BESANT EVENING COLLEGE MANGALORE
INSTITUTIONAL PERSPECTIVE PLAN 2016-25

1.0 Introduction

Besant Evening College is sponsored and managed by the Women's National Education society. Founded in the year 1976 by the great visionary the late Manel Srinivas Nayak, it proudly carries the illustrious name of the world renowned champion of women's rights Dr. Annie Besant, the revered founder of the first Besant Institution in Mangalore. Today, it has become a well – known centre of higher studies and one of the two prominent evening degree colleges catering to the educational needs of a section of the society, the young men and women who hanker after education without sufficient means to pursue it – those who must necessarily earn even when they learn. Providing good quality education to those who had been denied this privilege in the normal course has been the cardinal principle of the college, since its inception.

Started with student strength of 80, now it has 364 students on its rolls. Although the majority of the students are those who have to work during the day, the recent years have witnessed a new and welcome trend. The college attracts a large number of students who pursue professional courses such as C.A., ICWA, Engineering and Computer diploma and certificate courses during the day. The highly motivated and earnest students of the college have the advantage of the support and guidance of outstanding teachers, well experienced, highly qualified and dedicated. The college has an enviable reputation in curricular and co-curricular activities.

It is a matter of gratification and pride to the management and the staff of the college that the alumni of the institution have earned name and fame, carving a niche of themselves in diverse professions and position as lawyers, chartered accountants, businessmen etc. and that even the most successful among them have remained loyal to their alma mater offering unstinted and staunch support through a very active and strong Alumni Association. The college also receives whole – hearted cooperation from its other significant stakeholder like the Parents– Teachers Association.

1.1 Vision and Mission of the Institution

Besant Evening College will live up to the expectation of the students who make it their first choice, for the pursuit of higher education and to attain academic excellence. Besant

Evening College will strive to enrich the lives of its students with programmes, curricular and co-curricular, which will bring out the best in them and help them to strike a balance between learning and earning simultaneously. Students of the college shall be helped to realise that learning is a lifelong process and that they have a responsibility to the society and the nation at large.

Mission: reach out to students from all strata of society, and to strive to provide an affordable and unparalleled learning experience in a supportive and caring environment that leads the students to their chosen goals.

1.2 Campus

The campus is centrally situated in Mangalore, at Kodialbail. The new building of Besant Evening College has a well – stocked library and a spacious auditorium, apart from well – ventilated classrooms. The New Block with artistic and aesthetic appeal is exclusively for P.G. programme so as to highlight its distinct identity and significance.

1.3 Management

The Managing Committee of the College comprises of eminent personalities drawn from various walks of life, known for their expertise in their chosen fields as well as their commitment to education. The Managing Council is represented by-

- President, Women's National Education Society
- Correspondent, Besant Evening College
- Six members nominated by the Governing Council
- One University nominee
- Principal
- Two staff representatives, and
- PTA President

Keeping in view of the main goal of the institution, the college strives to provide the qualitative and need based degree and post graduate education to the youth. The SWOT analysis and the processes of evaluations in the past years have provided valuable data and inferences for projecting an appropriate development plan as presented here below.

1.4 Various Facilities

1.4.1 Well equipped library

The library has a collection of 16491 books worth Rs, 23,86,207.23 at the end of the academic year 2015-16. The library subscribes to 9 daily newspapers and 35 general and subject periodicals. It also subscribes to the N_LIST database; INFLIBNET's package for colleges. This database provides access to, more than 6,000 current e-journals with back issues. It also provides access to more than 6,00,000 e-books in addition to NDLI collection which can be freely downloadable.

In addition to usual facilities and services, the library has created a virtual collection with financial help from UGC under the scheme Network Resource Centre grant. The Network Resource Center has 13 computers with internet facility. The users are encouraged to make use of the facility. Guidance is provided to the users to access the relevant information. The library is automated using EASYLIB software. The catalogue search facility; OPAC, Bar-coding facility, E–Library facility are also available through internet. The photocopy and printing facility are also available in the library. To inculcate the reading habits among the users, the library organizes book exhibition during Librarian's day (Aug 12-13) every year and also conducts 'General Knowledge Competition' both to the UG and PG students. The working hours of the library is made more flexible to meet the requirements of the users.

