



Shiv Chhatrapati Shikshan Sanstha's

# Rajarshi Shahu Mahavidyalaya, Latur (Autonomous)

## PERSPECTIVE PLAN 2018-2028



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## FOREWORD


Rajarshi Shahu Mahavidyalaya, Latur was established in the year 1970 by Shiv Chhatrapati Shikshan Sanstha, Latur with the motto || आरोह तमसो ज्योतिः || (*Rise from Darkness to Light*). A small group of committed academics from a rural farming background founded Latur's first indigenous institution with the mission "Education is the one tool that can lift up and alter the trajectory of a student's life in all respects—socially, culturally, and economically". Rajarshi Shahu Mahavidyalaya, Latur is one of the institutions in the state of Maharashtra which is known for its Pursuit of Excellence, quality of education and social recognition from all over India. Since its foundation, the institution has endeavored to promote the overall development of learners and employees by offering a wide range of cutting-edge extracurricular, co-curricular, and academic programmes and activities.

The institution crafts its workplace culture to foster an environment where students can **Explore, Experiment, and Excel**. When the institution accorded the status of Autonomous in 2013, it was the first Autonomous Institute in the region of Marathwada and till its only one. Academic autonomy has opened the doors of global exposure to this small town institute to expand its horizons. The Management and Staff of the institution are dedicated to utilizing the liberties granted by autonomy, therefore a perspective plan with strategic goals is established for adhering to the roadmap to accomplish a priceless and illuminating learning-teaching experience for all the stakeholders.

This Perspective Plan comprises Seven Strategic Goals (SSG), which involve Excellence in Academics, Human Resource Management, Institutional Infrastructure, Research and Development, Extending the Social Work, Evolving as a Degree Granting Autonomous Institution and Governance & Leadership. Rajarshi Shahu Mahavidyalaya intends to provide a greater range of academic programmes through this plan, with increased flexibility that corresponds with the demands of time.

The purpose of the Rajarshi Shahu Mahavidyalaya Perspective Plan 2018-2028 document is to bring all of the institution's stakeholders together around a shared set of objectives so that the sum of our individual contributions far outweighs our collective efforts and success. In a nutshell, the perspective plan will define the future direction of the institution. The greatest asset of the plan is that it gives the institution the reins to guide it towards excellence.



  
**Principal**  
**PRINCIPAL**  
Rajarshi Shahu Mahavidyalaya, Latur  
(Autonomous)



## **Vision:**

To evolve as a world class dynamic center of higher education disseminating knowledge rigorously at affordable cost and to emerge as a premier center that promotes technological competence and democratic values.

## **Mission:**

- ❖ 'Pursuit of Excellence' in higher education to make students globally competent.
- ❖ Enable students to develop as responsible citizens with human values.
- ❖ Provide value and need based education.
- ❖ Develop scientific attitude among students.

## **Core Values:**

- ❖ Academic Excellence
- ❖ Integrity and Honesty
- ❖ Diversity and Mutual Respect
- ❖ Expand Horizons of Knowledge
- ❖ Shared Governance
- ❖ Social Responsibility
- ❖ Learning for Life
- ❖ Ethics
- ❖ Service to the Nation
- ❖ Environmental Consciousness



### Composition of Perspective Plan Committee

Sr. No.	Committee Members	Designation
1	Principal	Chairperson
2	Representative of Management	Member
3	Vice Principal	Member
4	Representative of Finance Committee	Member
5	Controller of Examinations	Member
6	Representative of HoD	Member
7	Representative of Faculty	Member
8	Representative of Alumni	Member
9	Representative of Support Units	Member
10	Registrar/Office Superintendent	Member
11	IQAC Coordinator	Member Secretary

## **Development of the Perspective Plan:**

The future and growth of Rajarshi Shahu Mahavidyalaya, Latur (Autonomous), was discussed by the institute's Academic Autonomy Advisory Committee. The members deliberated on how to envision, plan, and create an implementation strategy for the institution's multifaceted expansion in light of the future. The committee determined that a perspective plan should be developed and serve as a roadmap for the future. It was decided to establish a committee charged with developing a strategic plan document in line with the Institution's Vision and Mission. The decision was passed along to the institute's Governing Body, which approved it. The major core aims for the institution was composed of Main Seven Strategic Goals with sub goals that were determined to be significant to the future of institution.

## **Seven Strategic Goals:**

1. Institutional Evolution
2. Human Resource Management
3. Institutional Infrastructure
4. Academic Excellence
5. Research and Development
6. Community Social Services
7. Governance and Leadership

The committee interacted with the administration regarding the modus operandi in developing the perspective plan. Students, Parents, Alumni, Staff, Employers and Academicians all provided feedback. The opinions and perceptions of members from the Governing Body, College Development Committee, Academic Council, IQAC, Student Council and various Student Associations were compiled. Furthermore, input was gathered at meetings of the college, faculty, department committees, alumni, and the students' associations. A preliminary Perspective Plan for 2018–2028, developed based on the discussions and suggestions, was presented to the Academic Autonomy Advisory Committee. The committee evaluated the draft, made improvements and comments, and submitted to the Governing Body for approval with necessary modifications.

## **The SWOC Analysis:**

Various concerns relating to the institution have been discussed continuously by all the stakeholders, which includes both teaching and non-teaching staff as well as class representatives, and parents. The following SWOC analysis has been obtained after their deliberation.

### **Strengths:**

1. Visionary, dynamic, and supportive Management
2. Generous and supportive leadership
3. Grant-in-Aid Autonomous Institution
4. College with Potential for Excellence (Phase III) status by UGC
5. DST-FIST supported institution
6. Recognized Research Centers by parent university
7. Good demand ratio
8. Digitized Library
9. Coaching center for various competitive examinations
10. Dedicated Training Placement Cell
11. Wi-Fi enabled campus
12. Entire campus under CCTV surveillance
13. Sound ICT infrastructure with state of art Media Lab
14. Well-qualified and highly dedicated Staff
15. Active Support Units
16. Array of add on certificate courses imparting Life and Transferrable Skills
17. Excellent sports infrastructure with training facilities
18. Effective e-governance in administration
19. Laboratories with excellent facilities and advanced instrumentation
20. Shahu Extension Services Center for social connect
21. More than 55% enrollment of girl students
22. Culture to adopt new technologies
23. MoUs with prestigious institutes/industries



## **Weaknesses:**

1. Scattered campus
2. Limited space for infrastructure augmentation on the main campus.
3. Unavailability of Boys Hostel because of limited land.
4. Limited financial support from Government to cater growing academic needs
5. Research and consultancy at nascent stage
6. Unreachability of professional resource persons
7. Less number of student faculty exchange programmes

## **Opportunities:**

1. Recognition as Degree Granting Autonomous Institution
2. STAR College Status under DBT STAR College Scheme
3. College with Excellence Status under UGC CPE Scheme
4. Rank in NIRF India Ranking
5. Recognition of remaining Research Center by Parent University
6. Receiving grants for research projects from Government and Non-Government Agencies
7. Strengthening Startup and Incubation Center
8. Starting UG & PG programmes and Vocational Courses in the emerging areas
9. Enhancing collaboration with prestigious institutions, industry partners and academic as well as research organizations
10. Development of MOOCs
11. Medals and Awards at National and International Level in co-curricular and extra-curricular activities
12. Less academic and entrepreneurial acumen among students

## **Challenges:**

1. Government endorsement for recruiting staff
2. Development of products and patents through applied research
3. Attract of out of state and foreign students for joining the programmes
4. Less research funding and other grants from Government sources
5. Globalization of education through MOOCs from reputed universities
6. Lack of sufficient nearby industries for placement and internship

7. Strengthening the relationship between industry and academia
8. Incubate more startups and businesses.
9. Improving international relationships and interactions.
10. Involving Parents in overall development of their wards.
11. Little opportunities for extension activities as being the region's only autonomous institution.
12. Lack of coordination among multiple regulators (Parent University, Collegiate Education, University Grants Commission, State Higher Education Council)

