

BESANT WOMEN'S COLLEGE, MANGALURU

INTERNAL QUALITY ASSURANCE CELL (IQAC)

PERSEPECTIVE PLAN FOR SEVEN YEARS

2017-2018 To 2023-2024



PERSPECTIVE PLAN 2017-18 TO 2023-24

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Introduction

Besant Women's College, established by the Women's National Education Society in the year 1977, functions with the unique vision of bringing higher education within the reach of all women who seek it. The institution strives to live up to the goals set by the illustrious founder Dr. Annie Besant by imparting skills and value based education to its students and also making them understand the rich heritage and tradition of India. It caters to the needs of not only intelligent but also to academically average and socio economically backward students in and around Mangalore

Vision

To bring Higher Education within the reach of all women who seek it. Admission on a non-discriminative basis to help them to evolve into competent individuals to be of better service to the family and the society

Mission

- To install and sustain in the students a lasting desire to seek knowledge and to impart to them the skills to acquire it
- To develop qualities essential to make students proficient in the two most vital feminine concerns of the modern times: home and career
- To kindle in the students an awareness of their rights and responsibilities and to impart to them the basic human values to evolve into thinking, independent and self-respecting women
- To help the students acquire a scientific temper in the process of learning, and strive for sound knowledge in the disciplines of Humanities, Science and Commerce
- To inculcate team spirit and leadership skills in the students to ensure success in their professions and to assume career responsibilities
- To inspire in the students a deep sense of pride for the nation and its culture, along with a progressive and global outlook

Core Values

- Provide value centric holistic education
- Plan activities for Women empowerment
- Promote skill development for placement and self-employability
- Inculcate a sense of social and civic responsibility
- Motivate students to keep the environment safe and green
- Instill a desire for knowledge and technology update

I. Pedagogical methods for Teaching and Learning:

- Augmentation of ICT and implementation for lectures and conduct of seminars
- To inspire students to present contemporary and cutting edge topics in variety of subjects that relate to curricular, co-curricular and extra co-curricular fields
- Motivate students to take up projects and field visits besides mandatory compliance
- Encourage quality circle, peer learning and group discussions to acquire transferable knowledge and skills
- To envision academic excellence through hybrid model of teaching and learning methods

II. STATUS OF THE COLLEGE: 2017-18

1. General Profile:

- i) Name and address of the college : Besant Women's College
- ii) Year of establishment of college : 1977
- iii) College website : www.bwc.besant.edu.in
- iv) Institutional status : Partially grant in aide and self-financed

2. Number of Academic Programmes:

- Offered : 1. B.Com (Two combinations)
: 2. B.A. (10 combinations)
: 3. B.Sc., B.Sc.FND
: 4. B.B.A
: 5. M.Com

3. Value added courses:

- a) Practical accounting & Tax compliance
- b) Functional English Certificate course
- c) Diploma in Functional English
- d) Computer Network Simulation Certificate
- e) Diploma in Computer Network Simulation
- f) Advanced Diploma in Computer Network Simulation
- g) Photoshop
- h) Diploma in Prakrutha

- i) Computer fundamentals
- j) Sanskrit training camp
- k) Consumer Education
- l) Spoken English Certificate Course

4. Amenities of Human & Physical Infrastructure:

- College has Experienced and dedicated staff contributing their services to both academics and non-academics to achieve holistic excellence
- The teaching and learning process designed and executed based on the interest of students. The institution has a practice of giving additional coaching to the students by classifying slow learners and advanced learners
- Counselling & Value Education is in place as to fulfill the needs of IQ EQ & SQ thus making them confident in their attitudes, ability to face complex situations and to realize their dreams
- To make learning experience enjoyable blended with seriousness, faculty introduce peer teaching, group discussion and quality circle, thus enhancing learnability through the concepts of experiential learning, critical thinking and problem solving
- The students are given equal opportunities to choose any Associations/ Committees/ Cells/ Clubs to inculcate and have exposure in new horizons of skills adding value to their education
- Orientation on “ How to write answers?”, Time Management and Stress Management
- Motivation talks to provide awareness on values , moral principles, remembrance and application to their lives
- Hybrid mode of pedagogical tools to enhance effectiveness of learning
- Proactive governance by the Management to boost the morale of the staff and students
- Alumni and PTA to extend their moral, expertise and financial support
- Career guidance and placement support to the current students and alumni

