



**MUGBERLA GANGADHAR**

**MAHAVIDYALAYA**

**PERSPECTIVE PLAN**

**2019-29**



# MUGBERIA GANGADHAR MAHAVIDYALAYA

P.O.—BHUPATINAGAR, Dist.—PURBA MEDINIPUR, PIN.—721425, WEST BENGAL, INDIA

NAAC Re-Accredited B+Level Govt. aided College

CPE (Under UGC XII Plan) & NCTE Approved Institutions

DBT Star College Scheme Award Recipient

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*“Planning is bringing the future into the present so that you can do something about it now”*

*Alan Lakein*

## **PERSPECTIVE PLAN 2019-2029**

*The Perspective Plan has been prepared by the College with the help of the IQAC by taking into consideration the quality indicators of seven criteria determined by NAAC.*

The Internal Quality Assurance Cell (IQAC) of the college has taken initiatives in preparation of the perspective plan. The Inputs from all stakeholders, their expectations, management policies and goals and objectives of the college helped to develop the platform for formulation of the perspective plan. The IQAC plays a vital role in maintaining and enhancing the quality of the institution and suggests quality measures through daily interactions of various sub-committees. Feedback from all the stakeholders and the recommendation of the Governing Body is reflected in the making of this perspective plan.

IQAC has taken various parameters for consideration in the framing of these perspective plans. Innovative ideas including new alternatives are incorporated in the perspective plan which will be active for ten years (2019-29). Student feedback mechanism, self-appraisal (Performance Based Appraisal System (PBAS)) by faculty members, Short Term Courses, Job oriented certificate courses, Skill based training programme, Faculty Improvement Programmes, encouragement to teachers for research are some of the measures taken at priority, quality sustenance and enhancement as a strategy. The draft of the Perspective Plan has been discussed, reviewed, and approved in the college. It is our sincere efforts to prepare the framework of perspective plans

directed towards the attainment of **College of Excellence (CE)** as well as **Autonomous status**. These plans will reflect our goals and objectives and keep ourselves ahead of our contemporaries.

### **Objective & Strategic Plan:**

Mugberia Gangadhar Mahavidyalaya was established in 1964 as a general degree college based on a completely rural setup. Since inception, it has grown exponentially over the years and shown its commitment towards continuous good academic performance. From the beginning of its journey, it aimed to inculcate learner centric and effective teaching learning process. It always maintained credibility in the process of students' evaluation as well as in overall administration. It has developed a comprehensive system of student support system in the college and initiated a research subcommittee now Research Development Center (RDC) to build up research culture among the faculty and students. Initiated to develop value added and skill development and Job oriented courses for improving employability of students through career counselling and placement cell. It also expanded a sustained quality system embedded with a consistent and value-based education which has always been the perspective and strategic plan of the college. The college is largely aimed to create an empowering academic environment for holistic development of students. The college, IQAC and the governing body have taken continuous steps towards development and upgradation of the academic system with the moto to import education, discipline, dedication, and determination to the students. With the introduction of NEP -2020, the college is planning to set up a new Vision and Mission in accordance with the idea depicted in the framing of the policy. The goal will be to reform the present policies and implement the newer one as future institutional plan as listed below.

- For student's enrollment and diversifying students' strength in our college we are taking efforts to introduce new UG and PG courses based on the demand of the students like UG in NCC, Computer Science, Anthropology, Fishery, Post Graduation in Political Science, History, Zoology Geography, Chemistry, Nutrition and more short term, certificate, add-on, value added courses for the students are initiated to introduce. For blind and visually impaired students, a Braille system and audio system in the library would be initiated. For achieving students' excellence, students are motivated to achieve the learning outcome and attributes. Through mentoring activities, students are encouraged to participate in various

curriculum based and extracurricular activities like student seminars, research projects, poster presentation, sports and cultural events etc. They are also encouraged to take part in the class teaching, festivals, cultural programs, sports events and other competitions like elocution, debate, poster competition, essay writing etc. They are also encouraged to indulge in various social outreach activities conducted by the college under the guidance of IIC, NSS and NCC in the neighboring community. The students were also motivated to be a part of the environmental protection movement through cleaning garbage, planting trees, banning on plastic bags and other environmental measures as proposed by the higher education department and the West Bengal Forest Department.