### **Gaps:**

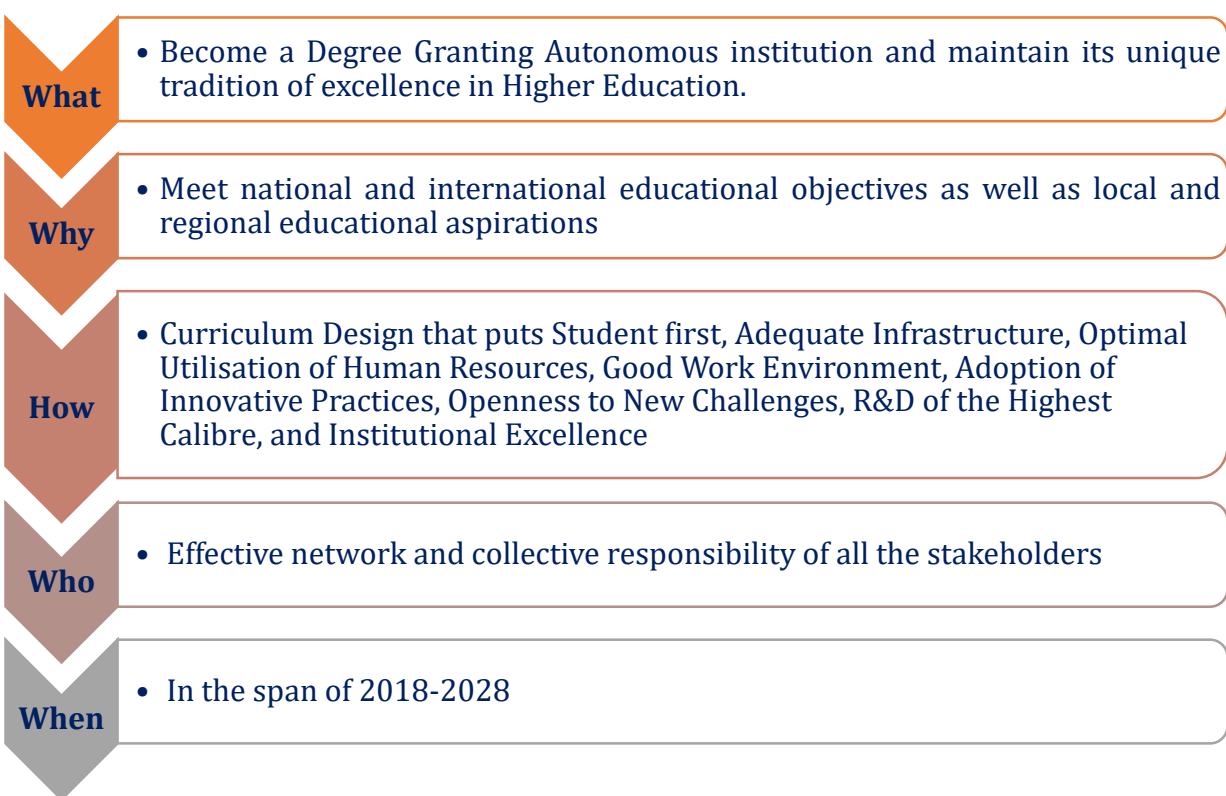
- A persistent endeavor to fully utilize the flexibility and possibilities of the autonomous status.
- Enrichment in administrative structure by creating positions like the dean of student affairs, the dean of academics and the dean of extra-curricular initiatives should be formed.
- MoUs with industry and institution to reap the rewards.
- Increasing enrollment of students from abroad and various parts of the nation.
- Exploring exposure to diverse cultures and foreign languages
- Strengthening student and faculty exchange with reputed top-tier institutions.
- Improving strategies for campus placements.

### Recommendations/Suggestions of various committees:

Sr. No	Name of Committee	Recommendations/Suggestions	Action Taken
1.	<b>NAAC Peer Team 2018</b>	1. Innovative and industry oriented academic programmes both at UG and PG levels	Strategic Goal I Sub Goal 3 Strategy I Strategic Goal IV
		2. Use of ICT in teaching, learning and evaluation processes	Strategic Goal II Sub Goal 1 Strategy II Strategic Goal III Sub-Goal 1
		3. Fully equipped language lab with latest software	Strategic Goal III Sub-Goal 1
		4. Research potentials of the faculty be fully exploited	Strategic Goal V Sub-Goal 1 Sub-Goal 3 Sub-Goal 4
		5. MoUs with Centers of Excellence in India and abroad	Strategic Goal V
		6. More placement opportunities and training	Strategic Goal II Sub Goal 2 Strategy IV&VIII
		7. Library Management, office administration and official communication system be fully computerized	Strategic Goal III Sub Goal 1 Sub Goal 2
2.	<b>Expert Committee for grant of Extension of Autonomous status:</b>	1. Needs to strengthened and improve its research activities	Strategic Goal V Sub-Goal 1 Sub-Goal 2
		2. Improve its academic activities by offering certificate courses on value based education.	Strategic Goal I Sub Goal 3 Strategy I Strategy I Strategic Goal IV
		3. Needs to put efforts to improve its placement activities	Strategic Goal III Sub-Goal 1
		4. Should build up boys' hostels	Strategic Goal III Sub-Goal 3
		5. Introduction of New innovative programs Journalism, B.Sc. in Statistics	Strategic Goal I Sub Goal 3 Strategy I Strategy I Strategic Goal IV
		6. Should improve infrastructure facilities	Strategic Goal III
		7. Should improve its participation in extension activities	Strategic Goal VI
		8. Establish incubation center	Strategic Goal II Sub-Goal 2 Strategy VIII



## Perspective Plan an Overview:



## Perspective Plan at a Glance:

Strategic Goals	No of Sub Goals	Total	No of Strategies	Total
1	1	03	2	07
	2		3	
	3		2	
2	1	02	4	13
	2		9	
3	1	03	7	17
	2		4	
	3		6	
4	1	02	7	10
	2		3	
5	1	04	6	22
	2		4	
	3		5	
	4		7	
6	1	04	5	25
	2		6	
	3		9	
	4		5	
7	1	02	13	05
	2		02	
<b>07</b>		<b>20</b>		<b>107</b>

## **The Perspective Plan**

### **Strategic Goal I: Evolve as a Degree Granting Autonomous Institution by 2026.**

#### **Sub Goal 1: Exhibit excellent achievements in national and international rankings, accreditations, and certifications.**

Strategy I: The institution would strive to get the highest possible rankings among India's top autonomous institutes in any survey that is conducted.

Strategy II: The institution aims enhance quality and maintain stakeholders' confidence in the institution, the institute will seek to attain ISO Certification by 2020, a higher NIRF India Ranking by 2021, and the highest grade in NAAC assessment and accreditation process by 2023.

#### **Sub-Goal 2: Reach higher level of excellence by obtaining various schemes.**

Strategy I: The institute will be recognized by the DBT initiative as a Star College by 2024.

Strategy II: The institute will make an effort obtain UGC's College of Excellence Status by 2024.

Strategy III: The institution will try to acquire RUSA grant for practicing excellence in Higher Education by 2023.

#### **Sub-Goal 3: Entice students from outside the state and nation to flourish internationally**

Strategy I: The institute will develop programmes and courses with the aim of attracting students from all around the world.

Strategy II: Enroll at least 10 students per year from other states into UG & PG programmes and 05 research scholars into research centers.

### **Strategic Goal II: Enhancing human resource management to attain excellence in higher education**

#### **Sub-Goal 1: Recruit, develop and retain excellent faculty**

Strategy I: Tech-savvy, active PhD and post-doctoral candidates will be given preference in the merit-based recruitment process.

Strategy II: The institution shall organize Professional Development and Training Programmes for staff to remain in tune with latest developments in the field of Education.

Strategy III: The staff will be encouraged to use MOODLE platform in teaching learning process and trained for e-content development in four quadrants by 2023.

Strategy IV: On Teachers Day, the staff continues to get special appreciation "**SHAHU BHUSHAN**" award for their contributions in a variety of areas, including teaching, student mentoring, research, institutional development,

community involvement, etc.

Strategy V: The staff members will be provided incentives for publication of patents, research papers, awards, etc. and also financial assistance for participation in conferences, seminars, workshops, faculty development programmes, etc.

**Sub-Goal 2: Fostering holistic development of the students in and out of the campus**

Strategy I: Innovative pedagogy, multidimensional integrated learning and training will be designed to improve the development of students.

Strategy II: Provide opportunities to students to participate in competitive exams as well as enhancing for mentorship facilities tutoring will be updated.

Strategy III: Diverse student strengths will be identified, nurtured, and developed through conducting a common test with all types of questionnaire.

