
Gujarat Commerce College

Strategic Goals (2021-22)

Institution Strategic Goals:

1. Following effective teaching learning process
2. Developing and following leadership and participative management
3. Establishing a continuous Internal Quality Assurance System
4. Ensuring good governance
5. Ensuring student's development and participation
6. Ensuring staff development & welfare
7. Developing financial management
8. Put emphasize on Institute – Industry interaction and MOUs
9. Development of entrepreneurship
10. Encouraging research and development work
11. Increasing Alumni Interaction and participation and Outreach activities
12. Engagement in Community Services and Activities

Strategic Planning (2021-2022)

Teaching learning process	<ul style="list-style-type: none">• Academic planning and preparation of Academic Calendar• Use of more teaching aids and adopt more ICT• Development of e- learning resources• Promote research culture & facilities• Provide mentoring and personal support• Follow a transparent and fair feedback system• Conduct training based on need analysis• Evaluation parameters and benchmarking• Continuous assessment to measure outcomes• Performance development through credit system• Implementation of best practices
Leadership and participative management	<ul style="list-style-type: none">• Decentralize the academic, administration and student related authorities & responsibilities• Prescribe duties, responsibilities and accountability• Portfolio assignments• Establishment of functional committees
Internal Quality Assurance System	<ul style="list-style-type: none">• Formation of Quality Monitoring Committee & functioning• Educating & Training of all employees• Periodic check & guidance for quality improvement• Audit for remedial measures• Promoting best practices• Annual report preparation & submission

Good governance	<ul style="list-style-type: none"> • Vision, Mission development & their articulation in every key position • Inclusion of industrialists & academicians in the required committees • Institutional Strategic development plan • Monitoring and Implementing the Quality Management Systems • Smooth Working of statutory committees • Establishing E governance • Leadership development through decentralization • Establishing fair and transparent performance appraisal system
Student's development and participation	<ul style="list-style-type: none"> • Budget allocation for student development programmes and activities • Students Trainings & Placement Activities • Formation of student council • Student's representation in various committee and cell • Participation in competitions • Organizing competitions • Rewards & recognitions of achievers • Participation in extracurricular activities • Participating in social and welfare activities
Staff development & welfare	<ul style="list-style-type: none"> • Best possible work facilities & infrastructure facilities • Code of conduct, service rules & leave rules • Staff welfare policy implementation • Career advancement schemes • Rewards, recognitions and incentives • Encouragement for seminars, conferences and workshops etc. • Support for research, consultancy, innovations

Financial management	<ul style="list-style-type: none">• Framing & implementation of Purchase and Financial policies• Department wise Budget planning and allocation• Effective functioning of purchase committee• Plans for Emergency Fund• Budget formulation & approval through Finance Committee• Periodic Audit
Institute – Industry Interaction	<ul style="list-style-type: none">• Formation of UDISHA• MoUs with industries• Support for internships, visits, trainings, guest lectures, seminars, workshops• Providing career guidance• Strengthen training & placement• Establishing innovation centres
Research and innovation	<ul style="list-style-type: none">• Establish and develop Laboratories with more research facility• Fund generation through Project proposals• Apply for Government/Non Government industry, sponsored funds
Alumni Interaction	<ul style="list-style-type: none">• Formation of Alumni association, participation and registration• Data base creation, Regular interactions with alumni and networking• Recognition of successful alumni• Inspiring them to clear NET/SLET/ JRF examinations

Community Services and Outreach Activities	<ul style="list-style-type: none">• Identify community and social development work• Identify challenges of society for development work• Provide vocational training /job oriented training as per local needs at the institute• Conducting awareness camps and campaigns
Physical infrastructure	<ul style="list-style-type: none">• Smart Class rooms, Tutorials, Seminar halls• More ICT enabled classrooms• Library infrastructure up gradation• Functional facilities for e-learning• Water facility• Medical facility• Developing sports (indoor/outdoor) facilities• Plantations• Hygiene, less plastic use & green campus

Strategy Implementation and Monitoring

After approval of 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 clearly spelt out in the implementation document. The Principal along with Academic Council and other team member will be the defender for strategic plan and its deployment.

