

Introduction

“We should not seek education merely to eke out a living. Even those uneducated sustain themselves”

Sri Sathya Sai Baba

The feminine is the foundation on which a peaceful and happy world is to be raised. If the nation is to have lasting prosperity and peace, women have to be trained through an education system that emphasizes moral conduct and moral qualities. With these pious thoughts Sri Sathya Sai College for Women, Bhopal was founded by our founder president Bhagwan Sri Sathya Sai Baba on 4th July 1974. Envisioned to be a center for empowering women with academic excellence and preparing them for a responsible and dynamic role in society, the college was started in a shed in Bharat Heavy Electricals Limited (BHEL) township, with 21 students, 5 teachers, and a single faculty – Arts. Recognizing and appreciating the institution's role in providing value-based education for girls, BHEL decided to provide some land on lease for the college. Focussing primarily on the integrated development of students, the college moved to its present sprawling campus spread over 19 acres in the Habibganj area of BHEL township in 1981. Keeping pace with the requirement of time the frail sapling gradually gathered strength. At present the institution offers five undergraduate programs in B.A., B.C.A., B.Com., B.Sc., B.Ed., and three postgraduate programmes in M.A (English / Hindi / Political Science), M.Com., M.Sc. (Biotechnology / Chemistry/ Computer Science / Mathematics / Zoology).

By NEP 2020 which primarily focuses on skill development and enhancement, the institution also offers certificate courses in Medicinal Plants, Web Designing, MS Office, Python Programming, ICT tools

Equipped with good infrastructural facilities which include smart classrooms, a separate Library block which has a rich collection of books, magazines, periodicals and journals, a canteen, gymnasium, students common room, full-fledged computer and science labs and hostel along with a dedicated and devoted team of teaching fraternity, the institution is a perfect confluence of art, science, culture, and spirituality that firmly believes in empowering women through morality based education.

Institutional Strength :

1. Governance of the college is in the hands of registered society, not the hands of oneness.
2. Most of the courses are self-financed courses and the funds generated are used for the campus development, payment of staff, and learning resources.
3. Highly qualified, sincere, well experienced, and motivated faculty.
4. successful autonomy since 2018.
5. Adopted NEP 2020 Successfully with ample flexibility
6. Innovative Student-centric teaching-learning structure with a focus on advanced and slow learners.
7. NCC & NSS Students have won many national and state level award
8. Awarded an A grade in 2015 by NAAC.
9. Well-equipped laboratory and library to promote research and academic excellence. Our laboratories are open for students from other institutions for their project work, dissertation, etc. This becomes a source of generating funds.
10. E-governance

11. Environment sustainability practices both on campus and in the locality (clean and green environment of the campus).
12. Our founder president is 'Sri Sathya Sai Baba' and the students are familiarised with his teachings of 'Sarvdharam Sambhav'.
13. Excellent sports facilities and playgrounds are maintained students are trained for various games and sports under the stewardship of an efficient sports officer.
14. This is a fully women's institution that the founder president established to empower women with value-based education.
15. We have a legal cell to create awareness about day-to-day legal issues.
16. As a commitment to society the college has adopted a village where various activities regarding awareness of health, education, environment sustainability, cleanliness, and legal issues are organized. From time to time various commodities like stationery, books, nutritive eatables, toiletries, Sanitary napkins, etc are distributed. Health camps, blood donation camps, and lectures on various diseases and health issues are organized.
17. Progression record of students.
18. Remarkable student achievements in sports, NCC and NSS
19. Well-placed Alumni in the government and NGOs, Universities, and research institutions.
20. Skill-focused and employability-based value-added courses offered in the institution.
21. Green audit, energy audit, and environment audit by NABCB accredited certificate.
22. Healthy practices - Institute focused on promoting sustainability environmental awareness and eco-friendly practices
23. Active placement and counseling cell.
24. Regular administrative and academic audits.
25. Publication of research papers in reputed journals and books.
26. For promoting a Research work institution regularly, a Biannual peer-reviewed multidisciplinary published Journal 'Highbrow' Since 2014.
27. A Well defined legal Aid clinic

Institutional Weakness:

The following areas need improvement.

