



The Poona Gujrati Kelavani Mandal's  
**Haribhai V. Desai College of Arts, Science and Commerce, Pune.**  
**INTERNAL QUALITY ASSURANCE CELL (IQAC)**

The perspective plan is drafted by IQAC in consultation with the Management, Principal, Staff members, and Student representatives.

## Perspective Plan 2018-2023

Parameters	Deployment Strategy
Effective Teaching and Learning Process	<ul style="list-style-type: none"><li>• Academic planning and preparation of Academic Calendar</li><li>• Preparation of teaching plan as per OBE</li><li>• Preparation of Lesson Plan</li><li>• Trainings based on demand from students and alumni</li><li>• Constant assessment to measure outcomes</li><li>• Use of more practical methods of teaching</li><li>• Use of e-learning resources</li><li>• Interdisciplinary approach to learning with implementation of NEP</li><li>• Commencement of new programmes and courses</li><li>• Promote research culture and facilities</li><li>• Provide mentoring and individual support</li><li>• Follow a transparent feedback system</li><li>• Performance enhancement through workshops and seminars</li><li>• Implementation of best practices for students</li><li>• Evaluation parameters and benchmarking</li></ul>
Effective Leadership and Participative Management	<ul style="list-style-type: none"><li>• Decentralization of the academic, administration and student related authorities and responsibilities</li><li>• Regular Departmental faculty meetings by Heads of the Departments</li><li>• Portfolio assignments</li></ul>



The Poona Gujarati Kelavani Mandal's

**Haribhai V. Desai College of Arts, Science and Commerce, Pune.**

**INTERNAL QUALITY ASSURANCE CELL (IQAC)**

	<ul style="list-style-type: none"><li>• Communication of Minutes of the Meeting to the Principal</li></ul>
<b>Constant Internal Quality Assurance System</b>	<ul style="list-style-type: none"><li>• Implementation of Quality Policy document</li><li>• Carrying out the activities as per the processes and forms by all the departments</li><li>• Collection of feedbacks from students, parents, alumni and industry and actions are taken to ensure the satisfaction all its stakeholders</li><li>• Internal Audit - Regular internal audits at planned intervals to check the effectiveness of the implementation, maintenance and improvement</li><li>• External Audit</li></ul>
<b>Ensuring Effective Governance</b>	<ul style="list-style-type: none"><li>• Functional Governance Policy and E- Governance Policy</li><li>• Review the smooth running of the administrative activities of the college, discussing approval of new programs</li><li>• Review the examination results (Internal and External) of all programs; result analysis and their improvement strategies</li><li>• Approve the upgradation and maintenance of the infrastructure of the institute</li><li>• Promotion of various Faculty Career Advancement Programs, Approval for Posts, Study Leaves etc.</li><li>• Assessment of the Placement activities, Collaborations with Industry</li><li>• Reviewing the Performance Appraisal of faculty backed with the discussion and suggestions given by Faculty for improvements in the college</li><li>• Support for conducting Co-curricular and Extra-curricular activities</li></ul>



	<ul style="list-style-type: none"> <li>• Review the awards and scholarships for students based on the performance in co-curricular and extra-curricular activities etc.</li> <li>• Monitoring and Implementing the Quality Management Systems</li> <li>• Establishing E-Governance Leadership development through decentralization</li> <li>• Implementation of Code of Conduct Policy</li> <li>• Establishing fair and effective Performance Appraisal System</li> </ul>
<p><b>Student's Overall Development through Participation</b></p>	<ul style="list-style-type: none"> <li>• Functional Student Support and Progression Policy</li> <li>• Student council is functional</li> <li>• Students Trainings and Placement Activities are planned and executed.</li> <li>• Operational Competitive Exam Coaching Centre and Foreign Language Coaching Centre</li> <li>• Implementation of Student Scholarships, Earn &amp; Learn Scheme and other student beneficiary schemes</li> <li>• Rewards and recognitions of achievers</li> <li>• Participation in extracurricular activities</li> <li>• Volunteering in social and welfare activities</li> </ul>
<p><b>Employees Advancement and Welfare</b></p>	<ul style="list-style-type: none"> <li>• Recruitments are as per Maharashtra Public University Act, 2016.</li> <li>• Implementation of Staff Welfare Measures Policy, Research Policy, Financial Support Policy, and Student Faculty Exchange Program Policy</li> <li>• Employees performance evaluation system</li> <li>• Regular training for quality improvement</li> <li>• Healthy and supportive working environment and infrastructure</li> </ul>



