



Shri Shivaji Shikshan Prasarak Mandal, Barshi's
B.P.Sulakhe Commerce College, Barshi



Karmveer Nagar, Barshi Dist : Solapur – 413411 (M.S.)



**INSTITUTIONAL DEVELOPMENT PLAN
(2024-29)**

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1.1. Introduction

Late Karmaveer Dr. Mamasahab Jagdale, with an aim of disseminating education in rural areas and for the women took a leading initiative and in the year 1934 Shri Shivaji Shikshan Prasarak Mandal came into existence.

This shikshan sanstha started with a boarding with only one student. To fulfil the academic aspirations and to cater the needs of people living in this area and to bring higher education to doorsteps become the cause and dream of founder Late Dr. Mamasahab Jagdale and all honorable members of Shri Shivaji Shikshan Prasarak Mandal. The institute has taken up all efforts to achieve motto “*Ek Meka Sahayya Karu Avaghe Dharu Supanth*” (Let’s help one another and march on the righteous path).

As a part of these efforts, the institution also had a dream of providing commerce education to rural students. As a part of this B. P. Sulakhe Commerce College, Barshi was established in 1969 with a separate Commerce faculty. Initially college classes were conducted in a small building. In due course of time the infrastructural facilities developed gradually and now college has well furnished decorative building, spacious classrooms, well equipped laboratories, library with complete automation facility and a guest house. At the same time the college has progressed qualitatively by producing number of eminent alumni successful on all walks of life.

Alongwith UG course in commerce, by considering the need of computer education in rural area, college started courses like B.C.A. and PGDCA (Computer Science). The college is also recognized as a Research Centre in the subjects of Economics, Commerce and Accountancy. This college is performing a vital role in education, social and cultural development. College is also running PG course in commerce.

Shri Shivaji Shikshan Prasarak Mandal, Barshi is also a leading institution working for the betterment of a marginalized community. It is engaged in social and health related social services. It is catering its services in the fields of education, health in the region of Marathwada and West Maharashtra through 6 Colleges, 14 High Schools and Junior Colleges, 5 Primary Schools, 5 Hostels, 2 Agricultural Schools, 1 Nursing College , 1 Agricultural College and a Hospital with 350 bed with all medical facilities.

The college is inspired by the life and teachings of Late Mamasahab Jagdale and guided by his vision. It remains steadfast to provide a balanced and comprehensive education in Commerce and IT. It is the most cherished dream of Mamasahab that our students should be spiritually guided, intellectually alive, morally upright, and they should be socially committed, then only we can dream of building an ideal society and nation. Higher education does not mean mere acquisition of degrees, it is something more. Besides fostering our traditional values and culture, it should enable them to prepare to face any challenge in life in this era of globalization and Information Technology. We are proud that our teachers have been putting their efforts in inculcating moral values among the students.

Name and Address of the Institute	Shri Shivaji Shikshan Prasarak Mandal, Barshi's B.P.Sulakhe Commerce College, Barshi Karmveer Nagar, Barshi Dist : Solapur – 413411 (M.S.).
Year of Establishment	1969
Email ID	prinbpscc@rediffmail.com
Website	www.bpsccbarshi.org
Contact Number	9423986858
Type of Institute	Govt-aided
AISHE Code	C-15775
Status of the Institution	Affiliated to Punyashlok Ahilyadevi Holkar Solapur University , Solapur
Name of the Head of the Institution	Dr. Sanjay Baliram Karande
Designation	I/c Principal

Location Map : <https://maps.app.goo.gl/JL7Q91bhFnmHWDRU9>



1.2. Institute Vision and Mission

- **Vision :**

To impart Commerce and Computer education to develop skills and to provide opportunity for integrity, innovation and excellence.