Strategy IV: Campus Placement, on-job training, internships, apprenticeship, Hands-on Training will be planned and implemented with recognized institutes, renowned industries and private sectors.

Strategy V: Capability enhancement programmes will be arranged to promote the physical and mental health of the students.

Strategy VI: The development of students' leadership, teamwork, and communication skills will be accomplished through soft skill programmes.

Strategy VII: Students will be provided exposure to social realities, experiences, and extended activities by establishing Shahu Extension Services Center.

Strategy VIII: Students will be educated about innovation, entrepreneurship, start-ups, and hackathons in order to inspire them to embark on innovative excursions. The incubation center will be started by 2019.

Strategy IX: Training and counseling for placement of students will be altered to meet the desires of the students and expectations of employers.

**Strategic Goal III: Improve the campus atmosphere and facilitate more students, researchers, and library users by expanding the institutional infrastructure**

**Sub-Goal 1: Enrich the infrastructural facilities in tune with changing technological needs.**

Strategy I: Renovating the Central Library and incorporating modern amenities to the reading rooms by 2023

Strategy II: The Seminar Hall will be well updated by 2022

Strategy III: Renovation of well-furnished auditorium with more than 700 sitting



capacity by 2023

Strategy IV: The Central Instrumentation Centre (CIC) for Research will be refurbished as per the need.

Strategy V: Renewing the language lab, media lab, and e-learning centre for training in job placement, MOOCs development and online exam.

Strategy VI: Upgrading of the internet connection bandwidth and Wi-Fi to support the 4G and future communication technologies.

Strategy VII: Every classroom will be ICT-equipped by 2025.

**Sub-Goal 2: Transform conventional infrastructure to one that is sustainable, energy-efficient, and environmentally conscious.**

Strategy I: Maximize the use of renewable energy sources by installing solar units in 2022, 2024, 2026 and 2028.

Strategy II: Energy conservation measures including use of efficient electric and electronic appliances will be adopted to reduce the energy use by 2022.

Strategy III: Installation of waste water treatment and biogas plants for waste disposal by 2023.

**Sub-Goal 3: Establishing amenities to improve the quality of life on the campus**

Strategy I: Minimum 25 acres of land will be purchased for the campus of a proposed degree granting autonomous institution by 2028.

Strategy II: The girls' hostel will be renovated with better amenities, safety measures, and security by 2022 and boys' hostel will be constructed in new proposed campus.

Strategy III: Renovation of lavatories by 2021.

Strategy IV: Developing and maintaining a green campus by planting planters and creepers throughout the campus.

Strategy V: Revamping a canteen on campus to serve hygienic and nutritious cuisine by 2022.

Strategy VI: Upgrading the sports facilities, Divyangjan-friendly amenities, and health care centre by 2021.

**Strategic Goal IV: Develop, reinforce, and execute academic programmes that are in sync with mission and vision of the institution to meet an increasingly competitive and developing national and international milieu**

**Sub-Goal 1: Expand the distinct undergraduate and post graduate programmes that address national as well as global demands**

- Strategy I: Innovative and industry oriented academic programmes both at UG and PG levels, will be started as per the aspirations of the society.
- Strategy II: Recognized research centers in the disciplines where PG programmes are offered will be established in addition to previous Research Centres.
- Strategy III: Introduce curriculum flexibility to allow students to choose from a wide range of electives and multidisciplinary courses in order to satisfy their changing goals throughout time.
- Strategy IV: Teaching-learning activities that focus on research, such as field projects, visits to industries, hands-on training, internships, and apprenticeships, shall be given the appropriate weightage in curriculum.
- Strategy V: The course curriculum attempts to increase students' awareness of societal issues by adding auxiliary lessons on environmental sustainability, gender equality, human values and professional ethics.
- Strategy VI: The Institute will develop and run skill-enhancing certificate courses that support entrepreneurship and employability to prepare students for job opportunities.
- Strategy VII: Incorporate the learning outcome-based education paradigm.

**Sub-Goal 2: Introduction and strengthening of online learning.**

- Strategy I: Students will be encouraged to explore online learning through SWAYAM-NPTEL, MOOCs and MOODLE.
- Strategy II: The institute will take the initiative in developing online learning tools by establishing Media Lab.
- Strategy III: The Institute will seek assistance from academic institutions and the IT industry to make e-Content Development a reality.

**Strategic Goal V: Expand the Research and Development through various initiatives**

**Sub-Goal 1: Developing a research policy that adheres to research ethics and focuses on societal needs**

- Strategy I: The research policy will be updated to reflect the most recent advancements in academia, industry, science and technology. The guidelines of statutory bodies about research and publication ethics will be followed.
- Strategy II: Administrative and academic mechanisms will be employed to enforce research ethics.
- Strategy III: The institution's research projects and practices will be planned, coordinated, and monitored by the Research Advisory Committee as well the Innovation, Incubation and Start-up Centre.

Strategy IV: The institution will encourage linkages with University, government & non-government research organizations and industries for Entrepreneurship Development and Intellectual Property Rights (IPRs).

Strategy V: The institute will encourage researchers to work on issues related to agriculture, the environment, industry needs, and entrepreneurship growth.

**Sub-Goal 2: Upgrading the standards of the research facilities and equipment**

Strategy I: The Central Library will undergo infrastructure upgrades to provide a research-friendly atmosphere by 2022.

Strategy II: Extensive referencing database will be created with networking and RFID, to enable open-access.

Strategy III: High-end analytical instruments will be added in the Central Instrument Centre and in the research labs.

Strategy IV: The research centre will develop specialized facilities such as plant tissue culture, dye sensitized solar cells, microbial plant growth regulators, IoT, material science, photonics, etc.

**Sub-Goal 3: Developing Research Funding and Collaborations.**

Strategy I: Budgetary provision will be made for research seed money for staff and scholarships for students.

Strategy II: The institution will make every effort to increase internal funding through sponsors, alumni, and projects with industry collaborators.

Strategy III: Each department will be encouraged for developing collaborations with industry and research institutions

Strategy IV: Efforts will be made to increase Research Funding from government, UGC, DBT, DST, SERB, ICSSR, parent university, etc.

Strategy V: The Innovation, Incubation, and Startup Centre will make efforts to secure funding for research from the government, NGOs, and joint ventures.

**Sub-Goal 4: Enhancing the efficiency of research projects and encouraging research activities**

Strategy I: The institute will embolden teachers and students presenting their work at seminars and conferences.

Strategy II: The efforts will be undertaken to publish research papers in UGC-CARE listed, Scopus indexed, SCI indexed journals and to accelerate the institutional Scopus citations, h-index, i-10 index, etc.

Strategy III: Every research guide will set a precise goal for the number of PhDs given in order to foster a research environment where scholars are constrained by time.



Strategy IV: Faculty members with PhD adhering university norms will obtain a recognition as research supervisor.

Strategy V: IPR workshops and training programmes will be organized, with the goal of filing patents.

Strategy VI: Revenue will be generated through consultancy, corporate training and technology transfer.

### **Strategic Goal VI: Nurturing the youth through social extension services of the institute**

#### **Sub Goal 1: Establishing a service center for social engagement with a defined mission and expanding social initiatives**

Strategy I: The institute will establish the Shahu Extension Services Centre in 2018 and designate qualified faculty as a center in-charge to ensure the appropriate running of the center.

Strategy II: In order to develop, design, and carry out the short and long-term social extension activities to raise awareness among students of social concerns, a committee will be formed with the center in-charge as a member secretary.

Strategy III: The institute will operate on three levels: campus-based programmes and activities, city-wide water conservation awareness campaigns, and a mission to transform adjacent villages into ideal rural communities.

Strategy IV: Students' holistic development is promoted by involving them in the extension services.

Strategy V: Students will be exposed to social realities, experiences, and extension activities in order to accomplish service learnings.

#### **Sub Goal 2: Organizing programmes and events on campus to address the present social and environmental concerns**

Strategy I: The institute will work with government-approved blood banks to organize blood-donation camps at least twice a year. The goal for blood bag collection will be around 100 per year.

Strategy II: Health camps will be arranged at least twice in a year in conjunction with the Red Cross Society, the civil hospital, and alumni doctors, not only for students and staff but also for the underprivileged members of society.

Strategy III: Library facilities will be extended to alumni, senior citizens and students of nearby areas.