1.4.2 Computer Lab

The College has three well-equipped computer labs with 24 computers, to enable the teachers to provide up-to-date information and provide extra inputs for the students. When we introduce new technologies into our classrooms we are teaching our students twice. A generous assistance from the UGC and the strong support of the Management has helped the college to meet its requirements. Infrastructure up-gradation work has been completed. There has also been an enhancement of ICT facilities with an addition of computers, printers, LED/LCD projectors in all the 11 classrooms to enable classes through power point presentations. LED displays near the college office and in the library display notices and current events in the college. Interactive projectors have been installed in the Computer lab and in the Commerce Lab. Through these projectors the teachers can directly access the internet to give extra input which the students may need while in the classroom.

1.4.3 Infrastructure and other Facilities

The management of the college has provided a new building for the M.Com course. This building has the following facilities:

- Classrooms well equipped with facilities for use of power point and other digital technology for lectures, seminars and other presentations
- An air-conditioned auditorium equipped with state of the art technology
- A staff room and a reading room
- Wash rooms, water cooler and other basic amenities
- A canteen

2.0 SWOT Analysis

Institutional Strength

- Grant-in-aid by the Govt. of Karnataka
- Increased demand for professional courses like CA/CS. In-house coaching for such courses is a boon to students to pursue professional programmes along with a basic degree programme
- Coaching for bank exams
- Proximity of college to public transport facilities. Being located in the city of Mangaluru which is considered as one of the educational hub which gives many location advantages. It enables the students from all parts of the city to have access to higher education at the College. The college also attracts students from the neighbouring Kerala state
- The institution mainly caters to the needs of the students belonging to disadvantaged sections of society. The empowerment of these students leads to betterment of their socio-economic conditions which in turn contributes to national development
- A transparent and inclusive admission policy
- Continuous evaluation as per the rules of the Semester Scheme contributes to quality enhancement of academic programmes
- Government scholarships
- Share and care scheme
- The IQAC of the institution plays a vital role in planning and implementing the academic activities

- Functional Research and Development Cell for motivating the staff to involve in research and publications

- Publishes in house journal; Global Research Review, a ISSN journal

- Village adoption for NSS activities and outreach programmes

- Collaborative ventures are attempted through seminars

- Wi-Fi enabled campus

- Student support through ICT enabled classes, e- resources

- Fee-concessions to economically weaker students

- Effective counseling through mentors

- Automation of administrative office and library contributed to implementation of e-Governance

- Spacious library with quality collection of resources (print & e-resources)

- Subscription to N-LIST database

- Add-on courses are being offered

- Community outreach programmes

- Inclusive and gender-sensitive programmes

- Registered strong Alumni Association

- Personal accident policy for students

Institutional Weakness

- Reluctance among students to take up campus placement opportunities as they are already in some jobs

- Funding for organising academic programmes like seminars and conferences is often difficult to procure

- Low rate of publications

- Unhealthy admission competition from neighbouring colleges

- Though preventive measures are initiated, the college has not been able to stop dropout rates

- Difficulties in tapping external funding for research and development

- Non availability of funds from UGC / Government for developmental activities

- Procuring financial resources for upgradation of infrastructure and developmental projects is often a challenge, which results in either stalling or shelving development works in the college

- No funding for research activities including PhD programme

- Lack of opportunities for recognition as research guides

- Minimal exposure to Civil Services and overseas Career Advancement Examinations

- Difficult for horizontal and vertical growth of the institution

- Limited academic flexibility since the college is implementing university curriculum

- The sports infrastructure at the College is not up to expected level. The college does not have independent play ground and well developed facilities like swimming pool, cricket ground, tennis court, sports complex to cater sports needs of the students.

- No sufficient start up grants for new faculty to kick starts his/her research.

