



**Smt. Parvatibai
Chowgule College
of Arts & Science**

Accredited by NAAC with Grade 'A'
[CGPA Score 3.29 on a 4 Point Scale]
Best Affiliated College - Goa University Silver Jubilee Year Award

**“VISION DOCUMENT”
OF
SMT. PARVATIBAI CHOWGULE COLLEGE OF ARTS &
SCIENCE
2010-2020**

Need for a vision:

As society and the nation look at educational institutes to shape young minds and build a positive future, transformation at every level is essential. The world has a pace that demands constant learning, ongoing flexibility and an unprecedented level of adaptability. Society now demands not only skills and understanding, but also initiative, positive attitudes to change, strong communication skills, problem-solving capacity and an ability to multi task.

In order to adjust to change, the institutions should develop a vision. The need for a vision document for higher education, is expressed even by the Ministry Of Human Resource Dept Of India.

Vision :

The ‘Visioning core members’ developed the vision statement and the vision document for the college, based on the thorough analysis of the outcome of the “visioning workshop” held by the “visioning committee”.

Our vision statement: *“To be leaders in imparting holistic education of the highest standards to enhance the quality of life for the society”* encapsulates what we aspire our students, faculty and staff to be. With this as our foundation, we hope to provide a rigorous and meaningful college experience that will engage the minds and touch the hearts of our students.

OUR PRODUCT OFFERINGS:

Where we are right now:

Since education and skill development are the essential features of empowering young people, there is a great challenge for balancing the formulation of course offering. Introducing new courses, complemented with the required work experience, would fill the gaps of overall development of the individual. There should be flexibility in implementing the need based courses, made possible by decentralizing the system. This will satisfy the concerns of a larger section of young people as well as for people who want to upgrade their proficiency in different fields of knowledge.

We have courses conferring degrees such as BA, BSc, MA, MSc and various Post graduate diplomas. The skills of the students are enhanced through various add-on courses. The campus includes air-conditioned classrooms with LCD projectors, an Auditorium, conference halls, a well equipped library with E-booking of library books, Photo studio with videoconferencing facility, Genetic research lab with facilities for diagnosis and pathological testing, a world class Gymkhana which is open for all public, state of the art facilities in sports with playground for all games and special football ground with artificial turf, the first of its kind in South Asia. The entire campus is Wi-Fi enabled. We have the best ICT enabled Teaching-Learning practices. IT is widely used in procedures of admission for the courses, delivering lectures, conveying notices etc.

Our vision for the future:

Our vision is to create an ideal campus which will be the first choice institute for all aspiring students. We believe in moulding the students to develop and release their potential to the maximum so that they get prepared to make a niche for themselves in this increasingly competitive world. To achieve this we wish to have Professional/non-professional courses integrated with holistic education, to enable students to develop physically and mentally into skillful responsible individuals. We aim at opening the doors of education for all from 8 – 80 years of age. Besides their formal education and conferring them the degrees, they will master the art of all day-to-day activities which involve learning about carpentry, tailoring, drafting applications, cuisine, masonry, plumbing, etc. Emphasis will also be laid on inculcating good moral values, equipping them with self-defence techniques, training them for competitive exams, encouraging sports, music, theatre and other off-beat courses and identifying the hidden talents of the students.

We want to break the boundaries between the educational institutions and the external public by increasing communication. We wish to enrich our students' learning experiences by creating more

engaged and experiential learning opportunities for them while deepening their learning through reflection. Students will have flexibility in choosing any subject of his choice which maybe interdisciplinary, if that subject is going to benefit him in mastering his subject of specialization. Super-specialization is also a direction we are looking at.

There will be specific courses for the specially-abled members of the society. We hope that while we engage and enthuse our students to enjoy their learning, we develop in them lifelong skills and enduring values that will guide them in their lives.

OUR FACULTY:

Where we are right now:

Our faculty will always remain the backbone of the institute as they work together, unfaltering in their efforts to nurture our students' varied talents and abilities. Besides teaching, they are there for the students as mentors, keeping close scrutiny of their study commitments and regularly having teacher-student interactions to discuss any perceived issues. They will continue to cherish the many opportunities they are blessed with to impact and influence the lives of our students.

