

## **Executive Summary**

### **About Trust . . . . .**

Agricultural Development Trust Baramati was established in 1971 by Hon. Sharadchandraji Pawar to assist farmers in and around Baramati. Baramati is a drought prone area coming under rainshadow. However, Neera dam left bank canal divided this tehsil into irrigated and non irrigated parts. Twenty two villages get water for irrigation whereas forty three villages have to survive at the whim of rains. People from these villages are poverty stricken had to move out their villages to richer parts of the tehsil. The Trust changed this scenario with construction of percolation tanks in these villages. First percolation tank built in a Tandulwadi village changed the financial condition of the farmers with this success the Trust has built 289 percolation tanks in forty three villages, helped farmers in digging wells and purchase oil engines. Later the trust established a demonstration farm on a 110 acres of barren land. This farm has become a centre of agricultural pilgrimage to thousands of farmers in Maharashtra. Farmers got training on the farm about poultry, goat farm, dairy, horticulture, drip irrigation, sericulture, agro-tourism, modern agricultural practices food processing etc. The trust has organized visits of farmers to agriculturally advanced countries. The Chairman of the trust Dr. Appasaheb Pawar took tireless efforts for improving quality of life of the farmers in and around Baramati.

Dr. Appasaheb Pawar thought of education of women with the conviction that unless the girl is educated the entire family is ruined. The farmers did not send their girls to schools and colleges due to reasons of safety and security. There was no such educational complex for girls providing this kind of environment. The Trust established its educational complex at Shardanagar in the year 1989 with the education college for women.

This was followed by Arts, Commerce and Science College for women's, D.Ed. College for women, Nursing College for women, Arts Teacher Diploma for women, Primary and Secondary School. The Complex has all facilities for girls. Today 6000 girls are seeking education in different disciplines in the complex. 2000 girls are staying in the hostels. Thousands of girls have got education and they have become self reliant.

Besides women's colleges the Institute has other units which help women in their entrepreneurship development. Sharda Mahila Sangh is such a unit providing trainings to women in Self Help Groups. This activity till today has improved lives of hundreds of women in the region.

Industrial Training Institute has trainings in different trades. Krishi Vidyan Kendra is a renowned training centre for farmers. Community Radio Centre disseminates radio programmes for farmers. Agriculture College and Agri Polytechnic College provide agriculture education to boys and girls.

## **Establishment of a degree college at Shardanagar**

The prosperity of farmers through multifarious activities of the Trust, however, could not change the plight of rural women. Late Dr. Appasaheb Pawar was gravely concerned about the degradation of values among young generation. In line with the thoughts of great revolutionary and thinker Mahatma Phule, he decided to work towards empowerment of women through education. Education of a woman can change not only her fate, but also of her entire family. To realize the dream of a better society through education of women, the Trust laid foundation of an ideal education complex at Shardanagar in 1989. Today schools and colleges to impart education from pre-primary to graduate level are functioning in the complex.

**Shardabai Pawar Mahila Arts, Commerce, Science & Home Science College** is a College for women only and is located in rural area. As on today the College has a standing of more than 22 years. It was established in the year 1991-92 and was initially affiliated to Shrimathi Nathibai Damodar Thackersey Women's University, Mumbai. From 1993-94 the college is affiliated to the University of Pune. Sixteen batches of students have passed out as Graduates of the Pune University since affiliation.

Shardabai Pawar Mahila Mahavidyalaya is located at Shardanagar, 5 km away from Baramati Town on Baramati-Nira Road. The educational complex occupies an area of 22 acres in the precincts of village Malegaon Bk.

The college is run by the **Agricultural Development Trust**, Baramati, which was established in the year 1968 and registered as a Trust in 1971. It is financially stable and sound organization. Hon. **Shri Sharad Pawar** is the President and Industrialist **Shri Rajendra Pawar** is the Chairman of the Trust. The Board of Trustees has been constituted as per the provisions of Trust Act (Reg.No.F.490 Poona).

In first accreditation cycle college is accredited with B++ grade.

