

# Guru Nanak College of Science, Ballarpur



## Strategic and Perspective Plans

Academic Year 2020-2025



*[Signature]*  
Officiating Principal  
Guru Nanak College  
of Science, Ballarpur

## *Message*

Guru Nanak college of Science, Ballarpur is a single Faculty science college affiliated to Gondwana University, Gadchiroli. The college was established in 1971 by Guru Nanak Sewa Samiti with motto “विद्या विचारी तां परोपकारी” with a view to impart science education to the rural and semi urban students of Chandrapur and Gadchiroli Districts. With the help of dedicated and experienced faculty members, with modern teaching facilities and the available infrastructure the institution offers innovative, career-oriented degree and post graduate programs matching the requirements of the industry and society at large. This is the right time that the institute should embark its journey of success in the coming years. The preparation of ‘strategic planning & deployment document’ is the first step towards this direction. The enthusiastic faculty members, led by the Principal, HOD, presented the best detailed strategies and their deployment plan.

I am confident that this team will implement the strategic plan in their spirit. I congratulate the Principal, HODs, Faculty members, staffs and students and extend my best wishes for their future journey towards placing the institute to a new height.

President

Guru Nanak Sewa Samiti, Wirur

## *Preface*

Strategic and perspective planning is essential to achieve and accomplish the vision and mission of the institution.

The first part of it addresses the vision, mission which the institute dreams along with core values, institutional long term & short term goals. These are defined and guided by the stake holders (management, leadership, HODs, faculty, staff, industry, students, alumni and parents) through Strengths, Weaknesses, Opportunities and Challenges (SWOC) analysis.

After analysing shortcomings, inefficiencies or opportunities the institutional goals were set up in all possible growth domains through continuous thought process and discussion with HODs and faculty members. The strategies with action plans were decided to achieve institutional strategic goals.

While formulating the strategic plan collaboration from every level has been taken by involving all stakeholders to help contribute their part which is vital for the success of every organization.

Effort has been taken to identify clearly the implementation processes and monitoring by identifying measurable targets in line with the desired outcomes.



# **GURU NANAK COLLEGE OF SCIENCE**

**BALLARPUR DIST. CHANDRAPUR- 442 701**

**NAAC Accredited with Grade B**

**Affiliated to Gondwana University, Gadchiroli**

**Website: [www.gncollege.co.in](http://www.gncollege.co.in) Email: [principalgncb@gmail.com](mailto:principalgncb@gmail.com)/[principalgncb@yahoo.co.in](mailto:principalgncb@yahoo.co.in) Ph.No. (07172) 240124**

## **Strategy Development, Deployment and Monitoring Committee**

**Includes following members**

**(For the tenure 2018-2021)**

<b>Sr. No.</b>	<b>Name</b>	<b>Designation</b>
<b>1.</b>	<b>S. Naginder Singh Soni</b>	<b>Chairman</b>
<b>2.</b>	<b>Dr. B. M. Bahirwar</b>	<b>Principal</b>
<b>3.</b>	<b>Dr. P. S. Katkar</b>	<b>IQAC, Coordinator</b>
<b>4.</b>	<b>Prof. P. B. Ghode</b>	<b>Member</b>
<b>5.</b>	<b>Dr. G. S. Gond</b>	<b>Member</b>
<b>6.</b>	<b>Dr. S. H. Jambhule</b>	<b>Member</b>
<b>7.</b>	<b>Dr. L. P. Dewalkar</b>	<b>Member</b>



*Bahirwar*  
**Officiating Principal**  
**Guru Nanak College**  
**of Science, Ballarpur**

## **Vision**

“He is learned indeed who does well to other”

## **Mission**

The institution always keen to provide quality higher education to the socially, economically deprived and tribal community to the rural areas through dissemination of knowledge. The college is striving hard to provide all educational facilities in order to build the student knowledgeable, confident, competitive and bold enough to face the odds of life.