Our vision for the future:

Academic excellence begins with high-quality faculty. Faculty not only enhances the teaching and programmatic reputation but also attract the highest quality students at all levels. The role of the faculty in our institute can be compared to a 'potter' and is responsible for moulding the students into a socially responsible skilled individual. The institute aims at having faculty who can earn a reputation for outstanding teaching while contributing to the creation of new knowledge - and for finding innovative ways to integrate education and research. We need all faculty to be highly professional, competent, dynamic, motivated, dedicated, honest, sincere, resourceful, liberal, open-minded, optimistic, enthusiastic, radical thinkers, not rigid in their minds, receptive to transformation, research oriented, explorers and innovators of getting together for providing quality Higher Education. Good interpersonal relationship with each other creates healthy work environment and has a cascading effect on the output. The faculty will be engaging diversity of learners with more complex learning needs. They will be involved in experimenting with learning environments that are more focused on the needs of the students. The teachers will create course content for online teaching-learning and will regularly update them. They will ignite curiosity and nurture young minds through their innovative methods of teaching. We also look forward to faculties making national / International research collaborations with Institutions of repute.

PROCESS THAT MAKES US UNIQUE

Where we are right now:

In our pursuit to nurture and produce socially responsible skilled individuals, we continue to place emphasis on holistic learning and growth in our students. We are focused on helping students to develop skills necessary to be successful in today's economy. Considering the changing scenario of pronounced use of IT world over, we have implemented learning technologies to increase access. There is complete transparency in the admission procedures, evaluation processes, recruitment etc because all the processes are IT based.

Our vision for the future:

With world-class infrastructure, highly professional teachers, academic freedom the institute will never cease to experiment and encourage new innovative ideas that transform education. We plan to have interdisciplinary work and collaborative quests for knowledge for the interplay of ideas and creativity. The institute will encourage collaborating ideas (staff, students, society) and create healthy competitive work environment. By involving the entire community in learning, the campus strives to integrate world-class research, exceptional teaching, and outstanding service the society. Quality education will always be a priority and so freedom will be given to all departments for restructuring the courses periodically as the need arises. The institute will stand firm on the institutions principles and never compromise on quality of education. We intend to develop a platform for the discussion of socially relevant issues by forming a "Chowgules' Consultancy" which will deal with formulating strategies for solving these issues for the benefit of the society at large.

TECHNOLOGY / INFRASTRUCTURE THAT MAKES US UNIQUE

Where we are right now:

No one can deny the impact that ICT has made and will continue to make in the educational sector. However, the potential of the various tools that ICT has to offer is still continuing to be explored. Chowgule College has always been a pioneer in the IT sector in the state of Goa, be it the starting of the first educational course in computer education way back in 1986, or the introduction of the advanced UG and PG courses in Goa. The impact has been made in the curriculum designing and administrative processes. Chowgule college is one of the first institute to have a website for faculty-student day-to-day interactions with a wi-fi campus. IT is widely used in procedures of admission for the courses, delivering lectures, conveying notices, issuing library books etc. The college is also a

pioneer in promoting E-learning with the launch of CLAAP (Chowgules Learn Anytime Anyplace) that uses an LMS like Moodle to enhance teaching-learning using ICT. The digital content put up in CLAAP is accessible to all students and has been designed keeping in mind the sound principles of educational psychology like Bloom's Taxonomy and Instructional Design.

Our vision for the future:

The college plans to offer accessibility of 'CLAAP' even to non-Chowgule college students who can benefit from it by registering for it as a distance learning module. These online courses will be offering formal, non-formal and informal education. The college is also looking forward to create CLAAP as a model for other institutions to follow.

Staying ahead of the pack also requires reinventing oneself to keep in tune with novel technology. With this in mind, Students will be provided with smart ID cards that can be swiped through attendance readers, to record attendance and other usage information. This information then can be converted to improve functioning of the institutional services. The students' learning resources will also be supplemented with CDs, DVDs, pod casts and portable video players loaded with content created by our faculty to aid and enhance knowledge consumption. The college shall also have holographic technology installed for environment friendly teaching of practical components in various science courses.

Our library will be at the centre of our students' content need. We envision the library to be full fledged digital library, complementing traditional resources. This digital warehouse will be a wide access resource linking up with reputed online journals. The college also intends to act as a publishing house

The infrastructure of the college will also match the vision of the institution. The institution has always been sympathetic to the needs of the physically challenged and will always continue to do so. Elevators, easy access buildings and rooms will be provided. Segways and other transportation devices will also dot our landscape. For the physically challenged wheel chairs will be made available on every floor to facilitate easy movement between classes.

Our institution plans to develop infrastructure to aid, enhance and refine every aspect and facet of the student. This would include state of the art laboratory equipments, an ambience for cultural courses, a swimming pool and other sports related development, mini-home theatre, faculty lounge and entertainment center.

