

Duvvuru Ramanamma Women's College:Gudur:A.P.

Strategic Plan and Deployment of Document

Brief Introduction of the College:

Motto : LET NOBLE THOUGHTS COME TO US FROM EVERY SIDE

VISION

The Vision of the College is:

- To enhance the practical knowledge of the students through qualitative value added carrier oriented education to cope up well in emerging competitive world in all fields.
- To educate women about their rights and equal opportunities in all aspects of life and to raise their level of aspirations and achievements.
- To educate women about their role for the contribution of economic and social development.
- To improve vocational or employment related knowledge and skills.
- To achieve the empowerment of women in financial status on par with their brothers in their families.

MISSION

- To encourage first generation learners and those from marginalized groups and ensure gender equality.
- To offer innovative quality education in emerging fields with flexibility in curriculum and teaching learning process.
- To build up a learner-friendly eco-friendly academic environment.

- To nurture a student centered teaching-learning culture by judicious use of ICT.
- To foster holistic development of character by installing in them spirit of social service and social justice through group activities.
- To promote personality development to inculcate habits of self reliance.

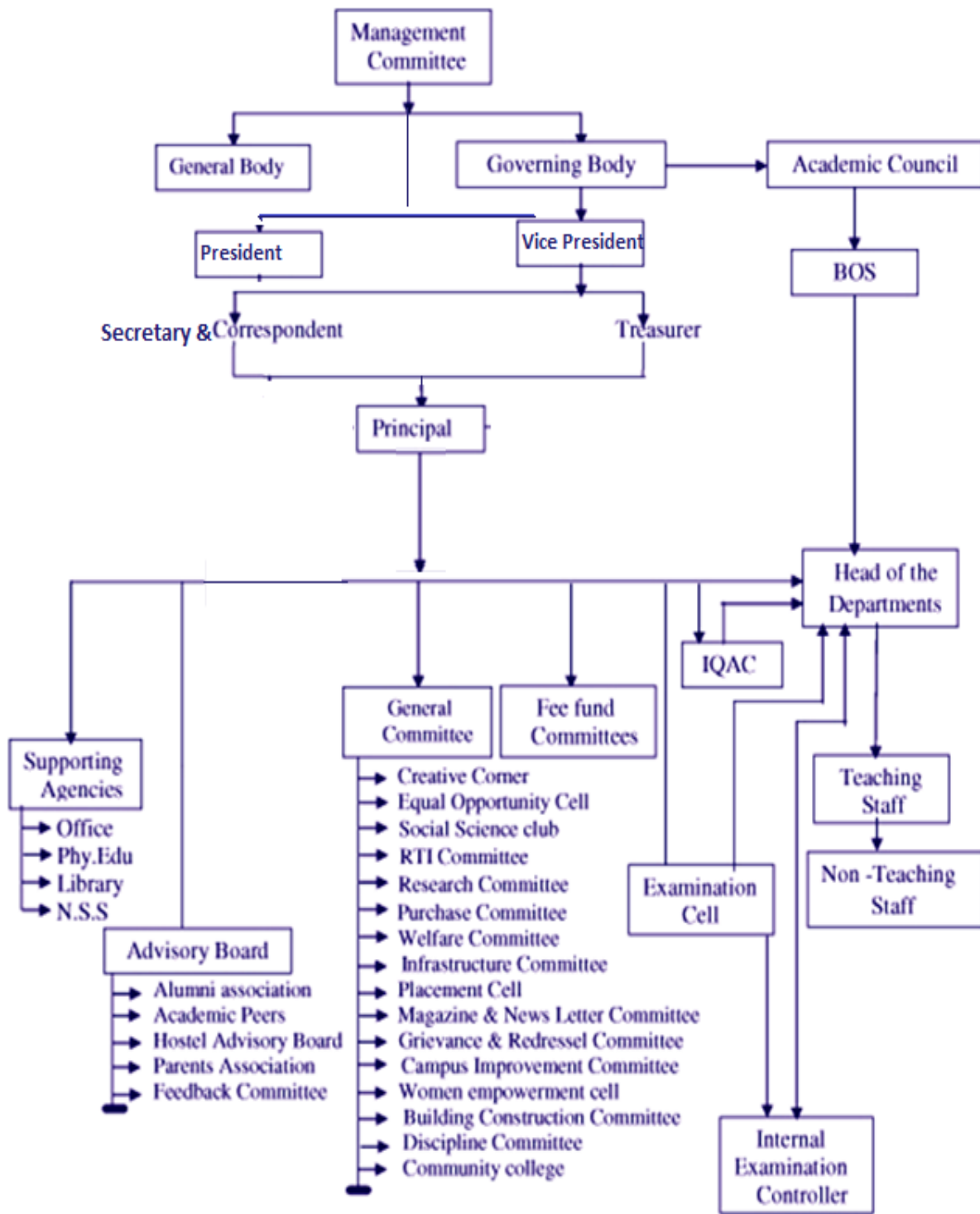
GOALS & OBJECTIVES

- To educate girl students especially from poor families with rural background.
- To uplift the women community by helping them socially and financially.
- To provide access to higher education to the girl students, who do not have the benefit of their urban counterparts.
- To increase literate women percentage in the community

Core Values

- Integrity and Honesty
- Academic Excellence
- Research knowledge enrichment
- Innovative and Creative thinking
- Social responsibility
- Participatory Leadership
- Ecological sustainability

Organizational Structure-



Strategic Plan and Deployment

The strategic plan of the college and deployment for the period 2015-2020.

