C.P.PATEL & F.H.SHAH COMMERCE COLLEGE

(MANAGED BY SARDAR PATEL EDUCATION TRUST, ANAND)

Affiliated to SARDAR PATEL UNIVERSITY

Principal
C P Patel & F H Shah
Commerce College, Anand

CRITERION 6
GOVERNANCE, LEADERSHIP AND MANAGEMENT

6.2.1 STRATEGIC DEVELOPMENT AND PLAN

Submitted to
NATIONAL ASSESSMENT AND ACCREDITATIN COUNCIL (NAAC)

STRATEGIC DEVELOPMENT AIMS

VISION

To become a premier institution imparting qualitative and value-based education for academic excellence and a vibrant centre for infusing skills and knowledge among students to take up the challenges in the present global arena.

MISSION

To mould the youth of this semi-urban area to cope up with the changing environment and make them competent in the fields of commerce, management and information technology so as to be capable of self-reliance, self-discipline and adventure and thereby accelerate the nation building process of our college

OUR CHERISHED GOALS

1) To provide opportunities to students irrespective of caste, creed or religion for giving meaningful education so as to help them build their careers in the field of business and management

2) To offer a cadre of well-developed manpower to meet the middle and lower level managerial requirements of the industries and business establishments in the surrounding areas

3) To enhance the contribution to society and nation at large by making available academic, infrastructural and manpower resources in meeting or addressing a cause

4) To promote education, best suited to the needs of the society

5) To encourage research and experiments in the areas of business and management useful for knowledge management

6) To spread useful knowledge among various sections of society

7) To motivate the youth for community welfare activities

8) To promote and organize activities and programmes for exposure and development of skills and talents of students

9) To equip students so that they grow up into responsible assets of our society.

Scales:

The Strategic Development Plan lays down priorities, focus energy and resources, strengthen operations, ensure that employees and other stakeholders are working toward common goals, establish agreement around intended outcomes/results, and assess and adjust the institution's direction in response to a changing demand. It is a regimented effort that generates fundamental decisions and actions that shape and guide what an Higher Education Institution is, who it serves, what it does, and why it does it, with a focus on the future. Effective strategic planning articulate not only where an organization is going and the actions needed to make progress, but also how it will know if it is successful.

Sardar Patel Education Trust (SPET) has evolved from a strong need to develop techno managerial manpower for niche' industry segments, into a socially conscious and integrated school of management. This need arises as a result of high degree of specialization in an increasingly competitive environment. SPET is responsible to bridge the requirements for business minds who can work seamlessly in the corporate environment.
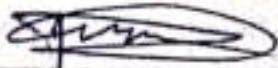
CPPFHSCC is committed to provide quality education by equipping the students with skills, confidence and a positive approach leading to their all round development. The college relentlessly strives to perceive and maintain academic excellence, and at the same time the students are encouraged to participate in various co-curricular and extra-curricular activities.

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EDUCATION

Being committed to the qualitative education of each student, we will give theoretical and practical to the students experience which equips them with the values, skills and cerebral discipline that will facilitate them to make a authentic contributions to society.

ACCOUNTABILITY1

To allow students from all backgrounds and enable them to take benefit from our College

To augment and maintain student's intellectual strength, the institution must support students of outstanding potential at all levels, whatever their background. To achieve this, we will have to strengthen and expand outreach activities, based on rigorous evaluation of their effectiveness. We will work closely with Universities, colleges, academic departments, industries and faculties to ensure effective dexterity of outreach activity.

ACCOUNTABILITY2

To offer an excellent academic experience and environment for all our students and ensure that we fully furnish graduates to do extremely well in whatever they choose to do

We will maintain the tutorial system at the heart of CPPFHSCC distinctive approach to undergraduate teaching, and will ensure that ongoing support from a senior academic also continues to underpin our approach to postgraduate study.

We will make sure that teaching and evaluation provide an equal opportunity for all students to achieve and demonstrate their full potential. We will work to reduce continuing gaps in attainment of results by the students in any activity taken up by them.

Providing greatest opportunity for all our students to excel. We will work to strengthen the partnerships between colleges, academic departments and faculties, and central services to provide the welfare support that our students require to prosper.

