RAJASTHAN EDUCATION SOCIETY'S

R. A. Arts, Shri M. K. Commerce & Shri S. R. Rathi Science Mahavidyalaya, Washim

(Affiliated to Sant Gadge Baba Amravati University, Amravati)

College with Center of Excellence – Career Katta

4th Cycle Assessment & Accreditation by NAAC

Criterion - VI

Governance, Leadership and Management

QLM 6.2.1 The functioning of the institutional bodies is effective and efficient as visible from policies, administrative setup, appointment and service rules, procedures, deployment of institutional Strategic/ perspective/development plan etc.

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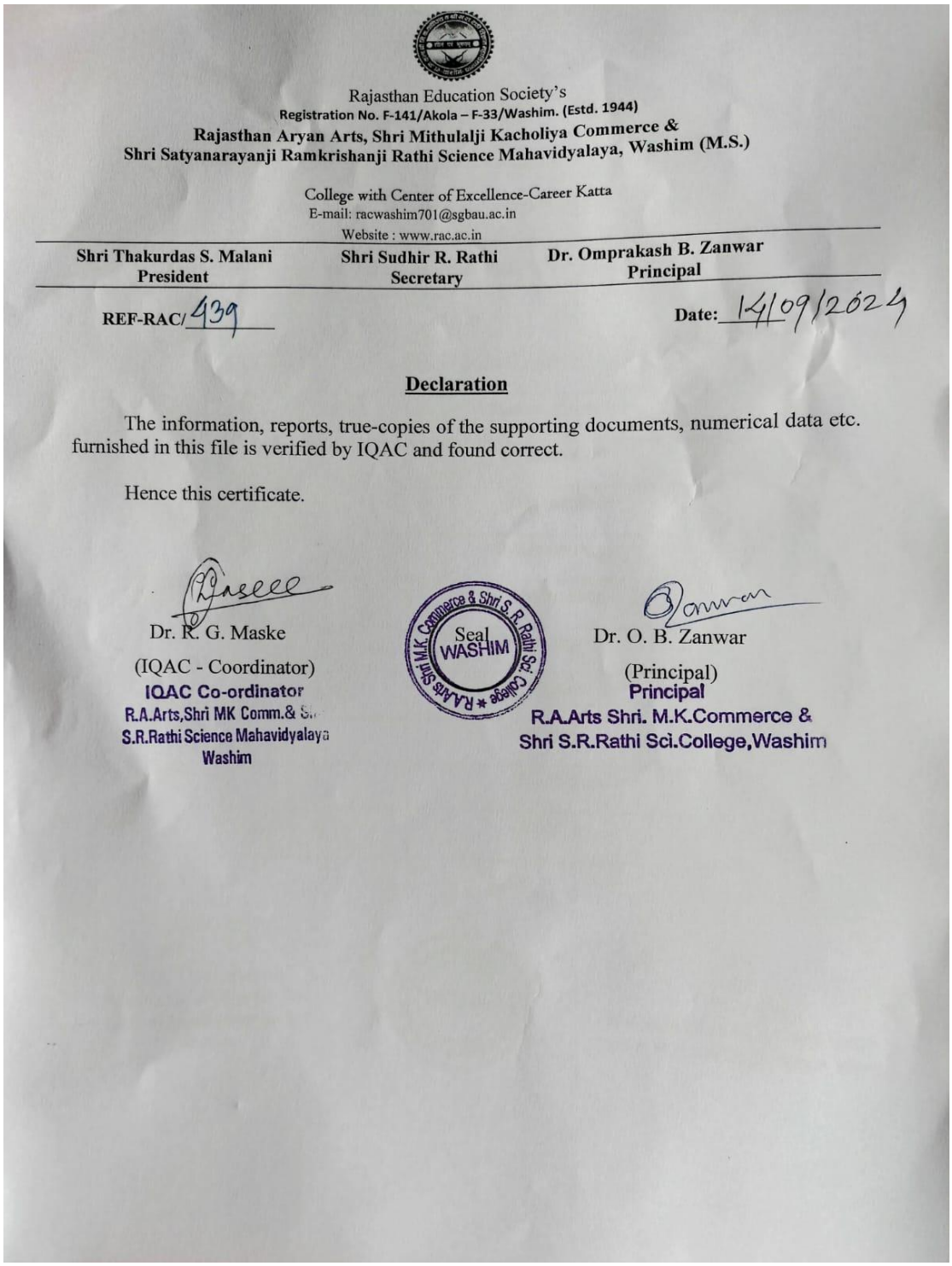

Rajasthan Education Society's
Registration No. F-141/Akola – F-33/Washim. (Estd. 1944)
Rajasthan Aryan Arts, Shri Mithulalji Kacholiya Commerce &
Shri Satyanarayanji Ramkrishanji Rathi Science Mahavidyalaya, Washim (M.S.)

