

Shiksha Mandal, Wardha's
G.S.COLLEGE OF COMMERCE & ECONOMICS, NAGPUR
(Autonomous)

PERSPECTIVE PLAN
(2019-2024)

PREFACE

After the successful implementation and realization of the earlier **Perspective Plan: 2012-2017**, which resulted in the college's reaccreditation with A-Grade in 2016, an improvement upon the previous cycle's B-Grade, and the award of Autonomy in 2018 for 10 years, implementation of autonomy from 2018-19 session, introduction on new value-addition courses, growth in infrastructure in the form of the Bajaj Bhavan and the Girls Hostel (UGC) and the construction of a new Academic Block for the proposed new UG programmes of B.Com.(Honours) and B.Com. (Finance & Accountancy) under autonomy, G.S. College of Commerce & Economics, Nagpur needs to now chalk out a new Perspective Plan for next 5 years so that the development and the growth that the College has achieved so far is not only sustained but also added upon.

The instant **Perspective Plan (2019-24)** has been arrived at after taking into account various expectations, both internal (from stakeholders) and external (from assessing agencies like NAAC), with an aim of transforming the college into a national institution from a regional one.

The Perspective Plan thus suggests a plan of action to be carried out over a period of five years to effect qualitative growth in each of the NAAC criterion and also to take care of the needs of stakeholders evinced through various interactions with them.

1. COMPLIANCE OF NAAC SUGGESTIONS [Second (2010) and Third (2016) Cycles]

In 2010, the Peer Team, while assessing the college vis-à-vis the seven prescribed criteria under the second cycle, had made various suggestions which were duly complied as under:

S. No.	Suggestions	Compliance
1	Attempts may be made to start some innovative courses.	<ul style="list-style-type: none">• Guidance programmes for CA- CPT and CS- Foundation, NET/SET and Competitive Examination were started.• Certificate Courses in Computerized Accountancy and Basic Computer Skills were introduced.
2	Strengthen the present PG course, specially the Management programme.	<ul style="list-style-type: none">• A special Management Block was constructed for MBA programme with the latest facilities; Guest Lectures, Industrial tours and more co- and extra-curricular activities were introduced for both the MBA and M.Com. programmes.
3	Subscribe to e-journals and provide application software.	<ul style="list-style-type: none">• Subscription for INFLIBNET's N-List/J-Gate etc. for e-resources started

		<ul style="list-style-type: none"> English Language lab software as well as the Tally software procured.
4	Formalise and strengthen the feedback system.	<ul style="list-style-type: none"> Set up a special committee for collecting feedback from parents, students and alumni. Special questionnaires seeking feedback on syllabus, teacher-quality, facilities and Exit questionnaires for outgoing students designed.
5	Promote and use of ICT in teaching learning process.	<ul style="list-style-type: none"> New Computer Lab created in the Bajaj Bhavan. More Computers, LCD projectors, high speed 10 MBPS connectivity added. PPT presentations made mandatory for students in students' seminars Teachers mandated to transact minimum 30% syllabus through PPT/IT-based methodologies.
6	Auditorium may be constructed at Campus at the earliest.	<ul style="list-style-type: none"> A small auditorium made available in the Bajaj Bhavan. An indoor sports complex-cum-auditorium proposed on the land reserved for sports and games.
7	Provides experienced Coaches in different Sports and Games.	<ul style="list-style-type: none"> Renowned sportspersons invited for guestlectures/sports workshops/coaching
8	Inspire and motivate faculty to get grant for research from bodies like UGC, ICSSR, local industry and local bodies.	<ul style="list-style-type: none"> 1 Major and 14 Minor Research projects undertaken by teachers with financial assistance from IIPA and the UGC. A research grant of about 10 lakh was received by teachers. 4 NAAC/UGC sponsored conferences were organized.
9	Faculty and PG students may be encouraged, guided and helped for capacity building for consultancy.	<ul style="list-style-type: none"> Place of Higher learning and Research established Students Internship started under GS-SUN Value-addition/job-oriented programmes started. Consultancy so far nil.

