

Anekant Education Society's
**TULJARAM CHATURCHAND COLLEGE OF ARTS, SCIENCE AND
COMMERCE, BARAMATI,**
DIST. PUNE (MAHARASHTRA) - 413102

NAAC REACCREDITATION - THIRD CYCLE (2011-2016)

STEERING COMMITTEE

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Principal Dr. Chandrashekhar V. Murumkar

IQAC Coordinator

Mr. Maruti K. Kokare

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Dr. Shivaji J. Sathe, Vice-principal & Head, Dept. of Microbiology

Dr. Ranjana S. Nemade, Vice-principal & Head, Dept. of Marathi

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Dr. Mrs. Ranjana S. Nemade

Innovations and Best Practices

Mr. Manoj B. Kavathekar

Dr. Bhagawan S. Mali

PREFACE

It gives us great pleasure to submit the Self Study Report of our college for the third cycle of accreditation. The college is run by Anekant Education Society (AES), Baramati, a religious minority institute. The society, established in 1961 with the inspiration and blessings of Saint Late Samantbhadra Maharaj and, under the able guidance of Late Hon. Shri Fulchand Gandhi, Former Education Minister of Hyderabad State, started the college in 1962. The Jain concept 'Siddhiranekantat' is the motto and *Anekantwad* (multi-dimensionalism), the preamble of the society. Owing to the consistent efforts of the dynamic and dedicated top management, it has made a significant qualitative and quantitative progress and development in various fields of knowledge and skill.

The college, affiliated to Savitribai Phule Pune University, Pune, has been providing quality education to the students from different walks of life through 25 under graduate and 18 post graduate academic programmes with a wide academic flexibility. Apart from these basic programmes in arts, science and commerce faculties, it has also been offering vocational, skill & career-oriented and value-based programmes.

The college, which celebrated its Golden Jubilee Year in 2012-13, was assessed and accredited for the first cycle in 2001 and was awarded 4 star status by NAAC. It underwent the second cycle from 30th August to 1st September, 2010 and was awarded Grade 'B' with CGPA 2.91. NAAC peer team with its valuable comments and recommendations has provided us an opportunity to review the strengths, weaknesses and opportunities for progress and development of the college after the second cycle. Since then, we have been trying our best to march towards all-round qualitative improvement of the college through a student-centric approach in curricular, co-curricular and extra-curricular activities.

During the previous years, the college has made continuous and tireless efforts to comply on all the recommendations of NAAC peer team successfully, and to introspect and improve on quality parameters through a functional IQAC taking major initiatives for the progress and development by organizing student-oriented activities with the support of highly qualified, competent and dedicated faculty. It has witnessed many positive changes during the previous years as a result of rigorous efforts taken by the top management, the Principal, the faculty, the students and all other stakeholders.

The college has introduced B.Voc. degree in two subjects, Food Processing & Post Harvest Technology and Journalism & Mass Communication, M.Sc. in Mathematics, Statistics, Electronics & Zoology, research centres in Microbiology & Physics and three career-orientated courses in Microbiology, English & Commerce. It has been sanctioned the 'STAR college' scheme by Department of Biotechnology and DST-FIST scheme with 'O' level by Department of Science and Technology. It has also been awarded the status of the College with Potential for Excellence (CPE) by UGC, New Delhi. It has geared up research endeavours during the last five years with the increased number of the student and faculty participation in research activities and

projects funded by various agencies. This has resulted in 39 research projects undertaken by the faculty and 296 research publications in reputed journals. The college has been providing a solid platform for distance education through Yashwantrao Chavan Maharashtra Open University, Nasik. It has been keen on providing quality education by improving and updating learning resources through ICT and by renovating existing infrastructure and creating & developing new infrastructure to meet the needs and demands of the students. During the previous few years, the top management, the Principal and the faculty have put their heads together to improve the quality of the college in the light of the recommendations of the previous NAAC peer team. The college has sought active involvement of all the faculty in preparing the self study report for the third cycle of accreditation along with IQAC.