We will provide opportunities, through and outside the curriculum, for our students to develop the personal, transferable skills, employability skills to succeed in a vigorous competitive workplace. We will expand the number of funded internships, in house trainings and -placement opportunities nationally and globally. We have by now started **FINISHING SCHOOL** under the support of **Knowledge Consortium of Gujarat, Ahmedabad, an initiative of Government of Gujarat.**

ACCOUNTABILITY3

To maintain and grow the rich academic environment of the college:

We will maintain the best that CPPFHSCC has to offer in its teaching, including support and access to effective academics and unmatched learning resources including our libraries and collections.

We will also ensure that we respond to today's opportunities and tomorrow's challenges. We are devoted to innovation and excellence in teaching, and will seek improved ways of demonstrating this in the growing quality of our academic staff.

We will ensure growth in student numbers that is advantageously important to deliver the institution's core mission and academic priorities, whilst recognizing our liability to preserve and protect nation's crucial objectives.. We will continue to develop new and resourceful courses and fields of study to ensure that our portfolio reflects advances in knowledge and meets the needs of today's students.

EDUCATION PRIORITIES

- ✓ Set ambitious targets by April 2025 to substantially increase by 2023 the number of undergraduate places offered to students from groups who are currently under-represented
- ✓ Aim to implement Outcome Based Education to increase the quality of Teaching and Learning environment
- ✓ Aim to increase by 2025 the infrastructure facilities pertaining to Teaching and Learning for students with a focus on strategically important subjects in Emerging Areas
- ✓ Aim to enhance innovations in teaching and learning processes

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RESEARCH

CPPFHSCC aims to become home to some of the most talented scientists and scholars from across the globe.

We hope that our work enhances the lives of millions, solving real problems through an extensive network of partnerships and collaborations. The length and breadth of our research should bring advancements in knowledges, understandings, innovations and creativeness.

ACCOUNTABILITY1

To promote and enable ambitious research of exceptional quality

Ambitious innovative research will be taken to provide our researchers with the freedom to investigate problems of significance, whether their work is curiosity-driven or challenge-led.

By 2025 we will strive relentlessly to lead international research agenda across the Social sciences, Humanities and Information Technology, and to arrange multidisciplinary and international teams to address the most significant problems facing the nation in particular and world at large, today

ACCOUNTABILITY2

To invest in people, to support them and their research talents, thereby enabling the research work to grow in high numbers:

We will provide a conducive environment for conducting research, with state-of-the-art facilities and infrastructure, appropriate support for staff and students, and investment in the training, support and wellbeing of our staff. We will ensure that appropriate measures are in place to attract the most able minds from across the world to engage in our research activities.

ACCOUNTABILITY3

To change the world for the better:

We aim to become a global institution with global ambition but have deep roots locally and nationally. We will invest further in the infrastructure to facilitate regional, national and international collaboration, in the skills and people to provide capacity for such collaboration. We aim to maximize the cultural, social and economic benefit derived from our research regionally, nationally and across the world.

RESEARCH PRIORITIES

✓ Enhance the opportunities and support for early-career researchers.

✓ Invest substantially in the research environment, both human and physical by 2025.

✓ Increase the scale and scope of our central research fund to grow our capacity for major research initiatives.

✓ Engage with business, NGOs and others to grow the volume and value of Non Government funded research on a sustainable basis.

✓ Maintain to invest in our innovation activities and foster the entrepreneurial environment for staff and students.

COMMUNITY

People are the foundation of the success and the quality of our academic, research and support staff is vital to our future. In order to remain as a leading institution for teaching and also in research, we must continue to attract, recruit and support talented individuals and provide a diverse, inclusive, fair and open environment that allows staff to grow and flourish.

We aim to frame our Human Resources policies and processes to provide the framework for departments and faculties to support their people and to respond to the ever-changing external environment.

ACCOUNTABILITY1

To attract, recruit and retain the highly qualified and committed staff

In order to ensure that the institution maintains quality we will continue to recruit and retain the very best staff. We will actively promote health and wellbeing so that our people who are able to give their best to their work and feel valued, and we will support working parents and all those with caring responsibilities. We will encourage staff at all levels to participate in planning their personal development and we will strengthen and promote our development programmes for all staff, regardless of their employment status

ACCOUNTABILITY2

To work towards an increasingly diverse staffing profile

We believe that the broad range of cultural and other experiences that a diverse workforce brings will help the institution maintain and develop its outlook, strengthening its research and teaching. We will cultivate an inclusive culture that promotes equality of opportunity, values diversity and maintains a working, learning and social environment in which the rights and dignity of all our staff and students are respected.