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President	Secretary	Principal

REF-RAC/439 Date: 14/09/2024

Declaration

The information, reports, true-copies of the supporting documents, numerical data etc. furnished in this file is verified by IQAC and found correct.

Hence this certificate.

Dr. R. G. Maske
(IQAC - Coordinator)
IQAC Co-ordinator
R.A.Arts,Shri MK Comm.& S.
S.R.Rathi Science Mahavidyalaya
Washim

Seal WASHIM

Dr. O. B. Zanwar
(Principal)
Principal
R.A.Arts Shri. M.K.Commerce &
Shri S.R.Rathi Sci.College,Washim

1. Long Term Perspective Plan

R. A. ARTS, SHRI M. K. COMMERCE AND SHRI S. R. RATHI SCIENCE MAHAVIDYALAYA, WASHIM

Long Term Perspective Plan –for the session 2019-20 to 2023-24

The Rajasthan Education Society was established in June 1945, providing financial support and management expertise to foster the growth of the institute, which was subsequently named Rajasthan Aryan Mahavidyalaya. R. A. Mahavidyalaya in Washim is an educational institute that has always been concerned about maintaining its standards through consistent efforts to improve educational transactions, provisions, and facilities.

The college was accredited at 'A' Level in 2004, re-accredited at 'A' Level in February 2011 with a CGPA of 3.17, and re-accredited at 'A' level in November 2017 with a CGPA of 3.16. The college is now prepared to undergo its fourth cycle of accreditation.

Vision:

Creating the foundation upon which our young generation can build, shape, sharpen and add value to their intellectual and human potential.

Mission:

By imparting quality education with discipline in an increasing array of fields to the students in rural background, we can envisage population problem that is not a weakness but strength. Evolving institutional environment conducive to the creation and use of leading edge knowledge and skills. Improving attitudes and habits of our learning community

Objectives:

Pursuit of excellence and drive for outstanding performance.

To achieve the objectives and to accomplish the mission, one has to stick up to the thoughtful planning and effective implementation of the strategies made through the perspective plans. With the vision to create the foundation upon which our young generation can build, shape, sharpen and add value to their intellectual and human potential, our college has prepared an elaborative perspective plan for the next five years starting from June 2019. The plan has been drafted after considering the suggestions given by NAAC peer team during the third cycle of NAAC accreditation November 2017.

Sr. No.	Parameters	Plan
1.	1.1 Curriculum Planning and Implementation 1.2 Academic Flexibility 1.3 Curriculum Enrichment 1.4 Feedback System	• To introduce new UG, PG Courses. • To encourage Faculty Members to participate in academic and administrative bodies at University level. • To organize seminars, workshops to supplement University curriculum. • To introduce Certificate Courses for Skill development. • To modernize language lab.

		• To strengthen the feedback system as per NAAC recommendations.
2.	2.1 Student Enrolment and Profile 2.2 Student Teacher Ratio 2.3 Teaching Learning Process 2.4 Teacher Profile and Quality 2.5 Evaluation Process and Reforms 2.6 Student Performance and Learning Outcomes 2.7 Student Satisfaction Survey	• To focus on increasing student enrolment. • To develop the specific mechanism to review the admission process. • To conduct Bridge Course for First Year students of UG programs. • To enhance use of ICT tools for effective teaching learning process. • To encourage faculty members to attend professional development programs / training programs. • To introduce Exam & Evaluation Redressal Committee • To sign MoUs / linkages with industries and academic institutions for Student Exchange Programmes, Internships and placements. • To organize extension Activities (Labs to Land). • To motivate and support the faculty to upgrade their

		qualification (Ph.D. or other). • To introduce innovative teaching and evaluation tools for ensuring continuous and formative internal assessment of the students. • To focus on slow and advanced learners to improve the academic performance. • To arrange programs for providing psycho-social and professional counseling programs to the students
3.	3.1 Resource Mobilization for Research 3.2 Innovation Ecosystem 3.3 Research Publications and Awards 3.4 Extension Activities 3.5 Collaboration	• To establish Research Cell for boosting research work among the faculty and students. • To provide research grants to the teachers and students for research publication. • Initiation of Institutional Research Grants and development of research policy to boost research activities. • To support and motivate the faculty for more research publications.