During the **Third Cycle** reaccreditation in 2016, while awarding the 'A'-Grade, the NAAC Peer Team has given various suggestions, the compliance of which is underway as follows:

S. No.	Suggestions	Compliance
1	Innovative Methods of teaching may be supplemented with ICT extensively.	<ul style="list-style-type: none"> 24 smart classrooms created. Now it is 40 MBPS connectivity instead of 10 MBPS
2	A Cell for Grievance Redressal of employees may be set up on priority.	<ul style="list-style-type: none"> Cell set-up
3	Faculty members may be motivated to apply for major/minor Research Projects from UGC and other funding agencies.	<ul style="list-style-type: none"> Faculties have started applying for MRPs. Work going on an ICSSR research project under the IMPRESS Scheme.
4	MOUs can be signed with	<ul style="list-style-type: none"> MOUs signed with over half a dozen

	prospective employers and other institutions of national repute.	institutions/Industry etc. for value-addition course, internships, feedback on syllabus.
5	Method of professional consultancy may be developed.	<ul style="list-style-type: none"> • Work underway
6	ED Cell and Women's Study Centre may be started.	<ul style="list-style-type: none"> • Separate ED Cells for boys and girls set up.
7	Introduction of SOUL/E-Granthalaya/DELNET	<ul style="list-style-type: none"> • Work in Progress
8	All staff and students may be provided the facility of group/accidental insurance.	<ul style="list-style-type: none"> • Group Insurance and Accidental Insurance made available
9	An auditorium and Girls Hostel may be constructed at the earliest.	<ul style="list-style-type: none"> • Girls Hostel (UGC) nearing completion • Auditorium/Indoor Sports Complex proposal pending; awaiting the renewal of lease
10	Transport facility may be arranged for students	<ul style="list-style-type: none"> • Not viable since there are just too many villages/routes; • ST has enough buses on all the required routes

Remaining compliances of the NAAC suggestions are in the process of being carried out. The college's accreditation validity has now been extended upto December 2023, since we have opted for next accreditation as a fully Autonomous College i.e. from 2018-19. Accordingly, we will submit our SSR to NAAC after the completion of the academic session 2022-23.

2. RIGOROUS IMPLEMENTATION OF AUTONOMY

The college has been awarded Autonomy for 10 years and, obviously, we would like to extend it beyond. We are already into the second year of autonomy and started its implementation on the expected lines as under:

- Constituted various autonomy bodies viz. Governing Body, Academic Council, Boards of Studies and Finance Committee and received stipulated nominations from the UGC, Government of Maharashtra, and the University.
- Revised the syllabi of UG/PG Programmes.
- Introduced CBCS for all programmes.
- Increased the credits of B.Com. (Computer Application) from 120 to 144.
- Increased the credits of B.B.A. from 96 to 144.
- Increased the credits of M.Com. from 64 to 80.
- Increased the credits of MBA from 96 to 112.
- Provided for additional credits through the ECA & VAC.
- Published the Academic Regulations for each programme outlining the entire syllabus, scheme of examination etc.
- Revised the Internal Assessment Mechanism.
- Conducted the Semester End Examinations of all the programmes under autonomy (First Year only) at the college level (W/2019 & S/2020) and declared their results.
- Tied up with M/s Promarc Ltd. for processing results.
- Conducted the meetings of all autonomy bodies/committees.
- Constituted External Peer Team for IQAC.

3. CURRICULAR GROWTH

- We have already applied for the 2 new UG programmes of B.Com. (Honours) and B.Com. (Finance &Accountancy). The University has already forwarded our proposal to the Government of Maharashtra. We may be in position to start these two programmes from the 2020-21 session.
- We have also started our Research Centre (Place of Higher Education and Learning) where students are enrolling for Ph.D.s.
- Thus the college is currently offering 3 UG, 2 PG and a Ph.D. programme with the proposed addition of 2 new UG programmes.
- Further, after every 2 years, at least 1-2 new UG programmes need to be started for further academic growth.
- Currently, there is no specific PG course for the B.Com. (Computer Application) students. A PG Course in Computer Application like M.Com. in Computer Application or Master in Computer Management (MCM) may be contemplated.
- In addition, the college is offering the following value-addition courses:
 - ❖ Certificate Programme in Banking, Finance and Insurance (CPBFI) in tie-up with Bajaj Finserv
 - ❖ Certificate Course in TALLY in collaboration with Tally Education
 - ❖ Business English Certificate in collaboration with Cambridge English
 - ❖ BPS (Finance & Accountancy) with TCS
 - ❖ Certified Accounting Technician with ICAI
 - ❖ NCFM with NSE
 - ❖ NISM Courses with TCS
 - ❖ EPC with RTMNU
 - ❖ BCS with RTMNU
 - ❖ Hindi Communication Skills with RTMNU
 - ❖ NET/SET Guidance
 - ❖ Competitive Examination Guidance
 - ❖ CA-F/CS-F Guidance
 - ❖ GS-SUN