- **Mission:**

- Providing education to society and economically backward classes, to make them self-reliant.
- Bringing out educational and cultural development of rural people.
- Providing facilities like hostels to the girls and boys from the villages.
- Bringing out social transmission through the education.
- Creating resources and utilizing them for the educational upliftment of common people.
- Promoting intellectual, physical, ethical and cultural development of the society.
- Introducing advanced technical and vocational courses.
- Making the facilities of hospitalization available to the needy and poor people.
- Education for rural and marginalized community.

1.3. SWOC Analysis

The SWOC analysis is carried out during formal and informal meets with Management, Faculty members having large experience in academic, research and experience in various committees at University level. In this study, the SWOC data collected during separate formal interactions with different categories of stakeholders. The consolidation of factors is done with the help of few senior faculty members. In the final round a detailed discussion was made with top management. The weightage was given for each factor in S, W, O, and C based on the importance of the factor relative to other factors in the same group. For each of the factors, a rating is given on a 5point scale (1 for poor, 5 for excellent and 3 being average) based on relative grading with other institutions. With the rating internal and external analysis is carried and summary is prepared. Questionnaires are prepared for getting the right information from the various stakeholders to get adequate information to analyze the strengths, weaknesses, opportunities and threats. The feedbacks are taken from the following stakeholders for identifying the institutional Strengths, Weaknesses, Opportunities and Challenges:

(i) Students

- (ii) Faculty
- (iii) Technical Support staff
- (iv) Administrative staff
- v) Alumni
- vi) Parents

Major findings from the SWOC analysis are listed below.

Strengths:

- 1) Our college is the only college in Barshi Tahsil which provides the best learning facilities in Commerce.
- 2) Efficient and top level management which is involved in academic, social and health related Services.
- 3) Planned infrastructure with ample space for expansion.
- 4) Hostel for Girls.
- 5) Computer laboratory with required computer configuration and internet facility.
- 6) Computerized Office and Library
- 7) Wi-Fi facility throughout the campus
- 8) Digital Classrooms, Auditorium

Weaknesses:

- 1) Regular Staff.
- 2) Shortage of high performance computing systems for research and advanced studies.
- 3) PG Diploma/courses related to Commerce and Trade.
- 4) Gymnasium Hall

Opportunities:

- 1) Being a college in rural area, it can provide good infrastructural and research facilities.
- 2) Possibility of MoUs with companies and institutions.
- 3) The Placement Cell can be strengthened.
- 4) ICT based teaching learning facilities can be improved.
- 5) Vocational and skill based courses can be offered for improving employability of the students.
- 6) Modern technology can be used for achieving more learning outcomes

Challenges:

- 1) Inability to cope up with advanced technology
- 2) Upcoming new technologies.
- 3) Employability of the graduate students can be the issue of the concern.
- 4) Classroom interactions with the students.

The strategies identified on the basis of SWOC analysis:

Strength:

- 1) Conduct Short term courses for Skill Development.
- 2) Strengthen Industry Institute Interaction Cell.
- 3) Encourage faculty to participate in technical events and publications to improve visibility.

Weakness:

- 1) Strengthen laboratories and infrastructural facilities.
- 2) Establish Wi- Fi and high-end computing facility which can be used for academic and consultancy purposes.
- 3) Start PG Diploma/ courses related to Commerce. Banking, Insurance and Communication/ Soft Skills

Opportunities:

- 1) To equip labs with more modern technical setup to catch-up with rapidly changing technologies.
- 2) Strengthening Career Guidance and Placement Cell.
- 3) To obtain ISO Certification for better credibility.
- 4) Environmental protection and green campus activities.

1.4. Strategic Goals / Objectives: Strategies and actions

I. Improve Employability and Learning Outcomes of Students:

The College will strive to...

- Offer PG Diploma/Courses
- Conduct Industrial consultancy/training to students in the final year.
- Develop positive attitude in students through counseling.
- Establish an effective feedback system from the various stakeholders
- Equip laboratories with more modern technical set-up to catch-up with rapidly changing technology

- Establish Wi-Fi and high-end computing facility which can be used for academic purpose
- Establish and increase research activities.

