

# DAYANAND COLLEGE OF COMMERCE, LATUR

Deployment Documents on the Perspective/Strategic Plan (2013-14 to 2018-19)

Post-accreditation quality initiatives by IQAC

Actions on the recommendations for quality enhancement of the institution

Sr.No.	NAAC Recommendation	Implementation																																							
1.	To start more PG and job oriented courses	<p><b><u>PG Courses</u></b>                      Considering the high demand ratio of students for M.Com.the college started the 3<sup>rd</sup> division in 2013-14(80 students) and the 4<sup>th</sup> division in 2017-18(80 students) on self-finance basis.</p> <p><b><u>Value Added Courses</u></b></p> <table border="1" data-bbox="489 667 2007 1336"> <thead> <tr> <th data-bbox="489 667 751 743">Program name</th> <th data-bbox="751 667 1619 743">Name of the Certificate/ diploma/Value Added Courses introduced in last 5 years</th> <th data-bbox="1619 667 2007 743">Year of introduction</th> </tr> </thead> <tbody> <tr> <td data-bbox="489 743 751 781">CC-DPCP</td> <td data-bbox="751 743 1619 781">Certificate Course in Digital Photomixing&amp; Commercial Publishing</td> <td data-bbox="1619 743 2007 781">2013-14</td> </tr> <tr> <td data-bbox="489 781 751 818">DC-DPCP</td> <td data-bbox="751 781 1619 818">Diploma in Digital Photomixing&amp; Commercial Publishing</td> <td data-bbox="1619 781 2007 818">2014-15</td> </tr> <tr> <td data-bbox="489 818 751 894">Tally ERP.9 Certificate</td> <td data-bbox="751 818 1619 894">Computerised Accounting using Tally ERP.9</td> <td data-bbox="1619 818 2007 894">2016-17</td> </tr> <tr> <td data-bbox="489 894 751 932">FinLit Course</td> <td data-bbox="751 894 1619 932">Financial Literacy Course</td> <td data-bbox="1619 894 2007 932">2016-17</td> </tr> <tr> <td data-bbox="489 932 751 976">NISM Certification</td> <td data-bbox="751 932 1619 976">NISM-Series-V-A: Mutual Fund Distributors Certification Examination</td> <td data-bbox="1619 932 2007 976">2017-18</td> </tr> <tr> <td data-bbox="489 976 751 1052">NISM Certification</td> <td data-bbox="751 976 1619 1052">NISM-Series-XII: Securities Markets Foundation Certification Examination</td> <td data-bbox="1619 976 2007 1052">2017-18</td> </tr> <tr> <td data-bbox="489 1052 751 1089">NOC-IMAD</td> <td data-bbox="751 1052 1619 1089">Introduction to Modern Application Development</td> <td data-bbox="1619 1052 2007 1089">2017-18</td> </tr> <tr> <td data-bbox="489 1089 751 1127">NOC-DBMS</td> <td data-bbox="751 1089 1619 1127">Database Management System</td> <td data-bbox="1619 1089 2007 1127">2017-18</td> </tr> <tr> <td data-bbox="489 1127 751 1164">NOC-ESSP</td> <td data-bbox="751 1127 1619 1164">Enhancing Soft Skills and Personality</td> <td data-bbox="1619 1127 2007 1164">2017-18</td> </tr> <tr> <td data-bbox="489 1164 751 1201">NOC-RW</td> <td data-bbox="751 1164 1619 1201">Research Writing</td> <td data-bbox="1619 1164 2007 1201">2017-18</td> </tr> <tr> <td data-bbox="489 1201 751 1239">NOC-SM</td> <td data-bbox="751 1201 1619 1239">Services Marketing: A Practical Approach</td> <td data-bbox="1619 1201 2007 1239">2017-18</td> </tr> <tr> <td data-bbox="489 1239 751 1336">NOC-PHRM</td> <td data-bbox="751 1239 1619 1336">Principles of Human Resource Management</td> <td data-bbox="1619 1239 2007 1336">2017-18</td> </tr> </tbody> </table>	Program name	Name of the Certificate/ diploma/Value Added Courses introduced in last 5 years	Year of introduction	CC-DPCP	Certificate Course in Digital Photomixing& Commercial Publishing	2013-14	DC-DPCP	Diploma in Digital Photomixing& Commercial Publishing	2014-15	Tally ERP.9 Certificate	Computerised Accounting using Tally ERP.9	2016-17	FinLit Course	Financial Literacy Course	2016-17	NISM Certification	NISM-Series-V-A: Mutual Fund Distributors Certification Examination	2017-18	NISM Certification	NISM-Series-XII: Securities Markets Foundation Certification Examination	2017-18	NOC-IMAD	Introduction to Modern Application Development	2017-18	NOC-DBMS	Database Management System	2017-18	NOC-ESSP	Enhancing Soft Skills and Personality	2017-18	NOC-RW	Research Writing	2017-18	NOC-SM	Services Marketing: A Practical Approach	2017-18	NOC-PHRM	Principles of Human Resource Management	2017-18
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2.	<b>Permanent staff be recruited</b>	<p>As the college is aided college funded by the Government of Maharashtra, the recruitment and promotion policies are decided by the government. In post-accreditation, the following permanent staff members are recruited.</p> <table border="1" data-bbox="617 245 1738 500"> <thead> <tr> <th data-bbox="617 245 747 337">Sr.No.</th> <th data-bbox="747 245 1299 337">Name of the Teachers</th> <th data-bbox="1299 245 1514 337">Designation</th> <th data-bbox="1514 245 1738 337">Date of Joining</th> </tr> </thead> <tbody> <tr> <td data-bbox="617 337 747 391">1</td> <td data-bbox="747 337 1299 391">Dr.UmateSainathTukaram</td> <td data-bbox="1299 337 1514 391">Asst.Professor</td> <td data-bbox="1514 337 1738 391">18.06.2016</td> </tr> <tr> <td data-bbox="617 391 747 444">2</td> <td data-bbox="747 391 1299 444">Shri.KambleBalajiGurunath</td> <td data-bbox="1299 391 1514 444">Asst.Professor</td> <td data-bbox="1514 391 1738 444">18.06.2016</td> </tr> <tr> <td data-bbox="617 444 747 500">3</td> <td data-bbox="747 444 1299 500">Shri.JadhavVitthalVishwanath</td> <td data-bbox="1299 444 1514 500">Librarian</td> <td data-bbox="1514 444 1738 500">22.06.2016</td> </tr> </tbody> </table>	Sr.No.	Name of the Teachers	Designation	Date of Joining	1	Dr.UmateSainathTukaram	Asst.Professor	18.06.2016	2	Shri.KambleBalajiGurunath	Asst.Professor	18.06.2016	3	Shri.JadhavVitthalVishwanath	Librarian	22.06.2016
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**3. Inculcating more research culture amongst teachers**