- By taking challenges in the overall academic progress, we sought to give more emphasis on strengthening the evaluation process where students' academic performance will be evaluated continuously by conducting more test assignment, presentations, projects, quizzing, surprise tests, semester examination etc. Apart from these, in near future, the teaching learning process shall be divided into more innovative parameters which will be beneficial to the students to reach out the level of obtaining Honors with research degree after 4 years in the present system of study.
- For achieving students' progression at the highest level, teachers will focus more on updated pedagogy in accordance with the PO & CO and that will help the students to crack the admission into various post-graduation programmes Presently the rate of admission to PG courses are satisfactory, however the college has been doing continuous efforts to increase the number in near future.
- The career counselling and placement cell motivated the students to participate in various competitive exams. Departments have also started organizing carrier-oriented courses and placement related classes. IQAC suggested the departments organize multidisciplinary approach on academic events and organize competitions like elocution, debate, poster competition, essay writing. Wall magazine etc. for better attainment of program outcome and course outcome which is among the strategic plan of the college intertwined with the goal of students' progression.

- The colleges trending the Incubation Centre mainly functioned under IIC for skill development enhancement and for preparing future entrepreneurs. The IIC of the college has given tremendous effort through different activities for the students, motivated them for self-employment. Extending help on how to be a business entrepreneur through new start-ups, different programs on IPR, online and offline market-oriented seminars, self-driven activity, certificate courses were done regularly to facilitate the students for job market. This is also a strategic plan of the college for the future.
- MOUs are signed with local colleges and industries for academic exchange as well as for student internship etc, however one of the strategic plans of the college is to develop MOUs between international organizations or Universities in near future. Faculty and student exchange programs are initiated through MOU's once or twice a year extending the scope for skill orientation, value-based education on holistic approach and providing more vibrant platform for internship for the student who would be the foundation for empowering our students for being self-reliant.
- Skill-based add-on, value added courses are offered to give a hands-on experience to the students. To improve the infrastructure and allied facilities of the college, to cater the needs of the growing strength of the students, the college is taking initiative to acquire vested land (2 acre) for more classrooms Laboratories, sports facilities, seminar hall, hostel in the second campus upgradation. It is also a strategic plan to upgrade the Laboratories with the latest lab equipment, enrich the library with textbooks, reference books, rare books and books on the competitive exam etc. Updated gymnasium for catering the wellbeing of physical and mental health quantity of the students and teachers is among the perspective plans of the college.
- To attain academic excellence and enhance the caliber and volume of research and publications, measures for faculty improvement were implemented. Strategies to raise the amount and quality of Teachers' research and publications, made possible by the active participation of the research cell and IQAC. The college's academic standards will be raised to the level of excellence by national and international seminar conferences, enforcing workshops, and other strategies. Research culture is encouraged by the provision of

academic facilities as well as financial support (as seed money to start a MRP) to help achieve the goal of excellence.

- **Staff management:** To attend staff excellence, professional training partners or surrounding institutions collaborate to offer staff development courses on a regular basis.
- **Governance:** At the college, we provide a cordial, effective, and interactive administrative setting. Apart from the Governing Body, the numerous subcommittees/Cell are operational and contribute to the institution's and its stakeholders' overall development. One of the primary goals of the college administration for embedded academic programmes is to strengthen interdependence between the administration staff, teachers, students, and parents. This can be achieved through expanding the scope of e-governance and digitalizing academic and administrative works. Ambience combined with discipline, commitment, and resolve have led to ongoing actions done by the governing body and the college. Academic and administrative work is always a strategic plan of the College. To strengthen very good reliable relationship between the administration, staff, students, alumni, and parents of the college is always among the prime objectives of the College administration. For the sustenance of embedded academic ambiances coupled with discipline, dedication and determination, the college, IQAC and the Governing Body have taken continuous steps towards development and upgradation, such as-
  - To uphold continuous good academic performance
  - To systematize good value-based education system according to the vision of NEP-2020
  - To inculcate learner centric and effective teaching learning process
  - To render more ICT based educational infrastructure for the teaching-learning process.
  - To encourage more holistic approach in all spheres of academic endeavor
  - To ensure transparency and credibility in the process of students' evaluation as well as in the academic administration
  - To develop a comprehensive system of students mentoring and student support system

- To create a good dependable and effective relation in the institution with its social community by strong effective need based outreach activities of the college by NSS and IIC
- To felicitate more research-oriented methods of study
- Democratic and participative action will be strengthened to take the right decisions for effective implementation of the teaching learning process.