1. After the pandemic admission has decreased considerably.
2. Lack of funding agencies.
3. Lack of Resource mobilization.
4. The majority of the students are from economically weaker sections which negate the financial growth of the institution.
5. There is hardly any exchange program for the students & staff with other institutions of repute.
6. Due to poor student strength, there is hardly any Academia-Industry collaboration.

Institutional Opportunity :

1. The institution was granted an open unit of NCC which facilitates students of the other institutions to enroll for NCC in our institution.
2. Since we have good infrastructure, the college becomes the center for conducting examinations of other institutions both online & offline mode.
3. Encourage students & staff to develop an app that will be useful to society & the students.
4. Interdisciplinary courses (certificate courses/vocational courses) as per the requirement of NEP will help expand the college's reach.
5. Since we have the infrastructure, there should be a focus on training students to appear in different competitive examinations.
6. Focused should be on the skill development program which will enable the institution to bring about an enhancement in admission as well as student placement.

7. The institution has ample opportunities for extension activities as there is a slum near the institution and an adopted village.
8. Vidya Vahini is a volunteer-driven digital initiative focusing on providing integral education to rural schools.
9. The college was granted SPOC (Single Portal of Contact for SWAMP & NPTEL portal). Students should be encouraged to participate in these courses to increase their credit points as required by NEP.
10. NSS & NCC cadets & Volunteers can also do various extension activities.
11. Exploring the talents & skills of the students they should be Assisted & trained for participation in state & National level competitions. Since we have adequate land & associated with the NGO 'Citizen for Change Foundation' we can focus on the population & formation of oxycodone, which will in turn enrich the entire environment of the vicinity.
12. The institution with FPAT & Red Cross society facilitated the extension of Medical facilities to the students & economic disadvantaged of the college & neighborhood.

Institutional Challenge :

1. The coexistence of and & self-finance of streams in the same campus which passage a challenge in the academic work environment.
2. The institution cannot hold open admission as we have to abide by the norms of M.P. higher education.
3. Developing MOUs to bridge the gap between Industry & Academia.
4. Enhancing the syllabi & the curriculum as per the need of NEP.
5. Competition from the peer institution in the city.
6. Resource mobilization for enhancement of infrastructure & Research apart from Government & UGC.
7. Strengthening of parents teacher association and alumni association.
8. efforts to get grants from DBT, DST, and other funding agencies.

Areas of Focus

The College's goals derive from its Mission, Vision, and Core Values. These goals are based on an analysis of our strengths and weaknesses as well as input solicited from our key constituents. They are constructed with resource limitations in mind. The college's goals are categorized into the following areas of focus:

- Value added, Certificate Courses and Online Courses from SWAYAM
- Faculty and Staff Development
 - To promote a holistic understanding and practice of Human Values.
 - Development of students in physical, mental, emotional, and spiritual aspects.
 - To inculcate good manners and good citizens.
 - Enable the students to make decisions based on sound moral principles.
 - Improve women's access to secure livelihood, and economic self-reliance, raise self-confidence, and enhance decision-making capacity at all levels in all spheres of life.
 - To counsel and motivate women to lead a dignified life.
 - To empower women to change fundamental aspects of their development.
 - To sensitize women in general and society in particular about gender issues.
 - To bring about behavioral change for ensuring gender equity.
 - To give vocational, career-oriented, and technical education to less privileged women.

- To empower lesser privileged women in slum areas located near the college.
- To motivate girls from weaker sections of society to higher studies.

Faculty and Staff Development

Goal:

In the rapidly changing environments of the education sector and industrial needs emerges a diverse faculty who work to improve continually in the areas of research, teaching, and service. The emerging scenario makes ongoing faculty development an important part of our strategic plan.

Initiatives:

- Based on the faculty's identified gap, they are encouraged to participate in conferences, workshops, short-term courses, and all other activities necessary to improve their teaching and research aptitude.
- The institute will support the research activities of the faculty members using enabling them to attend the FDP
- Aiming to organize a number of research-based conferences, FDPs, and also publishing Journals etc.