	<ul style="list-style-type: none"> <li>• Proper established Code of Conduct and following of Service Rules and Leave Rules</li> <li>• Career Advancement Schemes</li> <li>• Rewards, Recognitions, and Incentives</li> <li>• Deputation for seminars, conferences and workshops etc.</li> <li>• Motivation for qualification enhancement</li> <li>• Support for research, consultancy, and innovations</li> </ul>
<b>Placement Cell</b>	<ul style="list-style-type: none"> <li>• Students' placement through counselling by the Central Training and Placement Committee for Career Placements</li> </ul>
<b>Discipline</b>	<ul style="list-style-type: none"> <li>• Prohibition of entry into the campus without ID-Card</li> <li>• Installation of CCTV cameras in the relevant locations</li> <li>• Enactment of Anti-ragging laws</li> </ul>
<b>Women/Student/Faculty Grievance</b>	<ul style="list-style-type: none"> <li>• The grievance committee works toward the following goals:</li> <li>• Educating faculty, staff, students, and women about their rights</li> <li>• Assist them in becoming self-sufficient and capable of making decisions</li> <li>• Assist students and staff to speak out against all forms of discrimination</li> <li>• Support them in altering their mental state</li> <li>• To aid in their overall personality development</li> </ul>
<b>Institute - Industry Interaction Cell</b>	<ul style="list-style-type: none"> <li>• Industry-Academia Interactions</li> <li>• Short-Term Training Programmes/ Workshops/ Seminars</li> <li>• Internships, Projects and Industry Visits</li> <li>• Industry funding for research promotion</li> </ul>



<b>Entrepreneurship Programs</b>	<ul style="list-style-type: none"><li>• Establishment of Entrepreneurship Development Cell and Innovation and Incubation Cell</li><li>• Industry experts visit for seminar, lecture, workshop for entrepreneurship development</li><li>• Promoting Start-ups</li></ul>
<b>Research and Development</b>	<ul style="list-style-type: none"><li>• Dedicated R &amp;D facilitation centre</li><li>• Well-developed and maintained laboratories with high-end equipment</li><li>• Fund generation through Project proposals</li><li>• Apply for Government/Non-Government agencies sponsored funds</li><li>• Collaborations / MOUs with Government &amp; Private Institutes, Universities and Research Organizations.</li><li>• Plagiarism free research publications, promote research publication and research writings.</li></ul>
<b>Boosting Internal Revenue Generation</b>	<ul style="list-style-type: none"><li>• Creation of various avenues other than student fees including research grants, funding from various short-term courses, student scholarship, renting of infrastructure, funds for various activities, industry sponsorship for conducting activities.</li></ul>
<b>Alumni Interaction and Outreach Activities</b>	<ul style="list-style-type: none"><li>• Alumni Association to increase alumni participation</li><li>• Lectures/Internship/Placement/Training/ Entrepreneurship Programmes in association with alumni</li><li>• Exploring Contributions from alumni</li><li>• Sponsorships/ Scholarships/ Fund Generation/ Database Creation/ Regular interactions with alumni</li><li>• Recognition of successful / distinguished alumni</li></ul>

	for appreciation and felicitation
<b>Physical Infrastructure and Resources</b>	<ul style="list-style-type: none"><li>• Formulation and implementation of Infrastructure Policy</li><li>• Optimum utilization of space</li><li>• Functional facilities for e-learning</li><li>• Renewal of AMCs of the ERP systems</li><li>• Safety and Security Management</li><li>• Modernization of class rooms and Laboratory and equipment</li><li>• Library infrastructure up-gradation</li><li>• System up-gradations on a regular basis</li><li>• Recreational Facilities for Staff and Students</li><li>• Creation of green spaces and plantations</li></ul>



**Principal**  
**Principal**  
Haribhai V Desai College  
(Arts, Science & Commerce)  
Pune-02