Actions:

While achieving the set objective the college will

- Offer Skill based programs
- Organize Campus Interviews
- Competitive Exam Guidance Cell

II. Expand Teaching-Learning and infrastructural Facilities

The College will strive to...

- Install Digital facilities in all classrooms
- Built Auditorium
- Provide Internet and Wi-Fi facility to students

Actions:

While achieving the set objective the college will

- Try to provide the above facility with the fund

III. Academic Excellence: Strategies and actions:

The College will strive to...

- To produce high quality scholars for better employability.
- To infuse best skills among students.
- To pursue impartial and transparent admission procedure and CIES
- To initiate e-learning programs.

Actions:

While achieving the set objective the college will

- Training faculty for effective teaching.
- Enhancing the status of 'centre of excellence'

IV. Facilitation of Infrastructural facilities: Strategies and Actions

The College will strive to...

- Expand and upgrade academic, administrative and infrastructural capacities.
- Rejuvenate the existing infrastructural facilities.

- Create new facilities in terms of hostels, conference rooms, recreation rooms, sports centers, seminar hall.
- Create security arrangements in the campus.
- Provide parking facilities in and around the campus.
- Start social activity clubs for teaching and non teaching staff.

Actions:

While achieving the set objective the college will

- Explore avenues for expanding existing campus
- Undertake maintenance and enhancement of infrastructural facilities
- Annually evaluate the pace of infrastructure development

V. Human Resource Development: Strategies and Actions

The College will strive to...

- Facilitate placement of students in different sectors.
- Promote training and skill development activities for the staff
- Encourage staff and the students to express their views on public issues
- Provide health, physical and mental well-being facilities to the staff and students

Actions:

While achieving the set objective the college will

- organize capacity building programmes every year
- encourage/initiate welfare schemes for students SC/ST/OBC
- create new avenues for recreation

VI. Social Responsibility: Strategies and Actions

The College will strive to...

- infuse in students the value of the importance of duty and serving the community
- develop the voluntarism among students to serve the society
- ensure the participation of staff and students in sharing the task of social responsibility

Actions:

While achieving the set objective the college will

- frequently sensitize college fraternity towards social responsibility
- frequently organize lectures, conferences, workshops and seminars
- make sure the development of strong social value system
- develop a sense of belonging and nationalism
- Develop a sense of responsibility among staff and students.

VII. Resource Generation: Strategies and Actions

The College will strive to...

- explore new avenues for finance and resource generation
- generate finances by Earn while you learn programme
- Generate resources.

Actions:

While achieving the set objective the college will

- Introduce self financing courses
- Increase the number of such courses
- Strengthen the Parents Teacher Association (PTA) an Alumni Association to get sponsorship.

2. Academic Development

2.1. Teaching Learning Process

The institute adheres to the Outcome Based Education (OBE) framework in accordance with P. A. H. Solapur University guidelines. Each course has defined Course Outcomes (COs), which are aligned with Program Outcomes (POs). Our teaching methodologies include both traditional and ICT-based approaches. Furthermore, we integrate innovative practices such as group activities, and project-based learning into our curriculum. However, to effectively incorporate these innovations, additional funding and facilities are necessary to improve the quality of the teaching and learning process.

2.2. Curriculum Development, Implementation and Up-gradation

The curriculum development process is carried out systematically by the Punyashlok Ahilyadevi Holkar Solapur University, Solapur. The present curriculum is NEP-2020 pattern. After every 3 years the syllabi revised and implemented by the

University. Our faculty members take active part in the syllabus revision activity. Hence, the institute is planning for conducting various workshops , seminars, symposium and meetings with stakeholders in particularly industry personal at least once in year. To identify and bridge the curriculum gap as per industry demand and recent trends in the commerce , management and computer science field, faculty needs to visits institute of repute in order to study their curriculum model periodically.

