

2018-23

Maulana Azad College, Kolkata
Perspective Plan & Deployment



Perspective/Strategic Plan and Deployment of the Institution

❖ Institutional Vision and Mission

Maulana Azad College, located in the heart of Kolkata, has developed into a center of academic excellence. Guided by a student-centric approach, it emphasizes transparent evaluation processes, student support, and career development. The college adheres to the UGC guidelines and has aligned itself with the National Education Policy (NEP) 2020, establishing a dynamic research culture through its Research & Development Cell.

❖ Strategic Plan Overview

The plan can be categorized into **long-term** and **short-term plans**:

Long-Term Plans

1. Expanding Academic Offerings and Accessibility

- Introduction of new UG and PG programs (Microbiology, Zoology, English, Urdu).
- Installation of Braille-enabled library systems for visually impaired students.

2. Infrastructure and Facility Enhancement

- Development of a second campus.
- Construction of Auditorium and Examination Hall (Duplex type).
- Construction of General Boy's Hostel at 33, Gorachand Road.
- Construction of lift inside the college building.
- Expansion of the central library and modernization of laboratories.
- Establishment of a modern fitness center for student and teachers well-being.
- Attainment of UGC affiliated autonomous status.

3. Academic Excellence and Research Development

- Strengthening faculty development programs.
- Increasing research output and fostering interdisciplinary collaborations.
- Organizing state, national, and international academic events.
- Faculty members observe preparation days on Saturdays while the library and the college office remain operational.

4. Governance and Leadership



- Creating a participative administrative environment emphasizing e-governance.
- Strengthening relationships among administrators, staff, students, and parents.

5. Skill Development Initiatives

- Implementation of structured skill development initiatives like technical skills and soft skills (IT based and non IT based) tailored to meet market demands.

Short-Term Plans

1. Expanding Academic Offerings and Accessibility

- Proposed to introduce post graduate courses in Micro-Biology, Chemistry, Developmental Studies and Comparative Literature.
- Proposed to introduce under graduate honours courses in Geography, Computer Science, Mass Communication and Journalism, Physical Education and Education.
- Proposed to offer various certificate courses in Communicative English, Spanish Language, Basic Computing & Office Automation, Financial Accounting with GST & Tally, Clinical Microbiology & Bio-Chemistry and Nutrition & Food Science.
- Insist and motivate faculty members to obtain research projects.

2. Infrastructure and Facility Enhancement

- Establishment of Girls Hostel annex.
- Creation of more smart classrooms with interactive smart boards.
- Gradual upgradation of IT facilities (augmentation of LAN and Wifi).
- Launching mobile application platform of the college compatible with Android and iOS.

3. Fostering Student Excellence

- Comprehensive mentoring and academic support programs for students.
- Promoting participation in seminars, research projects, and extracurricular activities.
- Encouraging engagement in community service, environmental initiatives, and campus cleanliness efforts.
- Making NSS participation mandatory as per state guidelines.

4. Professional Development and Staff Excellence

- Conducting regular skill enhancement workshops and customized training programs.
- Facilitating cross-institutional collaborations and performance assessments for continuous improvement.



5. Leadership and Networking

- Many of our alumni are placed in different significant positions in India and abroad.
- Conducting regular alumni meetups to ensure continuous networking among the pass out students.

6. CSR Funding:

- Submitted proposal to obtain funds under CSR scheme to various organisations like IOCL, P.C. Chandra, General Insurance, etc.

❖ Deployment of Strategic Plans

I. Curricular Aspects

The college offers a robust and flexible curriculum to meet academic, professional, and personal growth needs:

Outcome-Oriented: Programs aligned with Course Outcomes (COs) and Programme Outcomes (POs) for rigorous evaluation.

Diverse Offerings: Courses focus on employability, entrepreneurship, skill development, environmental studies, and ethics.

Experienced Faculty: Dynamic teaching with regular mentoring and guidance.

Continuous Improvement: Regular audits enhance curriculum quality.

Collaborations: Partnerships with institutions foster excellence and interdisciplinary flexibility.

Cultural Heritage: Activities like museum exhibitions, seminars, and webinars promote heritage.

Diverse Learning Support: Remedial courses and advanced opportunities cater to diverse student needs.

Feedback Integration: Curriculum feedback informs timely updates for relevance and effectiveness.

Academic Support and Dual Degree Program

A Dual Degree Program, in collaboration with IGNOU, allows students to pursue dual qualifications with flexible learning and financial assistance, boosting academic success.