Initially when the college was established it was catering to the needs of the local people in and around Margao. But now that it has re-engineered itself into a very plush and spacious complex, it looks forward to expand its students' base world-wide. The need for a hostel/residential complex therefore will be necessary and a provision for this is being looked into. Apart from physical infrastructure our institution shall also endeavor to develop social infrastructure with initiatives like

evening community classes which will impart vocational education which form the base of any society.

The infrastructure provided will be created using state of the art technology available without compromising on the best practices available at that time to impart holistic education.

REPUTATION THAT MAKES US DIFFERENT

Where we are right now:

Just like a tree is known by the fruit it bears, Chowgule College realizes the importance of imparting holistic education to each student when enrolled in the college. The name “Chowgule college” has an aura of Quality education associated with it right from its inception since 1962 in the state of Goa. High quality and quest for continuous improvement in the field of education distinguishes the “Chowgule college” even today. We have a reputation of experimenting with new innovative ideas to transform education process for academic excellence, transparency and openness in administration and contributing to the production of socially responsible skilled individuals to the society.

Chowgule College has always had many ‘Firsts’ to its credits, be it in setting up graduate degree courses in south Goa, introduction of computer education in Goa, Wi-fi enabled campus, online transactions of library books, website through which IT is widely used in procedures of admission for the courses, delivering lectures, conveying notices etc, a photo-studio with videoconferencing facility, air-conditioned classrooms with LCD projector, Genetic research lab with facilities for diagnosis and pathological testing, state of the art facilities in sports with playground for all games and special football ground with artificial turf, the first of its kind in South Asia, all under one roof for the benefit of the students and the society at large.

Our vision for the future:

We wish to build on our existing capabilities and capture opportunities devoted to creating high quality research and multi disciplinary centres. We strive to be a campus environment that nurtures exploration and creativity and become national leader in the quality of our academic programmes. We aspire to be universally recognized for the quality of the learning experience we offer our students. We wish to create an environment that truly values and accepts rich flow of ideas, innovations from wide variety of disciplines and address our society’s most compelling needs.

The dedication of the faculty, a world-class standard teaching-learning environment and infrastructure all this will make it possible for a student to be groomed into a person with focussed goals and innovative ideas. Chowgule College through various community welfare projects that they will undertake can definitely look to creating individuals with the human touch. The placements of the students, the projects that they will undertake all this will go a long way in making an impact on the industrial sector. Through CLAAP it will be possible for the college to be a trendsetter in e-learning and hence serve as a role model for other states to follow. The value education, work experience, add-on course, etc. all these courses will definitely help in moulding students for all round development who are always open to transformation. Chowgule College will continue to produce and encourage enterprising students with visionary ideas and thoughts. It will continue to be a dream college not only for students in the state of Goa, India but worldwide and hence contribute worthily to the society in large.

WAY WE MEASURE PERFORMANCE:

Where we are right now:

Educational programmes are being measured based on the outcomes that matter the students and the employers rather than on the inputs that matter to the faculty and administrators. Criteria for institutional accreditation and programme quality assessment are changing to reflect more specific measurements of learning. The college in its quest for excellence monitors the functioning of various processes through the formation of committees. Every process is monitored for its effectiveness and an action plan is prepared and implemented based on the feedback, be it the performance of the faculty, relevance of the curriculum etc. Since we believe in imparting quality education the college approached the 'National accreditation and assessment council' (NAAC), an autonomous body of the UGC. We are amongst the few colleges in India to be accredited with 'A' grade by NAAC with CGPA score of 3.29 on 4 point scale, which in itself is a testimony of the quality of our education imparted by our institute.

Our vision for the future:

We intend to measure our performance by evaluating the capability of the students in developing diverse perspectives and approaches to problem solving, gaining critical thinking skills, working effectively in teams and establishing pattern of continued learning in and out of the work place. Parameters such as placement of students in society, the reputation garnered in educational circles, feedback assessment of current students, Alumni and their employers etc will also serve as measure of our performance. Assessing the Students ability to think efficiently, productively and

effectively will reflect the effectiveness of our teaching methodologies. We also plan to assess our performance by benchmarking with institutions of repute

Collaboration and consultancy by the departments and faculty will also be a medium of performance measurement. Periodical reaccreditation processes at the national and international level will determine quality and continuous growth of our institute.