### **Criterion I : Curricular Aspects**

The vision and mission statements are framed considering education policy of State, UGC and Institute considering the backlog in women education.

The vision, mission and objectives of the Institution are based on the holistic development of women so that they can contribute in the development process. These statements are displayed in the building and published in prospectus college magazine and on website. Academic calendar is prepared to implement curriculum and extra curricular activities. Monitoring of the plan is done through Incharge faculties, Heads of the Departments and conveners of the various committees. Infrastructure office and financial support is given to staff to translate the curriculum. Teaching Aids, ICT, Internet, adequate number of reference books, e-books, e-journals are made available for effective teaching. Staff is also involved in the design of university curriculum at various levels. Besides

university curriculum the Institution is conducting career oriented course, other skill development courses, computer courses for students.

The institute has B.A., B.Com., B.Sc., B.Sc. (Home Science), B.C.A. programmes with fifteen specializations at degree level and four post graduate programmes. Enrichment courses are also affected to students. Some of the programmes are self financed. Institution is making efforts to supplement university curriculum through ICT, curricular and extracurricular activities, student participation and infrastructure improvement.

Institution is doing its best to integrate cross cutting issues such as gender, climate change, environment education ICT etc. through lectures, workshops, awareness programme, parivartan lecture series, seminars etc. various value added programme like soft skill development, finishing courses, community orientation, computer courses are offered to students. The quality of the academic programmes is assessed through feedback mechanism. The institution has started new programme such as B.Sc. Physics & Mathematics, B.Sc. Home Science, M.Sc. Microbiology & Chemistry, M.Com. Marketing, B.C.A. and Psychology at special level.

College publish its admission process through prospectus, advertisement, website, college magazine, information brochure and mouth publicity by students and parents. Admission are given on the basis of merit, and rules of University of Pune and Govt. of Maharashtra. Various committees formed for admission perform the admission process. Students around Baramati and adjoining districts seek admissions to the college. Admission process is computerized and has been more transparent.

## **Criterion II : Teaching Learning and Evaluation**

Students needs in terms of knowledge and skills are assessed to ensure effective teaching in the class. To bridge the knowledge gap of enrolled students institution organize and offer various courses like computer course, career oriented courses, remedial coaching, soft skill development programmes, entrepreneurship development and finishing programmes.

Staff and students orientation towards inclusiveness, environment and gender equality is done through parivartan lecture series, environment committee programmes, staff academy programmes, N.S.S., N.C.C. programmes, some programmes like SWOT analysis, special lectures are organized by the institution for advanced learners. The data of slow learners is collected and programmes to enhance their learning are also organized.

Teaching-learning and evaluation plans from teachers are sought in the beginning of the academic year, IQAC and Development Committee plays important one in this process.

The Learning process is students centric through various activities like soft skills, finishing programmes, orientation programmes, seminars etc. Interactive learning is supported through learning facilities. Seminars / workshops / conferences are organized for staff and

students. The needy students are given financial support through Book Bank facility, students Bank, Earn and Learn Scheme, free lodging and boarding facility to girls.

To support teaching-learning process, library facilities like books, e-books, journals, films, and CDs are given priority. The quality of teaching-learning is monitored through review, feedback, suggestions, video recordings of the lectures, students council meetings etc.

Quality of the staff is improved through deputing them to conferences, seminars, workshops, refresher courses, orientation courses, submission of research proposals etc.

Evaluation process is done through the examination committee. Evaluation of the students is in line with the university evaluation system. Besides evaluation of various skills, seminars, group discussion, projects are also given.

Teachers from various departments, group students on the basis of evaluation outcomes and use it in teaching learning objectives and planning.

Records of evaluation of internal exams as well as university exams at college level is automated for retrieval of admitted lists, hall tickets, result sheets etc. by using authentic software's.