Expected Outcome:

- An upward trend must be seen in the number of research papers published by faculties at conferences.
- Improvement in the professional ability of the faculty to satisfy the requirements as per norms, student's requirements, and fulfilling industry expectations.

Establishing Standards for Overall Development

Goal:

In this competitive era establishing standards for almost all practices will fetch a positive result to ensure the overall development of the institute. Hence the institute focuses on undertaking quality initiatives to establish certain standards.

Initiatives

- Initiatives to inculcate technology in day-to-day activities of the institute which will bring standards and transparency in various activities.
- Through IQAC committees focusing on the overall development of the institute by concentrating on academic and administrative aspects.

Expected Outcome

- Establish IQAC cell to initiate, implement, and monitor quality improvement and standardization initiatives.
- Maintain the website of the institute up to date.
- Proper Google groups to be formed and information collected and shared with the students through online mode itself.

Extension Activities

Goal:

- To lend a helping hand to the community around us.
- Take the responsibility to make our ever-more connected world, a more Hopeful, stable, and peaceful place.
- A good practice essentially aimed at creating empathetic citizens.
- To improve the overall educational quality of the underdeveloped Schools.

Initiatives:

The Institution involves itself in a number of Outreach activities because it believes that, at the end of the day it's not about what you have or even what you've accomplished; it's about who you've lifted, who you've made better. It's about what you've given back.

- A Holistic Approach to Community Well-being: Environment Protection and Personal Hygiene Camp at Godgram Tola Chota Kheda
- Bridging Generations: A Case Study on Student Visits to Old Age Homes in Bhopal
- Empowering Minds: A Case Study on Student Visits to Digdarshika and Composite Regional Centre for Disabilities
- Empowering Anna Nagar Slum Children: A Health and Hygiene Outreach Initiative
- Sensitization of gender issues
- Promotion of eco-friendly surroundings and development of a nutrition garden,
- Women empowerment
- Advocacy for traffic rule adherence
- Organization of blood donation and health check-up drives
- Active participation in the National Swachh Bharat Abhiyan
- COVID vaccination drives,
- Training sessions for farmers on sustainable agricultural practices

OUTCOME

- Cleanliness campaigns created a sense of environmental responsibility. Participating in these drives instilled a psychological connection to the spaces they occupy promoting a sense of ownership and pride in their surroundings.
- Education is a key driver of social transformation. NSS volunteers worked with primary school children to educate them for a year.
- Workshops on critical issues such as gender equality and human rights, legal aid, and sexual harassment created a more informed and conscientious society.
- Voter rights advocacy encouraged students to actively engage in the democratic process. It instilled a sense of civic duty to shape the future of their nation through responsible participation.
- Street plays are effective tools for conveying important messages to a wide audience in an engaging manner. By using theatrical performances in the form of Nukkad and short film

production on different topics like voter awareness, best out of waste, and the importance of a clean environment NSS communicated key social messages

- The NSS team won 1st prize in an intercollegiate short film-making competition on 11-02-21
- In Swachh Bhopal Abhiyan organised by Municipal Corporation, the NSS team bagged 3rd prize in a short film production competition on 14-01-21
- Extension activities involving interaction with elder citizens and differently-abled children helped in providing emotional support to ensure their well-being. It cultivated empathy and understanding among individuals bridging generational and societal gaps
- Stationary and warm clothes distribution drives ensured every child had access to the tools needed for learning and personal development.

Strategy Implementation and Monitoring

After approval of the Strategic development plan the next step is its implementation. During implementation, the progress of strategy shall be measured from time to time. Hence the measurable success indicators are spelt out in the implementation document. The Principal along with another faculty member will be the custodian for the strategic plan and its deployment.