## **Core Values**

- Academic excellence and integrity
- Outstanding teaching and service
- Scholarly research and professional leadership
- Integration of teaching, research, and service
- Individual and collective excellence
- Diversity, equity, and social justice
- Education of individuals across the life span
- Collegiality and collaboration
- Promote communal harmony and religious tolerance

## **Beliefs statements**

- A literate and educated citizenry is vital to a democratic society.
- All people are entitled to a high-quality education, grounded in sensitivity to individual dignity, professional integrity, and a positive and nurturing environment.
- A dynamic education system fosters an equitable, productive economy in a global environment.
- Teaching and learning should be informed by scholarly research and effective practice.
- Technology should be used to improve the quality of teaching and learning, research and outreach to the state, nation, and the world.
- Interdisciplinary programs should be used to enhance human learning, growth, and development across the life span.

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## SWOC Analysis

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### Strength

1. This institution build its reputation through a track record of its academic excellence and quality teaching.
2. Use of available resources for online teaching during Covid-19 Pandemic for uninterrupted teaching learning process.
3. Upskilling of faculties in new teaching learning resources.
4. Constant mentoring, monitoring, and a strong feedback system of students.
5. Beyond the syllabus curriculum to make the students ready for the present global scenario.
6. Year on year track record of our students to secure position on University's merit list.
7. Consistent academic achievement of students in University examination and other platform.
8. NCC and NSS play vital role in overall development of personality of the students as well as maintain social harmony of the college.
9. Peaceful and healthy work environment.
10. Constant encouragement of faculty for pursuing Ph.D., research, advancement of qualification etc.

### Weaknesses

1. International and National Collaboration activities to be done
2. Shortage of ample opportunity for Research Activities due to funding problem by Govt., Non Govt. & External agencies
3. Infrastructure of the college.

## **Opportunities**

1. Academic collaboration with other institution.
2. Upskilling in new technologies and resources
3. External funding for research, project and innovative programs
4. Incorporation of blended learning in future curriculum development
5. Faculty – student exchange program with reputed National & Foreign Universities
6. Development of alternative examination methods.
7. Exploration of medicinal properties in surrounding flora.
8. Coal fields in surrounding area is beneficial for department of Geology in the college.
9. Locally situated Ballarpur paper industry (BILT) and nearby cement industries such as Ultra-tech, Ambuja, ACC and Dalmia Bharat provide good opportunities for the PG students of Chemistry department.

## **Challenges**

1. Development of new online resources.
2. Lack of practical sessions and cadaveric exposure.
3. Online classes enhances issue of reduced student engagement.
4. Teacher/student relationship during pandemic.
5. Pandemic associated Issues with assessment.
6. Working from home under current Covid-19 lockdown.
7. Majority of the students belongs to financially poor families.
8. Keeping pace with continuous modification of technological advancement.

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## **Strategic Plan (2020-2025)**

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Ever since its inception, The Guru Nanak College of Science, Ballarpur has seen continuous growth in areas of academics and quality teaching. To sustain its growth, the college has identified the following areas to be strengthened. The highlight targets of strategic planning and deployment for 2020-25 are mentioned here.

1. Encouraging the faculty for Research and Development
2. Bringing teaching and learning process on par with international standards
3. Looking for partnership with other institutions abroad
4. Finding financial resources for furtherance of the strategic and perspective plans
5. Introduction of new postgraduate programme like MSc in Zoology, Microbiology and Physics.
6. To continue best practices such as to maintain green cover in campus and waste management.
7. To create, widen and strengthen the interaction among the students, teaching community, scientists and the industries, and to serve the community through coordinated research and hard work.
8. Focus on Research activities & collaboration with institutes and industries
9. Collaboration with International and National Institutes of repute and other recognitions
10. External funding for research, project and innovative programs

Beside above mentioned goals the institutions will also tries to achieve following objective:

To organize department wise national and international conferences, workshop and symposia. Encourage teaching faculties for publication of research paper, national and international books and books chapter.