Resource Optimization and Community Engagement

The college utilizes its infrastructure for community-oriented modular courses in collaboration with industry experts, offering:

Competitive exam coaching (Civil Services, JEE, NET, SET)



Fashion design, tailoring, beauty, wellness, and jewellery design

Cyber security, horticulture, vermin-composting, and interior design

Subsidized pricing ensures accessibility, and revenue supports institutional growth, fostering practical and market-relevant learning for students and the community.

II. Teaching, Learning, and Evaluation Strategies

Admission and Student Support

- **Merit-Based Admission:** Transparent online admissions adhering to reservation policies.
- **Attendance Tracking:** Monitored via physical registers and Google Classroom.
- **Principal's Induction Meetings:** Preventing dropouts and ensuring student success.
- **Parent-Teacher Meetings:** Collaborative monitoring of academic progress.

Academic Governance

- **Regular Meetings:** Departmental and faculty meetings to maintain standards, analyze results, and celebrate achievements.

Teaching and Learning Enhancement

- **Diverse Opportunities:** Seminars, webinars, workshops, and extension lectures.
- **Practical Exposure:** Internships and educational tours for real-world learning.
- **ICT Integration:** Use of LCD projectors, multimedia tools, and interactive resources.
- **Communication Skills:** Focused programs to improve student communication.
- **Laboratory Facilities:** Language and computing labs for technical proficiency.
- **Certificate Courses:** The college runs various certificate courses in Communicative English, Spanish Language, Basic Computing & Office Automation and Financial Accounting with GST & Tally.

Digital Learning Resources

- **LMS and Academic Resource Bank:** Online platforms for seamless learning and resource access.
- **SWAYAM Integration:** Access to additional learning resources.
- **Library Services:** NPTEL, INFLIBNET-NLIST, journals, and dedicated study halls.

Quality Assurance

- **Academic Planning:** Structured schedules via the academic calendar and timetables.
- **Recognition of Achievements:** Annual prizes for academic and extracurricular excellence.
- **IQAC Initiatives:** Continuous improvement and holistic development programs.

Continuous Evaluation



- **Regular Tests and Tutorials:** Frequent evaluations to assess and reinforce learning.
- **Learner Identification:** Remedial and enrichment classes for varied learning needs.
- **Mentorship:** Individualized support to achieve academic goals.
- **Student-Centric Teaching:** Tailored approaches addressing unique needs.
- **Faculty Exchange:** Exposure to diverse teaching perspectives.

Preparation Day Schedule

- **Operational Efficiency:** Faculty members observe one day for academic preparation in a week.
- These strategies enhance academic quality and student success, fostering a dynamic and supportive learning environment.

III. Research, Consultancy, and Extension

Research and Development Cell

- The Research subcommittee has been renamed as the **Research and Development Cell** to foster an environment conducive to research-based studies and publications.

Collaborative Educational Cluster

- Since **April 2022**, the college has evolved into a collaborative educational cluster in partnership with **Adamas University, Belur Vidyamandir**, and other institutions. This initiative aligns with the objectives outlined in the **National Education Policy (NEP) 2020**.

Student Innovation and Entrepreneurship

- The **Exhibition and Product Showcase** organized by students has successfully stimulated interest in **innovative achievements** and **business ventures**, encouraging students to engage in creative and entrepreneurial activities.

Collaboration with Library Resources

- The **Research and Development Cell** collaborates closely with the college library to maintain a **vibrant academic environment**, ensuring that both students and faculty have comprehensive access to **e-journals** and other digital resources.

Encouragement of Research Activities

- The cell actively encourages faculty and students to participate in various **research activities**, including:
 - Literature reviews
 - Publication of research papers in reputed journals
 - Participation in seminars, workshops, and conferences.

Fellowship and Scholarship Support



- The **Research and Development Cell** provides guidance and support to faculty members seeking fellowships and scholarships for advanced studies. It also helps students secure **internships** and **scholarships** to enhance their academic and professional growth.

Sponsorship for Conferences

- The committee recommends sponsorship for **faculty members** to attend and present papers at **national and international conferences**, promoting the dissemination of research.

Future Initiatives

- Upcoming initiatives include organizing specialized workshops aimed at enhancing research capabilities, such as:
 - Research Methodology
 - Project Proposal Writing
 - Academic Publishing

Faculty Development

- The cell promotes **faculty development** by facilitating participation in **Faculty Development Programs (FDPs)** focused on emerging technologies and advancements in subject matter.

Through these initiatives, the Research and Development Cell aims to create a robust research culture and support the academic and professional development of both students and faculty.