### **Criterion III : Research, Consultancy and Extension**

For promotion of research, research committee has been constituted in the college. The committee recommends to the Intuition some programmes and facilities to be made available to the staff and students. Scientists of eminence are invited to talk to students and staff. Institute subscribes good number of research journals in each discipline. Laboratories are also furnished with research instruments. As a result many staff members are working on research projects funded by various agencies. Good number of staff has completed their individual research, leading to M.Phil. and Ph.D. degrees. Few members are guiding research students for M.Phil. and Ph.D. Post graduate students are also involved in the small research projects. The culture of research is being promoted among students through various activities like small projects, visits to research Institutes, films, seminars, conferences etc.

As the outcome of the research, staff has published their research in research journals. Findings of some of the staff are also used in extension laboratories.

### **Resource mobilization for Research –**

Institution has not earmarked the budget for research, however the requirements of research undertaken by the staff are met through departmental budget. Chemicals, glasswares, instruments in each department are purchased to cater the needs of research also. Faculty has submitted the research proposals to the funding agencies and many have got financial assistance. Requirements for students projects are fulfilled in each department. The policy of provision of research instruments is not to make duplication, the instrument in one department

is utilized by the staff from other departments. Interdisciplinary research projects are undertaken by the faculty members.

Institution provides office support to the faculty for submission of the research proposals to the funding agencies. Research committee, IQAC, Research coordinator informs the staff about the scheme and helps in making the proposals. As a result till now 31 research projects funded by various agencies are received by the faculty. Few newly submitted are in the process.

Reference facility in the form of internet to all science departments, library facilities, e-journal subscription has been of immense help to the staff. Spacious laboratories and instruments are useful to conduct the research work. Some of the laboratories are renovated. Departments have collaboration with the laboratories in and around the locality. Faculty has published near about 45 research papers in peer reviewed journals and books of academic interest with ISSN / ISBN numbers. The outcome of the research is taken to the land in the form of biofertilizers, inputs to run Self-Help-Groups etc. Institution also engages its faculty and students in outreach and extension activities. N.S.S., N.C.C. and other college activities like Blood donation camps, save girl child, street plays, participation of students in cultural programmes, organization of World Women Day, helping the Self Help Groups members, alumni, parent-teacher association meetings and some of the programmes in extension activities. Creating awareness and responsibility, Readers club, participation of students in Gandhi Research Foundation Programmes, Film club activities are few of the activities which has major impact on the personality of the students.

Faculty is getting opportunity to participate in seminars, workshops and trainings in their respective subjects. Similarly good number of research projects are completed and are in hand. After accreditation faculty has improved their qualifications and at present number of faculty having Ph.D. degree is 13 and M.Phil. degree is 07 and 10 faculty members are doing research for Ph.D. and also 17 of the total faculties are with SET & NET qualification.

Faculty has participated in the national and international conferences. The no. of faculties presented their work in person in national conferences is 90 and international conferences is 20 and some of them honored with 'best paper' presented in national conference and the Gold Medal. Post Accreditation period is also equally marked not only with publications in research papers but also in books. Text books published by faculty as authors are 20 of which 15 are having ISBN numbers. Reference books published by faculty as authors are 10 of which 7 are with ISBN numbers. Noteworthy contribution is also made by faculty to publish the floral diversity of Baramati region in the form of taxonomic resource, "Flora of Baramati" with ISBN. Three New plant species to Maharashtra state are also on record by faculty. Significant and noteworthy contribution is also on record of MoEF as a discovery of one new species to world or to science the '*Eriocaulon baramaticum*'.

Popular articles published in periodicals 50 and also radio talks delivered by faculty are 60. Number of faculties have worked as resource persons in various workshops, seminars, QIPS and training programmes organized by different colleges in and out of the university.

Faculty is also involved to cater the needs of society through consultancy and extension for canteen workers in campus. Activities like Health check up, Haemoglobin check up, stress management, pre and post material lecture, water, milk and soil testing, plant authentication and disease diagnosis, tree plantation and landscaping and relative counseling is done by the faculty of various departments.