Preparing the SSR has been an enriching experience of working and introspecting together as a team to convert our weaknesses into strengths through our student-oriented approach, the strengthening of teaching-learning process with modern learning resources and ICT, overwhelming research outputs, the organization of co-curricular and extension activities, providing required infrastructure to facilitate academic, research and other activities, and students' achievements in various fields. Conscious efforts have been made by the Principal and the faculty to ensure quality attainment, sustenance & enhancement and to lead the college towards the fulfillment of its vision, mission and objectives.

This SSR contains NAAC Steering Committee, Preface, Executive Summary with SWOC & Profile of the college, Criterion-wise Analytical Report, Post Accreditation Initiatives, Compliance on the previous NAAC peer team report, Evaluative Reports of the Departments and Annexes supporting the data provided.

I take this opportunity to express my sincere gratitude to each and every individual faculty for their valuable contribution in preparing this SSR. I express my humble gratitude to the President of AES, Hon. Arhatdas Shaha (Saraf), the Secretary, Hon. Jawahar Shah (Wagholikar), and all the members of the Governing Body of Anekant Education Society, Baramati, for their guidance and support in all the endeavours of the college. I would also like to acknowledge the rigorous efforts of the LMC members, the IQAC members, the Heads of the departments, chair-persons of various committees and activities, all the teaching and non-teaching faculty for their generous and meticulous support in making our journey towards quality and excellence successful. I am indeed happy to state that the preparation of SSR has provided the college an opportunity to redefine its policies, strategies, systems and procedures so as to serve all the stakeholders in a better way. We are committed to strive to fulfill our dream of making our students the responsible citizens prepared for nation building.

Dr. Chandrashekhar V. Murumkar,
Principal

EXECUTIVE SUMMARY

Tuljaram Chaturchand College of Arts, Science and Commerce, Baramati is run by Anekant Education Society, the Religious Minority Institute with the preamble, 'Siddhiranekantat' meaning *Anekantwad* (Multi-dimensionalism). It has consistently been striving to contribute in nation building by empowering the youth and inculcating multidimensional and holistic culture in them through educational, need-based, value-added, skill-based, career-oriented and vocational programmes, as well as through co-curricular and extra-curricular activities. The overall academic, cultural and social performance of the college has been excellent since its inception in 1962. It has been reaccredited with 'B' grade (CGPA 2.91) by NAAC, Bengaluru. It is a matter of pride that it has been awarded the status of 'College with Potential for Excellence' by UGC, and has been selected for STAR College scheme by DBT, & DST-FIST scheme by DST, New Delhi. The college, with these achievements and constant efforts, is marching towards quality and excellence.

I. Curricular Aspects

The college, located in the prime area of the city, has a pleasant and healthy academic atmosphere. Its vision, mission & objectives are well defined, clearly stated and communicated to all the stakeholders. It is one of the largest colleges from the rural area with 5,203 students out of which 51.43 % are girl students, 188 teaching and 106 non-teaching faculty, offering academic flexibility through a wide range of programme options at UG and PG levels. It has introduced two recognized research centres in the departments of Microbiology and Physics, post graduate courses in Mathematics, Statistics, Electronics & Zoology, B.Voc. degree in two subjects, three career-oriented courses during the last five years. It has also made the facility of a distance mode education available through a separate study centre affiliated to YCM Open University, Nasik. The top management, the Principal and the faculty have been striving consistently for the growth and development of the students.

The college, usually, follows the curricula prescribed by the affiliating University. However, it has made a significant contribution in syllabus designing and restructuring through 03 syllabus revision workshops organized in the college, 02 BOS chairmen, 06 BOS members, 18 members of syllabus drafting committee, 02 resource persons at syllabus restructuring workshops and 85 participants in syllabus revision workshops during the previous five years. It has also designed the curricula for B.Voc. degree courses, COC, and add-on courses on its own.

The college has been providing full support and freedom to the faculty for effective delivery and implementation of the curriculum in the form of adequate infrastructure, spacious & well-equipped laboratories and enriched & automated library with modern learning resources. Effective implementation of the curricula is channelized through the academic calendar prepared in the beginning of every academic year, the time table, interactive classroom and

laboratory activities, monitoring of all college activities by the IQAC, interactive meetings of the Principal with the faculty, effective use of all the resources available, the pattern of examination prescribed by the University with certain reforms initiated by the college and through the feedback mechanism.