Implementation at the Institutional Level

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|-----------------------------|---|
| Governance & Administration | Chairman & Members of GB, Administration Office |
| Students Admissions | Principal, HODs, Admission team, |
| Infrastructure | Principal & Committee Members |
| Teaching- Learning | Principal, Faculty Heads, HODs, and Faculty members |
| Research& Development | Principal, HODs |
| Students Development | Principal, HODs |
| Departmental Activities | HODs and Faculty |
| Training & Placement | Principal, TPO, and Team |
| Quality Assurance | IQAC team |

Admission of Students

- The admission of students is done according to the norms and schedule provided by Higher Education.
- The online procedure for Admission is prevalent in the College.
- The IT Cell of the college co-ordinates with the Admission Committee and strictly follows the Admission procedure mentioned by the Higher Education, M.P. Government.

Curriculum Development

- We have acquired an autonomous status from the year 2018-19.
- For the initial three years we can add 20% of the syllabus but we cannot delete anything because we are following the syllabus of Barkatullah University, Bhopal, approved by Higher Education, Madhya Pradesh Government, Under

the Guidelines of University Grants Commission.

Teaching and Learning

- Follow teaching and Learning processes in both traditional and scientific methods.
- In the traditional method we use chalk and blackboard lecture methods, problem-solving methods, Group discussions, question-answer sessions, and practicals in laboratories and computer centers. Smartboard online study material is used to give the students the latest updates.
- Infolibnet is used to acquire maximum information for students by professors.
- Use of more teaching aids and ICT-enabled teaching methods by preparing computer-assisted teaching aids.
- Audio visual aids have a long-lasting impression on the learner. Google Classroom is used to manage and post course-related information/ learning material, quizzes, lab submissions and evaluations, assignments, etc.
- Online drawing tools like concept maps, and mind maps, are used to perform student-centric activities.
- The PowerPoint presentations are enabled with animations and simulations to improve the effectiveness of the teaching-learning process. The online learning environments are designed to train students in open problem-solving activities.
- Lab manuals are mailed to students well in advance of the experiment being performed. Online quizzes and polls are regularly conducted to record the feedback of the students.
- To teach subjects in online mode, teachers have used various online tools like- whiteboard in Microsoft Teams, Jamboard in Google Meet, etc. as per instruction given by the Higher education, M.P. Government to use these platforms for online classes.

Research and Development

- We have one committee known as Research Development Committee. A group of professors from the college are the members of that committee. They organize lectures, and workshops in the college. They also encourage teachers to attend and present research papers at conferences, seminars, and workshops.
- Professors are motivated to Write books, guide students in research, and undertake research themselves.

The highbrow magazine is issued by a college in which the teaching faculty are encouraged to write papers.

Library, ICT, and Physical Infrastructure / Instrumentation

- The institution has a very well maintained well-furnished library having a computer resource centre
- The college library has 35052 books and 47 journals. Through Infolibnet, we have 6000 e-journals and 3,35,000 e-books in the library. We also have an online manual and thesis of Manupatra for the Law Department.
- Smart Classrooms and Seminar halls

- More ICT-enabled classrooms.
- Water facility
- Sports Facility
- Gymnasium

Human Resource Management

- A Human Resource Management Committee is formed in the college headed by senior professors. The staff members have the facility to consult with the committee regarding their problems and grievances

Industry Interaction / Collaboration

- The students and teachers' teams of various faculties visit the industries situated in nearby localities and interact with the officials and workers.
- They try to understand the work procedure and mechanism of such industries.
- Students are required to write reports on their observations/experience gained during the visits.
- MoUs with industries
- Support for an internship, training visit, and guest lectures.
- Providing career guidance
- Strengthen training and placements

Examination and Evaluation

- In the autonomous cell the syllabus and list of panel of examiners are approved in the meeting of the Board of Studies.
- The paper is given to the marked examiner of respective subjects and evaluation is done by the paper setter.
- The system of revaluation/ ATKT /Supplementary exam system is the same as Barkatullah University. The C.C.E System comprises all methods mentioned in the calendar of Barkatullah University.
- Some of the methods of C.C.E Used are Multiple choice question tests/ charts and models preparations/subjective tests/assignments/PowerPoint presentations/references from the library etc.



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