**Encouraging the faculty members for research**

The college is a recognized research centre in the Faculty of Commerce and Management, SRTM University, Nanded. The following 6 college teachers are research supervisors recognized by the university.

Sr.No.	Name of the research supervisor	Subject	Faculty	Affiliated duration
1.	Dr.A.V.Palnitkar * (Principal upto 31/01/2017)	Commerce and Management	Commerce and Management	23/08/2001 till date
2.	Dr.K.S.Badade * (Vice-Principal upto 07/06/2017)	Commerce and Management	Commerce and Management	11/11/2002 till date
3.	Dr.BrijmohanDayma	Commerce and Management	Commerce and Management	Commerce: 20/09/2011 till date Management: 17/11/2011 till date
4.	Dr.R.S.Pawar	Commerce	Commerce and Management	08/09/2012 till date
5.	Dr.A.N.Shelgenwar	Commerce	Commerce and Management	10/01/2014 till date
6.	Dr.S.S.Solanke (Principal from 31/07/2017)	Commerce	Commerce and Management	13/01/2010 till date

The following 2 teachers are research supervisors affiliated to university schools.

Sr.No.	Name of the research supervisor	Subject	Faculty	Affiliated duration
1.	Dr.A.N.Chavan	Marathi	Humanities	20/02/2009 Till date
2.	Dr.A.M.Wagmare	Physical Education	Physical Education	31/08/2016 Till date

Out of 13 permanent teachers (Aided Courses), **10** are Ph.D. degree holders and **2** are research scholars for Ph.D. Out of **26** full time teachers (Un-aided courses), **05** are Ph.D. degree holders and 2 are M.Phil.degree holders.

The college promotes the teachers for research publications. During last 5 years, **45**research papers are published in conference proceedings.

Every year the research festival Avishkar is conducted at college, district and university level. Our students and teachers take active participation. Following table shows list of participants involved:

Sr.No.	Title of the Programme	No.ofParicipated members	weblink
1	Avishkar(2013-14)	07	<a href="http://dcomm.org/wp-content/uploads/2019/04/Avishkar-2013-14.pdf">http://dcomm.org/wp-content/uploads/2019/04/Avishkar-2013-14.pdf</a>
2	Avishkar(2014-15)	08	<a href="http://dcomm.org/wp-content/uploads/2019/04/Avishkar-2014-15.pdf">http://dcomm.org/wp-content/uploads/2019/04/Avishkar-2014-15.pdf</a>
3	Avishkar(2015-16)	10	<a href="http://dcomm.org/wp-content/uploads/2019/04/Avishkar-2015-16.pdf">http://dcomm.org/wp-content/uploads/2019/04/Avishkar-2015-16.pdf</a>
4	Avishkar(2017-18)	25	<a href="http://dcomm.org/wp-content/uploads/2019/04/Avishkar-2017-18.pdf">http://dcomm.org/wp-content/uploads/2019/04/Avishkar-2017-18.pdf</a>
5	Avishkar(2018-19)	05	<a href="http://dcomm.org/wp-content/uploads/2019/04/Avishkar-2018-19.pdf">http://dcomm.org/wp-content/uploads/2019/04/Avishkar-2018-19.pdf</a>

<p><b>4.</b></p> <p><b>More emphasis on spoken English</b></p>	<p>The college arranges special Spoken English classes for the UG 1st year students every year in the Language Lab. The intake capacity of the class is 40 to 45 students per semester. The college established well-furnished language lab with 40 computers. The college also gives the extra training of personality development, interview techniques, writing skill etc for the students who are going to face Campus interviews. These Classes are scheduled in both the terms of an academic year. The Language Department designs special syllabus for the same. Following is the list of year wise admitted students for the Spoken English classes</p> <p>Weblink : <a href="http://dcomm.org/wp-content/uploads/2019/05/spoken.pdf">http://dcomm.org/wp-content/uploads/2019/05/spoken.pdf</a></p>	
	Year	No. of student participated
	2013-14	35
	2014-15	37
	2015-16	38
	2016-17	42
	2017-18	41

5.	Enhancement of remuneration to the temporary teachers and non-teaching staff	<b>Statement showing Enhancement of remuneration to the temporary teachers</b>					
<b>Sr.No.</b>	<b>Name</b>	<b>2013-14</b>	<b>2014-15</b>	<b>2015-16</b>	<b>2016-17</b>	<b>2017-18</b>	<b>2018-19</b>
	Minimum Salary	8000	8500	8000	8500	8000	11000
	Maximum Salary	24200	24200	24200	26620	26620	30000
	Average Salary	12273	12120	13080	13884	13839	19111
	Total Salary	<b>2,57,750</b>	<b>2,42,400</b>	<b>2,61,600</b>	<b>3,19,340</b>	<b>3,32,148</b>	<b>5,16,000</b>

6.	<p><b>Strengthening the placement cell</b></p>	<p>The college initiated a Career Counseling and Placement cell. The lifeline of any professional institute depends upon as to how many students it has been able to place. Keeping this in view we have entered in to strategic alliances with many industries who would be our training &amp; placement partners.</p> <p>The training and Placement Cell of the institute have the state of Art Technology powered physical and virtual infrastructure that lives up to the requirements of the new age recruiters hunting for talents from nearby and far off places</p> <p>A number of difficulties are faced due to traditional programs, psychology of students, parents etc. however, with the efforts taken by the teachers, now we have an active Placement Cell.</p> <p><b>Web link :</b>  <a href="http://dcomm.org/wp-content/uploads/2019/04/ATR-ON-SIX-YEAR-CAREER-COUNSELLING-DATA-01_compressed.pdf">http://dcomm.org/wp-content/uploads/2019/04/ATR-ON-SIX-YEAR-CAREER-COUNSELLING-DATA-01_compressed.pdf</a></p> <table border="1" data-bbox="499 716 1980 1094"> <thead> <tr> <th data-bbox="499 716 1241 773">Year</th> <th data-bbox="1241 716 1980 773">No. of students placed</th> </tr> </thead> <tbody> <tr> <td data-bbox="499 773 1241 824">2013-14</td> <td data-bbox="1241 773 1980 824">03</td> </tr> <tr> <td data-bbox="499 824 1241 878">2014-15</td> <td data-bbox="1241 824 1980 878">05</td> </tr> <tr> <td data-bbox="499 878 1241 932">2015-16</td> <td data-bbox="1241 878 1980 932">07</td> </tr> <tr> <td data-bbox="499 932 1241 985">2016-17</td> <td data-bbox="1241 932 1980 985">17</td> </tr> <tr> <td data-bbox="499 985 1241 1039">2017-18</td> <td data-bbox="1241 985 1980 1039">29</td> </tr> <tr> <td data-bbox="499 1039 1241 1094">2018-19</td> <td data-bbox="1241 1039 1980 1094">134</td> </tr> </tbody> </table>	Year	No. of students placed	2013-14	03	2014-15	05	2015-16	07	2016-17	17	2017-18	29	2018-19	134
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7.	<p><b>More emphasis on coaching for the competitive examinations</b></p>	<p>As our college is related with Commerce and Management, very few students are interested in competitive examinations. They focus on professional examinations such as CA, CS, CMA, MBA, MCA etc. The college entered into MoU with the Institute of Cost Accountant of India- Aurangabad Chapter to promote the students towards a professional career. In our first batch 28 students have successfully completed the CMA Foundation Course and they have entered into second level (Intermediate). In Mission Sidhdhika with ICICI Securities Ltd., our 32 girls are certified as Independent Financial Advisors and Mutual Fund distributors.</p>														