II. Teaching - Learning and Evaluation

The college believes that the proactive and interactive teaching-learning activity plays a key role in realizing aims and objectives of the curricula through the evaluation procedure, the students' behaviour outside the classroom & their contribution to society at large. The students and the teachers contribute significantly as a team in strengthening the teaching-learning process and making it pleasurable, meaningful and fruitful. The students need to be at the centre of education. The college follows a fair and transparent merit-based admission process remaining within the rules and regulations of religious minority institute following the norms of the affiliating University and Government of Maharashtra. The entire admission process is communicated to the stakeholders through the major newspapers and college website. Programme-specific information is communicated through the college prospectus and admission committees working under the supervision and guidance of the Principal. Number of students enrolled for UG and PG programmes was 3,945 and 1,258 respectively; and 05 students registered their names for Ph.D. at research centres during the academic year 2015-16. The demand ratio for Science and Commerce students at UG and PG levels has been consistently increasing while that for Arts students has been constant. The college is keen on providing required infrastructure and learning resources, upgrading and rennovating the existing infrastructure and learning resources to meet the increasing demands of the students.

The infrastructure and the learning resources available need to be effectively utilized for the progress and development of the students. The college therefore appoints highly qualified and eligible faculty to make learning student oriented as per the norms of the Government of Maharashtra. It has appointed 78 qualified, dedicated and research oriented faculty to look after the effective implementation of the grantable programmes, and 110 faculty to look after self financed courses. 45 faculty have already been awarded Ph. D. degree and 40 faculty are pursuing their Ph.D. degree. Sixteen faculty are recognized research guides in various Universities. 29 faculty have undertaken major and minor research projects funded by various funding agencies. The faculty keeps themselves abreast with the latest knowledge, research and development in the fields of their interest by actively participating in University, State, National and International seminars, workshops and conferences. The faculty publishes their research articles, papers in national and international journals and books. The performance of the faculty is measured through feedback mechanism and API forms.

The college makes all possible efforts to strengthen the classroom activity ultimately leading the students towards their progress and development. The learning outcomes in the form of aims and objectives of the course are clearly stated in the syllabus prescribed by the affiliating University and that designed by the college, and these are communicated to the students by the concerned faculty in the beginning of every academic year. The faculty uses modern learning resources such as e-resources, software, reference books, journals etc. and innovative techniques and methods of teaching to produce learning. The college uses a bridge course as a means to bridge the gap between the students' actual knowledge & expected knowledge, and conducts remedial coaching for the weak learners. The advanced learners are assigned challenging tasks, motivated to undertake projects and to participate in competitions like *Avishkar* and various co-curricular & extra-curricular activities. Every department of the college is keen on conducting these courses and activities for the benefit of the students. The college provides required support to all the departments to organize these courses and activities. The involvement and active participation of the students in curricular and other activities is monitored through their daily attendance and participation in academic activities, academic progress and their performance in texts and examinations.

Tests and examinations are the measuring instruments which are used to measure the students' progress during the course and at the end of the course. The students are assessed by two means: formative and summative assessment. Formative or continuous assessment is carried out in the form of tests, tutorials, home assignments, seminars, orals, presentation, group discussion etc. while summative assessment is no more than University examinations. The faculty plays a key role in conducting college and University examinations in a fair and healthy atmosphere. It carries out a responsibility as a paper setter, an examiner, a moderator, a junior supervisor and a senior supervisor. The college appoints CEO and CAP director to look after the smooth functioning of examinations and assessment as well as to deal with grievances relating examinations. The results are declared well in time and the result analysis is done immediately after the results are declared. The results are used as the basis for carving the future academic strategies of the college. The effectiveness of the teaching learning process is reflected in performance of the students in examinations. Our 06 gold medalists in University examinations are the indicators of our achievements, qualitative progress and development of the college.