3. Faculty Development

1. Basic and advanced pedagogy:

We want to train our faculty for advanced teaching methodology. We often send our faculty for orientation and refresher courses for learning and understanding new trends and techniques in teaching and learning process.

2. Subject/domain knowledge enhancement:

The faculty attends various national and international level conferences and seminars and workshops for improving their subject knowledge. We also try to engage ourselves in research activities. We want to promote our faculty to publish the research papers in national and international refereed journals.

3. Attendance in activities such as workshops, seminars:

Our faculty deliberately attends various workshops and seminars. We want to increase the participation in national and international seminars.

4. Improvement in faculty qualifications:

Most of our faculty is Ph.D. holder. We want to promote the entire faculty to complete their Ph.Ds in their subjects. Also, it is expected that of our faculty will attend Orientation and Refresher Courses. Along with we will boost the faculty to get the professional and pedagogical training time to time.

5. Improving research capabilities:

We want to undertake minor and major research projects to improve research capabilities. We also tend to organize the workshop on research methodology.

4. Student Development

4.1. Academic Support:

1. Imparting high-quality professional and application-based education in a wide range of interdisciplinary areas.

2. Creating & retaining a strong faculty base through faculty recruitment, performance analysis and regular development programmes.
3. Designing flexible curriculum and introducing multidisciplinary and appropriate integration of Vocational Education, Training and Skilling into the curriculum of Skill-based courses.
4. Introducing technology in the form blended mode of learning, Creation and delivery of digital content etc.
5. Inspiring and motivating learning environment - student or learner-centered; knowledge- centered; innovation-centered; and community-centered.
6. Promote commercial business ideas while mentoring the student and becoming part of their Start-up ecosystem.

4.2. Extra-curricular activities:

1. The college aims at developing holistic personality of every student. Hence college will organize various extra-curricular activities.
2. The students will be promoted to participate in various intra-college, inter-college, university, state and national level competitions.

4.3. Career Services:

1. The college will strengthen career guidance and placement cell.
2. Various career-oriented courses will be implemented in collaboration with other organizations.
3. Placement camps will be organized.

5. Infrastructure Development

5.1. Classrooms and Labs:

1. Ensuring a strong ICT infrastructure across all campus for high-speed internet, communication, and digital information access in all classrooms.
2. Well-equipped computer lab will be developed and maintained for Computer studies.

5.2. Library:

1. The library will be automated and will try to improve the transaction ratio by promoting students to read more number of books.
2. It will be updated and upgraded timely.
3. Digital resources will be made available for students' use.
4. The workshops will be conducted for enabling students and faculty for using online resources and tools.

5.3.Campus Facilities:

The Hostel, Sports facilities, Canteen, Student Support Center, Scholarship Nodal office, NSS, NCC, reprographic facility etc will be provided in the campus.

6. Technology Integration

Technology integration will be ensured through -

1. E-learning Platform.
2. IT Infrastructure.
3. Digital Literacy

7. Community Engagement and Partnerships

Community Engagement and Partnerships will be maintained through -

1. Industry Collaboration/ MoUs
2. Alumni support activities.
3. Social Responsibility will be shown by organizing community engagement activities.

8. Financial Planning

Financial Planning will include -

1. Budgeting
2. Funding Sources
3. Financial Management

9. Quality Assurance

9.1. Accreditation:

The college is reaccredited by NAAC, Bangalore with B++ Grade (2.76 CGPA) in its third cycle. It will undergo for the next cycle within the stipulated timeline.

9.2. Feedback Mechanisms:

The college will develop strong Feedback mechanism to ensure quality in both teaching and learning.

9.3. Continuous Improvement will be strived at every level and in every aspect of academic and administrative.

10. Marketing and Communication:

The college will maintain its social communication through -

1. Branding
2. Digital Presence
3. Outreach

11. Implementation Plan:

The institutional development plan will be implemented by considering its -

1. Timeline
2. Responsibilities
3. Monitoring and Evaluation