### **Deployment of Plan:**

The college takes deployment of plan across all possible areas of development and for improvement in its academic standard. The following mechanisms are adopted to implement the above-mentioned plan.

#### **1. Curricular Aspects**

- a) The curriculum developed by the college comprises Pos, PSOs, Cos in every discipline for constant evaluation.
- b) The college offers courses related to employability, entrepreneurship, skill development, environmental studies and human values and ethics.
- c) Instituting experience and qualified teachers/scholars for a vibrant academic and professional environment within the college
- d) Strengthening the bond between the students and the teachers and mentoring them for being good Samaritans through induction meeting with principal, regular meeting with the principal and teachers regular mentoring activities etc.
- e) Conducting academic and administrative audit for the betterment of the academic culture
- f) Strengthening existing programmes introduction of additional one (Degree/Diploma/Add-on/Certificate Value Added)
- g) Collaboration and linkages of our institution with other renowned institutions for effective execution of curriculum to promote excellence, value addition and contextual relevance.
- h) Introducing multi-disciplinary and inter-disciplinary study system for more academic flexibility

- i) Organizing a greater number of collaborative seminars and workshops to create a bridgehead between the globe and the institution.
- j) To continue to offer alternative career options, combinations certificate and value-added courses, add-on courses, remedial classes, special classes for advance and slow learners for effective curriculum delivery.
- k) To obtain feedback on curriculum, its scientific and systematic analysis for effective communication to academic council, IQAC, board of studies for acting regarding revision and restructuring of curriculum.

## **II. Teaching, Learning and Evaluation**

- a) Academic quality enhancement through the vision and mission of NEP\_2020
- b) Shall maintain transparent online admission process under a well-defined mechanism based on only merit. Reservation policy is compiled as per rule.
- c) Proposed introduction in Hons courses in Arts, Science and Commerce and Post Graduation Courses in Chemistry, History, Zoology, Geography, and Political Science.
- d) Attendance regularities of students are ensured by maintaining individual attendance registered and e-attendance mechanisms.
- e) SAP portal for all students
- f) Induction meeting with the principal to avoid the possibility of drop-out and to ensure good academic performance.
- g) Teachers and students will be motivated to follow MOOCs and SWAYAM portal.
- h) Meetings of the parents will be conducted regularly, where we will discuss the attendance and performance of the students with the parents and will appeal to them to participate in improving the academic performance of their wards.
- i) Regular departmental meetings, meeting with the academic sub-committees, result analysis meeting shall continue to be the mechanism to assure quality.
- j) Regular seminars, workshops, webinars extension activities, internship experiential learning, participative learning, problem solving methodologies would help the quality of the teaching.



- k) The college will continue the efforts in organizing seminars / workshops / faculty development programmes collaborating with UGC, DST etc. for improvement of quality of faculty.
- l) FDP center to host various teachers training courses.
- m) Academic performance of students shall be recognized by organizing the felicitation ceremony (Awards). This will result in strengthening of healthy and positive environment essential for effective teaching-learning process.
- n) The college continues to provide easy access to daily newspapers, journals, periodicals and internet in the library, enabling OPAC, INFLIBNET-NLIST services for the teachers and students. The college will subscribe to additional e-journals in the future, various web-portals and instant return confirmation through email on the return of books by the faculty and students.
- o) Academic discipline in teaching learning process will be assured through updated prospectus, academic calendar, and teachers diary.
- p) Use of ICT and innovative teaching is aimed to be more vivid. More update gadgets shall be incorporated in the classrooms as well as in the auditorium. Blended mode of education will be prioritized. Special efforts shall be devoted to improving the learning and communication skills of the learners.
- q) Spoken English courses shall be mandatory for all students.
- r) The college will continue to ensure intensive use of innovative teaching and learning aids to sustain the interests of the students. More and more use of LCD projectors, interactive boards, classes over virtual platform and many others to ensure quality teaching.
- s) A continuous evaluation system will be systematically imparted. Class tests, Quizzing, Surprise Tests will continue.
- t) Student centric teaching learning is to be emphasized.
- u) Various job-oriented programmes, like vocational courses, will be introduced.
- v) Mentor-mentee programme will be regularized to strengthen the academic performance of the student.
- w) Placement cell and career counselling activities will be increased.
- x) We have traditional programmes such BA, B.Sc. B. Com etc. Where basic knowledge along with desired level of skills are inculcated mainly with in-house faculty. These programmes