BENEFITS OF ADOPTING THE VISION:

A critical success factor for a 'change' effort is the vision and how that vision contributes for the long term plan for the organization. Communicating a picture of this future state along with specific strategic plan each step of the way is also fundamental element of change management. A vision is a directional change and is the starting point for goal setting. It drives the planning process and is the route of achieving long term and short term objectives.

We have formulated this vision document and by adopting this vision we attempt to: To build up ideal citizens to meet the global demand, get global recognition, gather good will in the society, ensure all round development for creating well focused , qualified , responsible & sensitive individuals with scientific temper

With this vision we hope to transform education to provide a learning platform that will engage the minds and touch the hearts of our students.

**ACTION PLAN
FOR
THE VISION DOCUMENT
OF
SMT. PARVATIBAI CHOWGULE COLLEGE OF ARTS & SCIENCE
(2010-2020)**

To make education society relevant and to meet the needs of society in real, the college has prepared a vision to bring about the required transformation. The vision statement of the college is *“To be leaders in imparting holistic education of the highest standards to enhance the quality of life for the society”*. The vision document of the college emphasizes what we are aiming to achieve excellence in the field of education.

“A vision without a plan is just a dream. A plan without a vision is just a drudgery. But a vision with a plan can change the world”. Therefore, to make a difference in the field of education the college has developed an action plan to make the ‘vision’ a reality. The action plan has four main objectives: 1) Ensuring academic excellence, 2) Provision for conducive work environment, 3) enhancing institutional processes and 4) Providing extension service to society. To achieve these objectives and to reach the zenith holistic education of the highest quality, the institution needs to attain academic autonomy. Therefore the action plan featuring the short term, medium term and long term targets, is a step by step format charting out a course towards academic autonomy for attaining academic excellence. The status of implementation is symbolized as  (to be started),  (ongoing) and  (completed).

For meticulous implementation of goals in the action plan, new policies and mechanisms need to be defined. Therefore the following committees need to be formed to define and formulate polices:

- 1) Committee A: Vision Core Committee
- 2) Committee B: Campus Infrastructure Development Committee.
- 3) Committee C: Academic Development and Teaching-Learning Process Committee.
- 4) Committee D: IT Functioning Committee
- 5) Committee E: Research and Consultancy Committee.
- 6) Committee F: Social Responsibility Committee.
- 7) Committee G: Welfare Committee

SHORT TERM PLANS:

GOAL 1: ENSURING ACADEMIC PERFORMANCE		
Action steps	Persons responsible	Status of Implementation
Define goals and targets for faculty.	Committee A	
Introduction of Rewards / initiatives for: Honour awards / Innovative teaching learning practices / Target achievers / Excellent performers	Committee C	 started
Encourage teachers to attend national and international seminars	Committee E	
Presentation of feedback of workshops and conferences attended by faculty to others.	Committee E	 started
Sponsor specialized short term research training programmes.	Committee E	
Identify and Visit centres of excellence for benchmarking.	Committee C & E	
Teacher empowerment: To create own style of teaching. Freedom of choice for evaluation.	Committee C	 Completed
Hold Orientation programmes for Self development of Faculty, Staff and Students	Committee G	
Initialize with the courses which could be accommodated in the existing system.	Committee C	 started
Enhance teaching-learning process in CLAAP	Committee C	
Encourage faculty for publication of books and research work.	Committee E	 started
Revive Teachers grievance and counseling cell.	Committee G	
Initiate Mentoring system for teachers.	Committee G	 happiness quotient
Introduce skill improvement programmes.	Committee C	
Define mechanism for Accountability for non- performers	Committee C	
Devise courses, start training programs and staff upgradation	Committee C	
Selecting expertise in the relevant fields to monitor the quality of education.	Committee C	
Train students for competitive examination-IIT,MBA,IAS	Committee G	 started
Conduct Rigorous training programmes for use of technology and other need based programmes	Committee C & G	

GOAL 2: PROVISION FOR CONDUSIVE WORK ENVIRONMENT		
Action steps	Persons responsible	Status of Implementation
Provide better connectivity and ensure smooth functioning of OIT.	Committee D	
Develop infrastructure for the relevant courses	Committee B	
Construct a Multipurpose Hall	Committee B	
Convert the library to open library for easy access to resources.	Committee B	
Provide flexibility in working hours.	Committee C	 partly
Provide all classrooms with LCD	Committee B	 completed
Initiate the process for hostel accommodation	Committee B	 started
Identify and Introduce new need-based PG courses.	Committee C	
Setting up of fully equipped Teachers' lounge .	Committee B	
Improve facilities of Ladies and Gents restrooms.	Committee B	