IV. Infrastructure and Learning Resources

Infrastructure Policy Foundations

- **Continuous Improvement:** Ongoing efforts to improve and optimally utilize existing resources for better operational efficiency.
- **Development Grants:** Strategic pursuit of development grants to enhance infrastructure and facilities.
- **Facility Maintenance and Upgrades:** Regular maintenance, updates, and upgrades to keep the facilities in top condition.

Academic Facilities

- **Modern Computer Laboratories:** Well-equipped computer labs with updated hardware and software to support academic activities.
- **Comprehensive Library:** A fully automated library with an expanding collection of books, journals, and other educational materials.
- **Multimedia-equipped Auditorium and Seminar Hall:** State-of-the-art facilities for conducting academic events, seminars, and workshops.

Faculty Support Infrastructure



- **Departmental Rooms with Seminar Libraries:** Each department has dedicated spaces equipped with seminar libraries to support faculty and student research.
- **Internet-enabled Workstations:** Staff rooms and the IQAC are equipped with internet-enabled workstations to facilitate efficient work and research.
- **Computerized Administrative Office:** The administrative office is fully computerized to streamline office processes and enhance administrative efficiency.

Student Amenities

- **Classroom Furniture and Ventilation:** Well-designed classrooms with ergonomic furniture and adequate ventilation for student comfort.
- **Potable Water Dispensers:** Drinking water dispensers on every floor to ensure access to clean water.
- **Sanitation Facilities:** Adequate sanitation facilities across all blocks to maintain hygiene.
- **Spacious Canteen:** A well-ventilated, *Fssai*-certified spacious canteen having valid trade licence and designated food item rate chart offers a comfortable dining experience for students. Regular food quality monitoring & auditing are done by KMC food & beverage deptt.
- **Cafeteria:** Operated by Nestle with proper quality auditing.
- **Students' common room & gymnasium:** Well-equipped gym and a spacious common room for students.

Infrastructure Maintenance and Cleanliness

- **Reliable Power Supply:** A reliable electricity supply with separate electrical panels on each floor, supported by solar power and generator backup to ensure uninterrupted service.
- **Energy Efficiency:** Reduced electricity costs achieved through the use of smart LED lighting, sensor and timer-enabled electricity fittings and rooftop solar installations.
- **Fire Safety:** Strategic placement of fire safety equipment, including gas and water-based fire extinguishers, to ensure the safety of all individuals on campus.
- **High-speed Internet and Networking:** Networked computers with high-speed internet access in laboratories, offices, the library, and departmental spaces to support research and academic work.
- **Library Resources:** Access to essential reference materials, quality textbooks, and internet-enabled computers to support project work and research.

Quality Assurance and Faculty Development

- **360-Degree Faculty Evaluation:** Regular faculty evaluation by students and stakeholders to promote accountability, receptiveness to feedback, and continuous improvement in teaching methods.



- **Enhanced Academic Infrastructure:** Ongoing development of academic infrastructure, including laboratory equipment, ICT facilities, library resources, INFLIBNET access, and other quality-enhancing amenities to support teaching and learning.

These infrastructure and resource enhancements ensure a conducive learning environment for students and faculty, promoting academic excellence and holistic development.

V. Student Support and Progression

The college provides a comprehensive welfare system promoting holistic development, community engagement, and career advancement.

Grievance Redressal

- **Grievance Box:** Enables students to share feedback and suggestions.
- **Review and Action:** Regularly reviewed grievances with prompt resolutions.

Community Engagement

Students contribute to outreach programs in adopted slum areas, focusing on:

- Health and hygiene awareness.
- Electrical safety education.
- Environmental conservation and tree planting.
- Soil testing and improvement.

Student Support Framework

- **Committees:** Internal Complaints, Anti-Ragging, and Social Outreach Committees.
- **Welfare Cells:** Dedicated support for minority, SC/ST, and OBC students.
- **NSS Unit:** Innovative outreach programs fostering volunteerism.
- **Alumni Support:** Extended library access for alumni and local students.

Career Development

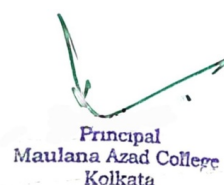
- **Internships and Field Visits:** Practical exposure to bridge theory and real-world applications.
- **Career Counselling:** Guidance for informed career decisions.
- **CSR Training:** Employment training through CSR initiatives to enhance employability.
- **Government Job Preparation:** Support for students preparing for government jobs.

This structured framework integrates academic growth with social responsibility, ensuring student success and career readiness.

VI. Governance, Leadership, and Management

The college's governance framework fosters effective leadership, decentralized management, and continuous improvement.