Strategy IV: A state of art Sports Complex and Fitness Gym will be developed for all stakeholders.

Strategy V: The institution will lead the implementation of national programmes like

the Gender Sensitization Campaign, Tree Planting Campaign, and *Swachh Bharat Abhiyan*.

Strategy VI: The organization will host a variety of workshops and training on topics like pollution, agricultural advancements, water and energy conservation, and others in an effort to bridge the gap between academia and society.

**Sub Goal 3: Rural transformation initiatives for sustainable development.**

Strategy I: The institution will focus its efforts on six key areas for rural transformation: education, health and hygiene, agriculture, the environment, financial literacy, and different government and non-government assistance programmes.

Strategy II: Students will be appealed to participate as volunteer in order to join this project. Every year, 100 students who are not enrolled in NSS or NCC are at most anticipated.

Strategy III: The "One Student, One Tree" campaign and NSS activities will bring green initiatives to the villages.

Strategy IV: To prepare for the activities, the volunteers will survey the communities under the direction of the faculty. These surveys will be conducted both independently and in collaboration with government organizations.

Strategy V: In order to meet the basic requirements of the people, such as providing water, transportation, and a health center, the institution will coordinate with local authorities and governmental organizations to develop and evaluate community welfare programmes and schemes.

Strategy VI: Initiatives for environmental preservation, water conservation, and tree planting will be undertaken through collaboration with the local community and NGOs.

Strategy VII: Self-help groups will be given access to a variety of financial literacy programmes that will broaden their horizons and help them to become financially stable.

Strategy VIII: The programme to provide English, Mathematics, and Computer coaching to kids of ZP schools in these villages will be designed and implemented by volunteers.

**Sub Goal 4: Water angel initiative to meet water scarcity of Latur city**

Strategy I: Students will be given an appeal for participation to volunteer their names by filling out Google forms in order to join this project. Every year, 50 students who are not enrolled in NSS or NCC are at most anticipated.

Strategy II: The main areas of focus for this project are tree plantation drive, Surveys, water conservation awareness among the citizens.

Strategy III: Volunteers will knock on doors to spread awareness about the harvesting

of rainwater and the water management practices.

Strategy IV: Volunteers will assist interested homeowners in digging the trench for rainwater collection.

Strategy V: Volunteers and NGOs will work together to promote the "My Latur: Green Latur" project by planting trees in various spots throughout the city and its surroundings. Over the next five years, more than 25,000 new trees will be planted across the city.

### **Strategic Goal VII: Strengthening e-governance initiatives in administration and student services to ensure efficiency and transparency**

#### **Sub Goal 1: Embracing e-governance will accelerate and adapt to contemporary management techniques.**

Strategy I: e-governance policy will be developed to ensure efficiency and transparency in Administration, Accounts and Finance, Learning Management, Admission Process, Examination and Evaluation, Library and ICT Infrastructure.

Strategy II: e-governance measures will be adopted in documentation, accreditation process and e-Filing through online portals.

Strategy III: The institute will develop its own software in order to accelerate e-governance to its full potential.

Strategy IV: The biometric system will be developed for the attendance of students by 2025.

Strategy V: The institute will develop digital teaching diary by 2021 to provide access to administrators for monitoring the activities of the staff.

Strategy VI: The institute will develop an Admission Portal to manage the admissions of the Institute by 2021.

Strategy VII: The institute will develop Student Portal to update them about institutional information and notices regarding academics, examinations, etc. by 2021.

Strategy VIII: Learning Management System will be developed and used for online lectures, course material, online examination and online assessment by 2026.

Strategy IX: Examination portal will be developed for filling examination forms, obtaining hall tickets, result sheets, etc. by 2021.

Strategy X: The library will be automated using ILMS for digital access and easy user interface by 2022.

Strategy XI: RFID system will be installed to provide effective open access facility by 2023.

Strategy XII: The alumni portal will be developed with facilities like registration, information of institutional activities, prominent alumni, milestones achieved by alumni and feedback by 2022.

Strategy XIII: The institute will develop Complaint Management System Concerning student grievances.

**Sub Goal 2: Fostering a culture of good governance and strong leadership to pave the path for the institute to achieve excellence in higher education.**

Strategy I: The institute will strengthen its management structure and decentralized authority system by assigning the office bearers distinct responsibilities.

Strategy II: The institute will uphold its stance on merit-based achievements and complete intolerance of unethical behavior through the implementation of the Code of Conduct Policy.

Strategy III: The institution will strengthen its staff and student welfare measures by creating a Teacher-Student Corpus fund.

Strategy IV: The institution will continue to felicitate staff and student by Shahu Bhushan and Shahu Shree awards respectively to acknowledge and appreciate their excellent accomplishments.



*Handwritten signature*  
**Principal**  
**PRINCIPAL**  
Rajarshi Shahu Mahavidyalaya, Latur  
(Autonomous)

## Reviewing the perspective and strategy plan with a timeline:

<b>Strategic Goal I: Evolve as a Degree Granting Autonomous Institution by 2026.</b>			
<b>Sub Goal 1</b>	<b>Strategy</b>	<b>Action Plan</b>	<b>Timeline</b>
Exhibit excellent achievements in national and international rankings, accreditations, and certifications.	Strategy I	The institution would strive to get the highest possible rankings among India's top autonomous institutes in any survey that is conducted.	Periodical
	Strategy II	The institution aims enhance quality and maintain stakeholders' confidence in the institution, the institute will seek to attain ISO Certification by 2020, a higher NIRF India Ranking by 2021, and the highest grade in NAAC assessment and accreditation process by 2023.	2020 2021 2023
<b>Sub-Goal 2</b>	<b>Strategy</b>	<b>Action Plan</b>	<b>Timeline</b>
Reach higher level of excellence by obtaining various schemes.	Strategy I	The institute will be recognized by the DBT initiative as a Star College by 2024.	2024
	Strategy II	The institute will make an effort obtain UGC's College of Excellence Status by 2024.	2024
	Strategy III	The institution will try to acquire RUSA grant for practicing excellence in Higher Education by 2023.	2023
<b>Sub-Goal 3</b>	<b>Strategy</b>	<b>Action Plan</b>	<b>Timeline</b>
Entice students from outside the state and nation to flourish internationally	Strategy I	The institute will develop programmes and courses with the aim of attracting students from all around the world.	Periodical
	Strategy II	Enroll at least 10 students per year from other states into UG & PG programmes and 05 research scholars into research centers.	Periodical
<b>Strategic Goal II: Enhancing human resource management to attain excellence in higher education</b>			
<b>Sub-Goal 1</b>	<b>Strategy</b>	<b>Action Plan</b>	<b>Timeline</b>
Recruit, develop and retain excellent faculty	Strategy I	Tech-savvy, active PhD and post-doctoral candidates will be given preference in the merit-based recruitment process.	Periodical
	Strategy II	The institution shall organize Professional Development and Training Programmes for staff to remain in tune with latest developments in the field of Education.	At least twice per year
	Strategy III	The staff will be encouraged to use MOODLE platform in teaching learning process and trained for e-content development in four quadrants by 2023.	2023
	Strategy IV	On Teachers Day, the staff continues to	Each year

		get special appreciation “SHAHU BHUSHAN” award for their contributions in a variety of areas, including teaching, student mentoring, research, institutional development, community involvement, etc.	
	Strategy V	The staff members will be provided incentives for publication of patents, research papers, awards, etc. and also financial assistance for participation in conferences, seminars, workshops, faculty development programmes, etc.	Each year
<b>Sub-Goal 2</b>	<b>Strategy</b>	<b>Action Plan</b>	<b>Timeline</b>
Fostering holistic development of the students in and out of the campus	Strategy I	Innovative pedagogy, multidimensional integrated learning and training will be designed to improve the development of students.	2019
	Strategy II	Provide opportunities to students to participate in competitive exams as well as enhancing for mentorship facilities tutoring will be updated.	2019
	Strategy III	Diverse student strengths will be identified, nurtured, and developed through conducting a common test with all types of questionnaire.	Beginning of every year
	Strategy IV	Campus Placement, on-job training, internships, apprenticeship, Hands-on Training will be planned and implemented with recognized institutes, renowned industries and private sectors.	Continuously
	Strategy V	Capability enhancement programmes will be arranged to promote the physical and mental health of the students.	At least twice per year
	Strategy VI	The development of students' leadership, teamwork, and communication skills will be accomplished through soft skill programmes.	Periodical
	Strategy VII	Students will be provided exposure to social realities, experiences, and extended activities by establishing Shahu Extension Services Center.	2018
	Strategy VIII	Students will be educated about innovation, entrepreneurship, start-ups, and hackathons in order to inspire them to embark on innovative excursions. The incubation center will be started by 2019.	2019