To sign MoU with institutions of national, international importance to promote research and share excellence. To create e-journal, e-book, and video lectures resources and make them available to the college students and faculty.



To introduce an industry oriented add on certificate and diploma courses for the students. Encourage faculty to complete Ph.D., publish research and present research in national and international conference.

To perform academic and administrative audit. Tree plantation and maintenance to improve greenery in college campus. To engage the student in various extracurricular events.

To encourage the students for participation in various national and international academic events. Maintenance of library books as well as departmental library books and protection from termite pest. Improvement in placement opportunity for the students.

To encourage eco-friendly practices. Construction of ramps for physically challenged. To organize NSS camps in neighbouring villages. Organization of workshop for upgradation of teaching and non-teaching faculties. Maintenance and upgradation of college website. Upgradation of college campus CCTV and WIFI and broadband strength.

Parameters	Strategies
Teaching learning process	<ul style="list-style-type: none"><li>➤ Academic planning and preparation of Academic Calendar.</li><li>➤ Development of teaching plan.</li><li>➤ Use of Online teaching aids during lockdown inforce due to pandemic.</li><li>➤ Preparation of Lesson Plan based on CO &amp; PO mapping.</li><li>➤ Use of more teaching aids and adopt more ICT.</li><li>➤ Development of e- learning resources.</li><li>➤ Promote research culture &amp; facilities.</li><li>➤ Provide mentoring and personal support.</li><li>➤ Follow a transparent and fair feedback system.</li><li>➤ Continuous assessment to measure outcomes.</li><li>➤ Implementation of best practices.</li></ul>

<b>Leadership and participative management</b>	<ul style="list-style-type: none"> <li>➤ Establishment of functional committees.</li> <li>➤ Decentralize the academic, administration and student related authorities &amp; responsibilities.</li> <li>➤ Prescribe duties, responsibilities and accountability.</li> <li>➤ Portfolio assignments.</li> </ul>
<b>Internal Quality Assurance System</b>	<ul style="list-style-type: none"> <li>➤ Establishment of IQAC done.</li> <li>➤ Framing of Quality Policy &amp; publishing regularly.</li> <li>➤ Formation of Quality Monitoring Committee &amp; functioning</li> <li>➤ Educating &amp; Training of all employees.</li> <li>➤ Periodic check &amp; guidance for quality improvement.</li> <li>➤ Establishment of audit team and process.</li> <li>➤ Audit for remedial measures.</li> <li>➤ Promoting best practices.</li> <li>➤ Annual report preparation &amp; submission.</li> </ul>
<b>Good governance</b>	<ul style="list-style-type: none"> <li>➤ Vision, Mission development &amp; their articulation in every key position.</li> <li>➤ Evaluation of Institute's performance and benchmarking Institutional strategic goals setting.</li> <li>➤ Institutional Strategic development plan.</li> <li>➤ Monitoring and Implementing the Quality Management Systems.</li> <li>➤ Smooth Working of statutory committees.</li> <li>➤ Establishing e-governance.</li> <li>➤ Leadership development through decentralization.</li> <li>➤ Establishing internal audit committee.</li> <li>➤ Code of conduct and policy formulation, approval and implementation.</li> </ul>
<b>Student's development and participation</b>	<ul style="list-style-type: none"> <li>➤ Budget allocation for student development programmes and activities.</li> <li>➤ Students Trainings &amp; Placement Activities.</li> <li>➤ Formation of student council.</li> </ul>