III. Research, Consultancy and Extension

The college is keen on strengthening research, consultancy and extension services for its qualitative progress and development. The Principal appoints a separate research committee to look after these activities. It plays a significant role in coordinating and facilitating research and other activities. The Principal, in coordination with the committee and the top management, has made a provision of Common Facility Centre (CFC) for research, student

research funds and Faculty Development Programmes. A considerable number of the faculty has been actively engaged in various areas of academic research such as Ph. D. through FIP, minor & major research projects, organization of and participation in research oriented activities. It is a matter of pride for the college that 33 faculty is motivated to pursue their Ph. D. degree without taking the benefit of FIP. The college has made its research profile very strong with 16 research guides, 11 students pursuing Ph.D., 05 students pursuing M. Phil., 04 major research projects, 35 minor research projects, 64 student research projects funded by the college, 16 faculty awarded Ph.D. degree and 39 faculty pursuing Ph.D. degree, organization of 01 International, 07 National and 02 state level seminars & conferences and 05 research-oriented workshops, and 121 eminent scholars and scientist visiting the college during the previous five years. It has also been granted two recognized research centres since 2015. The college has provided financial assistance of ₹ 5, 06, 417 to the faculty and students to participate in seminars, conferences and workshops at various levels during the last five years. As a result of research-oriented culture on the campus, the faculty has published 304 research articles & papers in journals of high reputation (total impact 182.1) & in conference proceedings, and published 50 books. Besides, one US patent has been granted to the faculty & two Indian patents have been filed by the faculty, thirteen faculty has received awards and honours for their contribution to research, and nine faculty is working on the editorial boards of research journals.

The college has signed MoU with ARTI, NIASM, NIPR and NARI to strengthen collaborative research. The faculty of department of Computer Science have designed and developed indigenous in-house software worth the approximate market cost ₹ 12,15,000 for effective administration. These software are provided to the college free of cost. Apart from this various departments of the college have generated the funds of ₹ 81,830 through consultancy services.

It has been a common practice of the college to encourage the students to participate in *Avishkar* and other competitions, curricular, co-curricular and extension activities organized on and off the college campus through NSS, NCC and various committees. The Principal appoints NSS programme officers, NCC officer and chairmen of various committees who function in coordination with IQAC. With the consistent efforts and contribution of the college, the adopted village *Barhanpur*, has been awarded the status of *Nirmalgram* in 2013 by the state Government of Maharashtra. The college has also received the award of the best NSS unit and the best NSS programme officer at the state level by Government of Maharashtra. Two NCC cadets got the opportunity to represent the college in RD parade at New Delhi in 2014 and 2016.

IV. Infrastructure and Learning Resources

The college, spread over more than thirty-eight acres, has always been keen on upgrading and renovating available infrastructure & learning resources and

creating new infrastructure as per growing requirements and demands. The construction committee, constituted by the top management, looks after the maintenance of existing infrastructure and the creation of required infrastructure in coordination with Local Managing Committee. The college campus comprises of a separate office of the intuition with a spacious, air-conditioned meeting hall, a main administrative building with the Principal's office, two cabins for Vice-principals and an IQAC office. It has 41 classrooms out of which 19 are ICT enabled, spacious, well-furnished & well-equipped 19 laboratories & three research laboratories, a Common Facility Centre (CFC), an auditorium with 450 seating capacity, an air-conditioned seminar hall with 150 seating capacity, a central store, three hostels for girls and one for boys with the facility of solar water heaters, three messes, a canteen, a health centre, a huge playground and gymkhana spread over seven acres with the facility of indoor and outdoor games, a student consumer store, a co-operative credit society, a bank with ATM facility, a printing press, ladies' recreation centre, boy's rest room, separate offices for student welfare, placement cell, NSS, NCC, competitive examination centre, separate spaces for departments with departmental libraries, YCMOU, Nasik & Yoga centre, a drinking water facility, a botanical garden, shade nets, cyanobacteria cultivation tanks, two biogas plants, a vermicompost unit, a facility of generator back up, a wind mill, a weather station, ramps for the physically disabled, sanitation facility, a security office and CCTV surveillance.