	Strategy IX	Training and counseling for placement of students will be altered to meet the desires of the students and expectations of employers.	2019
<b>Strategic Goal III: Improve the campus atmosphere and facilitate more students, researchers, and library users by expanding the institutional infrastructure</b>			
<b>Sub-Goal 1:</b>	<b>Strategy</b>	<b>Action Plan</b>	<b>Timeline</b>
Enrich the infrastructural facilities in tune with changing technological needs.	Strategy I	Renovating the Central Library and incorporating modern amenities to the reading rooms by 2023	2023
	Strategy II	The Seminar Hall will be well updated by 2022	2022
	Strategy III	Renovation of well-furnished auditorium with more than 700 sitting capacity by 2023	2023
	Strategy IV	The Central Instrumentation Centre (CIC) for Research will be refurbished as per the need.	2019
	Strategy V	Renewing the language lab, media lab, and e-learning centre for training in job placement, MOOCs development and online exam.	2021
	Strategy VI	Upgrading of the internet connection bandwidth and Wi-Fi to support the 4G and future communication technologies.	2020
	Strategy VII	Every classroom will be ICT-equipped by 2025.	2025
<b>Sub-Goal 2:</b>	<b>Strategy</b>	<b>Action Plan</b>	<b>Timeline</b>
Transform conventional infrastructure to one that is sustainable, energy-efficient, and environmentally conscious.	Strategy I	Maximize the use of renewable energy sources by installing solar units in 2022, 2024, 2026 and 2028.	2028
	Strategy II	Energy conservation measures including use of efficient electric and electronic appliances will be adopted to reduce the energy use by 2022.	2022
	Strategy III	Installation of waste water treatment and biogas plants for waste disposal by 2023.	2023
<b>Sub-Goal 3:</b>	<b>Strategy</b>	<b>Action Plan</b>	<b>Timeline</b>
Establishing amenities to improve the quality of life on the campus	Strategy I	Minimum 25 acres of land will be purchased for the campus of a proposed degree granting autonomous institution by 2028.	2028
	Strategy II	The girls' hostel will be renovated with better amenities, safety measures, and	2022



		security by 2022 and boys' hostel will be constructed in new proposed campus.	
	Strategy III	Renovation of lavatories by 2021.	2021
	Strategy IV	Developing and maintaining a green campus by planting planters and creepers throughout the campus.	Throughout the Year
	Strategy V	Revamping a canteen on campus to serve hygienic and nutritious cuisine by 2022.	2022
	Strategy VI	Upgrading the sports facilities, Divyangjan-friendly amenities, and health care centre by 2021.	2021
<b>Strategic Goal IV: Develop, reinforce, and execute academic programmes that are in sync with mission and vision of the institution to meet an increasingly competitive and developing national and international milieu</b>			
<b>Sub-Goal 1:</b>	<b>Strategy</b>	<b>Action Plan</b>	<b>Timeline</b>
Expand the distinct undergraduate and post graduate programmes that address national as well as global demands	Strategy I	Innovative and industry oriented academic programmes both at UG and PG levels, will be started as per the aspirations of the society.	2019
	Strategy II	Recognized research centers in the disciplines where PG programmes are offered will be established in addition to previous Research Centres.	2020
	Strategy III	Introduce curriculum flexibility to allow students to choose from a wide range of electives and multidisciplinary courses in order to satisfy their changing goals throughout time.	2021
	Strategy IV	The course curriculum attempts to increase students' awareness of societal issues by adding additional lessons on environmental sustainability, gender equality, human values and professional ethics.	2020
	Strategy V	The course curriculum attempts to increase students' awareness of societal issues by adding auxiliary lessons on environmental sustainability, gender equality, human values and professional ethics.	2020
	Strategy VI	The Institute will develop and run skill-enhancing certificate courses that support entrepreneurship and employability to prepare students for job opportunities.	Continuously

	Strategy VII	Incorporate the learning outcome-based education paradigm.	2018
<b>Sub-Goal 2:</b>	<b>Strategy</b>	<b>Action Plan</b>	<b>Timeline</b>
Introduction and strengthening of online learning.	Strategy I	Students will be encouraged to explore online learning through SWAYAM-NPTEL, MOOCs and MOODLE.	Continuously
	Strategy II	The institute will take the initiative in developing online learning tools by establishing Media Lab.	2021
	Strategy III	The Institute will seek assistance from academic institutions and the IT industry to make e-Content Development a reality.	Continuously
<b>Strategic Goal V: Expand the Research and Development through various initiatives</b>			
<b>Sub-Goal 1:</b>	<b>Strategy</b>	<b>Action Plan</b>	<b>Timeline</b>
Developing a research policy that adheres to research ethics and focuses on societal needs	Strategy I	The research policy will be updated to reflect the most recent advancements in academia, industry, science and technology. The guidelines of statutory bodies about research and publication ethics will be followed.	2019
	Strategy II	Administrative and academic mechanisms will be employed to enforce research ethics.	Continuously
	Strategy III	The institution's research projects and practices will be planned, coordinated, and monitored by the Research Advisory Committee as well the Innovation, Incubation and Start-up Centre.	Continuously
	Strategy IV	The institution will encourage linkages with University, government & non-government research organizations and industries for Entrepreneurship Development and Intellectual Property Rights (IPRs).	Continuously
	Strategy V	The institute will encourage researchers to work on issues related to agriculture, the environment, industry needs, and entrepreneurship growth.	Continuously
<b>Sub-Goal 2:</b>	<b>Strategy</b>	<b>Action Plan</b>	<b>Timeline</b>
Upgrading the standards of the research facilities and equipment	Strategy I	The Central Library will undergo infrastructure upgrades to provide a research-friendly atmosphere by 2022.	2022
	Strategy II	Extensive referencing database will be created with networking and RFID, to enable open-access	2023
	Strategy III	High-end analytical instruments will be added in the Central Instrument Centre and in the research labs.	Continuously

	Strategy IV	The research centre will develop specialized facilities such as plant tissue culture, dye sensitized solar cells, microbial plant growth regulators, IoT, material science, photonics, etc.	2020
<b>Sub-Goal 3:</b>	<b>Strategy</b>	<b>Action Plan</b>	<b>Timeline</b>
Developing Research Funding and Collaborations.	Strategy I	Budgetary provision will be made for research seed money for staff and scholarships for students.	Every Year
	Strategy II	The institution will make every effort to increase internal funding through sponsors, alumni, and projects with industry collaborators.	Continuously
	Strategy III	Each department will be encouraged for developing collaborations with industry and research institutions	Continuously
	Strategy IV	Efforts will be made to increase Research Funding from government, UGC, DBT, DST, SERB, ICSSR, parent university, etc.	Continuously
	Strategy V	The Innovation, Incubation, and Startup Centre will make efforts to secure funding for research from the government, NGOs, and joint ventures.	Continuously
<b>Sub-Goal 4:</b>	<b>Strategy</b>	<b>Action Plan</b>	<b>Timeline</b>
Enhancing the efficiency of research projects and encouraging research activities	Strategy I	The institute will embolden teachers and students presenting their work at seminars and conferences.	Continuously
	Strategy II	The efforts will be undertaken to publish research papers in UGC-CARE listed, Scopus indexed, SCI indexed journals and to accelerate the institutional Scopus citations, h-index, i-10 index, etc.	Continuously
	Strategy III	Every research guide will set a precise goal for the number of PhDs given in order to foster a research environment where scholars are constrained by time.	Continuously
	Strategy IV	Faculty members with PhD adhering university norms will obtain a recognition as research supervisor.	Periodical
	Strategy V	IPR workshops and training programmes will be organized, with the goal of filing patents.	Continuously
	Strategy VI	Revenue will be generated through consultancy, corporate training and technology transfer.	Continuously