will be strengthened by introducing different complimentary systems such as certificates, diplomas, and bridge programmes to facilitate focused study.

- y) We want to be the pioneer institution to commence innovative self-financed/unaided specialty programmes leading to degrees, commensurate with the needs of students in focused academic areas having employment potential. We will commence the innovative self-financed unaided specialty programmes leading to post graduate degrees also.
- z) We will establish a Centre of Institute of Distance and Open Learning where the candidates who cannot take admissions in the regular programmes, can enroll themselves to different programmes. We will offer learning support including infrastructure facilities to them by providing contact periods, library facilities, counseling sessions and conducting examinations of the students.
- aa) At the end of the term or the semester, revisions and interactive sessions will be conducted to create confidence among students to prepare for examination.
- bb) The college will strengthen the system of evaluation of teachers by students by filling in the questionnaire, which enables teachers to develop a sense of accountability, confidence, readiness to receive criticism, develop openness, sense of introspection, and accept the situations to improve their performance in teaching. A review of feedback on students' evaluation of teachers will be considered and suggestions will be given to the teachers for their improvement. The teacher-evaluation system will benefit to students for development of listening and observation skills, analytical ability, understanding the aspects of teaching and learning, social responsibility, critical approach, consciousness about the process of teaching and learning, development of confidence and self-esteem. The informal feedback from students will also be taken about the teaching-learning system of the college.

### **III. Research, Consultancy and Extension**

As our college is an undergraduate dominated, with some postgraduate and Vocational programmes, we have a planning of promotive policy to inculcate research element amongst learners and faculty by evolving micro level supporting, incentive-based systems.

#### **Research**

The college will conduct regular meetings of the IQAC & Research Cell presently RDC to identify the research potential, to promote the research and to prepare the research proposals. The college will make continuous efforts to obtain research grants from funding agencies such as UGC, DBT,

DST, FIST, ICSSR, ICHR, ICPR etc. Motivation to organize the workshops / seminars / training programmes for preparation of proposals for minor and major research projects will be continued.

- Academic infrastructure such as instruments in research lab, laboratories, ICT facility, Library, INFLIBNET, and other requirements, as per needs for carrying out research activity will be provided.
- We will continue to try to promote research association with universities, industries and institutes.
- We will continue to carry out research guidance in multiple subjects.
- We will continue to carry out various research activities through the incubation center of the college.
- Exposure of students to various research areas where they will be guided to handle research projects independently.
- We will continue to maintain the activities of Research Club
- Felicitation to Ph.D degree holders through Research Club will continue.
- We will continue to appreciate and to recognize the teachers on successful completion of research projects, research degree programmes and research publications.
- We will provide updated and new software required for research activities.
- We will continue to appreciate and to recognize the faculties and the students who achieve meritorious places at District, University, State and National level poster competitions/research activities.
- We will continue to depute the teachers for research seminars / workshops and training.
- We will try to commence Ph.D. degree programmes at our college by establishing Research Centre in all different departments.
- The college will promote faculty to submit proposals for research grants from UGC, DBT, etc.

- The college will continue to encourage faculty members by providing registration fees for the participant faculty who will attend various research programmes/seminars and presented research papers.
- The college will offer concessions in fees to staff who register for research degrees at the college Research Centre.
- The college will provide seed money to carry out minor research projects.