#### **Criterion IV : Infrastructure and Learning Sources-**

The institution has excellent infrastructural facilities on its campus. Well ventilated classrooms, well equipped laboratories, seminar halls, language laboratory, auditorium, ladies room, tutorial spaces, staff room, offices, dispensary, library, sports complex, computer laboratories, Internet labs. Each Department has teaching aid facility. The available classrooms and laboratories are optimally utilized from 8.00 am to 5.40 pm. Institution has good hostel facility for girls approximately 1350 students are staying in the hostels with almost all provision for recreation and ambience for study.

The institution has excellent library building. The library has good number of titles in all subjects with subscription of 90 journals. Inlibnet facility is available with e-journals and e-books. Open access to students is a special feature. The issuing system is computerized. Reading hall capacity is 600 with internet library facility with broad band connectivity. The reading halls are open from 6.00 am to 11.00 pm. Purchase of new titles is done on recommendation of the staff and development of the library is channelized through advisory committee. Library also provide specialized services to staff and students.

IT infrastructure is excellent total no. of computers is 159. Internet facility is provided to all Departments and to the office. Library has 45 machines with N – computing and server facility with broadband connectivity. Training programmes are organized for staff and students for using computer facility. Annual maintenance contracts are made with the agencies to maintain equipments. One person has been appointed to upkeep computers and other related equipments. Institution has projected academic and infrastructural growth for five years.

Library resources such as books, reference books, bound volumes of journals and periodicals e-resources are taken care of to maintain them at easy access for students and teachers. Open access system is there in library, online searching & issuing of books is regular practice in the library. New arrivals display, museum for great literary work, periodicals display section, news paper reading section, scientific journal sections are arranged for proper display of resources. Adequate no. of computers and Internet facility nodes are available for students and teachers in library and various departments.

Campus Hostels, Canteen, Reprography units, auditorium, 400 meter track, ladies recreation hall, Parking, Gymnasium, Sports Complex, Health & Care unit, Transport Vehicles, Dhanvantary Udyan, Sericulture Demonstration unit, Polyhouses, Modern cattle shade etc. are available for the students at easy access

## **Criterion V : Student Support and Progression**

Inclusive approach for admissions has been adopted and facilities such as remedial coaching for SC/ST/OBC students, free boarding and accommodation facility to economically weaker sections, facilities to sports persons, being women's college hostel and related facilities are provided on the campus to girls.

Institute publish the updated prospectus annually. Information related to admission, scholarships, subject combinations, hostels, sports facilities, laboratories is provided in the prospectus. Student magazine is also published every year. Various scholarships, freeships are made available to backward class and financially weaker students. Institutional financial assistance in the form of free lodging, boarding is given to about 100 students every year. Book bank facility, facilities to sports person, earn-learn-scheme is available to needy students. Various committees are set up to help students. Various add on courses, computer courses, skill oriented programmes are organized for better placement of students. Placement cell organize various activities for placement of students. Sport facilities are made available to the students, N.C.C., N.S.S. cultural programmes, trainings, visits of students to various places help them to learn beyond classroom.

Career fairs, career guidance, competitive examination cell is of immense help to students in their placement.

The percentage of students going for post graduation is 30%. Rate of passing in first and second year is more than 90% in all streams. At third year it is above 80%.

The institution organize orientation programme, finishing course, career guidance to facilitate progression to post graduation and employment. Good number of students has been participating in various sports events.

Student representation on various bodies like student council and committees has been useful in resolving various issues related to them and also in overall development of the institution.

## **Criterion VI : Governance, Leadership and Management**

The vision and mission of the institute has been articulated keeping in mind allround development of students. Students are nurtured so that they can contribute in social, economical and academic development. Various curricular and extracurricular programmes are designed for their development.

The top management, principal and faculty play important role in designing the developmental policies and plans of the institution. The Principal, Incharge faculties, Head of the Departments and various committees formulated for certain tasks are entrusted to implement the policies and plans. The culture of excellence is reinforced through participative management, meetings, committees, reviews and refinement of the plans as per needs. The academic leadership is provided to the faculty through trainings, staff academy visits of the

staff to centers of academic excellence, organization of seminars & conferences for staff. Leadership among students and staff is developed through organization of workshops, lecture series by staff academy.