5. Add on courses, projects, Internship and Industrial visits

- To supplement and enrich the courses and programmes, the College every year organizes, different add on courses based on to the requirements of the job market and need of the students. The Deans of various disciplines through the IQAC formulates domain based courses and soft skill based courses. Students are motivated to take up co one of these value addition courses. Care is taken while designing the courses. The specific outcomes are explained to the students, on completion, a post assessment test to be conducted to evaluate students. On an average 14 Certificate/Diploma and allied programmes are conducted to the heterogeneous segmentation of the students. SWAYAM platform of MOOCs is also initiated to the students and faculty members to upgrade and acquire new knowledge for the revised curriculum MOU's are encouraged to systematically conduct skill based certificate courses comprising of 30 hours either by the Departments/ Associations/ Clubs/ Cells through the IQAC for enabling assurance in quality
- Departments arrange field visits as well as industrial visits to create an exposure of the courses offered

6. Research Services:

The services of Research and Development cell of the college include planning, reviewing/editing students projects and seminar papers. The departments provide adequate guidance in bringing out projects for the submission to the University. Workshops are organized on writing Research based papers, which also comprises of formulation of topic, statements, research questions, reviewing literature and research design. Further, a series of sessions on paper presentation and publication services are given. This enable faculty and students to inculcate research culture. Workshop on IPR to know about the patents and copyrights norms. Faculty and students paper presentations and publications are procured and

documented in the library by the respective faculty. The IQAC and Deans take suggestions from the departments for choosing themes for the workshop to be organized by the Research and Development cell. Faculty members are encouraged to present research papers at National and International level, publish articles in UGC/Referred Journals and pursue Ph.D. programme

7. Student Council: The elected office bearers and nominated secretaries to the student council are empowered via responsibility. It functions under the guidance of the student welfare Director and members in consultation with the IQAC and the Principal. The student council plays a significant role and contributes immensely to the enhancement of qualitative academics by chalking out a plan of action. The important events in the plan of action are curricular and co-curricular activities such as leadership training and counseling programmes, inter collegiate programmes and inter class variety competitions, apart from the various activities conducted by the cells/committees/associations where students participate and secure prizes

BEQUEST.....A Quest for the Best : Every year, the institution hosts a skill-based academics cum cultural/variety competition festival for under graduation and post-graduation students as a part of an initiative for the Quest for Excellence. Under the direction and recommendations of the Student Council Director, the students manage the overall program organisation. The management of the festival, right from planning, supervision, judges parameters for evaluation, inauguration, follow-up, follow-on, trophies, valedictory and feedback is empowered to the students. Outcome of the competition Presentation skills, communication skills, analytical skills, problem-solving skills, and experiential skills thus helping students benefit not only domain specific curricula but also organizational skills and soft skills

Sports meets is held on a grand note every year in Mangala Stadium, Mangalore with inauguration, march-past, field and track events, victory ceremony and valedictory. Farewell is also organised to the students of final year with a message from the “Besantians”

8. Physical infrastructure

Besant Women’s College is managed by the visionaries of Women’s National Education Society. Their commitment towards the vision mission and objectives is evident from the fact that adequate physical infrastructure is provided so as to create a conducive teaching learning atmosphere. Following measures are the highlights of quality sustenance and quality enhancement

- Spacious and adequate class rooms, equipped with ICT enabled equipments to facilitate effective and efficient conduct of lectures, seminars, activity based programmes and other events allied to academics
- Staff rooms for UG and PG programmes equipped with computer systems and mini-library facilities at the department level
- A self-contained A/C auditorium in the PG block
- Adequate restrooms, water coolers, napkin incinerator and other essentials.
- For sports — Fitness center, indoor and outdoor sports facilities
- Cost-effective cafeteria services
- Three well-equipped computer laboratories used by B.Sc. Computer Service, B.Com (Vocational), B.A. (Secretarial Practice, and other computer-related certificate programmes

- Improvement of ICT facilities through the addition of computers and LCD projectors
- Digital monitor at the entrance to display moral codes/values, notices, and current happenings
- Language lab with the necessary tools to facilitate teaching and learning process
- WIFI services available on campus
- Infrastructure expansion and lab renovations to accommodate the needs of the deptof B.S.C FND
- Separate functional library for graduate and undergraduate programmes

III NAAC Cycle: The college successfully defended and retained the grade 'A' through assessment ensuring quality sustenance as a key focus. Based on the outcome of the NACC report the college identified the SWOC, upon which the perspective plan is strategically planned