### **Consultancy**

- The college will organize expert lectures to promote consultancy aspect.
- The college will share the funds raised from consultancy with faculty.
- We will continue to appreciate and to recognize the faculty who provide consultancy services.

### **Extension**

- We will strengthen our NSS units.
- Library facilities will continue to be extended to alumni as well as needy students of the nearby areas.
- Sports facilities will be extended to local schools and other associations.
- The gymnasium will be made available to the people of the nearby vicinity.
- Maintenance of the adopted village shall continue.
- The college will provide help in maintaining law and order during festivals to the Police department with the help of NCC units.
- Blood donation camps, free eye-checking and other health related camps will be continued
- Outreach programmes will be organized by different departments.
- IIC will continue to work on several extension activities like IPR, Entrepreneurship etc.
- College premises will always be made available to conduct the examinations of NET, SET, TET, Railways, Post and Telegrams, Department of Higher and Technical Education, Government of West Bengal and for organizations of functions of NGOs / GOs.
- The playground will be made available to the sports and training activities of NGOs, GOs, associations, other neighboring institutions and organizations, etc.

- Awareness programmes on health and hygiene and personal sanitation, electrical safety, soil testing, environment, cleanliness campaign and environmental conservation campaign and tree plantation shall continue on 5th June each year.
- NSS programmes like AIDS day observation outside the college will continue on 1<sup>st</sup> December, every year.
- We will continue to maintain community driven activity like free classes in the nearby schools by the teachers of the Physical Education department.
- Computer literacy programmes for disadvantaged School Students, will be organized with the help of department of Physical education.
- We will continue to offer skill development programme in different sports and games in different school those who are offering room for teaching practice.
- We will continue to maintain wellness programme for teaching and non-teaching staff members of those schools and neighbouring locality by practicing *Asanas & Kriayas*
- We will continue to provide help on request of different school registered clubs and Govt. organizations, we send our students for officiating in different games and track & field.
- Career fairs will be organized with the help of Placement cell (*Gyanganga Academy*) every year.
- (Safe drive save life) Road safety programmes in collaboration with the Bhupatinagar Police Station will be organized.
- Swachha Bharat Abhiyan, Swachhata Pkhwara & Unnat Bharat Abhiyan activity will continue.

#### **IV: Infrastructure and Learning Resources**

Perspective Plan as regards to Infrastructure and Learning Resources will be based on following strategic policies-

- Continuous improvement of infrastructure and learning resources.
- Development of additional infrastructure and learning resources.
- Availability of an adequate average area of infrastructure per student.
- Optimum utilization of available infrastructure and learning resources.
- Maintenance of infrastructure and learning resources.
- Continuous efforts to obtain grants for infrastructure development.

- Installation of AC in Staff room and other places
- Installation of more Solar Panels to reduce electric consumption.
- Installation of more vending machines in girls' common rooms
- Construction of practical room for T&H Management course
- Construction of Indoor sports arena for sports and games inside the college campus
- Construction of more research laboratories to carry out empirical research.
- Construction of departmental museum for department of History.
- Modification of Language laboratory
- Procurement of High-end computers and laptops for various departments.
- Front office for T&H management
- House keeping laboratory for T&H Management.

**Learning Resources will be as follows-**

- Adequate number of spacious and ventilated classrooms.
- Adequate number of spacious well-equipped laboratories.
- Spacious and fully computerized air-conditioned Central Library with ever increasing holdings and user friendly and comprehensive Library services.
- Renovation of Seminar Hall with high-end audio-visual facilities.
- Good quality furniture for general canteen and classrooms
- Departmental faculty rooms with departmental libraries, computers, and 24X7 internet Facilities.
- Drinking water facilities with coolers and water purifiers.
- Adequate number of toilet blocks for girl and boy students and staff.
- Modification of well-furnished Conference Room.
- Well-furnished and fully computerized Administrative Office.
- Spacious, well-furnished, well-ventilated two storied Cafeteria in front of the administrative building.
- The lab for assessment of Physical performance is required to develop by installation of ergonomical instruments for the purpose of national development of sports.