		• Emphasis on applying for research proposals to get grants from concerned authorities. • To focus on MoUs / collaborations/ linkages with GOs & NGOs (state / national and local bodies) to reach to local community for enhancing extension services and research activities • To setup IPR Cell and Incubation Cell for supporting innovation and knowledge and to provide consultancy services.
4.	4.1 Physical Facilities 4.2 Library as a Learning Resource 4.3 IT Infrastructure 4.4 Maintenance of Campus Infrastructure	• To equip Shri Hariramji Daga Sabhagruha (Auditorium) with state of the art facilities. • To increase no. of computers. • To renovate canteen. • Augmentation of lavatory facility for girls and Staff. • To increase facilities in the Health Centre of the college. • To upgrade Science, language and computer laboratories

		• To upgrade the College Library. • To recruit a special Computer Technician for maintenance of Computer labs and equipments. • To automate Administrative Office. (MIS) • Installation of solar panel. • To expand reading room facility. • To strengthen Wi-Fi / Broadband connectivity for students & staff.
5.	5.1 Student Support 5.2 Student Progression 5.3 Student Participation and Activities 5.4 Alumni Engagement	• To organize more student development programs for career counseling & personality development. • To make special efforts to minimize the drop-out rates of the students. • To strengthen Placement and Career Guidance Cell by accessing various companies, industries / firms and by organizing Placement Drives through Placement and Guidance Cell. • To enter into more MOUs with industries to ensure

		internships and placements. • To organize workshops/ seminars / conference. • To encourage MOOC courses through Swayam portal. • To strengthen Alumni Association of the institution. • To focus more on organization and participation in cultural and sports activities. • To involve students in various Curricular, Co-curricular and extra-curricular Activities and to give representation to the students in college committees for their holistic development.
6.	6.1 Institutional Vision and Leadership 6.2 Strategy Development and Deployment 6.3 Faculty Empowerment Strategies 6.4 Financial Management and Resource Mobilization 6.5 Internal Quality Assurance System (IQAS)	• To strengthen IQAC through involvement of all the staff members including Women in regular functioning of the IQAC Cell. • To arrange programs to make the staff members understand the NAAC Core Values and NAAC Accreditation and

		Assessment Process. • To encourage Teaching Staff members to publish papers in reputed, referred and peer reviewed journal. • To encourage Teaching Staff members to apply for Minor/ Major Research Projects. • To encourage Teaching and Non – Teaching Staff for Career Advancement. • To strengthen Performance Appraisal System for Teaching and Non-teaching Staff. • To participate in NIRF ranking. • To increase resource mobilization. • To increase the decentralization of powers and responsibilities. • To provide / allocate fund for research activities.
7.	7.1 Institutional Values and Social Responsibilities 7.2 Best Practices 7.3 Institutional Distinctiveness	• To organize Women Empowerment Programs. • To organize Gender Sensitization Programs. • To enhance community based activities. • To arrange environment

		and energy conservation related programs.

2. Action Taken Report

R. A. ARTS, SHRI M. K. COMMERCE AND SHRI S. R. RATHI SCIENCE MAHAVIDYALAYA, WASHIM

Action Taken Report

on

Long Term Perspective Plan –for the session 2019-20 to 2023-24

Sr. No.	Plan	Action Taken
1.	• To introduce new UG, PG Courses. • To encourage Faculty Members to participate in academic and administrative bodies at University level. • To organize seminars, workshops to supplement University curriculum. • To introduce Certificate Courses for Skill development. • To modernize language lab.	• Introduced PG Courses in Economics, Political Science, History and Computer Science in 2023-24 and the proposal for B. Sc.in Forensic Science was sanctioned in 2023-24. • 08 Faculty Members have been elected /nominated as the member of Board of Studies. • Organized classroom seminars and Online /Offline workshops on various topics to supplement university curriculum. • Introduced more than 25 Certificate Courses for the Skill development of students. • Language lab is well equipped

	• To strengthen the feedback system as per NAAC recommendations.	with Language Learning Software. • The College has incorporated the feedback Committee. It collects the feedback from all the stake holders and analyses it and the analysis report is used for the betterment of the holistic development of the college as well as the students.
2.	• To focus on increasing student enrolment. • To develop the specific mechanism to review the admission process.	• The flow of admission to our college has been decreased due to the allotment of New Colleges in this region. Hence, the Management, Principal and all the staff members decided to focus on the publicity of the Admission to various programs offered by the college through Banners, Handbills, Prospectus, College Website, Newspapers, and Local Radio Channels. Special efforts are being taken to increase the enrollment of the students to Arts and Commerce Faculty. • Separate admission committees are constituted for Arts, Commerce and Science streams. Considering the flow of admission direct admission is given to the students for Arts and Commerce streams and merit list is displayed for Science stream. The admission process functions under the

