



**Tuljaram Chaturchand College of Arts, Science and Commerce,
Baramati (Autonomous)
Strategy Plan and Deployment Document**

Vision:

To impart career oriented quality education at par with global standard by developing various skills of excellence and inculcating moral values in youth.

Mission:

- Contribution to nation building by empowering the youth through educational and vocational programs inculcating culture of having multidimensional holistic attitude to life in them.
- Development of various skills and to inculcate moral and ethical values among the students.
- Development of culture of effectively organizing student oriented activities which enable them to identify their strength and enhance their potential in terms of teamwork and leadership qualities.
- Organization of various curricular, co-curricular and extra-curricular activities to encourage the students to give a positive outlet to their hidden potential, talent and strength.
- To motivate faculties and students to actively participate in workshops, seminars and conferences, and also to undertake research projects.
- To motivate and support the students to participate in NSS, NCC, sports and games.

Core Values:

- Our institute is run with preamble “Siddhiranekantat” meaning Anekantwad (Multi-dimensionalism), we believe in imparting education and disseminating knowledge among youth.
- Offer respect to all students and staff members by creating healthy atmosphere for effective teaching–learning.
- Promote equality, integrity, patriotism and brotherhood. Gender biasness is strictly prohibited.
- Promote communal harmony and religious tolerance.
- Enhance professionalism with good human values.



- Promote team spirit and healthy competition.
- Promote creativity and innovation in all activities through sharing of experience, knowledge and skills.

Salient features of the College:

- Academic Excellence with progressive pass percentage for all courses.
- Excellent performance in Co-curricular and Extra-curricular activities. Students won laurels to the college.
- Credit Based Choice System (CBCS) facilitates the students to learn from wide range of options.
- Industry oriented curriculum for job opportunity of the students.
- Modern as well as state-of-art Infrastructure.
- Use of ICT in teaching – learning, enhances the involvement of the students in learning the subject.
- Dedicated and Experienced Faculty members.
- More scope for pursuing research and research related activities
- With the help of RUSA, our Entrepreneur Development Cell provides opportunities and guidelines to the young entrepreneurs.
- Exclusive Placement Cell & Team: to train the students and make them ready for the Interviews.
- Counseling – Separate Counselor is serving the needs of the students and builds the confidence among the minds of students.
- Parents-Teachers Meeting is conducted regularly; their views and suggestions are implemented as and when needed.
- Active involvement of Alumni.
- As per “Health is Wealth” college has MoU with Niramay Foundation to conduct regularly health related activities such as regular medical checkup for students, eye and blood checkup for teaching and non-teaching staff, vaccination etc.
- College organizes regularly blood donation camp.

College Strategic Goals:

The IQAC of the college in consultation with the management and after several discussion and planning and guided by the Mission and Vision of the college, Core Values, Stake holder's

expectations, framed the college strategic Goals. The college strategic goals focus on the following areas-

1. Effective teaching learning process
2. Internal Quality Assurance System
3. Good governance
4. Student's development and participation
5. Staff development & welfare
6. Financial management
7. Development of entrepreneurship
8. Research and Consultancy work
9. Physical infrastructure
10. Admissions and revenue generation
11. Alumni

Strategic Planning

1. Effective teaching learning process

- Academic planning and preparation of Academic Calendar
- Development of teaching plan as per OBE
- Preparation of Lesson Plan based on CO & PO mapping
- Use of more teaching aids and adopt more ICT
- Promote research culture & facilities
- Provide mentoring and personal support
- Follow a transparent and fair feedback system
- Continuous assessment to measure outcomes
- Performance development through credit system
- Implementation of best practices

2. Internal Quality Assurance System

- Establishment of IQAC done
- Framing of Quality Policy & publishing regularly
- Formation of Quality Monitoring Committee & functioning
- Educating & Training of all employees
- Periodic check & guidance for quality improvement
- Establishment of audit team and process
- Audit for remedial measures
- Promoting best practices
- Annual report preparation & submission

3. Good governance

- Vision, Mission development & their articulation in every key position
- Inclusion of industrialists & academicians in the governing bodies
- Evaluation of Institute's performance and benchmarking
- Institutional strategic goals setting
- Institutional Strategic development plan
- Monitoring and Implementing the Quality Management Systems
- Following organization structure
- Smooth Working of statutory committees

- Establishing E governance
- Leadership development through decentralization
- Establishing internal audit committee
- Code of conduct and policy formulation, approval and implementation
- Establishing fair and transparent performance appraisal system