The automated central library, the pride of the college, has been playing a significant role in strengthening teaching-learning process and research activities. The Principal appoints a Library Advisory Committee to monitor the smooth and effective functioning of all the services provided by the library. The total area of the college library is 12,886.9 sq. ft. Ours is an automated library with 1,17,628 books, 128 national & international journals & magazines, CDs & DVDs, internet zone, INFLIBNET, OPAC software, e-journals & e-books, a separate reading hall and a reprographic machine. 15,358 books worth ₹ 32,08,419 have been added to the college library during the last five years. One of the highlights of the library is that the faculty and the students have an open access to it. Moreover, it makes its services available to the other stakeholders.

The college makes special efforts to strengthen the teaching-learning and research activities through the use of modern teaching aids and learning resources such as computers with high configuration, licensed software, printers, scanners, LCD projectors, laptops, smart boards, stand-alone facility, LAN & Wi-Fi facilities, most advanced firewall including IDS, IPS & content filtering facilities, a dedicated lease line of 10 Mbps by BSNL for internet connectivity and a highly configured three rack servers.

V. Student Support and Progression

The college strongly believes that education, imparted through various curricular, co-curricular and extension activities, needs to be learner-oriented. The Principal of the college works with a prime motto, 'We for the students'. He seeks for the student development and progression providing all types of support through student welfare activities organized in the college. The Principal appoints a 'Student Welfare Officer' as per the norms of the affiliating University to coordinate, monitor and implement the student welfare schemes initiated by the college in coordination with the University. The college seeks a student representation through a Student Council nominated as per the provision of section 40 (2) (b) of the Maharashtra University Act, 1994.

The college follows the rules of the affiliating University and norms of Government of Maharashtra regarding the admission of the reserved category students. The student profile of the college represents all sections of society including SC, ST, OBC, SBC, VJNT and economically weaker sections. The college meticulously follows the strategy of giving equal opportunity to boys and girls. The students are informed on various student welfare schemes through the college prospectus, display boards, notices circulated in classes and an induction programme. Major student welfare schemes available in the college are Karmveer Bhaurao Patil Earn and Learn, special guidance, a workshop on personality development for girls, *Nirbhay Kanya Abhiyan*, a workshop on disaster management training and student safety insurance.

The college supports the students from various categories to avail 17 different scholarships and freeships given by the University, State, Central Government and other agencies. The total amount of ₹ 962.82 lakhs against scholarships and freeships, has been disbursed to the students for the last five years. In addition to this, the college has utilized the amount of ₹ 30.63 lakhs on 938 students through Earn and Learn Scheme initiated by the college in coordination with the University for economically weak students during the last five years. The college has made financial assistance of ₹ 4.28 lakhs available to the students against a few more student welfare schemes. The college provides financial aid and support to the students through endowment prizes for meritorious students, scholarships for meritorious and sports students, student aid fund etc. It has provided the financial assistance of ₹ 4.08 lakhs to the students for medical treatment, safety insurance and health insurance during the last five years. It has also been providing the financial support to differently abled students. The total amount disbursed on the student welfare schemes during the last five years is ₹ 1,001.81 lakhs.

The college strives to achieve student progression by promoting and encouraging them to participate in various competitions such as *Avishkar*, a platform to measure innovative research, scientific, creative & critical thinking, and many more activities leading them towards intrinsic development. It makes a provision of a special research budget for the students to undertake research

projects. It also empowers the students through a competitive examination cell, a placement cell, a counselling cell, add-on courses, soft skill & personality development programmes, NET, SLET guidance, remedial coaching for the weak learners, special guidance for the advanced learners, bridge courses for the entry level students, guest lectures, study tours, field and industrial visits and through IQAC youth festival. The Principal constitutes three separate committees: anti-sexual harassment (*Vishakha*), grievance redressal and anti-ragging as per the norms of the University. It also makes medical and health services available to the students through health centre. It has signed MoU with *Niramay* Medical Foundation and Research Centre, Baramati to provide medical services to the students on concessional rates.