GOAL 3: ENHANCING INSTITUTIONAL PROCESSES:		
Action steps	Persons responsible	Status of Implementation
Minimise workload for teachers pursuing research.	Committee G	
Involve all teachers in departmental planning / activities.	Committee G	 started
Total involvement of all members in implementation and execution of institutional work.	Committee G	
Recruit efficient professional personnel in OIT for smother functioning of IT resources provided by the institute.	Committee D	 completed staff enrolment
Define mechanism for better utilization and functioning of OIT in consultation with the expertise of faculty in Dept. of Computer Science.	Committee D	
Regularly organizing programmes in Skill improvement, Orientation, Self development for faculty, staff and students.	Committee G	
Selecting expertise in the relevant fields to monitor the quality of programmes implemented by the college.	Committee G	
Set up committees to scrutinize various processes of the institution.	Committee A	
Periodic reporting and accounting of the tasks performed by the different commmittes to the head of the institution.	Committee A	
Define mechanism for implementing rotational system of HOD.	Committee C	

GOAL 4 : EXTENSION SERVICE TO SOCIETY:		
Action steps	Persons responsible	Status of Implementation
Organise Community extension programs which caters to the needs of the community.	Committee F	
Set up a Teachers Consultancy to undertake socially relevant issues.	Committee F	
Define policies to identify and adopt schools.	Committee F	
Organise training for students interested in competitive examination.	Committee F	

MID- TERM PLANS:

GOAL 1: ENSURING ACADEMIC PERFORMANCE		
Action steps	Persons responsible	Status of Implementation
Initiate and encourage collaborations with industrial / employment sectors.	Committee B & E	
Make provision of research assistants for those involved in research and other projects assigned by management.	Committee E	
Introduce policies for time bound performance of works.	Committee C	
Introduce performance based career advancement.	Committee C	
Create system for periodic performance evaluation	Committee A	

GOAL 2: PROVISION FOR CONDUSIVE WORK ENVIRONMENT		
Action steps	Persons responsible	Status of Implementation
Have a fullfledged publication house	Committee B	
Provide a Day care center for the benefit of the wards of the faculty	Committee B	
Create 3-D classroom facility in the practical halls	Committee B	
Have a full fledged open library	Committee B	
Providing laboratories with research facilities for encouraging good research in the science blocks.	Committee B	 started
Extension Infrastructure-elevators	Committee B	
Special infrastructural provision for the specially abled	Committee B	 started

GOAL 3: ENHANCING INSTITUTIONAL PROCESSES:		
Action steps	Persons responsible	Status of Implementation
Pursue and monitor the progress of the vision plan and reassess the goals of the short term	Committee A	
Standardize procedures for streamlining the system	Committee A& C	
Encourage collaboration with industrial / employment sectors.	Committee E & G	
Implement policies for time bound performance of works.	Committee A	
Implement performance based career advancement.	Committee A	
Implement system for periodic performance evaluation	Committee A	
Selecting and appointing the expertise in relevant fields	Committee A	
Involvement of experts to evaluate the effectiveness of the policies of the institute.	Committee A	
Regular planning and implementations of strategies for improving processes by all defined committees	Committee A	
Get the institute accredited periodically by Quality assurance bodies.	Committee A	

QAGOAL 4 : EXTENSION SERVICE TO SOCIETY:		
Action steps	Persons responsible	Status of Implementation
Periodically organize community extension programs such as workshops on Terrace gardens, vermicomposting, waste disposal methods, medical checkups etc. which caters to the needs of the community.	Committee F	
Offer Teachers consultancy in solving socially relevant issues.	Committee F	
Adopt schools for quality education from the school level.	Committee F	 started
Organize training for competitive examination- IIT,MBA,IAS etc to all,	Committee F&G	 started

LONG TERM PLANS:

GOAL: COMPLETE IMPLEMENTATION OF SHORT AND MID TERM PLANS		
Action steps	Persons responsible	Status of Implementation
Regularly Scrutinise / assess / evaluate the progress of the vision and plan ahead.	Committee A	
Create recreation lobby: Games / Fitness programmes / Meditation / Self-defence training / Picnics / get-togethers / Hobby clubs.	Committee B&G	 done part of happiness quotient
Create Full fledged institute for imparting holistic education of the highest standards.	Committee A	
Introduce special courses for Specially abled children.	Committee C&G	
Obtain academic autonomy.	Committee A	 done
