



TAMRALIPTA MAHAVIDYALAYA

[ESTD – 1948]

NAAC Accredited 'A' Grade College

DST-FIST & DBT Boost Recipient College

Tamluk, Dist. Purba Medinipur, West Bengal, Pin. 721636

ISO 9001:2015 Certified College

Strategic Planning and Deployment Document (2018-2023)

Introduction:

Strategic planning is a continuous process with a specific focus on achieving institutional goals in this competitive world. Strategic Planning and Deployment Document (SPDD) is based on analysis of current barriers and future prospects and envisages the direction towards which the organization should move to achieve its set goals and objectives based upon its **vision** and **mission** which the institute sees along with core values, institutional long term & short term goals which are defined and guided by the stake holders (Management, Leadership, Heads of Department, Faculty, Staff, Industry, Students, Alumni and Parents) through SWOC analysis.

Tamralipta Mahavidyalaya, an institution with a rich legacy of 75 years, established as far back as in 1948 with strong value system & ever since functioning on principles of equity, access and inclusion, is, among other general degree colleges in Purba Medinipur District in the state of West Bengal, notably the best affiliated college. It is an ISO 9001:2015 Certified institution in terms of its quality management system. Working as a Higher Education Institution, it has been striving to contribute towards individual development and national progress through social, technological and cultural upliftment. With a vision towards providing quality education and empowering students with knowledge and self-confidence, the institution has been striving towards developing citizens who are intellectually strong, morally enriched and socially responsible. Academic excellence of the institution has been evident with over 3000+ students, 100+ teachers with a strong 20+ administrative staff working together with varied stakeholders. The focus has been given to all round multi-skill holistic development of students, staff, community and other stakeholders through effective functioning of various cells, clubs, committees, Study Centres, statutory bodies and to top all Alumni Association. Constant efforts are made to fulfill the employers – academia gap to enhance employability and entrepreneurial skills with an environmental sustainability mindset. The MoUs and collaborations at the local, national and international level have been enhancing capabilities of the students and researchers. Institution being affiliated to Vidyasagar University follows the prescribed curriculum. In addition, IQAC, Governing Body and Academic Body work together towards designing curriculum of Value-Added, Certificate, ADD ON courses and other skill enhancement activities. The Course and Program Outcomes are achieved through constant efforts towards innovative teaching pedagogy and evaluation mechanism. To support the teaching-learning process, infrastructure is augmented in terms

of physical and ICT-based aspects. IQAC assures improvements through feedback system aiming towards sustained developments in all aspects. The co-curricular, extra-curricular and extension activities are practiced through different devoted bodies like NSS and NCC to produce socially responsible and culturally strong citizens for global wellbeing.

Tamralipta Mahavidyalaya is recognized by the U.G.C under 2(f) & 12(b). It was previously affiliated to the University of Calcutta but following the policy of the Higher Education Department, Government of West Bengal, it is now affiliated to Vidyasagar University since 1986.

Vision:

The vision of the Tamralipta Mahavidyalaya, ever since its inception in 1948 is enlightened society through holistic education and has been focused on

- To achieve Excellence in higher education.
- To inculcate self-confidence and morality through value-based education and to improve the overall academic performance of students.
- To empower both male & female students by providing adequate knowledge & training through innovative techniques and practices.
- To build up the character of the students by developing their ethical qualities in sync with NEP 2020.

Mission:

The motto of Tamralipta Mahavidyalaya is always to disseminate and ensure quality education & learning for all who come to her lap, irrespective of their caste, creed, gender, religion, and economic status. The institution caters to the educational, social, cultural, and economic needs of the society. Policies are framed in conformity with the principles of inclusion, responsibility, and social accountability.

Objectives:

- To provide a favorable academic environment to students.
- To improve the overall academic performance of students.
- To inculcate discipline as a value among students.
- To develop skills of employability among the students.
- To make the students good human beings and responsible citizen.
- To render service to society.

Strength, Weakness, Opportunity and Challenges (SWOC) of Tamralipta Mahavidyalaya

Institutional Strength

1. The institution is affiliated to Vidyasagar University. So academic governance in terms of curriculum and evaluation system is followed according to affiliating University but administrative and financial matters are governed by Higher Education Department, Govt. of West Bengal.
2. Among General degree colleges, institution is notable one affiliated college in Purba Medinipur District in the state of West Bengal. It is an ISO 9001:2015 Certified institution in terms its quality management system.
3. It is recognized as an institution providing affordable quality education to meet challenges of higher education along with a strong multi-skill development system aiming towards holistic and sustainable development. Institution has the reputation of sustained demand for admission every year.
4. The institution has qualified faculty with **49** PhD holders, **13** faculty having cleared qualifying exams such as NET/SET and **04** faculty pursuing PhD programmes. There are a number of active Committees/Clubs/Centres for holistic development of students and staff.
5. Institution emphasizes instilling value system, strengthening personality and creation of responsible citizens through various initiatives undertaken by Extension Cells and Centres of the institution. The strength of the college lies in the achievement of its students in the field of academia, sports and cultural activities.
6. The academic initiatives of the institution have resulted in good end-semester results both in the Undergraduate and Post Graduate Programmes.
7. Institution has excellent alumni-engagement for mentoring students for success in later life.
8. To encourage faculty excellence in research, financial support is extended to faculty for attending seminar, workshop, paper publication, etc.
9. Most of our students are qualified to get different types of Govt. or Non-Govt scholarships.
10. Multidisciplinary Undergraduate Programmes have been started from the current session 2023-2024 under CCFUP-2023 (NEP-2020).