Since there are additional credits for value-addition courses, we need to introduce more certificate/diploma courses in tie-up with the Corporate to enhance employability quotient of students.

4. ENLARGING THE SCOPE OF CO- &EXTRA-CURRICULAR ACTIVITIES (ECA)

In addition to the strong academic performance, the college also needs to conduct some more co- and extra-curricular activities for the all-round development of students.

Right now, we organize the following co-curricular Activities:

- Essay, Elocution and Debate competitions
- GS-COMNEXT (Company Analysis, Quiz, Debate, Commerce Exhibition, Interface with successful alumni)
- GS-SUN internships
- Classroom Seminars with PPT presentations
- Quizzes
- Financial News Analysis
- Involvement of students in the College's research projects
- Industrial/Field Vsits

- Environmental Visits
- Setting up study circles and clubs
- Budget Telecast/ Budget Analysis

However, we need to enlarge the scope of co-curricular activities by introducing some more Commerce-specific events/competitions to offer to students more platforms to explore their talent and potential.

Extra-Curricular Activities:

We have not been performing too well in games and sports, especially in indoor sports. Our participation at the University/ State/National competitions must be increased.

Similarly, our NSS unit, though performing well, is also not much into outreach activities except the annual camp in an adopted village. We may tie-up with the local NGOs for more outreach activities. On NCC front again, there is very little to show. There is a lot of scope for outreach programmes in NCC.

For other extra-curricular activities, including cultural, we need to focus upon extra-mural participation. Sending students outside helps them in learning new things which add to their confidence level.

5. FACULTY EMPOWERMENT PROGRAMMES

Teachers are at the core of all academic activity in the college and they have to be the beacons in offering new directions to students for maximum T/L output.

Right now, we depute our teachers to orientation/refresher courses for faculty empowerment. These courses are far and few between and are essentially looked upon as tools for promotion.

We should therefore conduct at our own level regular faculty development programmes on the issues related to teacher-training especially in the areas of research, innovative teaching methodology and use of ICT in classrooms.

Similarly, a wide range of faculty development programmes are conducted by the UGC and Academic Staff Colleges besides the orientation/refresher programmes. Teachers should be deputed to such programmes with more frequency.

We have already purchased equipment for 24 smart rooms. FDPs on the usage of the smart boards and related IT-tools need to be organized on a regular basis.

Research Projects/Publications:

Another area where teachers need to upgrade themselves is Research Projects and research publications. Our performance in these areas is poor to say the least.

All teachers must be asked to apply to the UGC for minor/major research projects and also to publish minimum 2-3 papers each year in reputed and UGC-listed journals.

Organization of academic conferences/seminars:

Here again we are not doing so well. We have so far organized only 7 national level conferences from 2012 to 2019.

Minimum one/two UGC sponsored conferences must be organized by the college every year.

6. IMPROVING STUDENTS' PROFILE

Students from all sections of society through G. S. College for admission to various courses. It is a good thing that the college has never faced any admission crisis. But at the same time, we also have to admit that the quality of majority of students is definitely improvable.

Being a grant-in-aid institution, we cannot be too selective in admissions and have to follow the merit criteria while admitting students. Similarly, we cannot also prevent Hindi Linguistic Minority students who mostly fall below the desired cut-off level.

The only sure way of attracting good and quality students is to enhance the overall quality of the college that would be reflected through results, merit positions and placements. Primarily, the college needs to establish itself as a serious institution unlike other run-of-the-mill colleges. We have to convince the stakeholders that we are the college with a difference.

We should also start a variety of value-addition programmes leading to employment in order to attract better and serious students.

After the introduction of Autonomy, we are seeing a marked improvement in the students' profile. Further, owing to the stringent attendance rules adopted by the college, only the serious students are seeking admissions in the college which augurs well for the College's reputation.