- The PG programme is self-financed

- Inadequate approved teaching faculty due to recruitment policy of State Government

- No Govt. approved physical director to encourage sports and games

Institutional Opportunity

- The COVID-19 pandemic has given an opportunity to re-invent modes and methods of teaching. Students and teachers alike have innovated and adapted to new modes of engagement by training in several online platforms like Microsoft Teams, Zoom, Webex and Google Meet. Teaching-learning process has been enhanced and supplemented by quality e-resources

- During COVID times, several webinars and online courses conducted by educators and universities outside India have presented lucrative opportunities for students and faculty

- Enhancement of research activities and introduction of collaborative research

- The main motto of the college is 'Learn while you Earn'. So there is an opportunity to the youth to get degree education by working at the day time and study during the evening time

- Since Mangalore has a dominant tourism sector, there is ample scope for self employment in tourism sector. There is huge self employment opportunity for commerce graduates and post graduates
- To start and conduct skill based Short Term Courses
- To build alumni online data base for greater interaction

Institutional Challenges
- Policy of the Govt in filling the vacant/retired posts of teaching and non-teaching posts
- As many students come from humble backgrounds, great efforts are required on the part of the teachers to make these students par excellence and nurture them to aspire for higher ambitions
- It is challenging to establish collaborative programmes with institutions at national and international level
- Timings of the Evening college to organise various skill oriented courses
- Procuring financial resources for up-gradation of infrastructure and developmental projects is often a challenge, which results in either stalling or shelving development works in the college
- Procuring funds for organising academic programmes like seminars, conferences and workshops is not possible
- Unplanned growth of Higher Educational Sector resulting in the mushrooming of too many evening colleges. Too many evening colleges in the city of Mangaluru are posing unhealthy competition
- Difficult to appoint permanent staff by the College due to financial constraints
- Mangalore does not have large scale industries which can provide employment to all its educated manpower. Labour absorption capacity of Mangalore's industries is very low
- Poor funding provision for research from the Government
- Introducing new teaching methodologies to live up to the expectations of the industry and society
- Charging very high affiliation fees with GST and other fees by the University
- Framing the syllabus as per industry requirements to impart employability skills

- High cost of maintaining and updating of software and infrastructure
- Shortage of research guides to pursue doctoral programme by the faculty members

3.0   Strategic Plan Developed for Institutional Development

Based on SWOT analysis, the 'Strategic Plan' developed for institutional development. Besant Evening College's strategy for period rests on the guiding principles, namely, access, equity and excellence. A plan strategy based on certain targets will be more meaningful and fruitful. A target based approach can yield better results. The College is planning to expand the existing programmes through investment in infrastructural facilities and other basic requirements.

The college has prepared the Strategic Plan 2025 keeping in mind the overall growth and development of the student community. The specific points considered in the strategic plan are;

- Encourage students and staff to attend more number of national and international level seminars, workshops, conferences, etc
- Encouragement for ICT enabled teaching-learning.
- Strengthen Women development cell.
- Improvising the in house publication Global Research Review
- Conducting ANVESHAN- PG Students Research Conclave
- Arrange research related intellectual deliberations with experts through R & D Cell
- Arrange in-house coaching for professional courses like CA/CS
- Strengthening alumni association
- Publication of books with ISBN
- Improve PG student strength
- To establish the well-structured feedback system mechanism from the stakeholders.
- Strengthening of Placement cell, arranging the placement drives and improvement the placement services.
- To strengthen research facilities and motivate faculty to involve in research by undertaking Major and Minor research projects, publishing research papers in reputed journals.

- To organize State / National level seminars/webinars/conferences/workshops on research and quality related themes.

- To increase the participation of students in research through field projects, in-house projects, etc.

- To improve library services through access to more e-resources.

- To augment students support facilities.

- Apply to the Mangalore University to grant research centre

- Get recognition for guide ship

- To introduce biometric attendance for staff.

- Achieve 100% doctorate degree holders as Faculty in the college by 2025
- Motivate PG students to appear for UGC NET/K-SET examinations
- There is need for further improving the library facilities by considering the contemporary requirements. The subscription of journals, data bases, e-resources and magazines has to be increased.
- Expanding computer facilities, provision of teaching aids, audiovisual facilities
- Bring down disparity across geographical regions, gender and socio economic and socio religious groups for overall development of higher education. The strategy is to provide facilities to the above groups in terms of physical infrastructure, financial support and special learning opportunities. Attractive scholarship schemes for SC, ST, OBC and other economically deprived sections of the society
- Special coaching for NET/SLET exams
- To upgrade existing infrastructure so as to create additional and sustainable effective learning ability
- To promote communication based technologies in the form of pedagogical tools for learning to pursue the path of higher education excellence
- To enhance employability through re-enforcing various additional market driven courses, soft skills, career advancement progression and competency potential
- To develop and instill research mind among student for greater self and societal optimization growth.
- To smoothen the process of inclusive education and career through human development programmes and society as well as industry exchange activities
- Sensitize the existing faculty and students to undertake quality research along with the up-gradation of infrastructure by a. provision of seed money / research grants for the faculty to undertake research, b. provision of funds for presentation of research papers in National/ International conferences, c. grants for publication of books, submission of papers in journals etc.