Institutional Weakness

- More number of faculty should be engaged in active research and projects. Emphasis should be given on paper publication in UGC Care List and globally recognized journals.
- The college has no foreign student-enrollment. The Autonomous status for independent curriculum framing and evaluation Process is yet to be achieved.
- Academia-Industry linkage should be strengthened to have successful entrepreneurship.

- Training facility to be provided for in-house faculty to develop contents of Massive Open Online Courses.

Institutional Opportunity

- Significant number of National/International MoUs and linkages for collaborative research and academic exchanges for students and faculty are operating.
- Very attractive results for the final year students. We have a large number of placements and progression for the students.
- Excellent team for co-curricular and Extra-curricular activities.
- Research and Development cell for carrying out quality research. DST-FIST and DBT-BOOST funds received.
- Entrepreneur Cell is there to promote own-venture ship. IPR cells are doing well. *Vedic Charcha Kendra* emphasizes the ancient glorious ethos of our Indian heritage.
- Alumni Associations is there with involvement in academic and extension activities.
- Good welfare amenities are provided to the employees. Some vocational courses will shortly be introduced to get hands on training in the working field.

Institutional Challenge

1. As an affiliated college the institution has very limited autonomy in framing syllabus or introducing new programmes/courses.
2. The institution faces limited infrastructure for meeting future requirements to offer new courses.
3. More subject oriented Faculty Trainings are required to meet new challenging higher education requirements
4. Sometimes, it is difficult to get research grants from government.
5. Generating Alumni Funding to a greater extent is really a challenge for the time.
6. Competition from Autonomous Colleges and nearby equivalent colleges is always threatening.

The college has been re-accredited by NAAC (2nd cycle) with an 'A' grade (CGPA 3.12) in November/December 2016. During the previous institutional visit by NAAC from 28th November to 30th November, 2016, the Peer Team suggested that

- Need based new UG/PG programmes may be initiated
- Language Lab be established. All other labs to be upgraded on priority basis
- Lecture method of teaching may be supplemented with the use of ICT extensively. A bigger computer lab be established. Student computer ratio may be upgraded
- Constant efforts may be made to harness more funds from UGC and other funding agencies

- The scope of remedial teaching needs be enhanced. Additional efforts may be made to train advanced learners in order to ensure their appearance in University Merit List.
- Teachers may be encouraged to pursue Ph.D. degree and undertake more minor and major Research Projects.
- MoUs can be signed with prospective employers and other educational institutions of high repute. A method of professional consultancy may be developed.
- A gymnasium may be established with the support of Ministry of Youth, Sports and Culture.
- Special centre of Career guidance/ placement activities may be established.
- Library should be fully automated and equipped with latest books.

The worldwide lockdown caused by the outburst of Covid-19 in the month of March 2020, shifted the teaching-learning process nationwide towards online mode.

Besides, introduction of NEP in Higher education demanded holistic development of individuals, where the skill set can be identified and nurtured by adding human and social values. It can be accomplished by providing an environment for the creation of an enlightened society through Holistic education. We always strive to ensure that our students not only become degree holders, but also be competent with all the skill sets required as required by NEP 2020.

The core focus of NEP-2020 in higher education is to produce high-quality, thoughtful, well-rounded and creative individuals. NEP aims to promote self-learning. One of the focus areas of NEP 2020 in higher education is to provide opportunities for online learning. In order to adopt online learning, resources are being made accessible both online and offline.

So, the perspective plan for the development has been chalked out after interaction with the IQAC and considering the suggestions of NAAC peer team visit during 2nd cycle of reaccreditation in 2016 and implemented effectively for all round development of viz. academic, co-curricular and infrastructural development of the college. Accordingly, for systematic and phased development, the perspective plan will guide us the following directions:

- Infrastructure building development & modification Renovation/Upgradation of Other Labs.
- Establishment of a Language Laboratory.
- Improvement in Teaching- Learning through greater use of ICT & other innovative means.
- Functional facilities for e-learning like Wi-Fi, Smart Class rooms, ICT enabled classrooms, Seminar halls, etc.
- Introduction of new subjects at the UG /PG level.
- Continuous assessment to measure outcomes
- Providing career guidance

- Establishing e-governance
- Establishment of Entrepreneurship Development Cell
- Support for internships, visits, trainings, guest lectures
- Promoting, sponsoring and facilitating entrepreneurship development
- Deputation for seminars, conferences and workshops etc.
- Staff Training for quality improvement
- Establish and develop Laboratories with more research facility
- Establishment of a modern gymnasium.
- Augmentation and Renovations to revive the ageing infrastructure of the institution.
- Establishment of a Research Centre.
- Application of more substantive posts from the state government.
- Introduction of skill development courses.
- Collaboration (MoUs) with Research institute and other educational institutes.
- Application for grants from various government & non-government sources.
- Mobilization of funds & projects through the alumina & other stakeholders.
- Upgradation of Library with latest books and facilities.
- Water facility and Medical facility
- Renewable Energy usage
- Hygiene, zero plastic, green & ecofriendly campus.