7. PLACEMENTS

Placement of students is a major indicator of the quality of graduates/post-graduates. The college has a Career Guidance & Placement Cell and it is performing very well.

So far the College has been enjoying a good placement record as could be seen from the following chart:

Department	2018-19	2017-18	2016-17	2015-16	2014-15	2013-14	2012-13
B.Com./M. Com.	70	64	142	102	22		
B.Com. (NG)	12	14	15	13	17		
B.Com. (CA)	58	16	5	22	34		
BBA	27	18	12	33	15		
MBA	50	44	30	18	11	08	04
Total	217	156	204	188	99	77	16
As per Verification Queries in Office	25	34	25	21	14		
Overall Total	242	190	229	209	113	77	16
Bajaj Finserv Job Fair	141 Offers by 7 companies						

N.B.: The spurt in placements in 2018-19 is attributed to the launch of new value-addition programme of CPBFI (Certificate Programme in Banking, Finance & Insurance) in tie-up with Bajaj Finserv. The first batch of CPBFI (all final year students) was completely placed.

Further, Bajaj Finserv also organized an exclusive Job-Fair for the College students in which 07 companies participated and 141 offers were made by these companies.

Over a period of time Bajaj Finserv should be persuaded to start more batches of CPBFI programme to cover a bigger population of beneficiaries.

Still, there still are many students, especially from Marathi/Hindi medium students, who are not placed. Special efforts need to be taken for these students especially for developing global competencies in them. In addition, the following existing systems should be strengthened:

- Career counselling sessions/ guest-lectures by renowned professionals
- Soft-Skills/personality development workshops
- Counselling for Competitive Examinations
- Placement drives by inviting reputed companies to campus

8. IMPLEMENTATION OF UGC/RUSA SCHEMES

UGC offers a number of schemes and funding for the developmental activity in 2(f)/12 B colleges. We should try to derive maximum benefit from them and apply for various grants available under different schemes.

We have already received grants of Rs. 80 L for the construction of Girls' Hostel under the XIIth Plan.

We have also received a grant of Rs. 2 Cr from MHRD's Rashtriya Uchchar Shiksha Abhiyan (RUSA 2.0) under Component-9. The construction of the new Academic Block (which may be called Platinum Jubilee Building) is under construction. We are renovating our Heritage building with RUSA funds.

As we introduce new UG/PG programmes under autonomy, we will also have to expand our infrastructure. There, soon, may be a launch of RUSA-3.0 for which we should be ready.

Our Boys hostel, which is now nearly 50 years old, also needs to be renovated.

9. INFRASTRUCTURAL EXPANSION

The college has to its credit sufficient infrastructure to take care of its present needs, but just about. At the first glance, one notices the following shortcomings:

- Indoor Sports Facilities
- Auditorium

As a premier commerce college, we are expected to have the above facilities.

We should immediately think about the construction of Indoor Sports complex which can also double up as an auditorium as well. In addition, we could do with one or two more computer labs in view of the large number of students that seek admission in the college.

Luckily, we have space for construction work and a resourceful management.

10. ADMINISTRATIVE REFORMS

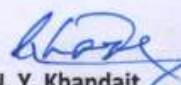
Like teachers, the non-teaching staff also needs to be trained in ICT and other new office procedures like on-line submissions of scholarship, examination, enrolment etc. forms which is going to be the order of the day in coming years. Some staff development workshops must be initiated so that our staff is not found wanting in the face of new changes.


Further, the office has adopted the cashless measures through POS machines (Syndicate Bank). We have to move on with online admissions and online fees collection.

Submitted to Hon'ble Chairman
Shiksha Mandal, Wardha

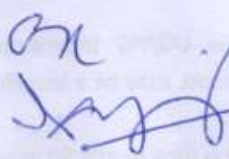
Respected Sir

It is most respectfully submitted that the above Perspective Plan for the period of 2019-2024 may be accepted and adopted for the college's qualitative and quantitative growth.


Dr. N. Y. Khandait
Principal
Principal
G.S. College of Commerce
& Economics, Nagpur

Respected Sir,
Please approve and endorse
the above PP with oblige.

9-11-2020




9.11.2020.