	<ul style="list-style-type: none"> <li>➤ Student's representation in various committee and cell</li> <li>Participation in competitions.</li> <li>➤ Organizing competitions.</li> <li>➤ Credit transfer &amp; compensation.</li> <li>➤ Rewards &amp; recognitions of achievers.</li> <li>➤ Participation in extracurricular activities.</li> <li>➤ Participating in social and welfare activities.</li> </ul>
<b>Staff development and welfare</b>	<ul style="list-style-type: none"> <li>➤ Staff performance evaluation system.</li> <li>➤ Best possible work facilities &amp; infrastructure facilities.</li> <li>➤ Code of conduct, service rules &amp; leave rules.</li> <li>➤ Staff welfare policy implementation.</li> <li>➤ Career advancement schemes.</li> <li>➤ Rewards, recognitions and incentives.</li> <li>➤ Deputation for seminars, conferences and workshops etc.</li> <li>Sponsorship/ Motivation for qualification improvement.</li> <li>➤ Support for research, consultancy and innovations.</li> </ul>
<b>Financial management</b>	<ul style="list-style-type: none"> <li>➤ Framing &amp; implementation of Purchase and Financial policies</li> <li>Department wise Budget planning and allocation.</li> <li>➤ Forecasting income &amp; expenditure.</li> <li>➤ Effective functioning of purchase committee.</li> <li>➤ Plans for Emergency Fund.</li> <li>➤ Budget formulation &amp; approval through Finance Committee</li> <li>➤ Periodic Audit.</li> </ul>
<b>Institute – Industry Interaction</b>	<ul style="list-style-type: none"> <li>➤ Formation of industry institute interaction cell.</li> <li>➤ MoUs with industries.</li> <li>➤ Support for internships, visits, trainings, guest lectures.</li> <li>➤ Identifications of industry needs and advice on Curriculum for extra courses apart from curriculum.</li> <li>➤ Providing opportunities for Industry based/sponsored projects. Providing career guidance.</li> <li>➤ Strengthen training &amp; placement.</li> </ul>

	<ul style="list-style-type: none"> <li>➤ Establishing innovation centres.</li> </ul>
<b>Entrepreneurship</b>	<ul style="list-style-type: none"> <li>➤ Establishment of Entrepreneurship Development Cell.</li> <li>➤ Effective functioning of entrepreneurship development Cell.</li> <li>➤ MoUs with organizations for entrepreneurship development Providing training &amp; guidance for entrepreneurship development</li> <li>➤ Bringing more experts of the field for seminar, lecture, workshop for entrepreneurship development.</li> <li>➤ Establishing incubation centers.</li> <li>➤ Promoting, sponsoring and facilitating entrepreneurship development.</li> </ul>
<b>Research and innovation</b>	<ul style="list-style-type: none"> <li>➤ Dedicated R &amp; D facilitation centre.</li> <li>➤ Establish and develop Laboratories with more research facility.</li> <li>➤ Fund generation through Project proposals.</li> <li>➤ Apply for Government/Non-Government industry, sponsored funds Collaborations with Government &amp; Private Institutes, Universities and Research Organizations.</li> <li>➤ Applying for patent.</li> </ul>
<b>Internal revenue generation</b>	<ul style="list-style-type: none"> <li>➤ Establishing infrastructure for revenue generation.</li> <li>➤ Policy for Incentives for Revenue generation plans.</li> <li>➤ Successful implementation of internal revenue generation plans Advertising &amp; marketing.</li> </ul>
<b>Alumni Interaction</b>	<ul style="list-style-type: none"> <li>➤ Formation of Alumni association, participation and registration Data base creation, Regular interactions with alumni and networking</li> <li>➤ Recognition of successful alumni</li> <li>➤ Leverage for guest lecturers/internships/placements/training/ entrepreneurship</li> <li>➤ Exploring Contributions</li> <li>➤ Brand ambassadors</li> </ul>