<b>Strategic Goal VI: Nurturing the youth through social extension services of the institute</b>			
<b>Sub-Goal 1:</b>	<b>Strategy</b>	<b>Action Plan</b>	<b>Timeline</b>
Establishing a service center for social engagement with a defined mission and expanding social initiatives	Strategy I	The institute will establish the Shahu Extension Services Centre in 2018 and designate qualified faculty as a center in-charge to ensure the appropriate running of the center.	2018
	Strategy II	In order to develop, design, and carry out the short and long-term social extension activities to raise awareness among students of social concerns, a committee will be formed with the center in-charge as a member secretary.	2018
	Strategy III	The institute will operate on three levels: campus-based programmes and activities, city-wide water conservation awareness campaigns, and a mission to transform adjacent villages into ideal rural communities.	2019
	Strategy IV	Students' holistic development is promoted by involving them in the extension services.	Continuously
	Strategy V	Students will be exposed to social realities, experiences, and extension activities in order to accomplish service learnings.	Continuously
<b>Sub-Goal 2:</b>	<b>Strategy</b>	<b>Action Plan</b>	<b>Timeline</b>
Organizing programmes and events on campus to address the present social and environmental concerns	Strategy I	The institute will work with government-approved blood banks to organize blood-donation camps at least twice a year. The goal for blood bag collection will be around 100 per year.	Continuously
	Strategy II	Health camps will be arranged at least twice in a year in conjunction with the Red Cross Society, the civil hospital, and alumni doctors, not only for students and staff but also for the underprivileged members of society.	Periodical
	Strategy III	Library facilities will be extended to alumni, senior citizens and students of nearby areas.	Continuously
	Strategy IV	A state of art Sports Complex and Fitness Gym will be developed for all stakeholders.	2023
	Strategy V	The institution will lead the implementation of national programmes like the Gender Sensitization Campaign,	Continuously

		Tree Planting Campaign, and Swachh Bharat Abhiyan.	
	Strategy VI	The organization will host a variety of workshops and training on topics like pollution, agricultural advancements, water and energy conservation, and others in an effort to bridge the gap between academia and society.	Continuously
<b>Sub-Goal 3:</b>	<b>Strategy</b>	<b>Action Plan</b>	<b>Timeline</b>
Rural transformation initiatives for sustainable development.	Strategy I	The institution will focus its efforts on six key areas for rural transformation: education, health and hygiene, agriculture, the environment, financial literacy, and different government and non-government assistance programmes.	Continuously
	Strategy II	Students will be appealed to participate as volunteer in order to join this project. Every year, 100 students who are not enrolled in NSS or NCC are at most anticipated.	Every Year
	Strategy III	The "One Student, One Tree" campaign and NSS activities will bring green initiatives to the villages.	Every Year
	Strategy IV	To prepare for the activities, the volunteers will survey the communities under the direction of the faculty. These surveys will be conducted both independently and in collaboration with government organizations	Every Year
	Strategy V	In order to meet the basic requirements of the people, such as providing water, transportation, and a health center, the institution will coordinate with local authorities and governmental organizations to develop and evaluate community welfare programmes and schemes.	Continuously
	Strategy VI	Initiatives for environmental preservation, water conservation, and tree planting will be undertaken through collaboration with the local community and NGOs.	Continuously
	Strategy VII	Self-help groups will be given access to a variety of financial literacy programmes that will broaden their horizons and help them to become financially stable.	Continuously
	Strategy VIII	The programme to provide English, Mathematics, and Computer coaching to	Every Year

		kids of ZP schools in these villages will be designed and implemented by volunteers.	
<b>Sub-Goal 4:</b>	<b>Strategy</b>	<b>Action Plan</b>	<b>Timeline</b>
Water angel initiative to meet water scarcity of Latur city	Strategy I	Students will be given an appeal for participation to volunteer their names by filling out Google forms in order to join this project. Every year, 50 students who are not enrolled in NSS or NCC are at most anticipated.	Every Year
	Strategy II	The main areas of focus for this project are tree plantation drive, Surveys, water conservation awareness among the citizens.	Continuously
	Strategy III	Volunteers will knock on doors to spread awareness about the harvesting of rainwater and the water management practices.	Every Year
	Strategy IV	Volunteers will assist interested homeowners in digging the trench for rainwater collection.	Every Year
	Strategy V	Volunteers and NGOs will work together to promote the "My Latur: Green Latur" project by planting trees in various spots throughout the city and its surroundings. Over the next five years, more than 25,000 new trees will be planted across the city.	2024
<b>Strategic Goal VII: Strengthening e-governance initiatives in administration and student services to ensure efficiency and transparency</b>			
<b>Sub-Goal 1:</b>	<b>Strategy</b>	<b>Action Plan</b>	<b>Timeline</b>
Embracing e-governance will accelerate and adapt to contemporary management techniques.	Strategy I	e-governance policy will be developed to ensure efficiency and transparency in Administration, Accounts and Finance, Learning Management, Admission Process, Examination and Evaluation, Library and ICT Infrastructure.	2018
	Strategy II	e-governance measures will be adopted in documentation, accreditation process and e-Filing through online portals.	2018
	Strategy III	The institute will develop its own software in order to accelerate e-governance to its full potential.	2018
	Strategy IV	The biometric system will be developed for the attendance of students by 2025.	2025
	Strategy V	The institute will develop digital teaching diary by 2021 to provide access to administrators for monitoring the	2021

		activities of the staff.	
	Strategy VI	The institute will develop an Admission Portal to manage the admissions of the Institute by 2021.	2021
	Strategy VII	The institute will develop Student Portal to update them about institutional information and notices regarding academics, examinations, etc. by 2021.	2021
	Strategy VIII	Learning Management System will be developed and used for online lectures, course material, online examination and online assessment by 2026.	2026
	Strategy IX	Examination portal will be developed for filling examination forms, obtaining hall tickets, result sheets, etc. by 2021.	2021
	Strategy X	The library will be automated using ILMS for digital access and easy user interface by 2022.	2022
	Strategy XI	RFID system will be installed to provide effective open access facility by 2023.	2023
	Strategy XII	The alumni portal will be developed with facilities like registration, information of institutional activities, prominent alumni, milestones achieved by alumni and feedback by 2022.	2022
	Strategy XIII	The institute will develop Complaint Management System Concerning student grievances.	2021
<b>Sub-Goal 2:</b>	<b>Strategy</b>	<b>Action Plan</b>	<b>Timeline</b>
Fostering a culture of good governance and strong leadership to pave the path for the institute to achieve excellence in higher education.	Strategy I	The institute will strengthen its management structure and decentralized authority system by assigning the office bearers distinct responsibilities.	2018
	Strategy II	The institute will uphold its stance on merit-based achievements and complete intolerance of unethical behavior through the implementation of the Code of Conduct Policy.	2019
	Strategy III	The institution will strengthen its staff and student welfare measures by creating a Teacher-Student Corpus fund.	Continuously
	Strategy IV	The institution will continue to felicitate staff and student by Shahu Bhushan and Shahu Shree awards respectively to acknowledge and appreciate their excellent accomplishments.	Every Year



## Perspective Plan Attainment Indicator Chart view

Sub Goal 1	Strategy	Action Plan	Anticipated year when the plan will either begin or end	Attainment Indicator Accomplished Advancing In the hopper	Remark
<b>Strategic Goal I: Evolve as a Degree Granting Autonomous Institution by 2026.</b>					
Exhibit excellent achievements in national and international rankings, accreditations, and certifications.	Strategy I	The institution would strive to get the highest possible rankings among India's top autonomous institutes in any survey that is conducted.	Periodical		
	Strategy II	The institution aims enhance quality and maintain stakeholders' confidence in the institution, the institute will seek to attain ISO Certification by 2020, a higher NIRF India Ranking by 2021, and the highest grade in NAAC assessment and accreditation process by 2023.	2020 2021 2023		
<b>Sub-Goal 2</b>	<b>Strategy</b>	<b>Action Plan</b>	<b>Timeline</b>		
Reach higher level of excellence by obtaining various schemes.	Strategy I	The institute will be recognized by the DBT initiative as a Star College by 2024.	<b>2024</b>		
	Strategy II	The institute will make an effort obtain UGC's College of Excellence Status	2024		