- Proper development and maintenance of playground with proper drainage system.
- Well-furnished Boys and Girls Common Rooms.
- More computing Laboratory and UGC Network Centre.
- Science Resource Centre with Central Instrumentation Laboratory
- Construction of Conference Room and modification of Smart Classroom.
- Well-equipped Gymnasium.
- Spacious N.S.S. and NCC offices.
- Maintenance and cleanliness of infrastructure with in-house as well as outsourced systems.
- Supply of electricity power with establishment of high-power station coupled with solar facility ensured continuous and uninterrupted flow of electricity.
- Well, maintained Medicinal plant gardens.
- Well secured firefighting facilities.
- Effective internal communication through intercom facilities.
- Construction of spacious office area with all modern amenities
- Complete automation of Library services.
- Computers at laboratories, offices, Library, and departments with LAN.
- Reading rooms facilities for alumni and outsiders.
- Spacious vehicle parking facility.
- Efforts to obtain infrastructure development, moderation, up-gradation grants from UGC, ICSSR, ICHR, ICPR, DBT, DST, etc.

## **V - Student Support and Progression**

All the meritorious students from academic, NSS, NCC, cultural, sports and research activities will be felicitated by offering cash prizes, mementos, and certificates.

- Additional library cards shall be provided to meritorious students.
- Sport shoes, kits and other essential articles will continue to be provided to the students which will be involved in sports activities.

- Assistance will continue to be provided for various Govt. & other scholarships (NGO) for students.
- Funding for field trips or educational excursions will continue to be provided to all departments.
- Special coaches shall be invited to different games to train the students and promote the sports.
- NCC & NSS facilities shall be continue.
- We will continue to provide more job-oriented courses for the students.
- Professionals from cultural fields like choreographers, directors, musicians, and artistes will be invited to guide the students for promotion of cultural activities.
- The college will organize workshops on dance, music, theatre, fine art and literary, every year.
- Assistance shall be provided to students for research paper presentation in national and international seminars/workshops.
- Assistance shall be provided to students to get benefit from the Students' Health Home facilities.
- The college will establish a Health Centre where first aid and basic medical facilities will be made available for the students. The services of doctor will be made available in emergency.
- First aid boxes shall be made available at different places including administrative office and all science laboratories.
- Concession in the tuition fee shall be continued for BPL & meritorious students.
- Capacity Building Programmes will continue to be operated in the college.
- Various awareness programmes on health hygiene and personal sanitation, soil testing cleanliness programmes tree plantation will continue to take part as a means of social responsibility of the students.
- Facilities like Minority Cell, SC & ST Cell, environmental cell, women cell shall continue to render help to students and will encourage the students to take social responsibilities.



- Hotel facilities for both the girls' and boys' students shall be provided with more modern infrastructure.
- Television, Internet facilities, 24X7 wi-fi network shall continue to be provided to all the students.
- Recreational facilities through Cine club shall be provided.
- Guidance for various sports and cultural competitions shall continue to be provided to all the students.
- Placement Cell (*Gyanganga Academy*) will continue to provide career guidance and placement facilities to the students.
- The college will organize skill-based workshops on various subjects.
- Transport facilities shall be provided for students from Henria bus stand to college.
- The college along with the Students Union will continue to organize Freshers welcome ceremony to the freshers and farewell to the outgoing graduating students.
- Memorial prizes shall continue to be provided to the highest marks holders in the university end semester examination.
- Library facilities along with reading room facilities will continue to be provided to the students.
- A student-friendly environment shall be created within the campus to help the students having rural backgrounds to build their confidence.

#### **For Alumni**

- Alumni will be registered.
- Seminar and workshop by alumni shall continue to be held round the year.
- Library and reading room facilities for the alumni will continue to operate.
- Various cultural events, Golden Jubilee, silver jubilee etc. shall be continued with the help of the alumni members.
- Career guidance and placement services will be provided to the alumni.
- College ground and gymnasium facilities will be provided for the physical fitness of alumni.

- Alumni will be invited to the social, cultural, and academic programs of the college.