	<ul style="list-style-type: none"> <li>➤ Sponsorships/scholarships/fund generation</li> </ul>
<b>Community Services and Outreach Activities</b>	<ul style="list-style-type: none"> <li>➤ Budget from institution resources/Faculty/students/other donors Identify community and social development work</li> <li>➤ Identify challenges of society for development work</li> <li>➤ Provide vocational training /job oriented training as per local needs at the institute</li> <li>➤ Educational support to village people</li> <li>➤ Conducting awareness camps</li> </ul>
<b>Physical infrastructure</b>	<ul style="list-style-type: none"> <li>➤ Infrastructure building development &amp; modification</li> <li>➤ Smart Class rooms, Tutorials, Seminar halls</li> <li>➤ Modernization of Laboratory &amp; equipment</li> <li>➤ More ICT enabled classrooms</li> <li>➤ Library infrastructure up gradation</li> <li>➤ System up gradation</li> <li>➤ Functional facilities for e-learning</li> <li>➤ Safety &amp; Security management</li> <li>➤ Water facility</li> <li>➤ Medical facility</li> <li>➤ Developing sports (indoor/outdoor) facilities</li> <li>➤ Plantations</li> <li>➤ Rain water harvesting</li> <li>➤ Renewable Energy usage</li> <li>➤ Hygiene, zero plastic &amp; green campus</li> <li>➤ Recycling of water</li> </ul>

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## ***Strategy Implementation***

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After approval of Strategic development plan the next step is its implementation. During implementation the progress of strategy shall be measured from time to time. Hence the measurable success indicators are clearly spelt out in the implementation document. The strategy development and deployment committee headed by the Chairmen and the principal along with other team member will be the custodian for strategic plan and its deployment.

### **Implementation at Institute Level**

Governance & Administration	Chairman & Members of governing body, Administration Office
Students Admissions	Principal, HODs, Admission team, Students section
Statutory Compliance	Principal, HODs, Coordinators
Infrastructure (physical)	Chairman and Governing body
Infrastructure (Academics)	Principal, HODs
Teaching- Learning	Principal, HODs, Faculty and Staff
Research& Development	Principal, HODs and faculty
Students Development	Principal, HODs and faculty
Departmental Activities	HODs and Faculty
Training & Placement	Principal, TPO & HODs
Quality Assurance	IQAC team
Monitoring of Implementation	Principal and strategy development and deployment committee members.

**Measurable during implementation:**

<b>Parameters</b>	<b>Measurable factors</b>
<b>Effective teaching learning process</b>	<ul style="list-style-type: none"> <li>➤ No. of teaching aids</li> <li>➤ Syllabus completion</li> <li>➤ Mini projects, Major projects, Seminars</li> <li>➤ No. of learning resources</li> <li>➤ No. of student counseling/mentoring/training sessions conducted</li> <li>➤ Result of examinations (Pass, First classes, Distinctions) Graduate attribute attainment levels</li> <li>➤ Student feedback</li> </ul>
<b>Leadership and participative management</b>	<ul style="list-style-type: none"> <li>➤ Reporting structure in place</li> <li>➤ Decentralization in various domains - academic, administration, staff welfare, student development, infrastructure management – appointments</li> <li>➤ code of conduct - duties, responsibilities and accountability Functional of statutory committees – no. of meetings/ semester, minutes of meetings,</li> <li>➤ Planning &amp; implementation</li> </ul>
<b>Internal Quality Assurance System</b>	<ul style="list-style-type: none"> <li>➤ Number of IQAS initiatives/ semester</li> <li>➤ Audits Reports</li> <li>➤ AQAR submission</li> </ul>
<b>Good governance</b>	<ul style="list-style-type: none"> <li>➤ Vision Mission , Dissemination &amp; Review</li> <li>➤ Organization structure in place</li> <li>➤ Degree of decentralization</li> <li>➤ Degree of E governance</li> <li>➤ Resource mobilization</li> <li>➤ Staff appraisal &amp; career advancement scheme in place</li> </ul>
<b>Student's development and participation</b>	<ul style="list-style-type: none"> <li>➤ Number of student participation</li> </ul>