The Institution has stated quality policy fixing the benchmarks in concerned areas. The policy is implemented after preparing short term and long term plans. The responsibilities are entrusted to Incharge faculties, head of the departments and committee coordinators. The feedback and reviews are discussed to improve the short comings. The perspective plans in academics and infrastructure expansion are prepared and as per the availability of funds, they are prioritized and implemented. The decision making process is participatory. Discussions on the matters at the level of staff, heads, incharge and Principal are helpful in making the decision. Top management holds meeting with the principal every month to discuss working of the college, developments and difficulties. Local managing committee recommends to the top management about initiation of academic programmes and other related matters. Top management in its body resolves to develop infrastructure, initiation of some academic programmes. The grievances complaints are resolved through the grievance redressal cell.

Faculty development programmes are under taken through registration of faculty to M.Phil. / Ph.D. degree programme, deputation on FIP. Trainings and visits of the staff are arranged.

Infrastructural support is given to the faculty. Performance appraisal system is in place for the staff. Annually reports are analysed and the outcome is communicated to the faculty for improvement. Welfare schemes like credit society, medical checkup camps are made available to the staff. The staff once selected is retained due to fair administrative and management policy. Financial resources are monitored through proper budgeting and the requirements are prioritized. Internal and external audit systems are helpful for checks and balances. Tuition fees, fundings from various institutions like UGC / University / Salary grants from Govt. of Maharashtra are the major sources of funds. The deficit is managed through the funds made available by parent Institute.

The Internal Quality Assurance Cell has been established in the institution. The quality policy and the decision taken by IQAC are implemented.

### **Criterion VII: Innovation and Best Practices**

Campus of the Institute is maintained ecofriendly, plantation on entire campus is rich and diverse and provide good environment for birds. All infrastructural resources, human resources, instruments and equipments are efficiently managed to get maximum mobilization and use. Energy conservation initiatives are taken through well ventilated classrooms, office and laboratories. Common point switches are in place to put off the electrical appliances. Renewable energy projects such as biogas, solar heaters, solar distillation plants are used in the hostels and college building. Water conservation techniques are used in all possible

places. Efforts are made to maintain carbon neutrality. Hazardous wastes are properly treated before disposal.

Innovative programmes are being conducted for students such as orientation programme consisting of 42 sessions is given to all first year entry students. Inventory for students is conducted to analyse and understand their difficulties and academic inclinations. Finishing programmes are designed for final year degree students as per of their specializations to help them to acquire life skills. Soft skill development programmes for third year students is an additional feature. Student Parliament has helped to inculcate democratic and social values in students. Innovative scientific activities like magnum opus, science fairs, student canteens, digital herbarium, workshops contribute toward capacity building of students.

Best practices like Self Help Groups for women and pre-recruitment training of women in police are the special features of the institute. Hundreds of women have been empowered through Self Help Group activity. Pre-recruitment training of women in police of the dropout girls from weaker sections of society has helped about **518** girls for getting jobs in police.

## **SWOC Analysis**

### **Strength -**

- Well maintained campus for woman education in safe and secured environment with hostel facility.
- Well equipped laboratories.
- Library with good titles, journals, e-resources, internet facility and reading halls.
- Sports complex with gymnasium, indoor court, running track, sports fields and equipments.
- Classrooms with ICT facilities.
- Computer laboratories.
- UG - 15 & PG - 04 programmes.
- UGC - COC programmes.
- Student centric programmes.
- Research projects.
- Consistently good results and achievements in sports, N.C.C. & extracurricular activities.

**Weaknesses -**

- Research centre.
- Common instrumentation facility.
- Interdisciplinary programmes.
- Education – Industry interface.
- Alumni support.

**Opportunities -**

- Research projects on industrial & agricultural problems.
- Collaboration with other institutions.
- Scope for education and empowerment of rural women.
- Changing policies of Government towards welfare of women can be utilized.
- Entrepreneurship development programmes can be undertaken through Self Help Groups of students.
- Industrialization and urbanization of the town can be used for employment of women.

**Constraint -**

- Government policies towards recruitment of staff.
- Non employability of the graduates due to course structure.