		by 2024.			
	Strategy III	The institution will try to acquire RUSA grant for practicing excellence in Higher Education by 2023.	2023		
<b>Sub-Goal 3</b>	<b>Strategy</b>	<b>Action Plan</b>	<b>Timeline</b>		
Entice students from outside the state and nation to flourish internationally	Strategy I	The institute will develop programmes and courses with the aim of attracting students from all around the world.	Periodical		
	Strategy II	Enroll at least 10 students per year from other states into UG & PG programmes and 05 research scholars into research centers.	Periodical		
<b>Strategic Goal II: Enhancing human resource management to attain excellence in higher education</b>					
<b>Sub-Goal 1</b>					
Recruit, develop and retain excellent faculty	Strategy I	Tech-savvy, active PhD and post-doctoral candidates will be given preference in the merit-based recruitment process.	Periodical		
	Strategy II	The institution shall organize Professional Development and Training Programmes for staff to remain in tune with latest developments in the field of Education.	At least twice per year		
	Strategy III	The staff will be encouraged to	2023		

		use MOODLE platform in teaching learning process and trained for e-content development in four quadrants by 2023.			
	Strategy IV	On Teachers Day, the staff continues to get special appreciation "SHAHU BHUSHAN" award for their contributions in a variety of areas, including teaching, student mentoring, research, institutional development, community involvement, etc.	Each year		
	Strategy V	The staff members will be provided incentives for publication of patents, research papers, awards, etc. and also financial assistance for participation in conferences, seminars, workshops, faculty development programmes, etc.	Each year		
<b>Sub-Goal 2</b>					
Fostering holistic development of the students in	Strategy I	Innovative pedagogy, multidimensional integrated	2019		

and out of the campus		learning and training will be designed to improve the development of students.			
	Strategy II	Provide opportunities to students to participate in competitive exams as well as enhancing for mentorship facilities tutoring will be updated.	2019		
	Strategy III	Diverse student strengths will be identified, nurtured, and developed through conducting a common test with all types of questionnaire.	Beginning of every year		
	Strategy IV	Campus Placement, on-job training, internships, apprenticeship, Hands-on Training will be planned and implemented with recognized institutes, renowned industries and private sectors.	Continuously		
	Strategy V	Capability enhancement programmes will be arranged to promote the physical and mental health of the students.	At least twice per year		

	Strategy VI	The development of students' leadership, teamwork, and communication skills will be accomplished through soft skill programmes.	Periodical		
	Strategy VII	Students will be provided exposure to social realities, experiences, and extended activities by establishing Shahu Extension Services Center.	2018		
	Strategy VIII	Students will be educated about innovation, entrepreneurship, start-ups, and hackathons in order to inspire them to embark on innovative excursions. The incubation center will be started by 2019.	2019		
	Strategy IX	Training and counseling for placement of students will be altered to meet the desires of the students and expectations of employers.	2019		
<b>Strategic Goal III: Improve the campus atmosphere and facilitate more students, researchers, and library users by expanding the institutional infrastructure</b>					
<b>Sub-Goal 1:</b>					
Enrich the infrastructural facilities in tune with changing	Strategy I	Renovating the Central Library and incorporating modern amenities	2023		

technological needs.		to the reading rooms by 2023			
	Strategy II	The Seminar Hall will be well updated by 2022	2022		
	Strategy III	Renovation of well-furnished auditorium with more than 700 sitting capacity by 2023	2023		
	Strategy IV	The Central Instrumentation Centre (CIC) for Research will be refurbished as per the need.	2019		
	Strategy V	Renewing the language lab, media lab, and e-learning centre for training in job placement, MOOCs development and online exam.	2021		
	Strategy VI	Upgrading of the internet connection bandwidth and Wi-Fi to support the 4G and future communication technologies.	2020		
	Strategy VII	Every classroom will be ICT-equipped by 2025.	2025		
<b>Sub-Goal 2:</b>					
Transform conventional infrastructure to one that is sustainable, energy-efficient, and environmentally conscious.	Strategy I	Maximize the use of renewable energy sources by installing solar units in 2022, 2024, 2026 and 2028.	2028		
	Strategy II	Energy conservation	2022		

		measures including use of efficient electric and electronic appliances will be adopted to reduce the energy use by 2022.			
	Strategy III	Installation of waste water treatment and biogas plants for waste disposal by 2023.	2023		
<b>Sub-Goal 3:</b>					
Establishing amenities to improve the quality of life on the campus	Strategy I	Minimum 25 acres of land will be purchased for the campus of a proposed degree granting autonomous institution by 2028.	2028		
	Strategy II	The girls' hostel will be renovated with better amenities, safety measures, and security by 2022 and boys' hostel will be constructed in new proposed campus.	2022		
	Strategy III	Renovation of lavatories by 2021.	2021		
	Strategy IV	Developing and maintaining a green campus by planting planters and creepers throughout the campus.	Throughout the Year		
	Strategy V	Revamping a canteen on campus to serve hygienic and	2022		



		nutritious cuisine by 2022.			
	Strategy VI	Upgrading the sports facilities, Divyangjan-friendly amenities, and health care centre by 2021.	2021		
<b>Strategic Goal IV: Develop, reinforce, and execute academic programmes that are in sync with mission and vision of the institution to meet an increasingly competitive and developing national and international milieu</b>					
<b>Sub-Goal 1:</b>					
Expand the distinct undergraduate and post graduate programmes that address national as well as global demands	Strategy I	Innovative and industry oriented academic programmes both at UG and PG levels, will be started as per the aspirations of the society.	2019		
	Strategy II	Recognized research centers in the disciplines where PG programmes are offered will be established in addition to previous Research Centres.	2020		
	Strategy III	Introduce curriculum flexibility to allow students to choose from a wide range of electives and multidisciplinary courses in order to satisfy their changing goals throughout time.	2021		
	Strategy IV	The course curriculum attempts to	2020		

		increase students' awareness of societal issues by adding additional lessons on environmental sustainability, gender equality, human values and professional ethics.			
	Strategy V	The course curriculum attempts to increase students' awareness of societal issues by adding auxiliary lessons on environmental sustainability, gender equality, human values and professional ethics.	2020		
	Strategy VI	The Institute will develop and run skill-enhancing certificate courses that support entrepreneurship and employability to prepare students for job opportunities.	Continuously		
	Strategy VII	Incorporate the learning outcome-based education paradigm.	2018		
<b>Sub-Goal 2:</b>					
Introduction and strengthening of online learning.	Strategy I	Students will be encouraged to explore online learning through SWAYAM-NPTEL, MOOCs and MOODLE.	Continuously		

	Strategy II	The institute will take the initiative in developing online learning tools by establishing Media Lab.	2021		
	Strategy III	The Institute will seek assistance from academic institutions and the IT industry to make e-Content Development a reality.	Continuously		
<b>Strategic Goal V: Expand the Research and Development through various initiatives</b>					
<b>Sub-Goal 1:</b>					
Developing a research policy that adheres to research ethics and focuses on societal needs	Strategy I	The research policy will be updated to reflect the most recent advancements in academia, industry, science and technology. The guidelines of statutory bodies about research and publication ethics will be followed.	2019		
	Strategy II	Administrative and academic mechanisms will be employed to enforce research ethics.	Continuously		
	Strategy III	The institution's research projects and practices will be planned, coordinated, and monitored by the Research Advisory Committee as well the Innovation, Incubation and Start-up Centre.	Continuously		

	Strategy IV	The institution will encourage linkages with University, government & non-government research organizations and industries for Entrepreneurship Development and Intellectual Property Rights (IPRs).	Continuously		
	Strategy V	The institute will encourage researchers to work on issues related to agriculture, the environment, industry needs, and entrepreneurship growth.	Continuously		
<b>Sub-Goal 2:</b>					
Upgrading the standards of the research facilities and equipment	Strategy I	The Central Library will undergo infrastructure upgrades to provide a research-friendly atmosphere by 2022.	2022		
	Strategy II	Extensive referencing database will be created with networking and RFID, to enable open-access	2023		
	Strategy III	High-end analytical instruments will be added in the Central Instrument Centre and in the research labs.	Continuously		