III. **SWOC ANALYSIS:**

A) Institutional Strengths:

- The rich legacy and the glorious history of the institution, capable of attracting students from across the region
- Strategically located and centrally placed with easy access to public transportation
- Offering academic programmes in (UG & PG) degree with focus on latest trends, employability skills and meeting with the bench mark of University, national, global trends in higher education
- Structured academic programmes, add on courses, curriculum enriched courses including MOOCs under Swayam platform ,field visits, industrial visits, seminars
- Extensive use of ICT enabled tools as pedagogy in the class lectures and promotion of hybrid learning (online & offline)
- Safe and secure campus with CCTV surveillance and monitoring system
- Learner centric teaching learning process embracing experiential learning, critical analysis and problem solving methodologies with excellent academic results
- Recruitment of highly committed full time faculty for all its programmes
- Biometric system of attendance for the staff in the college to ensure punctuality
- Smart, talented, enthusiastic, disciplined, committed and accommodative students attaining all round development
- Add on programmes on soft skills to acquire employability skills and promotion of research based higher education
- Transparent and inclusive admission policy of non-discrimination. Scholarships such as government/society/endowment/philanthropist/ Alumni/PTA, fee concession and Management
- Incentives and awards

- Coaching for competitive exams by the career guidance and placement
- Supportive administrative system in the college office
- Community services involving all the stakeholders (Institution, Management, Faculty, Student, PTA, Alumni, and NGO's)
- Registered Alumni association to extend support and to strengthen Alumni network
- Clean and green campus
- Effective and efficient functioning of IQAC in the college
- Effective counseling, mentoring and tutoring system
- E-resources to enhance teaching learning and research activities
- Sustainable functioning of 24 Associations/Committees/Cells for holistic value addition to the programmes
- Research and Development cell for staff and students' research and publications
- Publication of research based papers in referred journals/ISBN/ISSN and documentation
- Outreach activities through NSS, Rangers, Youth Red Cross Cells, Departments at the institutional level focusing on current and other multi areas of issues and challenges faced by the society
- Networking through subjects Associations/Industry/other agencies for career guidance and placement
- Adequate library resources and subscription to N-List data base

B) Weaknesses:

- Pooling resources for self-financing programmes difficult in the absence of government recruitment and liberal grant. The Management is compelled to bear the responsibility of paying the salary of nearly 75% of the staff and meeting inflationary other operating expenses

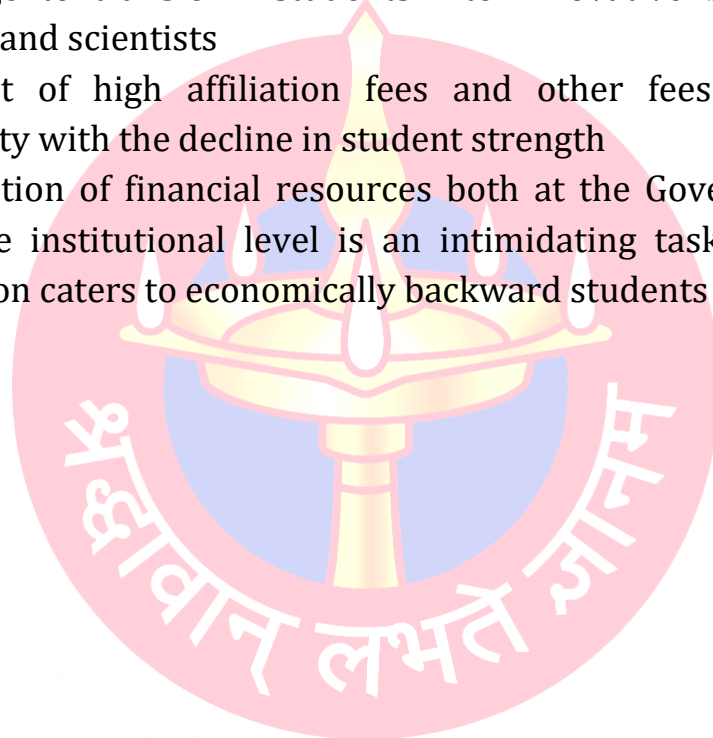
- Funding for organizing Academic add on courses, seminars, workshops, special lectures, inter collegiate programmes and BEQUEST is a daunting task
- Competition from neighbouring government colleges with regard to admission of students
- Non availability of UGC/RUSA/Government funding for capital and revenue developments
- Prioritizing marriage to education by students hailing from traditional families
- Lack of recognized research centre in the college to promote research at the Post Graduation level
- Constraints of space for further expansion
- Linkages with academia and industry at different levels yet to be strengthened