8. Provision for budget research

**Research budget for publication of research papers**

**National Conference budget**

The college conducted a National Conference on “A Paradigm Shift in Indian Business Environment”, on 16<sup>th</sup> and 17<sup>th</sup> January 2015 for which **Rs.1,51,900** Are spent. In all, 94 research papers were presented/ published in the conference proceedings by 121 authors.

**Research budget of research papers**

The college proposes a budget of Rs.150000 every year for publication of research papers (Rs.2000 per teacher per year). Out of this budget the actual amount spent on account of publications are deducted from budget amount, remained amount lapse every year. Further next year fresh budget of Rs, 150000 is made and same cycle of utilization goes on. The Statement showing research expenditure is as follows:

Year	Teachers benefited	Amount of support provided
2013-14	--	--
2014-15	12	6000
2015-16	05	2400
2016-17	03	1500
2017-18	07	7000
2018-19	29	25889
Total	56	42,789

**Minor Research Projects sanctioned by DES to the teachers**

The DES started an initiative for the funding of Minor Research Projects to the teachers recommended by the IQAC. As per the IQAC circular, total 11 teachers funding of MRP Rs.15, 000 per teacher (Total Rs. 1, 65,000) was released by the DES before 31<sup>st</sup> March 2019.

9.	<b>Enhancement of budget for maintenance of infrastructure</b>	<p>During 2013-14 to 2017-18, total <b>Rs. 227.51 lakhs</b> are spent for infrastructure augmentation. The list of major infrastructure created is as under.</p> <ul style="list-style-type: none"> <li>• Construction of Indoor Stadium</li> <li>• UGC XII Improvement Facilities Women Common Room</li> <li>• UGC XII Plan Remedial Coaching Equipment</li> <li>• UGC IQAC</li> <li>• Construction of Commerce Building III Floor</li> <li>• Purchase of Benches from Smital Engineering Works, Pune</li> <li>• Fire Fighting System From ShriSai Fire Fighting Sales &amp; Services</li> <li>• Commerce College Building</li> <li>• Purchase of Dual Desks for BCA from Luxor Seating System</li> <li>• Furniture Purchase</li> </ul> <table border="1" data-bbox="680 639 1850 1360"> <thead> <tr> <th data-bbox="680 639 879 802">Year of allocation</th> <th data-bbox="879 639 1421 802">Budget allocated for infrastructure augmentation (In Lakhs)</th> <th data-bbox="1421 639 1850 802">Actual Expenditure for infrastructure augmentation (In Lakhs)</th> </tr> </thead> <tbody> <tr> <td data-bbox="680 802 879 904">2013-14</td> <td data-bbox="879 802 1421 904">44</td> <td data-bbox="1421 802 1850 904">47.36182</td> </tr> <tr> <td data-bbox="680 904 879 990">2014-15</td> <td data-bbox="879 904 1421 990">35</td> <td data-bbox="1421 904 1850 990">66.72998</td> </tr> <tr> <td data-bbox="680 990 879 1076">2015-16</td> <td data-bbox="879 990 1421 1076">85.96</td> <td data-bbox="1421 990 1850 1076">74.60697</td> </tr> <tr> <td data-bbox="680 1076 879 1162">2016-17</td> <td data-bbox="879 1076 1421 1162">11.74</td> <td data-bbox="1421 1076 1850 1162">13.90164</td> </tr> <tr> <td data-bbox="680 1162 879 1248">2017-18</td> <td data-bbox="879 1162 1421 1248">24.25</td> <td data-bbox="1421 1162 1850 1248">24.91413</td> </tr> <tr> <td data-bbox="680 1248 879 1360"><b>Total</b></td> <td data-bbox="879 1248 1421 1360"><b>200.95</b></td> <td data-bbox="1421 1248 1850 1360"><b>227.51454</b></td> </tr> </tbody> </table>	Year of allocation	Budget allocated for infrastructure augmentation (In Lakhs)	Actual Expenditure for infrastructure augmentation (In Lakhs)	2013-14	44	47.36182	2014-15	35	66.72998	2015-16	85.96	74.60697	2016-17	11.74	13.90164	2017-18	24.25	24.91413	<b>Total</b>	<b>200.95</b>	<b>227.51454</b>
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