PRIORITIES

- ✓ Embed a supportive, inclusive culture and increase the diversity of staff at all levels through the implementation of our action plans to maintain and enhance quality
- ✓ Create a policy and practice environment that is supportive of wellbeing, where Accountibility for wellbeing is shared and owned by all.
- ✓ Put in place creative and consistent measures to help our staff to balance competing demands
- ✓ Review and improve our current arrangements to support the personal and career development of all staff.

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ENGAGEMENT AND PARTNERSHIP

By enhancing knowledge exchange and innovation culture of the institution, we that our ensure that research and education benefit wider people globally. To this end we will work in partnership with public, private, voluntary and commercial organizations, and our alumni.

ACCOUNTABILITY1

To work with partners to create a world-class regional innovation ecosystem

We Aim to focus on Enterprise and innovation fundamental to CPPFHSCC continuing academic success and its positive impact on society. They position the College and the region as a place of opportunity which will attract the best researchers, academicians and students from around the world.

We aim to promote culture extended to encourage students in the campus through formation of an **Entrepreneurship Development Cell in 2014.** The main objective of the cell was to give exposure to various aspects of entrepreneurship to students during their course of study. We will invest in our capacity to increase Start-ups under the **STUDENTS START UP AND INNOVATIVE POLICIES (SSIP)** and **UNNAT BHARAT ABHIYAN (UBA), MUKHYA MANTRI PRADHAN MANTRI APPRENTICE YOJANA** through the work of innovation which we have by now started **with support from Knowledge Consortium of Gujarat, Ahmedabad, an initiative of Government of Gujarat.** We aim at motivating our target groups of Rural boys and girls who would like to go for self-employment

ACCOUNTABILITY2

To build a stronger and more constructive relationship with our local and regional community

We will continue to provide gateways for public engagement with the research and teaching of the institution via exhibitions, public education, schools and outreach programmes.

We are committed to working in partnership to increase our cultural, societal and economic impact at both local and regional levels. We will reach out to non-conventional learners through the work of our COMMUNITY COLLEGE offering flexible and blended (digital and traditional) learning.

Accountibility3

To engage with the public and policy makers to shape our Academic and Non Academic activities and to encourage the widest possible use of our research findings and expertise

Working in partnership with government, industries, cultural organizations and others, we will look to inform the public and public policy through our research findings. We will also outline our research program
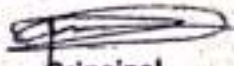
by focusing interest on the issues of greatest social importance. We will be an active partner in the development of open scholarship, providing the tools necessary for researchers to publish and share outputs from their research and to support national and international collaboration. Through continuing digital investment.

CPPFHSCC benefits from the careful assistance of resources by previous generations – ensuring that the College remains both financially and environmentally sustainable

Enhancing the efficiency and effectiveness of our support services by simplifying systems and working together more collaboratively will be key to delivering a strong platform to augment our education and research, to meet the growing needs and demand with the dynamics of time.

ACCOUNTABILITY 1

To manage our financial resources to ensure the Institution's long-term sustainability

We recognize that effective control of our resources in all our aspirations. The College will actively manage both its income and expenditure in an responsive manner which will enable the college to react quickly and successfully to any changes in the external funding environment. Key to this will be protecting and growing our income flows by diversifying our income sources and pursuing an striving development strategy which seeks to fund our core long-term academic activities.

The College will also seek to better integrate its support structures, to ensure that its excellent teaching and research is complemented by similarly excellent professional services. This will deliver an improved working environment for all staff and deliver significant cost reductions by driving out inefficiencies.

ACCOUNTABILITY 2

To continue to invest in our information technology capability to enhance the quality of our research and education and to streamline our administrative processes

We will invest in our information technology in order to increase enhance teaching and learning, and deliver efficiencies in support of administrative functions.

We will deliver infrastructure which enables all staff and students to communicate effectively, share information securely and collaborate locally and globally. With a continuing focus on working out and distribution we aim to empower teachers and researchers to innovate, staff to use IT systems effectively, and students to improve their digital literacy for discovering, evaluating and creating information using digital technologies.