	<ul style="list-style-type: none"> <li>➤ Number of sports, technical, cultural events organized Regional, National &amp; International competitions participated Regional, National &amp; International recognitions received Sports infrastructure provided</li> <li>➤ Funding for sports</li> <li>➤ NSS camp organisation.</li> <li>➤ NCC camp organisation.</li> </ul>
<b>Staff development &amp; welfare</b>	<ul style="list-style-type: none"> <li>➤ Number of Staff attending training programs</li> <li>➤ Staff training programs organized</li> <li>➤ Sponsorships for higher education</li> <li>➤ Number of staff welfare programs</li> <li>➤ Staff awards/ recognitions/ incentives</li> </ul>
<b>Financial management</b>	<ul style="list-style-type: none"> <li>➤ Annual Budget forecasting income &amp; expenditure</li> <li>➤ Utilization / Allocation of funds</li> <li>➤ Internal &amp; External Audit</li> </ul>
<b>Institute – Industry Interaction</b>	<ul style="list-style-type: none"> <li>➤ No. of active MOUs</li> <li>➤ No. of Initiatives/activities through MOUs</li> <li>➤ No. of IAB meetings/ year</li> <li>➤ No. of Initiatives/contributions by IAB</li> </ul>
<b>Students Development</b>	<ul style="list-style-type: none"> <li>➤ Number of career guidance trainings</li> <li>➤ Number of skill development programmes</li> <li>➤ Number of vocational trainings</li> <li>➤ Number of placement drives organized</li> <li>➤ Number of placement drives participated</li> <li>➤ Number of placements</li> </ul>
<b>Entrepreneurship</b>	<ul style="list-style-type: none"> <li>➤ No. of entrepreneurship trainings organized/participated</li> <li>➤ No. of graduates becoming entrepreneurs</li> <li>➤ No. of incubation center</li> </ul>



<b>Internal revenue generation</b>	<ul style="list-style-type: none"> <li>➤ Industry Sponsorships</li> <li>➤ Funding raised through sponsored Projects</li> <li>➤ Alumni Contribution</li> </ul>
<b>Alumni Interaction</b>	<ul style="list-style-type: none"> <li>➤ Alumni data base</li> <li>➤ Number of interactions</li> <li>➤ Support for internships/placements/ projects/ consultancy Contribution towards students development</li> </ul>
<b>Community Services and Extension Activities</b>	<ul style="list-style-type: none"> <li>➤ Number of trainings/ awareness camps provided</li> <li>➤ Number of social projects undertaken</li> <li>➤ Number of Skill development programs for weaker sections Number of social welfare or outreach programmes done Number of people benefited in each program</li> </ul>
<b>Infrastructure – physical</b>	<ul style="list-style-type: none"> <li>➤ Number of buildings, class rooms added</li> <li>➤ New Laboratories added</li> <li>➤ New equipment added</li> <li>➤ Annual budget allocated &amp; utilized</li> <li>➤ Harvesting &amp; Recycling of water</li> <li>➤ Renewable energy source development</li> <li>➤ Green initiatives</li> </ul>
<b>Infrastructure - Academic</b>	<ul style="list-style-type: none"> <li>➤ Number. of Volumes &amp; Titles in library</li> <li>➤ Number of National&amp; International journals lectures etc) Digital Library</li> <li>➤ Smart Classroom</li> <li>➤ ICT enabled classrooms</li> </ul>

### **Monitoring of Strategic Plan**

The implementation of strategic plan will be monitored time to time by the strategy development and deployment committee through periodic review. The section heads will prepare the detailed progress report and present it in the review meetings. The benchmarking of quality standards and its monitoring, evaluation of attainment will be carried out by the IQAC independently. The IQAC will report the findings to the Academic Council and governing body of the college. With thorough analysis of outcomes and based on IQAC report, the above will recommend the corrective actions, need of further processes and deployment of resources. All these reports will be forwarded for further discussions and implementation by the management body.

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## Conclusion

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The strategic plan development and deployment is an effort for paving a pathway towards accomplishment of goals of the Institution. Mere formulating the strategic plan doesn't ensure success, but it provides a guiding framework which is a collective effort delivered by the process of participative brainstorming of stakeholders. The proper implementation of strategies through teamwork with good spirit leads to success and sustainability over a longer time through a dynamic process. It needs continuous evolution to incorporate the lessons learnt during the implementation and emphasizes the role of IQAC in ensuring the quality of implementation.



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