	• To conduct Bridge Course for First Year students of UG programs. • To enhance use of ICT tools for effective teaching learning process. • To encourage faculty members to attend professional development programs / training programs. • To introduce Exam & Evaluation Redressal Committee • To sign MoUs / linkages with industries and academic institutions for Student Exchange Programmes, Internships and placements. • To organize extension Activities (Labs to Land). • To motivate and support	supervision of the stream in charge of all the faculties. The Principal and the IQAC Coordinator take the updates of daily admission and instruct the admission committee to convince and counsel the students to opt courses as per their interest area. • Each Stream avails facility of Bridge Courses considering specific programs. Only First Year students of UG programs are benefitted through Bridge Course. • All the Teachers are encouraged to use ICT tools for teaching their Subject Contents. • All the Teaching and Non-teaching members of the college participate in the professional development programs / training programs. At present more than 200 staff members participated in such programs. • The College has incorporated the Exam & Evaluation Redressal Committee. It looks after the functioning of college and university level examinations and the grievances related to evaluation. • Most of the Depts. have signed MoUs / linkages with industries

	the faculty to upgrade their qualification (Ph.D. or other). • To introduce innovative teaching and evaluation tools for ensuring continuous and formative internal assessment of the students. • To focus on slow and advanced learners to improve the academic performance.	and academic institutions for Student Exchange Programmes, Internships and placements. • Departments like Zoology, Chemistry, Micro-biology, Botany and Physics organized extension activities (Labs to Land). • The Management, the Principal and IQAC played a pivotal role in motivating and supporting the faculty to upgrade their qualification (Ph.D. or other). At present 32 no. of Teachers are Ph. D. and 33 No. of teachers are NET/ SET qualified. • The college has developed conducive atmosphere and provided Wifi facility and ICT equipments to let the teachers introduce innovative teaching and evaluation methods for ensuring continuous and formative internal assessment of the students. Accordingly some teachers assign Group Projects to the students as a supplement to Project based learning. Brainstorming sessions are arranged. Tools like Edmodo, Edfly and Testmoz along with google tools are also used in assessing the students and to ensure

		continuous assessment. Poster Presentation Competition / Petri Plate Competition are organized for the same. Language teachers invited authors to share their views and experiences about the contents in the syllabus.
	• To arrange programs for providing psycho-social and professional counseling programs to the students	• The diagnostic tests for the first year students have been conducted to identify Slow and Advanced learners. After the identification of Slow and Advanced learners some specific activities like group-discussion, seminars, brainstoriming sessions, poster presenatations, guest lectures, and various cultural and sports activities /competitions have been organized. Some facilities like departmental library have also been made available. • Most of the departments including NSS and Placement and Guidance Cell of the college arranged psycho-social and professional counseling related programs
3.	• To establish Research Cell for boosting research work among the faculty and students. • To provide research grants to the teachers and	• Research Cell has been established for boosting research work among the faculty and students. At present there are 11 Research Centers in the college. • The college has initiated

	students for research publication. • To support and motivate the faculty for more research publications. • Emphasis on applying for research proposals to get grants from concerned authorities. • To focus on MoUs / collaborations/ linkages with GOs & NGOs (state / national and local bodies) to reach to local community for enhancing extension services and research activities • To setup IPR Cell and Incubation Cell for	Institutional Research Grants and Research Policy to boost research activities by providing research grants to the teachers and students for research publication. • By providing research grants to the teachers and students for research publication, the college motivated and supported the faculty for more publications. More than 250 research papers in National and International Journals have been published by Faculty Members of the college during this assessment period. • The college encouraged all the faculty members to apply for Grants from UGC or other agencies for research. One of the teaching members submitted research proposal to Sant Gadge Baba Amravati University to get grants for research. • MoUs / collaborations/ linkages with GOs & NGOs have been signed by various departments of the college to reach to local community for enhancing extension services and research activities. Various activities like Field Surveys, Industrial Visits, Student Exchange Programs, Food

	supporting innovation and knowledge and to provide consultancy services.	festivals, Research Activities and Placement Drives have been organized under MoU / Collaboration / Linkage. • The college has established IPR Cell and Incubation Cell for supporting innovation and knowledge and to provide consultancy services. Department of Zoology, Micro-biology, Botany and Chemistry are actively involved in providing consultancy to the stakeholders.
4.	• To equip Shri Hariramji Daga Sabhagruha (Auditorium) with state of the art facilities. • To increase no. of computers. • To renovate canteen. • Augmentation of lavatory facility for girls and Staff. • To increase facilities in the Health Centre of the college. • To upgrade Science, language and computer laboratories • To upgrade the College	• Facilities like Chairs, New Audio System along with Over Head Projector have been made available in Shri Hariramji Daga Sabhagruha (Auditorium) • More than 100 Computers and 03 Printers have been purchased. • Renovation of canteen was done. • Augmentation of lavatory facility for girls and Staff has been done. • Equipments like ……..have been made available in the Health Centre of the college. • Science, language and computer laboratories have been upgraded • A new version of SOUL 2.0 software has been purchased to upgrade the College Library. • The college has appointed a special