Outcome:

Sl. No.	Heads	Category	Area/Numbers	Amount
1	Augmentation of Physical Infrastructure	Golden Jubilee Building	670.65 sq.m.	6310204/-
		Establishment of Research Centre	1	--
		Guest House	1	--
		Shooting Range	1	23,20,988/-
		Medicinal Plant Garden	1	16,10,000/-
2	Renovation Works	IQAC Room	--	--
		Seminar Hall	--	--
		B.Ed. Building	--	17,12,625/-
		Auditorium	--	--
		Boys' Hostel	--	8,11,795/-
		Boys' Common Room	--	--
		Students' Union	--	98019/-
		Old Arts Building	--	8,94,513/-
Office of Biodiversity Management Room	--	50,000/-		

Sl. No.	Heads	Category	Area/Numbers	Amount
		Roof Treatment of Science Building, Administrative Building & Partly of Arts Building	--	11,07,820/-
		Science Laboratories	1111.32 sq.m.	10,01,075/-
3	Teaching Learning Resources	Establishment of Language Lab	1	--
		Computers	115	55,97,374/-
		Online UPS 3KVA	1	90,989/-
		Smartboard	14	19,11,600/-
		Greenboard	42	--
		Printer	3	--
		Photocopy Machine	1	--
4	Development and Enrichment of Curriculum	ADD On Course	28	--
		Certificate Course	3	--
		Continuous Internal Evaluation	Yes	--
5	Furniture & Fixture	Bench	50 pairs	4,96,000/-
		Chair	12	
		Table	12	
		Steel Almirah	15	1,77,000/-
		AC Machine	4	2,64,000/-
6	e-governance	Upgradation of website	--	1,50,000/-
		Wi-Fi (Installation & Internet)	--	6,39,040/-
		Google Workspace	--	5,428/-
		ERP software	--	1,75,000/-
		Finance & Accounts	--	
		Admission Software	--	6,49,000/-
		MATLAB	--	3,11,187/-
		e-payment	--	25,000/-
7	Seminar/Webinar/ Workshop	Seminar	45	--
		Webinar		--
		IPR	4	--
8	Faculty Development Programme	FDP	3	--
9	Paper Publication in Journals	UGC-CARE	248	--
		SCOPUS		--
		WEB of Science		--
		Others		--
10	Books & Chapters	Books	345	--
		Chapters		--
		DST-FIST	--	71,000,00/-
		DBT-BOOST	--	20,000,00/-
12	Mobilization of Funds	MPLAD	--	5,94,461/-
		Alumni	--	16,10,000/-
		Donation	--	--
		Competitive Examination Centre	--	1,97,152/-
		Study Centre	--	--
		Rental	--	--

Sl. No.	Heads	Category	Area/Numbers	Amount
		Pisciculture	--	--
13	Students Progression	Progression to Higher Education	891	--
		Placement	390	--
14	Students Support	Scholarship	5442	8,95,69,440/-
		Fees Concession	5209	25,75,794/-
		Games & Sports Facility	--	--
		Cultural	--	--
		Gymnasium	--	10,000,00/-
		Gender Sensitization	Done	--
15	Library	New Books	--	20,00,000/-
		Journals (Print & Online)	Print-14 & Online-6000+	--
		Magazine	16	--
		Software Upgradation (Virtual Attendance)	--	17,700/-
		Book Racks/ Almirah	12/15	2,91,600/-
		AC Machine	1	66,000/-
16	Institutional Publication	Ruchira	--	5,38,500/-
		Lipika	--	76,355/-
		Newsletter	5	--
17	Usage of Non-conservational Energy	Solar Power Plant	2	10,02,349/-
		Solar Street Lamp	6	--
18	Green & Eco-friendly Campus	Plantation	--	16,10,000/-
		Grass Land	--	
		Medicinal Plant	--	
		Threatened Plant	--	
		Organic Farming	--	
		Vermicompost	--	
		Solid Waste Management	--	
		Rain water Harvesting	--	
		Wild area Conservation	--	--
		Plastic Free Campus	--	
		No Petrol Day	--	--

Conclusion:

Tamralipta Mahavidyalaya has been developed a lot during last few years. It is mainly due to the grants received from various resources, management support and funding agencies. The college received a grant from RUSA, DST under the FIST scheme as well as a grant from the DBT, Govt. of West Bengal. The decentralized & participatory management and encouragement of the Governing Body also aid in the overall development of college. Our mission is fully activated towards **NEP implementation, sustained institutional growth through short-term and long-term Institutional Perspective Plan.**