



**KCE Society's**  
**Moolji Jaitha College, Jalgaon**  
An Autonomous College Affiliated to KBC North Maharashtra University Jalgaon

## **Institutional Development Plan** **(2019 to 2024)**



## 1. Innovations in Teaching & Learning

Innovation in education encourages students and teachers to research, explore, and use the tools to uncover something new. So Moolji Jaitha College has decided to include innovative teaching methods that impart good knowledge among the students. Innovative methods of teaching could be the combination of various digital media types such as text, images, audio, video, into an integrated multi-sensory interactive application or presentation to convey information to the students.

Following Activities are proposed to be undertaken to enhance and bring about innovations in the existing teaching and learning mechanism of college.

**1) Upgradation of existing Educational Media Development Center:** The EMD Center of College has audio-video recording, mixing, and editing facilities. There has been significant development in educational content creation in recent years. The advent of technology has made it possible to develop high-quality audio-video content. Hence college has decided on the up-gradation of EMDC with modern facilities.

**2) Implementation of Learning Management System in college:** A learning management system (LMS) is a software application for the administration, documentation, tracking, reporting, automation, and delivery of educational courses. Through LMS, teachers may create and integrate course materials, articulate learning goals, align content and assessments, track studying progress, and create customized tests for students. Hence, the college has planned to promote the use of LMS for the teaching and learning process.

**3) Provide Extensive Training to Faculty Members:** Extensive training relating to the use of Technology for teaching needs to be provided to the faculty members. The faculty members must be provided training in the following areas. The college has planned to organize training programs related to the use of ICT, research and innovation, field-based teaching methods, IPR, advanced instrumentation, examination system, curricula development, etc.

## 2. Examinations and Evaluation:

Examinations have specific objectives and they are means to evaluate the performance and judge the academic achievements of students. On one hand, evaluations help the student to adjust their learning plans accordingly, and simultaneously they help the teacher to adjust their teaching program according to the requirement of the examination. To make examinations more

efficient and to bring out the real ability, achievement, or potential of students, the following resources will be required.

**1) Infrastructure:** Being an autonomous institution, the examination and evaluation section of the college needs to be expanded for the smooth functioning of the examination department in long run. The expansion includes the COE office, storage facilities for manuscripts and other confidential documents, evaluation hall, printing facilities, computer center for online examination.

**2) Human Resources:** The college has planned to empower the Examination department with additional human resources, which will help in the smooth functioning of the examination and evaluation process.

**3) Other facilities:**

- Additional high-speed photocopy machine printing purposes and computers to perform examination-related work.
- Installation of Fire Extinguishers in the examination department and provision of training related to fire drills to examination staff.
- Organization of training programs for newly appointed staff to acquaint them regarding process and procedure of examination department.
- To improve the existing examination process, it is planned to examine under CCTV surveillance.

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

The Moolji Jaitha college aims to create and support a research culture among its staff and students. It will enrich and enhance the professional competence among the students and faculty members and develop scientific temper as well as research aptitude.

**Research committee:** Research committee will be constituted by the college which will frame the research policy of the college and ensure that the undertaken research is following the code of ethics.

**Seed money for research:** To encourage teachers for research, financial assistance will be provided in the form of Seed Money. It will inculcate the interest of faculty towards research at college. The scheme will be implemented as a "Principal Research and Incentive Scheme".

**Research Promotion Scheme for Budding Researchers:** To acquaint the students of the Undergraduate and Postgraduate program with the fundamentals of research and to inculcate

research aptitude, ethics, and culture by motivating students to undertake small research projects under supervision of their respective teachers.

**Consultancy:** The college has state-of-the-art research laboratories with advanced instrumentation. These facilities will be available to students and researchers pursuing their work in nearby educational institutes. The local industries will be benefited from analytical instruments available in the college.

**Intellectual property rights (IPR):** The college is planning to frame the IPR policy to guide the faculty, students, and research scholars to opt for intellectual property rights (IPR) of their research work. It will also facilitate the protection of the rights of the Inventor (s) regarding its ownership and technology transfer.

**Research collaborations:** Research collaboration is the key to building an effective research career in today's globalized world. Hence, the college has decided to promote interdisciplinary, inter-organizational, and international collaborations to facilitate research advancement by bringing together unique talents and resources

**Research Training:** The college has planned training related to research needs. The assessment will be carried out related to individuals' level of competency, skill, or knowledge in one or more research areas. The difference between the current and required competencies can help to determine training needs. Based on such information, colleges can make decisions about the best ways to address competency gaps among individual faculty.

**Incubation Centre:** The college has planned to establish an Incubation center with a vision to facilitate a platform for budding entrepreneurs to ignite their minds to start a business venture. The mission of IILC will be to nurture and empower the next generation of entrepreneurs to serve the local problems. The college also planned to link the incubation center with the university.