The college publishes a college magazine, *Anekant* every academic year to provide a platform to develop creative and critical competence of the students. It is also keen on organizing a wide range of sports activities, NSS & NCC activities, seminars and workshops for the students' overall personality development. Mr. Utkarsha Kale has been selected to represent Indian Universities for World Universities Wrestling Championship, 2016 to be held at Corum, Turkey. Our students have won prizes in sports, competitions and cultural activities. NSS unit of the college has been awarded the status of the best NSS unit by Government of Maharashtra. In addition to this, our NSS volunteers have participated in republic day parades at the state level in Mumbai and NCC cadets at national level in New Delhi.

Examination results are one of the indicators of the progress and development of the college. The passing percentage of our UG is 82.37 and that of PG students is 73.51. Our results have been consistently better than those of the affiliating University. Three of our students have bagged university ranks, one at UG and two at PG levels during the previous five years. Our students have been recruited by many firms, industries, institutes and organizations. Around 40 % of our students progress towards post graduate and professional education as well as research. The college uses the feedback received from the students and alumni to improve its performance and to make future plan of action. It networks and collaborates with the alumni and the association of former faculty to receive suggestions on the development of the college.

VI. Governance and Leadership

The college is governed by Anekant Education Society, Baramati, a religious minority institute. The top management comprising General Body, Governing Council, Local Committee and Local Managing Committee (LMC) provides a road map and general guidelines for quality policy in order to create a holistic learning environment. The Institute has well defined quality policy and plans which are in tune with the goals of the higher education. It makes short term as well as long term plans for the future qualitative development of the college. It has clearly stated its vision and mission and well defined its aims and objectives which are communicated to the stakeholders through display

boards, website and prospectus. It aims at excellence in science, arts, commerce at UG & PG levels and vocational education. To achieve this, it appoints highly qualified and eligible faculty through a fair and transparent recruitment procedure following the norms of the affiliating University and Government of Maharashtra. It strives for employable and life education, promotion of research & consultancy and continuous development of the faculty & students. It looks after welfare of the faculty and the students through a credit co-operative society, a consumer store, health and medical assistance on concessional rates, parking facility, bank with ATM facility, hostels for students, canteen and mess facility, playground and gymnasium.

The institute is keen on grooming leadership at various levels such as LMC, the Principal, student council, Vice-principals, IQAC, the heads of departments, activity coordinators etc. All the leaders at different levels contribute. The Principal, with the support of Vice-principals, IQAC, student council, the heads of the departments, activity coordinators and the faculty, contributes significantly in executing the policy and plans in an effective manner within the stipulated timeframe. IQAC prepares an academic calendar every year to highlight academic, curricular, co-curricular, extra-curricular administrative activities to be organized throughout the year. The Principal holds meetings with the heads, the faculty, the student council and various committees to ensure effective execution of the activities. He always tries to get the faculty, the students and other stakeholders involved in academic and other improvements of the college. He monitors and ensures the overall performance of the faculty and the students through IQAC. The college encourages the faculty to update their knowledge by deputing them for orientation & refresher courses, seminars, workshops & conferences, faculty training and development programmes, and also to undertake research projects.

The institute is keen on maintaining and renovating the existing infrastructure, constructing and developing new infrastructure as per the growing needs and requirements of the college. It has renovated and expanded the central library, ICT enabled class rooms, Chemistry & Statistics laboratories, *Jeevraj* auditorium, girls' hostel, parking space, botanical garden, and separate gymnasiums for boys and girls; and constructed new infrastructure for B.Voc. degree programme, Central Facility Centre, and Microbiology research laboratory during the last five years. It has also introduced new programmes such as B.Voc. degree in two subjects, M.Sc. in Mathematics, Statistics, Electronics & Zoology and COC in English, Microbiology & Commerce. It has signed MoU with academic institutes, NGOs and industries to strengthen collaborative, academic and research activities. The college and its qualitative improvement are reviewed through Local Inquiry Committees appointed by the University, a team of ISO auditors, IQAC and feedback from the stakeholders.