Curriculum development:

- To start new UG programs which can train the students to serve industry, government and other organizations.
- To introduce short-term courses, which can generate possible employment opportunities.
- To start more skill development programmes.
- To introduce value education and environment concerned topics in the curriculum.
- To revise the curriculum by incorporating new methodologies, which includes values and skills.

Teaching & Learning:

- To conduct faculty development programmes on teaching & Learning.
- To invite academic experts regularly by utilizing UGC-CPE grants for knowledge dissemination.
- To evaluate the quality initiatives for teachers.
- To train the teachers to incorporate ICT effectively in their class room technology.

Research and Consultancy development:

- To encourage teachers to enhance their qualification by obtaining research degrees.
- To encourage faculty to apply for research projects from different funding agencies.
- To advise the faculty to organize orientation program, seminars and workshops by inviting eminent personalities from Academic & Industrial field to enhance quality of teaching.

- To encourage interdisciplinary research.
- To encourage eligible faculty to apply for guide-ship.
- To have more formal tie-ups and MOUs to start member of startups and to enhance research exposure.

Infrastructure facilities:

- To construct additional class rooms for newly started courses.
- To enhance the facilities in research centre with UGC-CPE funds.
- To procure latest equipment to all science laboratories.
- To enhance the ICT facilities in the campus.
- To increase number of smart class rooms. Creating recording facility with LMS.
- To increase the general facilities.

Community Engagement:

- To adopt villages and to organize society outreach programmes.
- To take community oriented programs.
- To undertake more green initiatives at neighboring plays to control pollution.
- To create awareness on environment protection, health and hygiene, girl child protection and aids awareness.
- To conduct more programs to enhance women empowerment.
- To encourage students to visit orphans and old-age homes and help the needy people.
- To organize community oriented programmes with the help of NGO's.

Human Resource Planning and Development:

- To identify the needs of human resources and request the Management to fulfill the necessities.
- To take the services of Retired teachers.
- To train the newly appointed faculty

Industrial Interactions and Collaborations:

- To support for internships and training programmes.
- To get more MOUs with industries.

- To arrange awareness programmes on career counseling and personality development.
- To invite industrial experts for arranging guests lectures.

Deployment Documents 2015-2020

Curriculum Development:

- Started four new programmes at UG level. B.Sc. Maths Honors. B.Sc. Computer Honors., B.A., Telugu Honors and B.Sc. Food Technology and Management day to day five years as per the strategic plan. These courses are designed and developed by the APSCHE.(Andhra Pradesh State Council for Higher Education). These courses will have more opportunities at job market.
- Introduced short term courses which will generate possible employment opportunities. 14 certificate and diploma courses were introduced during last five years. IT related courses were introduced for non-computer regular program students.
- Started skill development courses. The APSSDC(Andhra Pradesh State Skill Development Corporation) has recognized this college as skill development centre and sponsored IT related skill oriented courses and established a lab, created IT related equipment provided 30 laptops, 30 tablets TV, LCD, scanners and other computer peripherals worth about 3.5. lakhs. Arranged mentor to monitor the courses. Conducting online examinations and the certificates are issued by the APSSDC. The college has created the facility of spoken tutorials of Mumbai online courses. A separate room with all ICT facility has been created for this purpose.
- Introduced value education and environment concerned topics in the curriculum. One course on value education has been introduced at UG and also in PG level. Environment science course is also introduced at UG Level.
- Skill oriented topics are incorporated in the syllabus of UG and PG courses which will focus on employability. Introduced new methodologies to inculcate values and skills.

Teaching and Learning:

- Arranged faculty development programs on teaching and learning.
- Invited academic experts from various university and higher education institutions and arranged lectures and orientation programs by utilizing UGC-CPE funds.
- Enhanced quality initiatives for teachers.
- Trained the faculty on ICT utilization in classroom teaching.