ACCOUNTABILITY 4

To raise funds to support the very best students, invest in our staff and their work, and provide new resources and infrastructure

We will ensure that fundraising and outreach efforts concentrate on those areas where we can be most effective and which address most strongly the strategic goals of our institution .

- Introduce a new log frame for the departments to improve planning, implementation, management, monitoring and evaluation.
- Establish Google Classrooms for digitalized learning.
- Systematic collection and scientific analysis of feedback from students, parents and
- Teachers.
- Encourage students and teachers to pursue online courses.
- Introduce a system t internally to evaluate the students' existing knowledge prior to joining the course, and draw a comparison at the end of the course to map their progress.
- Encourage teachers to incorporate new methods of teaching and learning intothe curriculum by attending Faculty Development Programs.
- Introduction of open book examinations and online examination system.
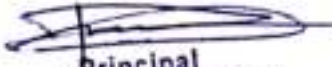
RESEARCH CONSULTANCY AND EXTENSION

Target

- ✓ Foster research culture in the institution by acquiring research grants through alternate sources of funding and linkages with international universities
- ✓ Augment the linkages with different international universities by promoting teacher as well as student exchange programmes
- ✓ Conduct extension and proactive research programmes that would facilitate local developments in line with emerging global changes.
- ✓ Develop knowledge partnerships with government agencies, private industries and public to make research findings and teachings available to all
- ✓
- ✓ Generation of IPR and commercialization of research
- ✓ International exposure to faculty through joint research with faculty from foreign universities
- ✓ Abide by the guidelines for plagiarism prevention by introducing a plagiarism checker software
- ✓ Provide subject expertise to industry and society through consultancy services.

Strategy

- Encourage interdisciplinary research.
- To commercialize the research inventions
- Encourage the PG students to publish their project work in collaboration with their guide.
- Encourage innovative, society relevant and location specific research among teachers and students.
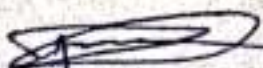- To enhance networking between industrialists and institutional experts topromote consultancy.

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INFRASTRUCTURE AND LEARNING RESOURSES

Target

- ✓ Enhance fully IT based education system
- ✓ Enhance Student centric teaching by enabling flexibility in choosing course and time
- ✓ To revamp existing academic and other common facilities
- ✓ Regular upgradation of the campus according to the changing needs
- ✓ Lead an example with the introduction of creative disabled-friendly
- ✓ Initiatives like introducing mobile apps to facilitate easy movement

Strategy

- Technological upgradation of the campus with centralized WiFi, ICT enabled classrooms, modernization of computer labs and fully automated library
- Establish facilities like international hostel, guest house, playground, health club,
- Medical facilities
- Installation and upgradation of solar panels, waste water treatment facilities
- Implementation of rain water harvesting
- Refinement of botanical garden and herbarium.

STUDENT SUPPORT AND PROGRESSION

Target

- ✓ Ensure more Scholarships for students
- ✓ Engage students in research studies and motivate them to optimize publication, Patent and design based projects
- ✓ Improve placement activities and make the students as well as parents aware about the various prospects in and around the world.
- ✓ Refine quality based education through faculty and□student exchange programmes
- ✓ Instill a work culture among students by making internships a part of the curriculum
- ✓ Introduction of a fully functional counselling cell which caters to the needs of students, parents and teachers.
- ✓ Motivate and enhance the capabilities of the students to make them job ready.
- ✓ Analysis and updation of student progression annually

Strategy

- Extend scholarship facilities to eligible and financially backward self –financing□students
- Ensuring financial help to the needy student through the Management, Principal and faculties.
- To explore new and alternative career options in association with career Guidance Centre
- Conduct job fairs in collaboration with other autonomous colleges in the regionas a short term initiative
- Host annual recruitment drives inviting students from other colleges as a long-term initiative

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- Special counselling for slow learners and failed students

GOVERNANCE LEADERSHIP AND MANAGEMENT

✓ Develop a Fully Automated Management Information System

✓ Faculty development programmes for teachers and Refresher courses for

✓ Teaching and non- teaching faculty

✓ Quality maintenance Policy in staff recruitment

✓ Facilitate various quality initiatives, leading to achieving more quality standard

✓ certificates.(AAA, ISO, NIRF, GSIRF)

✓ Enhance involvement of Alumni

✓ Ensure Transparency in Financial Audit

INNOVATIONS AND BEST PRACTICES

Targets

✓ Promote sustainable development through eco - friendly practices.