## **Vi - Governance and Leadership**

Institutional Vision and Leadership Vision and mission of the institution will be communicated effectively to all stake holders.

- The management and employees will work together on the progress of the institution.
- Strategy development and deployment perspective shall be designed collectively based on feedback.
- IQAC will continue to record effective and comprehensive performance appraisal for faculty as per API.
- The college will continue regular internal and external audit.
- ISO certification through reputed organization will continue.
- Effective internal control by Teachers Council, IQAC Bursar will continue.
- Democratic and transparent organizational structure will be provided to direct access for free flow of ideas.
- Organizational Arrangement will be made to facilitate Decentralized administrative mechanism with accountability.
- Participative functioning of the institution involving all members of the staff.
- More productive function will continue to work through various sub-committees.
- Equitable allocation of responsibilities.
- Extensive committee structure with clearly defined roles, responsibilities, and objectives.
- Efficient Students' Union having wide representation of students in decision making, execution of policies and developmental aspects of the college.
- Minimal interference by the management in the daily functioning of the college.

### **Strategic Development and Deployment**

- A perspective plan shall be formulated collectively having thorough review of the academic programs and analysis based on feedback and SWOT analysis.

### **Human Resource Management**

For effective Human Resource Management following steps shall be taken

- Periodical faculty and staff development programmes through FDP /Skill development course.
- Comprehensive and effective performance appraisal and academic teacher's diary of faculty and staff shall be maintained.
- As a part of participatory management, team building, initiatives, and good interpersonal relations between faculty, non-teaching staff, students' alumni will continue to function.
- Conductive work environment.
- Liberty for use of innovative ideas and ICT in teaching-learning system.
- Various staff welfare schemes to be continued.

### **Financial Management:**

For effective Financial Management following steps shall be taken-

- Growth oriented budgetary allocation through Governing Body shall continue.
- Financial freedom within the allocated budget shall continue to operate in the college.
- Regular meeting of the finance committee and the discussion on the income and expenditure shall continued
- Use of software to record transactions and daily accounts will be upgraded.
- Updating Cash book on daily basis
- Financial Audit of Individual Departments by Internal Auditor.
- Financial committee will render positive participation in all aspects of the PFMS, HRMS etc
- Effective internal control, monitoring mechanism and timely statutory audit of the accounts.
- Continuous efforts to obtain development grants from funding agencies such as WBHED, UGC, DST, ICSSR, ICPR, ICHR MP/MLA LAD etc.

### **VII – Innovation and Best Practices**


- Green audit including proper rainwater harvesting.
- Installation and maintain solar assisted ecological balance approach for upgrading surface water.
- Preservation of excess water in a reservoir with holes is maintained and will continue.
- Degradable and non-degradable waste management will continue.

- Pollution free drive on “No vehicle day” on Thursday to be continued.
- Environmental awareness programmes will be continued.
- Promotion of ecofriendly campus and paper free governance.
- More use of LED lights / solar panels and environmentally friendly ceiling fans are installed to reduce power consumption and sound pollution.
- Outreach programmes for students and teachers will continue to take place.
- More job-oriented courses will be introduced.
- Emphasis will be given more on Industry-academia relationship.
- Placement Cell will be modified according to the demand of the industry.
- IIC will actively take part in the entrepreneurship programme, extension activities.
- The teachers’ diary and self-appraisal mechanism will continue to be the best practice of the college.
- More and more MOUs with the industry partner
- Emphasis will be given to campus recruitment.
- Impeccable maintenance of the mentor-mentee programme shall continue to be the distinctiveness of the college.
- Innovative practices in curricular and extra-curricular activities will be strengthened.
- IQAC will play an important role in the research domain. It will help the teachers to do Ph.D in their respective field.
- Courses on Indian Knowledge System shall be introduced.
- The college will assist the students to carry Hons with Research according to NEP-2020.



  
 21.06.2019  
 Principal  
 Mugberia Gangadhar Mahavidyalaya

Dr. Swapan Kumar Misra  
 Principal  
 Mugberia Gangadhar Mahavidyalaya

  
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Dr. Kalipada Maity  
 IQAC Coordinator  
 Mugberia Gangadhar Mahavidyalaya