Research and Development:

- Teachers are encouraged to enhance their qualifications by obtaining higher degrees. During last five years 5 teachers were awarded Ph.D. Degrees., two faculty members obtained M.Tech. Degrees, Six faculty members registered for Ph.D. and two scholars are about to submit their Ph.D. thesis.
- All the departments are encouraged to organize national seminars and workshops by inviting eminent personalities from academic and industrial fields. 24 seminars and workshops were conducted during last five years.
- All the departments arranged guest lectures for better exposure to students. 113 guest lectures were arranged during last five years.
- Increased the member of MOUs and tie-ups with different organizations. 8 MOUs and tie-ups were established during last five years.
- Established research cum incubation centre and started small start-ups to create innovative thoughts among students.

Infrastructure Facilities:

- Proposed to construct 6 additional class rooms for the newly started courses. The MHRD under RUSA scheme sanctioned two courses for infrastructure development and approved our proposal of constructing class rooms worth about one crore and to creating ramp facility to connect all the buildings and renovating old laboratories under renovation worth about 40 lakhs, the work is in completing stage.

- The facilities in the research centre were enhanced with UGC-CPE grants during last five years Rs. 3405256 spent on this purpose.
- Latest equipment procured for all the science laboratories under RUSA scheme the Govt. supplied latest scientific equipment.
- ICT facility in the campus has been enhanced with UGC-CPE funds and RUSA funds Rs. 44,59,635 has been spent for upgradation of ICT facilities during last five years.
- With RUSA grants the collage created one lakh two digital classrooms one virtual class room.
- Provided six smart class rooms.
- Created recording centre facility LMS and Mana TV program.

Community Engagement:

- The college has adopted nearby villages and under took society outreach programs with NSS units and NGOs.
- Organized community oriented programs.
- Under taken green initiatives with the help of R&B and Municipality and planted trees. Conducted campaign on tree plantation.
- Awareness programs on environment protection, health and hygiene, girl protection and on aids were arranged.
- Women empowerment cell conducted programs on empowerment of women.
- Students helped orphanages and old age homes with money and material and also helped the people during natural calamities.

Human Resource Development:

- The management sanctioned teaching and nonteaching posts whenever necessary arised. All the vacant posts are filled with qualified faculty and also appointed necessary faculty for newly started programs. The management also appointed necessary non-teaching staff against sanctioned posts.
- The management encourages retired teachers to invite as guest lectures.
- Newly appointed junior faculty are trained and guided by senior faculty.

Industry interactions and collaborations:

- Training has been given to students by the faculty on internships.
- Obtained more MOUs and extended linkages with Universities.
- Arranged awareness programs on career counseling and personality development.
- Invited Industrial experts and arranged guest lectures and motivating talks.

Strategic Plan for 2020-2025

Curriculum development:

- To introduce four year integrated programs at UG level as per the guide lines of APSCHE.
- To introduce short term courses as add-on programs to generate innovative ideas.
- To give more emphasis on skill development courses.
- To integrate values in the curriculum.
- To identify new methodologies to be incorporated in curriculum.

Teaching and Learning:

- To enhance faculty development programs on teaching and learning.
- To identify new methodologies for teaching and learning.
- To enhance quality initiations for faculty.
- To give more emphasis on ICT based teaching.
- To encourage teaching to develop e-content.
- To encourage teachers to prepare teacher plans with cross cutting issues.
- To arrange staff exchange programs on teaching and learning skills.
- To develop e-learning resources and LMS.

Research and Development:

- Encourage faculty members to publish research articles in peer-reviewed journals.
- Encouraging research and innovations.
- More emphasis on Institute-Industry interaction.
- Establishing central instrumentation centre.
- To encourage faculty to apply for research funding projects.
- Faculty to obtain membership in professional bodies.
- To conduct more national seminars and workshops.
- To encourage collaborative research activities.

Infrastructure Facilities:

- To increase more number of ICT based class rooms and smart class rooms.
- Up gradation of networking system.
- Procurement of latest scientific equipments to laboratories.
- Up gradation of library infrastructure.
- Improvement in e-learning facilities.
- Software upgradation in library and laboratories.
- Improvement in sports facilities.
- Enhancing alternative energy resources with more solar panels.
- Enhancing learning resources through google class room and Moodle.
- Providing sophisticated furniture to new class rooms and newly established laboratories.

Community Engagement:

- Encourage students' participation in community engagement and involvement.
- Promotion of biodiversity in the campus.
- Enhance social responsibility among staff and students.
- Conducting more number of awareness programs.
- Develop community college.

Human resource planning and development:

- To appoint well qualified and experienced faculty.
- To enhance the human resources ability.
- Grooming leadership among faculty.

Industry interaction and collaboration:

- Enhance collaborative activities.
- Student exchange programs.
- Entrepreneurship development and increase startups.
- Increase number of career guidance training programs.
- Arrange more number of skill development programs.
- Organize placement drives.

Intensify the IQAC activities, strengthening the student support services, generating endowments, getting good NIRF ranking. Implementing the NAAC peer team recommendations are some of the future plans for next five years.
