The perspective plan is drafted by IQAC in consultation with the Management, Principal, Staff members, and Student representatives.

# Perspective Plan 2018-2023

| Parameters | Deployment Strategy |
|---|---|
| Effective Teaching and Learning Process | • Academic planning and preparation of Academic Calendar<br>• Preparation of teaching plan as per OBE<br>• Preparation of Lesson Plan<br>• Trainings based on demand from students and alumni<br>• Constant assessment to measure outcomes<br>• Use of more practical methods of teaching<br>• Use of e-learning resources<br>• Interdisciplinary approach to learning with implementation of NEP<br>• Commencement of new programmes and courses<br>• Promote research culture and facilities<br>• Provide mentoring and individual support<br>• Follow a transparent feedback system<br>• Performance enhancement through workshops and seminars<br>• Implementation of best practices for students<br>• Evaluation parameters and benchmarking |
| Effective Leadership and Participative Management | • Decentralization of the academic, administration and student related authorities and responsibilities<br>• Regular Departmental faculty meetings by Heads of the Departments<br>• Portfolio assignments |

| | |
|---|---|
| | • Communication of Minutes of the Meeting to the Principal |
| Constant Internal Quality Assurance System | • Implementation of Quality Policy document<br>• Carrying out the activities as per the processes and forms by all the departments<br>• Collection of feedbacks from students, parents, alumni and industry and actions are taken to ensure the satisfaction all its stakeholders<br>• Internal Audit - Regular internal audits at planned intervals to check the effectiveness of the implementation, maintenance and improvement<br>• External Audit |
| Ensuring Effective Governance | • Functional Governance Policy and E- Governance Policy<br>• Review the smooth running of the administrative activities of the college, discussing approval of new programs<br>• Review the examination results (Internal and External) of all programs; result analysis and their improvement strategies<br>• Approve the upgradation and maintenance of the infrastructure of the institute<br>• Promotion of various Faculty Career Advancement Programs, Approval for Posts, Study Leaves etc.<br>• Assessment of the Placement activities, Collaborations with Industry<br>• Reviewing the Performance Appraisal of faculty backed with the discussion and suggestions given by Faculty for improvements in the college<br>• Support for conducting Co-curricular and Extra-curricular activities |

| | |
|---|---|
| | • Review the awards and scholarships for students based on the performance in co-curricular and extra-curricular activities etc.<br>• Monitoring and Implementing the Quality Management Systems<br>• Establishing E-Governance Leadership development through decentralization<br>• Implementation of Code of Conduct Policy<br>• Establishing fair and effective Performance Appraisal System |
| Student's Overall Development through Participation | • Functional Student Support and Progression Policy<br>• Student council is functional<br>• Students Trainings and Placement Activities are planned and executed.<br>• Operational Competitive Exam Coaching Centre and Foreign Language Coaching Centre<br>• Implementation of Student Scholarships, Earn & Learn Scheme and other student beneficiary schemes<br>• Rewards and recognitions of achievers<br>• Participation in extracurricular activities<br>• Volunteering in social and welfare activities |
| Employees Advancement and Welfare | • Recruitments are as per Maharashtra Public University Act, 2016.<br>• Implementation of Staff Welfare Measures Policy, Research Policy, Financial Support Policy, and Student Faculty Exchange Program Policy<br>• Employees performance evaluation system<br>• Regular training for quality improvement<br>• Healthy and supportive working environment and infrastructure |

| | |
|---|---|
| | • Proper established Code of Conduct and following of Service Rules and Leave Rules<br>• Career Advancement Schemes<br>• Rewards, Recognitions, and Incentives<br>• Deputation for seminars, conferences and workshops etc.<br>• Motivation for qualification enhancement<br>• Support for research, consultancy, and innovations |
| Placement Cell | • Students' placement through counselling by the Central Training and Placement Committee for Career Placements |
| Discipline | • Prohibition of entry into the campus without ID-Card<br>• Installation of CCTV cameras in the relevant locations<br>• Enactment of Anti-ragging laws |
| Women/Student/Faculty Grievance | • The grievance committee works toward the following goals:<br>• Educating faculty, staff, students, and women about their rights<br>• Assist them in becoming self-sufficient and capable of making decisions<br>• Assist students and staff to speak out against all forms of discrimination<br>• Support them in altering their mental state<br>• To aid in their overall personality development |
| Institute - Industry Interaction Cell | • Industry-Academia Interactions<br>• Short-Term Training Programmes/ Workshops/ Seminars<br>• Internships, Projects and Industry Visits<br>• Industry funding for research promotion |

| | |
|---|---|
| Entrepreneurship Programs | • Establishment of Entrepreneurship Development Cell and Innovation and Incubation Cell<br>• Industry experts visit for seminar, lecture, workshop for entrepreneurship development<br>• Promoting Start-ups |
| Research and Development | • Dedicated R &D facilitation centre<br>• Well-developed and maintained laboratories with high-end equipment<br>• Fund generation through Project proposals<br>• Apply for Government/Non-Government agencies sponsored funds<br>• Collaborations / MOUs with Government & Private Institutes, Universities and Research Organizations.<br>• Plagiarism free research publications, promote research publication and research writings. |
| Boosting Internal Revenue Generation | • Creation of various avenues other than student fees including research grants, funding from various short-term courses, student scholarship, renting of infrastructure, funds for various activities, industry sponsorship for conducting activities. |
| Alumni Interaction and Outreach Activities | • Alumni Association to increase alumni participation<br>• Lectures/Internship/Placement/Training/ Entrepreneurship Programmes in association with alumni<br>• Exploring Contributions from alumni<br>• Sponsorships/ Scholarships/ Fund Generation/ Database Creation/ Regular interactions with alumni<br>• Recognition of successful / distinguished alumni |

| | |
|---|---|
| | for appreciation and felicitation |
| **Physical Infrastructure and Resources** | • Formulation and implementation of Infrastructure Policy<br>• Optimum utilization of space<br>• Functional facilities for e-learning<br>• Renewal of AMCs of the ERP systems<br>• Safety and Security Management<br>• Modernization of class rooms and Laboratory and equipment<br>• Library infrastructure up-gradation<br>• System up-gradations on a regular basis<br>• Recreational Facilities for Staff and Students<br>• Creation of green spaces and plantations |

**Principal**
Principal
Haribhai V Desai College
(Arts, Science & Commerce)
Pune-02