	Strategy IV	The research centre will develop specialized facilities such as plant tissue culture, dye sensitized solar cells, microbial plant growth regulators, IoT, material science, photonics, etc.	2020		
<b>Sub-Goal 3:</b>					
Developing Research Funding and Collaborations.	Strategy I	Budgetary provision will be made for research seed money for staff and scholarships for students.	Every Year		
	Strategy II	The institution will make every effort to increase internal funding through sponsors, alumni, and projects with industry collaborators.	Continuously		
	Strategy III	Each department will be encouraged for developing collaborations with industry and research institutions	Continuously		
	Strategy IV	Efforts will be made to increase Research Funding from government, UGC, DBT, DST, SERB, ICSSR, parent university, etc.	Continuously		
	Strategy V	The Innovation, Incubation, and Startup Centre	Continuously		

		will make efforts to secure funding for research from the government, NGOs, and joint ventures.			
<b>Sub-Goal 4:</b>					
Enhancing the efficiency of research projects and encouraging research activities	Strategy I	The institute will embolden teachers and students presenting their work at seminars and conferences.	Continuously		
	Strategy II	The efforts will be undertaken to publish research papers in UGC-CARE listed, Scopus indexed, SCI indexed journals and to accelerate the institutional Scopus citations, h-index, i-10 index, etc.	Continuously		
	Strategy III	Every research guide will set a precise goal for the number of PhDs given in order to foster a research environment where scholars are constrained by time.	Continuously		
	Strategy IV	Faculty members with PhD adhering university norms will obtain a recognition as research supervisor.	Periodical		
	Strategy V	IPR workshops and training programmes will	Continuously		

		be organized, with the goal of filing patents.			
	Strategy VI	Revenue will be generated through consultancy, corporate training and technology transfer.	Continuously		
<b>Strategic Goal VI: Nurturing the youth through social extension services of the institute</b>					
<b>Sub-Goal 1:</b>					
Establishing a service center for social engagement with a defined mission and expanding social initiatives	Strategy I	The institute will establish the Shahu Extension Services Centre in 2018 and designate qualified faculty as a center in-charge to ensure the appropriate running of the center.	2018		
	Strategy II	In order to develop, design, and carry out the short and long-term social extension activities to raise awareness among students of social concerns, a committee will be formed with the center in-charge as a member secretary.	2018		
	Strategy III	The institute will operate on three levels: campus-based programmes and activities, city-wide water	2019		



		conservation awareness campaigns, and a mission to transform adjacent villages into ideal rural communities.			
	Strategy IV	Students' holistic development is promoted by involving them in the extension services.	Continuously		
	Strategy V	Students will be exposed to social realities, experiences, and extension activities in order to accomplish service learnings.	Continuously		
<b>Sub-Goal 2:</b>					
Organizing programmes and events on campus to address the present social and environmental concerns	Strategy I	The institute will work with government-approved blood banks to organize blood-donation camps at least twice a year. The goal for blood bag collection will be around 100 per year.	Continuously		
	Strategy II	Health camps will be arranged at least twice in a year in conjunction with the Red Cross Society, the civil hospital, and alumni doctors, not only for students and staff but also for the underprivileged members of	Periodical		

		society.			
	Strategy III	Library facilities will be extended to alumni, senior citizens and students of nearby areas.	Continuously		
	Strategy IV	A state of art Sports Complex and Fitness Gym will be developed for all stakeholders.	2023		
	Strategy V	The institution will lead the implementation of national programmes like the Gender Sensitization Campaign, Tree Planting Campaign, and Swachh Bharat Abhiyan.	Continuously		
	Strategy VI	The organization will host a variety of workshops and training on topics like pollution, agricultural advancements, water and energy conservation, and others in an effort to bridge the gap between academia and society.	Continuously		
<b>Sub-Goal 3:</b>					
Rural transformation initiatives for sustainable development.	Strategy I	The institution will focus its efforts on six key areas for rural transformation: education, health and hygiene, agriculture, the environment,	Continuously		

		financial literacy, and different government and non-government assistance programmes.			
	Strategy II	Students will be appealed to participate as volunteer in order to join this project. Every year, 100 students who are not enrolled in NSS or NCC are at most anticipated.	Every Year		
	Strategy III	The "One Student, One Tree" campaign and NSS activities will bring green initiatives to the villages.	Every Year		
	Strategy IV	To prepare for the activities, the volunteers will survey the communities under the direction of the faculty. These surveys will be conducted both independently and in collaboration with government organizations	Every Year		
	Strategy V	In order to meet the basic requirements of the people, such as providing water, transportation, and a health center, the institution will	Continuously		

		coordinate with local authorities and governmental organizations to develop and evaluate community welfare programmes and schemes.			
	Strategy VI	Initiatives for environmental preservation, water conservation, and tree planting will be undertaken through collaboration with the local community and NGOs.	Continuously		
	Strategy VII	Self-help groups will be given access to a variety of financial literacy programmes that will broaden their horizons and help them to become financially stable.	Continuously		
	Strategy VIII	The programme to provide English, Mathematics, and Computer coaching to kids of ZP schools in these villages will be designed and implemented by volunteers.	Every Year		
<b>Sub-Goal 4:</b>					
Water angel initiative to meet water scarcity of Latur	Strategy I	Students will be given an appeal for participation to volunteer their	Every Year		

city		names by filling out Google forms in order to join this project. Every year, 50 students who are not enrolled in NSS or NCC are at most anticipated.			
	Strategy II	The main areas of focus for this project are tree plantation drive, Surveys, water conservation awareness among the citizens.	Continuously		
	Strategy III	Volunteers will knock on doors to spread awareness about the harvesting of rainwater and the water management practices.	Every Year		
	Strategy IV	Volunteers will assist interested homeowners in digging the trench for rainwater collection.	Every Year		
	Strategy V	Volunteers and NGOs will work together to promote the "My Latur: Green Latur" project by planting trees in various spots throughout the city and its surroundings. Over the next five years, more than 25,000 new trees will be planted across the city.	2024		

**Strategic Goal VII: Strengthening e-governance initiatives in administration and student services to ensure efficiency and transparency**

<b>Sub-Goal 1:</b>					
Embracing e-governance will accelerate and adapt to contemporary management techniques.	Strategy I	e-governance policy will be developed to ensure efficiency and transparency in Administration, Accounts and Finance, Learning Management, Admission Process, Examination and Evaluation, Library and ICT Infrastructure.	2018		
	Strategy II	e-governance measures will be adopted in documentation, accreditation process and e-Filing through online portals.	2018		
	Strategy III	The institute will develop its own software in order to accelerate e-governance to its full potential.	2018		
	Strategy IV	The biometric system will be developed for the attendance of students by 2025.	2025		
	Strategy V	The institute will develop digital teaching diary by 2021 to provide access to administrators for monitoring the activities of the staff.	2021		
	Strategy VI	The institute will develop an	2021		

		Admission Portal to manage the admissions of the Institute by 2021.			
	Strategy VII	The institute will develop Student Portal to update them about institutional information and notices regarding academics, examinations, etc. by 2021.	2021		
	Strategy VIII	Learning Management System will be developed and used for online lectures, course material, online examination and online assessment by 2026.	2026		
	Strategy IX	Examination portal will be developed for filling examination forms, obtaining hall tickets, result sheets, etc. by 2021.	2021		
	Strategy X	The library will be automated using ILMS for digital access and easy user interface by 2022.	2022		
	Strategy XI	RFID system will be installed to provide effective open access facility by 2023.	2023		
	Strategy XII	The alumni portal will be developed with facilities like registration,	2022		

		information of institutional activities, prominent alumni, milestones achieved by alumni and feedback by 2022.			
	Strategy XIII	The institute will develop Complaint Management System Concerning student grievances.	2021		
<b>Sub-Goal 2:</b>					
Fostering a culture of good governance and strong leadership to pave the path for the institute to achieve excellence in higher education.	Strategy I	The institute will strengthen its management structure and decentralized authority system by assigning the office bearers distinct responsibilities.	2018		
	Strategy II	The institute will uphold its stance on merit-based achievements and complete intolerance of unethical behavior through the implementation of the Code of Conduct Policy.	2019		
	Strategy III	The institution will strengthen its staff and student welfare measures by creating a Teacher-Student Corpus fund.	Continuously		



	Strategy IV	The institution will continue to felicitate staff and student by Shahu Bhushan and Shahu Shree awards respectively to acknowledge and appreciate their excellent accomplishments.	Every Year		
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**Principal**



शिव छत्रपती  
शिक्षण संस्था  
लातूर

॥ आरोह तमसो ज्योतिः ॥

स्थापना - १९७०

## Pursuit of Excellence



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