The institute has a well defined policy and mechanism to monitor effective and efficient use of available financial resources. It receives major funds in the

form of salary and non-salary grants from state government, research grants from funding agencies and student fees. The Principal prepares a budget taking into account requirements of all the departments. The budget is presented in Local Managing Committee for review and approval. The approved budget is utilized properly by the concerned departments and sections. Accounts are regularly audited through a three-tier audit system: internal audit, external audit by competent CA and final audit by Joint Director and Senior Auditor of Higher Education, Pune and Accountant General, Mumbai. The management makes a special budgetary provision for maintaining the existing infrastructure as well as for providing required infrastructure to the departments and the college as and when required. The Local Committee and Local Managing Committee (LMC) manage the deficit by taking collaborative administrative decisions.

VII. Innovations and Best Practices

The college, with its faculty and students, has been actively engaged in activities and campaigns relating women empowerment and environment awareness. It has been making conscious efforts to make and maintain the campus eco-friendly through the use of renewable energy, biogas & vermicompost plants, water harvesting systems, carbon neutrality, tree plantation and hazardous & e-waste management. It has conducted a green audit in the academic year 2015-16.

It has been making continuous efforts to introduce creative and innovative ideas with a view to realize the basic purpose of higher education. Innovations in curricular aspects like the introduction of new courses, B.Voc. degree in two subjects, M.Sc. in Mathematics, Statistics, Electronics & Zoology, recognized research centres in departments of Microbiology & Physics, and Career oriented courses in English, Microbiology and Commerce have been introduced to meet the demands of the students from the region. Innovations have also been introduced to strengthen the teaching learning process through the provision of ICT enabled classrooms, licensed software, Wi-Fi facility, spoken tutorials, SLET/NET workshop, software development programmes and national, international seminars & conferences. Innovations in research and extension are sought through the enrichment of laboratories, extension activities through NSS, NCC, various committees and IQAC. It has introduced innovations also in its infrastructure and modern learning resources through the extension of the library, renovation of *Jeevraj* auditorium & laboratories, a separate building for B.Voc. degree, CFC and the expansion of the parking space.

Women empowerment and fostering social awareness are the two best practices undertaken by the college during the last five years. Women empowerment has been sought through various activities such as street plays on save female foeticide, a three day workshop on Youth and Sex education, lectures on gender imbalance, diets for girls & their mental health, significance of understanding mother, *vidhi saksharta*, self defense & woman

security, women & personality development, women & scientific attitude, women & superstitions. In addition to these, a special training on *karate* has been given to the girls during special NSS camps.

The college has taken special efforts to instill a sense of social awareness and responsibility in students and to enable them to contribute to solve the social issues through rallies, campaigns on voting awareness, pulse polio vaccination, police-*mitra* during Ganesh festivals and elections, street plays on road safety, save environment & female foeticide, awareness on blood donation and superstitions. The students have been motivated to get actively involved in water conservation through activities like construction of bunds, tree plantation & CCT; organization of regular activities, special NSS camps, a state level camp & blood donation camps and raising of vermicompost units. All these efforts ultimately result in motivating the students to be the responsible citizens.

SWOC ANALYSIS

Strengths:

- Committed and dedicated faculty
- Ambience conducive to higher learning and research
- Own capabilities and sustained goodwill to generate resources
- Immense diversity among students with regard to variety of talents
- Need based academic flexibility catering to diverse needs
- Participation of faculty at all levels of governance
- Continuous tradition of supportive and innovative extension activities
- Agility of the faculty towards progress and development of the college

Weaknesses:

- Insufficient physical space for further expansion on the campus
- Rapid and drastic change in academic and social environment

Opportunities:

- Academic and administrative innovations
- Our college being a Lead College in Rural area
- Empowerment of girl students and the students from deprived classes
- Diversification of skill oriented programmes in context of the emerging industrial growth around the Baramati
- Developing consultancy services in emerging fields to generate resources
- Taking Lab to Land as our research is prompted by the local needs and issues

Challenges:

- High turnover of faculty especially in self funding programmes
- Changing monitory policies of the government about concessions to the students
- Management of time to integrate the UG/ PG programmes in new semester based evaluation pattern
- Implementation of autonomy with sustainable momentum in all respects
- Changed attitude of the students towards education