	Library. • To recruit a special Computer Technician for maintenance of Computer labs and equipments. • To automate Administrative Office. (MIS) • To expand reading room facility. • To strengthen Wi-Fi / Broadband connectivity for students & staff.	Computer Technician for maintenance of Computer labs and equipments. • MIS has been installed to automate the administrative office. • Reading room facility has been expanded. • Wi-Fi / Broadband connectivity with 100 Mbps speed has been made available for students & staff.
5.	• To strengthen Placement and Career Guidance Cell by accessing various companies, industries / firms and by organizing career counseling programmes, personality development programmes and Placement Drives through Placement and Guidance Cell. • To make special efforts to minimize the drop-out rates of the students. • To enter into more MOUs with industries to ensure internships and placements. • To organize workshops/ seminars / conference.	• Placement and Guidance Cell and some departments of the college organized various career counseling & personality development programs like Guidance for Competitive Examination, Placement Drives etc. • A special programme on Dropout Rates to minimize the drop-out rates of the students was organized. • MOUs are registered by many departments with some Academic Institutions and some industries to ensure internships and placements. • Women Empowerment Cell of the college organized a National Level e-Conference on Women Empowerment under the guidance of IQAC. Many workshops, and

		seminars were organized for the students and staff members.
	• To encourage MOOC courses through Swayam portal.	• The college has the membership of NPTEL portal. Students are encouraged to participate in MOOC courses through Swayam portal.
	• To strengthen Alumni Association of the institution.	• Alumni Association was already in existence and it was registered in 2018. Many activities have been organized for the students by the Alumni Association.
	• To focus more on organization and participation in cultural and sports activities.	• College organized various cultural and sports activities and also encouraged the students to participate in the cultural and sports activities organized by the other colleges/ agencies.
	• To involve students in various Curricular, Co-curricular and extra-curricular Activities and to give representation to the students in college committees for their holistic development.	• Various Curricular, Co-curricular and Extra- curricular activities are organized at college level and representation to the students in college committees for their holistic development.
6.	• To strengthen IQAC through involvement of all the staff members including Women in regular functioning of the IQAC Cell.	• IQAC Cell has been strengthened through involvement of all the staff members including women in regular functioning of the IQAC Cell.
	• To arrange programs to make the staff members understand the NAAC Core Values and NAAC Accreditation and Assessment Process.	• A workshop on NAAC Accreditation and Assessment Process was organized by IQAC to make the staff members understand the NAAC Core Values.
	• To encourage Teaching Staff members to publish papers in reputed, referred and peer reviewed journal.	• Teaching Staff members of the college have published papers in reputed, referred and peer reviewed journal.
	• To encourage Teaching	

	Staff members to apply for Minor/ Major Research Projects. • To encourage Teaching and Non – Teaching Staff for Career Advancement. • To strengthen Performance Appraisal System for Teaching and Non- teaching Staff. • To participate in NIRF ranking. • To increase resource mobilization. • To increase the decentralization of powers and responsibilities. • To provide / allocate fund for research activities.	• One Teaching Staff member sent proposal for Minor Research Project. • Teaching and Non – Teaching Staff are regularly encouraged to take the benefit of Career Advancement Scheme. • As a part of Performance Appraisal System, PBAS form for Teaching Staff and Self –Appraisal form for No-teaching staff are mandatory to be filled up. • College has successfully participated in NIRF process. • College has made its infrastructural and Intellectual resources available to all stakeholders. • The decentralization of powers and responsibilities has been done through institutionalizing various college committees. • The fund for research publication and attending workshops / conferences has made available.
7.	• To organize Women Empowerment Programs. • To organize Gender Sensitization Programs. • To enhance community based activities. • To arrange environment and energy conservation related programs.	• Women Empowerment Cell of the college organized Women Empowerment Programs in collaboration with IQAC. • Gender Sensitization Programs have been organized in the college campus. • NSS department and various departments of the college are actively involved in organizing community based activities. • Various environment and energy conservation related programs have been organized in the college campus.