



(छात्राओं को निःशुल्क शिक्षा देने वाला महाविद्यालय)

# R.K. Vigyan (P.G.) Mahavidyalaya, Kalwar

(AFFILIATED TO UNIVERSITY OF RAJASTHAN)

Behind Kalwar Police Station, Kalwar, Jaipur

**6.2.1: The institutional perspective plan is effectively deployed and functioning of the institutional bodies is effective and efficient as visible from policies, administrative setup, appointment, service rules, and procedures, etc**

The College's Organogram depicts the structure of the organization. The relationship between departments, heads, teaching and non-teaching staff is shown.

1. The order in which various unit statuses appear. An organogram aims to ensure equitable and efficient distribution of responsibilities and workloads among employees. 1. The Board of Directors consists of executives in management. This entity is responsible for the overall development of the establishment, including construction, campus landscape, expansion, modernization, and refurbishment. The principal implements the decisions made by this governing body.

2. Principal: As the institution's head of administration, the principal acts as a liaison between staff and management. The principal makes all important decisions on behalf of the governing body. The Principal is responsible for scheduling all academic activities. The principal follows all guidelines and works under the direction of the Governing Council. She supervises both teachers and non-teaching staff. She chairs all administration-related committees.

3. IQAC advises on various policy issues, organizations, and documentation as mandated by statutory authorities.

4. Committees: The principal appoints several committees to ensure the institution runs smoothly. Committees organize all extracurricular and curricular activities, which are then added to the academic calendar for implementation.

5. Association of Parent-Teachers and Alumni: These organizations collaborate with the school to promote student development through various approaches. The institution's leadership relies on frequent input from these groups to develop policies for advancement.

6. Staff Members Who Teach or Do Not Teach: Management policies guide the hiring process for both teaching and non-teaching personnel. The staff is given a code of conduct

Principal  
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to follow. Workload, duty schedule, assignment, and other guidelines are followed. Every department submits a performance appraisal report to enhance institutional growth and performance. The institutional perspective plan aligns with the institution's vision and mission, which drive academic quality policies and strategies. The institution's primary focus is on "students". In the teaching-learning process, management has adopted a "student-centric approach." The management has taken the following actions to promote student development and success:

1. Planning and Implementing Academic Programs
2. Methods of Teaching and Learning
3. Excellent facilities and infrastructure, with well-stocked laboratories.
4. Administration based on ERP
5. Resources from libraries
6. Activities involving research, collaboration, and extension are encouraged.
7. An open and accessible grievance procedure.
8. Ongoing Internal Evaluation
9. Career guidance and skill development initiatives.
10. Consistent campus placement.

The institution successfully implemented its strategic plan in areas such as teaching, learning, and research.

  
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## STRATEGIC PLAN

### 1. Academic Excellence

- Continuously review and innovate curriculum, promote interdisciplinary approaches, and integrate emerging trends.
- Recruit and retain highly qualified faculty members with expertise in their respective fields.
- Encourage both faculty and students to engage in advanced research and scholarly activities.

### 2. Student Success and Engagement

- Provide extensive student support services such as academic advising, career counseling, and leadership development programs.
- Increase participation in extracurricular activities, clubs, and organizations that foster personal growth, cultural understanding, and community involvement.
- Implement strategies to address academic and non-academic challenges that affect student retention and graduation rates.

### 3. Innovation and Industry Partnerships

- Create an environment that encourages innovation, entrepreneurship, and collaboration between students, faculty, and industry partners.
- Form strategic alliances with industries to develop relevant curricula, internships, and research collaborations.
- Facilitate the commercialization of research through incubation centers and industry partnerships.

### 4. Diversity and Inclusion

- Ensure equal opportunities and a supportive environment for all students and staff.
- Implement policies and programs to support underrepresented groups and promote cultural appreciation.
- Foster a campus culture that celebrates diversity and actively fights discrimination and bias.

### 5. Infrastructure and Technology

- Continuously upgrade to modern classrooms, laboratories, and research facilities.
- Integrate advanced learning technologies, data analytics, and digital resources into teaching and research.
- Ensure a robust IT infrastructure for seamless connectivity, e-learning platforms, and digital services.

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## Perspective Plan (2013-2018)

The perspective plan outlines specific initiatives and actions to achieve strategic goals over a defined period.

### 1. Academic Program Development:

- Introduce new programs in emerging fields based on industry and societal needs.
- Promote interdisciplinary research and teaching in specific disciplines.
- Enhance student and faculty exchanges and joint research with international universities.

### 2. Research and Innovation:

- Establish research clusters in priority areas, encouraging interdisciplinary research collaboration among faculty and students.
- Promote research grants and funding opportunities to support faculty research and attract external research projects.

### 3. Student Support and Success:


- Provide guidance and support to students throughout their academic journey.
- Enhance job placement opportunities, internships, and industry connections for students.
- Develop leadership development programs and opportunities for students to enhance their soft skills and personal growth.

### 4. Internationalization and Global Engagement:

- Strengthen collaborations for student and faculty exchanges, joint research, and academic initiatives.
- Promote study abroad opportunities and international internships to foster global perspectives and intercultural competence among students.
- Create a welcoming and inclusive environment for international students.

### 5. Campus Infrastructure and Sustainability:

- Ensure adequate infrastructure to support future growth and emerging needs.
- Adopt energy efficiency, waste management, and green campus initiatives.
- Modernize existing facilities to provide a conducive and technologically advanced learning environment.

  
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## 6. Stakeholder Engagement and Alumni Relations:

- Foster relationships with alumni by involving them in mentoring, guest lectures, and fundraising efforts.
- Improve engagement with parents, local communities, and industry partners through collaborative programs, workshops, and outreach activities

## 7. Quality Assurance and Accreditation:

- Maintain continuous quality improvement processes and self-assessment mechanisms.
- Develop comprehensive systems to monitor and evaluate institutional performance, including regular internal and external reviews.

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