3.1　　**Objectives, Action Plans and Expected results**

Based on SWOT analysis, the strategic plan developed for institutional development. The specific objectives of the plan include increasing employability of graduates, increased learning outcomes of the students, improving interaction with industry, enhancement of research and consultancy services, etc.

3.1.1 Objectives

- To upgrade existing infrastructure so as to create additional and sustainable effective learn ability
- To promote extensively communication based technologies in the form of pedagogical tools for learning as well as evaluation so as to enable effective learning and evaluation to pursue the path of higher education excellence.
- To enhance employability through re-enforcing various additional market driven courses, soft skills, career advancement progression and competency potential.
- To develop and instill research mind among student for greater self and societal optimization growth.
- To smoothen the process of inclusive education and career all round empowerment, various internal human development programmes and society as well as industry exchange activities.

3.1.2　 Action Plans

3.1.2.1 Improving employability of graduates

- SWOT analysis of the students - transforming weakness and threat to strength and opportunity
- Industry students interface
- EDP Cell and other ED interventions
- Market specific and student centric add-on courses to enhance employability
- Exposure to capacity/ competency / skill building to the deprived, marginalized backward classes
- Open ICT platform to express the views of the students
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3.1.2.2 Increased learning outcomes of the students

In the process of changeover from input based education to outcome based education, the outcome of a student after a course / program is more important than the process. The skill component will be more important as an outcome.

- Independent, refined individuals
- Add-on Courses like soft skills, Tally, Preparation for IBPS Bank Exams
- Confidence to face the challenges
- Career advancement
- Corporate jobs
- Jobs in Public Sector SU's
- Sustainability
- National Development

3.1.2.3   Target Achievements

- Enhancing employable skill and career motivation through giving exposure to the students through Career Guidance , Placement, Women's Cell, Outreach Programme, HRD
- Strengthening   research competency through R&D Cell.
- Social Skill and Social Entrepreneurial ability through outreach programmes, unit, Environment Club, NSS,
- Enlightening legal rights through, Consumer Forum, Women Cell, Electoral Literacy Club and NSS
- Communication ability through Spoken English and Public speaking Courses

3.1.2.4   Academic and non-academic reforms are taken up by keeping in mind the SWOT analysis and timely measures are implemented.

- Semester System, Choice Based Credit System and Curriculum Development have been implemented by Mangalore University.
- Admission Procedure on a non-discriminatory basis, Examination Reforms, Continuous Internal Evaluation, End Semester Evaluation, Integration of Continuous and End of Semester Evaluation have been implemented right from the time of inception of the college

3.1.2.5 Improving interaction with industry

Realising the importance of Market and Industry interaction to enhance the quality, brand width, image and other stakeholder's aspiration leading to academic governance, our college has devised the strategic long range plan for industry interface. This is paramount to expand our reach in terms of placement, HRD Programme, projects and other collaborative ventures in varied academic and non academic activities, Interaction with NGO's , Health Care agencies and Banks.

3.1.2.6 Enhancement of research and consultancy activities

- Taking up empirical projects, research
- Publishing survey based articles in the college magazine
- Promoting students participation in the conferences, Seminars
- Guiding students
- Planning to set up a centre for research and excellence (If support for the same is available)
- Faculty Development programme to motivate faculty in the field of research methodology, research analysis through statistical methods, funding opportunities and publication

3.1.2.6 Improve academic performance of the SC/ST/OBC academically weak students through innovative practices

The college has already made a significant progress in this direction.

1. Empowering the slow learners and academically weak students belonging to different sections of the society.
2. Enhancing employability among graduates through hands on experience in the industry.

These objectives are achieved by the following steps:

- The college has introduced the class guide and mentoring system.
- There is a class guide for each class. The overall performance and individual performances will be constantly monitored by the class guide. The report is submitted to the concerned Dean of the faculty. The process is continuous. After each class test and

end semester examinations, the process of identifying different level learners will be done.