✓ Establish linkages with research development, educational and entrepreneurial agencies and institutions for better extension networking.

✓ Ensure gender equity and parity.

✓ Strengthen existing systems and procedure for conflict resolution and redressal of grievances.

✓ Diversity among teachers and students by facilitating visiting faculties.

✓ Make a global impact on society through education, empowerment, research, innovation and philanthropic activities.

Strategy

- Inculcate the idea of green campus by use of green energy(solar panel, LED bulbs,

- Ensure proper waste management, encourage 3R practices among all in the college

- Implement proper water management system, promoting the use and sale of organic vegetables grown in the campus premises.

- Enhance energy management by installation of solar panels, use of LED bulbs

- To limit the use of paper in office Administration.

- Contribute community development through activities in collaboration with hospitals, local authorities, NGO's and CSR wings of various companies

- Gender sensitization programs are to be regularly organized in association with

- Gender Studies Department.
- Gender Audit

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ANAND

ACCOMPLISHMENTS AS PER THE STRATEGI PLAN- 2025

Sr/n.	Perspective Plan	Peer Team Member Recommendations
1.	Better learning outcomes of the students	Apply for and start new undergraduate programs to widen opportunities for perspective students. • Introduce vocational and add on courses for improving the employability of students. • Introduce certificate courses for undergraduates and graduates for better career opportunities and professional development. • Upgrade UG departments to post graduate research departments for providing high quality, specialist education to graduates. • Collaborate with premier institutes in India and abroad, for launching student exchange programs.
2.	Wider academic research	• *Engage our faculty in quality and productive research projects.* • Help faculty in achieving their research goals, by linking their research interests to curricular activities. • Incorporate the research plans of faculty into the financial plan of the institution. • Increase the applications of faculty for research grants. • Conduct workshops and seminars for faculty in research methodology and related topics
3.	Student support and progression	• *Improve interaction with industry by inviting industry experts for workshops, promoting students to work on projects for industries and creating more industry linkages through MoUs.* • *Inculcate online teaching and learning resources into the curriculum and teaching strategies (INFLIBNET).* • *Form new clubs and forums for the promotion of cocurricular and extracurricular activities among students.* • *Renovation of the college library and expansion of the book collection.* • *Promote value added education through sensitization and contextual*

			relevance of the curriculum and co curricular activities.
			• *The college will accept competence enhancing strategies through skill development programs, enrichment programs and creation of new forums for the advanced learners*
			• *Inculcate the culture of research and entrepreneurship in academic works done by students*
4.	Human Resource Development		• *Organize more faculty development programs.*
			• *Support and promote faculty to take up research work.*
			• *Motivate and depute teachers to orientation courses and refresher courses.*
			• *Promote faculty exchange programs.*
			• *Promote online courses of renowned universities and institutions among faculty for professional development and exposure.*
			• *Train non-teaching staff Soft skills, Office management skills, computer skills, service rules and waste management techniques to meet the challenges ahead.*
			• *Encourage students to participate in Co-curricular and Extracurricular activities both on and off Campus.*
			• *Urge students to take up online MOOC Courses to widen their scope of learning*
5.	Ensure sustainable resources		• *Ensure financial resources are appropriate and sustainable.*
			• *Apply for AISHE,RUSA, NIRF, GSIRF, etc.*
			• *Install more LCD projectors, computers and increase the availability of internet to students and staff through better Wi-Fi.*
			• *Allocate more funds towards developing infrastructure to support the newly launching courses.*
			• *Develop more smart rooms with video conferencing facilities for supporting e-learning.*
6.	Infrastructural Development		• Toilets for Differently abled
			• Elevator

		• *Ramps for Differently abled students* • *CCTV surveillance-HD Camera with 90 days backup, 60 CCTVs in the college* • *Girls common room upgraded - Toilet facilities improved* • *Newly furnished IQAC Room,* • *Beautified canteen* • *Dress bank* • *New amplifier and sound mixer* • *Electric incinerators, land filling renewed, dumping ground regenerated* • *Two Movable digital display boards to inform about various programmes* • *Vermi compost unit* • *LED bulbs* • *Class room furniture upgraded* • *Computer lab refurnished* • *Computer, Printer and Internet connection in all departments.* • *LCD projector in all Departments*