Implementation at Institute Level

Governance & Administration	Principal & AdministrationOffice
Students Admissions	Principal, HODs, Admission team, Students section
Statutory Compliance	Principal, HODs, Coordinators
Infrastructure (Academics)	Principal, HODs
Teaching- Learning	Principal, HODs, Faculty and Staff
Research& Development	Principal, HODs, Faculty and Staff
Students Development	Principal, HODs, Faculty and Staff
Departmental Activities	HODs and Faculty
Training &Placement	Principal, Placement cell Chairperson & HODs
Quality Assurance	IQAC team

Measurable during Implementation

Effective teaching learning process	<ul style="list-style-type: none">▪ No. of teaching aids▪ Syllabus completion▪ No. of learning resources▪ No. of student counseling/mentoring/training sessions conducted▪ Result of examinations (Pass, First classes, Distinctions)▪ Student feedback
Leadership and participative management	<ul style="list-style-type: none">▪ Reporting structure in place▪ Decentralization in various domains - academic, administration, staff welfare, student development, infrastructure management – appointments▪ code of conduct - duties, responsibilities and accountability▪ Functional of statutory committees – no. of meetings/ semester, minutes of meetings,▪ planning & implementation
Internal Quality Assurance System	<ul style="list-style-type: none">▪ Number of IQAS initiatives/ semester▪ Audits Reports▪ AQAR submission

Good governance	<ul style="list-style-type: none">▪ Degree of decentralization▪ Degree of E governance▪ Resource mobilization▪ Staff appraisal & career advancement scheme in place▪ Service rules & benefits
Student's development and participation	<ul style="list-style-type: none">▪ Number of student participation▪ Number of sports, technical, cultural events organized▪ Regional, National & International competitions participated▪ Regional, National & International recognitions received▪ Sports infrastructure provided

Financial management	<ul style="list-style-type: none">▪ Annual Budget forecasting income & expenditure▪ Utilization / Allocation of funds▪ Internal & External Audit
Institute – Industry Interaction	<ul style="list-style-type: none">▪ No. of active MOUs▪ No. of Initiatives/activities through MOUs
Students Development	<ul style="list-style-type: none">▪ Number of career guidance trainings▪ Number of skill development programmes▪ Number of vocational trainings▪ Number of placement drives organized▪ Number of placement drives participated▪ Number of placements

Alumni Interaction	<ul style="list-style-type: none">✓ Alumni data base✓ Number of interactions✓ Support for internships/placements/ projects/ consultancy✓ Contribution towards students development
Community Services and Extension Activities	<ul style="list-style-type: none">✓ Number of trainings/ awareness camps provided✓ Number of social projects undertaken✓ Number of Skill development programs for weaker sections✓ Number of social welfare or outreach programmes organised✓ Number of people benefited in each program
Infrastructure - physical	<ul style="list-style-type: none">✓ Number of smart class rooms✓ Annual budget allocated & utilized✓ Green initiatives

Infrastructure - Academic	<ul style="list-style-type: none">✓ Number. of Volumes & Titles in library✓ Number of National& International journals lectures etc)✓ Digital Library✓ Smart Classroom✓ ICT enabled classrooms
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Monitoring of strategic plan

The implementation of strategic plan will be monitored time to time by Principal, Academic Council and other committees through periodic review. The section heads will prepare the detailed progress report and present it in the review meetings. The benchmarking of quality standards and its monitoring, evaluation of attainment will be carried out by the IQAC independently. The IQAC will report the findings to the principal. With thorough analysis of outcomes and based on IQAC report, the above will recommend the corrective actions, need of further processes and deployment of resources.