C) Opportunities:

- MOU's with corporate organisations and industries can be increased to enhance employability and holistic development of students
- To develop effective industry academic linkages
- To develop strong research culture in the college so as to explore research potentials and collaborative research of the faculty and students
- To strengthen Alumni base as student support mechanism.
- Opportunity to be recognized as centre for potential excellence and apply for autonomous status in future
- Mangalore is a hub for education, tourism, IT and Fishing. There is huge scope for self-employment opportunity for the students. College can introduce skill based vocational programmes and capitalize the same through EDP and Incubator cell

D) Challenges:

- To introduce short term programs with industrial collaborations in the cutting edge areas in addition to descriptive core courses
- To persuade the faculties to involve in research
- Challenge to adapt to market dynamics driven by the digital revolution including learning management system
- Recruitment policy of the government in filling the vacant/retired posts of teaching and non-teaching staff
- Challenge to transform students into innovative business persons and scientists
- Payment of high affiliation fees and other fees to the University with the decline in student strength
- Mobilization of financial resources both at the Government and the institutional level is an intimidating task as the institution caters to economically backward students



IV. PERSPECTIVE PLAN: (2017-18 TO 2023-24)

A proactive role by the IQAC of an Institution is crucial in maintaining the momentum of quality consciousness. NAAC, UGC and RUSA assign the responsibility on the IQAC for planning, guiding and monitoring quality assurance and quality enhancement activities of the institution. With this in mind, the IQAC has undertaken the task of designing a perspective plan for the period of seven years commencing from the academic year 2017-18 to academic year 2023-24 for a balanced growth

In the preparation of the perspective plan, the Internal Quality Assurance cell of the college has taken initiatives to obtain inputs from all stakeholders- Management, Principal, faculty, administrative staff, students, Alumni and P.T.A. Stakeholders' expectations, vision, mission, objectives and quality policy of the college are also considered as a base for formulation of the perspective plan

The present perspective plan is principally based on:

- i. The NAAC guidelines for ensuring quality aspects in higher education
- ii. Vision, mission and Objectives of the College
- iii. RUSA guidelines on infrastructure and equipment
- iv. SWOC analysis done by IQAC in 2017-18
- v. Inputs from exit report of the previous cycle and of stakeholders

The IQAC plays a vital role in maintaining and enhancing quality of the institution and suggests quality measures. The draft of perspective plan is discussed, reviewed and approved in the college development committee

Composition of a Committee:

- Correspondent (Management)
- Principal
- NAAC Coordinator
- IQAC Coordinator
- Advisors (Senior Faculty)

Core value of NAAC:

1. Contributing to the National Development
2. Fostering global competencies among students
3. Inculcating a value system in students
4. Promoting the use of Technology
5. Quest for excellence

i) Short term goals:

- To keep faculty members abreast with the latest trends and developments in domain courses, application of pedagogical tools ICT and other technology
- To motivate the faculty to pursue Ph.D. programme by initiating seed money and encouraging them to participate and present research based papers in conferences/ seminars at Regional ,National and international level
- To ensure Majority of the students graduate with distinction in all the disciplines/programmes.
- To continue at least 14 certificate/diploma courses/ programmes across disciplines as curriculum extensions in addition to co-curricular and extra-curricular enrichment activities
- To make the campus green, pollution free and plastic free.
- To opt for solar energy lighting at select locations
- To work for creating, developing and collaborating, networking from institutions/ corporates/chamber of commerce/district industry centers for promoting projects and skill based certificate courses, taking support in career guidance and placement of our students
- To conduct and organize faculty and student development programs for cutting edge trends and learning management system
- To train and develop inter personal relationships and soft skills among staff and students

- Organize outreach and community services by involving Association/ Departments/Cells and other stakeholders like Alumni, PTA, Management and public

ii) Long term goals:

- Expansion of programmes at under graduation and post graduation level and plan for building infrastructure- class rooms, labs, library, equipments etc., mobilizing the grants from RUSA/Government bodies/Management of the college and other philanthropists
- To introduce LMS in teaching learning process
- To promote quality in research and undertake minor and major research projects keeping in view national and local significance to the business, liberal Arts and Sciences
- Upgradation of labs, computers, softwares and other related network coverage equipments. Promotion of computer related programmes including Robotics and Computer Applications
- Strong and sustainable WIFI provision in the campus
- To strengthen entrepreneurship through the EDP cell for self employment so as to enable students to emerge as entrepreneurs
- To develop research culture in faculty and students by providing additional services viz., incentives, e-resources and expertise
- To emerge as a model college for education
- To mould students into socially responsible human citizens by inculcating values and community services
- Smooth functioning of the administration with upgradation of MIS
- To introduce online courses (MOOCS) as value addition through SWAYAM platform
- Upgradation of gym and introduction of indoor equipments to conduct games for the well being of the students and staff

V. Plan of Action: 2017-18 to 2023-24

The IQAC proposes the following plan of action to achieve the vision, mission and goals mentioned in the perspective for the academic years 2017-18 to 2023-24

- The IQAC shall motivate the students and faculty towards research in domain core courses and multidisciplinary courses.
- Special lectures/guest lectures to be organized by inviting experienced faculty from other colleges to boost learnability
- Identification and effective services to be provided to the slow learners in academics
- Assessment process of the internal evaluation to be discussed in the class and also on one to one basis for transparency in the evaluation system
- The IQAC proposes to improve ICT enabled teaching methods and learning management system
- Inter collegiate competition committee shall plan and organize competitions to facilitate exposure to the students through inter collegiate participation
- The IQAC proposes full automation and digitalization of library resources
- More value added and enriched curriculum based certificate programmes to be planned and introduced
- The IQAC proposes to improve sport facilities and sign MoU with neighboring institutions/stadium for practices and participation in sports and games
- The IQAC proposes to improve the campus infrastructure to make it more environment friendly and create a green campus.
- Introduce more student scholarships, career guidance and placement support. Cells to provide training to make the students perform better during the placement process

- The IQAC shall also ensure optimum utilization of the campus infrastructure and resources for the benefit of all the stakeholders
- The IQAC shall ensure democratic and participative management by involving all the stakeholders in any decision making
- The student council shall be empowered with adequate resources and autonomy in decision making
- The Cells/Associations/Committees shall be responsible to prepare the plan of action in consultation with the IQAC and Principal ,implement it systematically and document the same.
- Increase the reference materials of both hard copies and e-content in the library
- Provide training and soft skill development to the non-teaching staff
- The IQAC propose to conduct academic and administration audit
- NSS, Youth Red Cross and Rangers shall involve students and faculty to conduct community service activities across the region and the adopted village
- Language lab shall promote communication skills extensively.
- Fine Arts association shall identify the students with special talents in dance, music and drama and train them to excel along with academics
- To introduce centre for online courses/study centre for distance mode of education
- To arrange special coaching and consulting service for competitive exams of Banking/Railway/Administrative services/SLET/NET etc., for employment
- Introduction of professional batches of CA/ICS/ICWA and post-graduation program considering the availability of human resources in the college including alumni
- Participation in AISHE as well as NIRF ranking within the stipulated period

VI. Strategic Action Plan 2017-18 to 2023-24

- Expansions of Programmes in next seven years
 - UG Programmes :
 - BCA
 - B.Sc. (Microbiology)
 - B.Sc. (Physics, chemistry, & Maths)
 - B.A (Social Work)
 - B. Com (Professional Course: CA/ICS/ICWA)
 - B.Sc. (Animation)
 - B.Sc. (AI/Machine Learning)
 - B.Com (Business Analytics)
 - PG Programmes :
 - M.A (English)
 - M.Sc (FND)
 - MBA

Expansion of value-added courses in the next seven years.

Note: Depending upon the demand of Employability, Research based Education(P.hd), and Enterprenurship Value added Courses to be chosen

- ERP
- Bank Coaching
- Artificial Intelligence
- Advanced Computing Programmes
- Banking, Finance and Insurance competencies
- Advanced Network simulation
- Marketing & Tourism
- Research Methodology and Inter Discipline
- Innovators & Entrepreneurial Development (Start-up)
- Certificate Programme in Food, Nutrition and Dietetics.
- Business Analytics
- Cyber Security
- Certificated Accountant
- LMS (Learning Management System)
- MIS (Management Information system)
- Emotional Building and Management
- Yoga ,Health and Wellness
- Intellectual Property Rights
- Gender Equity and Community Development
- Environment and Ethics