Vision and Mission



- **Stakeholder Communication:** Vision and mission shared through the website, prospectus, and updates.
- **Alignment with Needs:** Goals evolve with changing educational demands.

Decentralized Governance

- **Equitable Responsibility:** Tasks assigned to various committee members of IQAC, TC and other administrative committees based on expertise.
- **Accountability:** Clear measures ensure operational transparency.

Strategy Development

- **Participatory Planning:** Stakeholder feedback shapes long-term strategies.
- **Annual Committees:** Roles and objectives defined for statutory and non-statutory committees.
- **Staff and Student Involvement:** Active participation in decision-making.

Empowerment and Development

- **Faculty Development:** Regular FDPs, Workshops, Hands-on training programs and SDPs for skill enhancement.
- **Faculty Growth:** Support for FDPs, UGC programs, and FIP in PhD completion.

Performance Appraisal

- **Comprehensive System:** Annual appraisals based on PBAS-API, ACR, SCR and Self-Appraisal Report (SAR).
- **Continuous Monitoring:** Reviews of academic and administrative performance.

Audits

- **Regular Audits:** Internal and external academic, administrative, and financial audits.
- **Academic Monitoring:** IQAC oversees teaching-learning through presentations and data reviews.

Faculty and Staff Management

- **Vacancy Management:** Strategic recruitment per regulations.
- **Research Support:** Encouragement and assistance for faculty research and Ph.D. completion.

Stakeholder Feedback

- **Feedback Analysis:** Insights from students, faculty and staff.
- **Remedial Actions:** Timely resolutions for identified issues.

ICT and Resource Mobilization

- **ICT Integration:** Enhanced teaching and governance with digital tools.



- **Financial Management:** Active efforts to secure grants from various sources.

This structured framework ensures accountability, responsiveness, and continual advancement in institutional performance.

VII. Innovations and Best Practices

Innovations and Best Practices

The college integrates innovation, sustainability, and social responsibility across academic and administrative practices.

Sustainability Initiatives

- **Environmental Audits:** Regular green audits focus on rainwater harvesting, energy audits, and impact assessments.
- **Awareness Programs:** Initiatives to educate and engage students and staff in sustainability.

Sustainable Campus Practices

- **Clean & Green Campus:** Maintains a "no plastic zone" and scientific waste management. AI-based sensor-enabled waste segregation smart bin is operational.
- **Energy Conservation:**
 - Solar panels and energy-efficient cum sensor-based lighting (LED/CFL).
 - Sensor-enabled auto-cut water pump set to prevent water wastage by overflow.
 - Sensor-based water faucet also installed.
- **Renewable energy source:** Roof-top solar panel, sensor based solar lighting
- **Paperless Governance:** Reduces paper usage with recycling initiatives.
- **Reuse of water:** Enhanced conservation measures of water in place through
 - Artificial recharging of ground water
 - Rain water reuse for cleaning and gardening.

Corporate Social Responsibility (CSR) Funding

- Successful collaborations and grant proposals have been submitted to organizations such as:
 - IOCL: ₹85 Lakh (proposed & in pipeline)
 - P.C. Chandra Jewellers: ₹8 Lakh (proposed & in pipeline)
 - Axis Bank: ₹50,000/-
 - Indian Bank: ₹ 10,000/-
 - SBI: ₹5.7 Lakh
 - GD Charitable Trust: ₹7.84 Lakh
- Additionally, the college has received grants under the MPLAD scheme, including:



- Construction of Girls Hostel: ₹60 Lakh
- Construction of New Class Rooms & Central Instrumentation Lab. at Existing Campus: ₹15 Lakh
- Purchase of 5 Desktop Computers and 2 Printers for benefit & development of Students: ₹2.5 Lakh
- Construction and Furnishing of Students' Canteen, Staff Canteen & Students' Common Room (Both Boys & Girls): ₹25 Lakh

Innovative Practices

- **Teaching Methods:** Focus on balancing theory and practical classes.
- **Community Programs:** Real-world problem-solving and outreach initiatives.
- **Extracurricular Creativity:** Promoted through active committees and cells.

Best Practices

- **Student Profiling:** Regular assessments to tailor academic and career support.
- **Teacher Appraisals:** Comprehensive evaluations to ensure improvement.
- **Extension Activities:** Community-focused programs by the Social Outreach Cell.

Through these meticulously planned and executed strategic initiatives, Maulana Azad College continues to foster a culture of academic excellence, student welfare, and community engagement, ensuring long-term success for its students and faculty alike.