4. Student's development and participation

- Budget allocation for student development programmes and activities
- Students Trainings & Placement Activities
- Formation of student council
- Student's representation in various committee and cell
- Participation in competitions
- Organizing competitions
- Credit transfer & compensation
- Rewards & recognitions of achievers
- Participation in extracurricular activities
- Participating in social and welfare activities through NSS and NCC

5. Staff development & welfare

- Recruitment as per governments rules and regulations
- Staff performance evaluation system
- Staff Training for quality improvement
- Best possible work facilities & infrastructure facilities
- Code of conduct, service rules & leave rules
- Staff welfare policy implementation
- Career advancement schemes
- Rewards and recognitions
- Deputation for seminars, conferences and workshops, and research.
- Motivation and partial support for qualification improvement.
- Support for research, consultancy, innovations

6. Financial management

- Framing & implementation of Purchase and Financial policies
- Department wise Budget planning and allocation
- Forecasting income & expenditure
- Effective functioning of purchase committee
- Plans for Emergency Fund
- Budget formulation & approval through Finance Committee
- Periodic Audit

7. Development of entrepreneurship

- Establishment of Entrepreneurship Development Cell
- Effective functioning of entrepreneurship development Cell
- MoUs with organizations for entrepreneurship development Providing training & guidance for entrepreneurship development
- Bringing more experts of the field for seminar, lecture, workshop for entrepreneurship development
- Establishing incubation centers
- Promoting, sponsoring and facilitating entrepreneurship development

8. Research and Consultancy work

- Dedicated R &D facilitation laboratories and Common facility center
- Establish and develop Laboratories with more research facility
- Fund generation through Project proposals
- Apply for Government/Non-Government bodies, sponsored funds
- Collaborations with Government & Private Institutes, Universities and Research Organizations
- Applying for research publications and patents

9. Physical infrastructure

- Infrastructure building development & modification
- Smart Class rooms, Tutorials, Seminar halls
- Modernization of Laboratory & equipment
- More ICT enabled classrooms

- Library infrastructure up gradation
- System up gradation
- Functional facilities for e-learning
- Safety & Security management
- Water facility and Medical facility
- Developing sports (indoor/outdoor) facilities
- Plantations
- Rain water harvesting
- Renewable Energy usage
- Hygiene, zero plastic & green campus
- Recycling of water

10. Admissions and revenue generation

- Strength increase by advertising and mouth publishing
- Admission through online platform
- Establishing infrastructure for revenue generation
- Identification and Strengthening of activities for Revenue generation plans
- Successful implementation of Internal revenue generation plans

11. Alumni

- Formation of Alumni association, participation and registration
- Data base creation, Regular interactions with alumni and networking
- Recognition of successful alumni
- Leverage for guest lecturers/internships/placements/training/entrepreneurship
- Exploring Contributions
- Brand ambassadors
- Sponsorships/scholarships/fund generation

Strategy Implementation and Monitoring:

During implementation of the strategy, the progress of strategy shall be measured from time to time. Hence the measurable success indicators are clearly spelt out in the implementation document. The Principal along with Academic Council, IQAC and other team member will be the custodian for strategic plan and its deployment.



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Implementation at College Level:


Sr. No.	Goal	Responsibility
1.	Effective teaching learning process	Principal, all HODs, Controller of Examination, Faculty and Staff
2.	Internal Quality Assurance System	IQAC team
3.	Good governance	Chairman & Members of GB, Principal, Administration Office
4.	Student's development and participation	Principal, all HODs, student development committee, NSS, NCC, Sport committee
5.	Staff development & welfare	Principal, Staff welfare committee
6.	Financial management	GB, Chairman and Secretary Trustee Board, Principal, Financial committee
7.	Development of entrepreneurship	Principal, ED cell
8.	Research and Consultancy work	Principal, HODs, Research Committee, CIAR
9.	Physical infrastructure	GB, Chairman and Secretary Trustee Board, Principal
10.	Admissions and revenue generation	Principal, Administration Office, all HODs, Admission committee
11.	Alumni	Principal, Alumni Association Coordinator, all HODs

Monitoring of strategic plan:

The implementation of strategic plan will be monitored time to time by Principal, Academic Council and other committees through periodic review. The section heads will prepare the detailed progress report and present it in the review meetings. The benchmarking of quality standards and its monitoring, evaluation of attainment will be carried out by the IQAC independently. The IQAC will report the findings to the Academic Council and GB. With thorough analysis of outcomes and based on IQAC report, the above will recommend the corrective actions, need of further processes and deployment of resources.



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Principal
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