- There is an Equal Opportunity Cell created for overseeing the performance of SC/ST/OBC and academically weak students.

- The Dean and the HOD concerned will make an analysis and the identified students are allotted to the class Mentor.

- The needs of the students are analysed on the basis of language proficiency, examination performance, skill deficiencies, the confidence level and the available resources with the students.

- Students requiring remedial classes are assigned to special remedial class system, the classes are conducted systematically and the performances are analysed for follow up action.

- Students weak in language proficiency are assigned to language laboratory wherein the identified students are required to attend regular sessions. A sophisticated language laboratory with trained staff has been established for this purpose.

- Students with low self-esteem and other social problems are referred to counselors.

- The skill needs and deficiencies are identified on the basis of feedback from the placement cell, class evaluations and other methods of feedback mechanism.

- The overall performance of the students is regularly discussed in the college academic council, staff counsel, IQAC review and the Governing Body. Appropriate strategic policies will be evolved through this process. Actions plans are drawn for effective implementation.

- The community college and the MOUs entered in to with several industries are facilitating suitable action plans for enhancing employability of the students.

- Financial assistances are given to the students through staff contribution and management support.

- The industry visit is introduced in some courses and the mandatory projects included in the structure of the courses help in enhancing employability among students.

3.1.2.7   Human resource development

Quality enhancement programmes for the teaching and administrative staff are held on a regular basis by the Human Resource Development (HRD) Unit of the college by inviting experts in their respective fields. The role of technical and administrative staff in implementing the proposal is very crucial. Greater care will be taken to prepare the support staff for effective implementation

- Research Methodology Training

- Effective writing skills for preparation of research proposals

- Workshops, Seminars, Conferences to improve subject knowledge enhancement

- The accounts officer will be given training with regard to budget components, procurement of supplies, preparing financial statements, timely submission of such statements in the prescribed format to the concerned offices

- The maintenance staff will be trained to supervise the installation of equipments, maintenance, repairs and replacements and also providing the required data from time to time

- The technical team in charge of the software, student support system and the college website will undergo training on the basis of trial run, identification of the problems, timely rectification and follow up action

- The infrastructural team will be covered with special training programmes with regard to construction plans, actual construction, quality work, finishing work, preserving materials and supplies to be made

- The staff constituted for supervising will be trained for identification of slow learners, data support system and organizing remedial work

- The skill development staff will be trained by involving industry experts, counselors and voluntary organizations for developing soft skills among students

- Organising Research Methodology workshops/ Guest lectures at the institutional level

- Encouraging the faculty to participate in Research Methodology workshops / Guest Lectures organized outside the institution

- Introducing latest technology for effective teaching & communication

- Training the staff and students in the use of latest technology.

- Special training for staff from SC/ST and economically weaker classes and enable them to get into the main stream

- Training for the purpose of enhancing efficiency and output, public relations / interaction, work code and ethics, aiming at developing overall professionalism

4.0   Relevance and coherence of institutional development plan with national economic development plan

- The institutional developmental proposal is in tune with national policy on higher education the key areas identified are based on the economic development plans under the 12th plan period and the industries policies of the government at the national and state level.

- The requirements of the industry in terms of enhancing employability have been emphasized with specific action plans.

- The global trend in higher education has also been taken in to consideration in terms of enhancing research output, intended learning out-come, industry institute interaction and offering consultancy services to the industry and institutions.

2.6   Expected Results

- Superior quality of infrastructure helps to create sustainable brand equity
- Effective teaching, learning and evaluation contribute to the process of excellence in higher education delivery
- Emerging of alternative solutions through analytical and critical thinking enables priorities according to the hierarchy of needs helps the stakeholders for mutual benefits.
- Impressive self employment, absorbed employment and career advancement
- Achieving socio cultural as well as economic harmony so as to grow, develop and prosper in the process of imparting high quality higher education.

5.0   Conclusion

The IDP implementation would be effectively taken up with the guidance from the members of the Management, College Development Cell and Internal Quality Cell. The responsibilities will be divided among the various faculty members and support staff. All concerned would focus on the goal and work with dedication to achieve excellence.