#### **4) Improvement and Establishment of Linkages with GOs, NGOs, Institutes of National/International Reputes and Industries:**

The college has planned to enter into a Memorandum of Understanding MOU/ Linkages/ Collaboration with various industries and institutions at the National & International level. The purpose of the MOU is to build a cooperative and collaborative working environment with industries/institutions and the college.

The Existing MOUs/ Linkages with Industries/institutions need to be revamped. There is a plan to make the MOUs more functional by increasing the number of collaborative and cooperative activities undertaken under each MOU.

#### **5) Skill Oriented Courses and Entrepreneurship Development Programmes:**

Entrepreneurship is a way of thinking and it is an approach that identifies new opportunities and solves problems. Following activities are proposed to be undertaken to foster entrepreneurship development among students.

- Entrepreneurship Awareness Camp which includes workshops and an Internship program.
- Consultancy services and Project report preparation assistance to students.
- Help the students in applying for financial assistance and other government schemes to raise finance for setting up new undertakings.
- Organizing special workshops for Women to promote women entrepreneurship.
- Development of Entrepreneurship cell in the college to provide counseling to students and encourage them to pursue entrepreneurship as a career.
- A separate course in the curricula or Diploma / Advanced Diploma based on entrepreneurship.

**Promotion of Skill Development:** Short-term skill-oriented courses can help the student greatly in acquiring skills needed in various jobs. The college will adopt the following policies in developing skill-oriented courses.

- New vocational courses (B.Voc courses) are proposed to be implemented.
- Additional short-term certificate courses that focus on enhancing skill development among the students are also planned.

#### **6) Establishment of HRDC**

Human Resources Development Centre is a vital and integral part of institutions of eminence because it helps create a stronger, motivated, confident, and more effective workforce. Any growth-oriented organization must identify, nurture, develop and use the abilities of its employees for better performance. Hence college proposed the following action in this regard.

- Organize induction programs teachers and non-teaching staff
- Organize workshops to upgrade skills of teaching and non-teaching staff
- Invite competent resource persons for conducting sessions a foresaid program.
- Establish a system to organize the need-based training for faculty

## 7) Development of Student Support Facilities

The college aims to strengthen the established facilitating mechanisms like guidance cell, placement cell, grievance redressal cell, and welfare measures to support students. Specially designed inputs will be provided to needy students with learning difficulties. Provision will be made for bridge and value-added courses in relevant areas.

1. **Health Centre:** Routine medical facilities are planned to be made available on the Campus for the resident staff and students. Yoga and naturopathy centers can be attached to this health center.
2. **Employment Information and Guidance cell:** The college plans to promote a placement cell for assisting students in securing gainful employment, an entrepreneurial guidance cell that assists the students for self-employment, and a comprehensive information center to avail opportunities, scholarships, and fellowships both in India and abroad.
3. **Students Facilitation Centre:** The Students Facilitation Centre is planned to provide important services under one roof to the students of Autonomous College. That will include applying for and receiving various documents/certificates related to the Examination section. The guidance regarding the support facilities like scholarships, hostel, etc. will be provided here.

## 8) Supporting students from Disadvantaged Backgrounds (SC/ST/OBC) and Supporting Differently Abled Students

1. **Academic Programmes:** The college planned to conduct additional training / remedial classes for academically slow learners. The scheme of Mentors is also planned implement that will take care of academic deficiencies of students and suitable corrective measures for slow learners under their mentorship and help to provide extra guidance to the advanced learners.
2. **Soft Skill Training:** The college planned to organize various kinds of Communication and Soft Skill training sessions for the students on campus. That will help them to develop their overall personality.

## 9) Competitive Examination Facilitation Center (CEFC)

The college has a plan to establish a full flagged Competitive Examination Facilitation Center for the various types of Civil Services Examinations, conducted by the government agencies like UPSC, MPSC, Banking, Railways, and SSB. Through this center, the college

can tap talent and encourage them to go for the Civil Services Examination. This center will provide the necessary facilities for the students, who wish to prepare for the civil services examination while completing their UG and PG Courses at the campus.

Facilities planned to provide through CEFC:

- Conduct regular coaching for the competitive examination.
- Provide guidance from professional experts, successful candidates, and experienced administrative officers.
- Organize counseling sessions, guest lectures for motivation & personality development.
- Provide ICT and Internet facilities to the civil service aspirant candidates.
- Organizing mock interviews with video recording facilities could be conducted with the help of expert faculties.
- Planned to establish a separate library and reading room for the competitive examinations.

#### **10) Strengthening of Training, Placement, and Counselling activities:**

The college plan for strengthening training, placement, and career counseling activities by following

- Organize various training programs/ workshops for the students to develop their personality, communication, and interpersonal skills.
- Strengthen the existing placement cell by having strategic tie-ups with various industries.
- Organize various internship programs with industries to provide real-world training to the students.
- Organize various counseling sessions for the students to enable them to choose the right course for their career.
- Plan for various on-campus/ off-campus placement drives to improve the placement of the students.



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**PRINCIPAL**  
**M. J. College, Jalgaon**  
**(Autonomous)**