchange programme for giving exposure to students for skills and employment prospectus.
10. To run Short term courses on Competitive exams like banking, SSC, local exams, MPSC, etc.
11. Sports and Cultural competitions at national level.
12. To motivate Alumni for college development and students welfare
13. To think for introducing Cultural Academy. (add in Future plan)
14. To introduce Competitive exam cell for Banking Railway, SSC, etc and NET/SET

Governance Leadership and Management Plan:

1. Plan from Academic Audit through external agency
2. To apply for NIRF /ISO
3. Promote Staff competency and leadership programme
4. To develop annual awards and incentive to college staff for best performance
5. To organize recreation programmes for Teaching & Non-teaching staff annually
6. Works Efficiency Workshops from Non-Teaching Staff
7. To organize seminar/Workshop on NAAC/ IPR / Research Methodology/ NEP
8. To improve placement and promotion system for college employees
9. To apply for Funds/grants from external agencies for infrastructural development and capacity building.
10. To revamp security system

Plans for Institutional Values and Best Practices:

1. To work on gender audit in the institution
2. To Modify water recycling projects for RO waste
3. To conduct Environment, Energy and Green Audit regularly
4. To develop campus with lush green cover to attract recognition from environmental agencies
5. To look into distinctiveness of the institution and adding best practices through quality academic and administrative system.
6. To install solar lights in the campus connecting with college solar plant.
7. To enhance system for degradable and non-degradable waste produce in college
8. To introduce Assistive technology and facilities for persons with disabilities (Divyangjan)
9. To organize innovative programmes for ethical and moral inculcation well as to observe national importance days
10. To modify Internal Academic Audit as a best practice in college



Principal
Dr. Yeshwant Patil