

RAYAT SHIKSHAN SANSTHA'S MAHATMA PHULE ARTS, SCIENCE AND COMMERCE COLLEGE, PANVEL. DISTRICT - RAIGAD, MAHARASHTRA. 410 206

Best College Award by University of Mumbai Accredited at 'A' Grade by NAAC (Third Cycle CGPA Score 3.18) ISO 9001:2015 Certification by International Accreditation Forum Recipient of DBT Star College Grant



INSTITUTIONAL BEST PRACTICES

Best Practice - I
A Step towards Women
Empowerment and Gender
Sensitivity

BEST PRACTICES - I

1. Title of the Practice: "A Step towards Women Empowerment and Gender Sensitivity"

2. Objectives:

- To empower the girl students and ladies staff members of the college and make them stand firmly in their lives.
- To sensitize all the students and staff with regard to gender equality, feminine sensibility and susceptibility of women in the context of Indian society.
- To promote a healthy and mutual environment to upkeep ragging or sexual harassment-free college campus.
- To make all the girl students aware of different job opportunities available at the global level.
- To inculcate soft skills, professional skills and life skills among girl students.
- To encourage girl students to adopt self-employment by acquiring required skills through Skill Based Short-Term Courses run by the college.
- To take up concrete measures for the safety of girl students on and off the college campus.
- To make all the girl students aware of health and care to be taken.

3. The Context:

Equal educational opportunities to all and gender sensitization being one of the cross-cutting issues have been the pivotal areas of higher education. But the age-old patriarchal system, growing cases of sexual harassment over the years, women's safety, their socio-economic backwardness and negligence of basic human rights to women are the root causes behind the secondary status of women in our country. Women are deprived of educational opportunities and equal justice in walks of life. Unfavourable conditions rampant in the society prevent the girl students to pursue higher education and better careers. Hence, by keeping in view the secondary status of women in the society, the college has adopted the best practice of women empowerment and gender sensitivity to cherish the betterment of the girl students and ladies staff members through orientation and organization of activities supporting the same. The basic purpose behind the activities carried out under the practice is to open an array of



avenues and opportunities for girl students to attain personal progress and excel in professional life.

4. The Practice:

The college has formulated a separate Women Development Cell along with the statutory committees such as the Anti-ragging Committee and Internal Complaint Committee for the effective planning and execution of the practice. The committees strive for conducive milieu for girl students on the college campus for their overall development and active participation in different activities. The discipline maintained on the college campus provides safe environment to the girl students and ladies staff members for their overall development.

Our efforts for Women empowerment and Gender Sensitivity:

- Safety of girl students on and off the college campus.
- Organization of self-defence training programmes.
- Celebration of International Women's Day on 8th March every year.
- Organization of online and offline fine arts competition by Women Development Cell.
- Provision of Skill-based short-term courses such as Beauty parlour and Tailoring and Fashion Designing.
- Celebration of Constitution Day on 26th November every year.
- Motivation to girl students to participate in co-curricular and extra-curricular activities.
- Encouragement to girl students to participate in sports, NSS and Cultural activities.
- Organization of Awareness Programmes on Human Rights, Social Justice, Health and Hygiene.
- Awareness about the scholarships/freeships.
- Awareness about the support mechanisms provided by the college.
- Organization of awareness rallies on gender equality/sensitization.
- Organization of motivational lectures of eminent scholars/experts.
- Organization of 'Save Girl Child Campaign' by NSS Unit.
- Provision of Research facilities and Research Inspirational Awards.
- Felicitation of girl students and ladies staff members at Annual Prize Distribution Function.



- Best Student Award to girl student and Best Performer Award to ladies staff members for their outstanding contribution during the academic year.
- Motivation for Progression to Higher Education and avail different job opportunities by organizing placement drives.
- Appointment of qualified girl students to the post of Assistant Professor in the college.
- Provision of Earn and Learn Scheme to needy girl students.
- Financial support through Student Aid Fund.

5. Evidence of Success:

The practice implemented is so effective for increased participation and achievements of girl students in different events and competitions organized by NSS, WDC, Art Circle, Gymkhana, Vivek Vahini and academic departments.

- 04 girl students won medals at National, 04 girl students won medals at state, 18 girl students won medals at University and 03 girl students won medal at district/zonal level sports competitions.
- 08 girl students won medals at State and University level Cultural Competition.
- 23 girl students won medals at zonal level in Avishkar Research Convention Competition.
- 01 girl student participated in Rayat Avishkar Competition
- 01 girl student from NSS completed five-day LTP camp.
- 01 girl student selected for Yuva Sansdad at District Level.
- In academic year 2017-18, 10 girls students at UG and 04 girls students at PG level, 2018-19, 12 girls students at UG and 03 girls students at PG level, 2019-20, 13 girls students at UG and 06 girls students at PG level, 2020-21, 10 girls students at UG and 02 girls students at PG level, 2021-22, 11 girls students at UG level and 01 girl student at PG level hold Top position at University Examinations
- The 07 ladies teaching staff and 03 non-teaching staff members received the Best Performer Award for their outstanding contribution during the assessment period.
- Dr. Leena Meshram has been recognized as Ph. D. Guide in Zoology by University of Mumbai.
- Dr. Rupashri Kadu attended International Graduate Summer School on "Soft Matter and Non-equilibrium Physics held at Kiamen University, Huaqiao University China.

- Mrs. Yogita S. Koli has been promoted to the post of Head Clerk and Miss. Sushma J. Gawand promoted to the post of Sr. Clerk.
- Dr. Rupashri Kadu, Department of Chemistry has published 06 patents.

6. Problems Encountered and Resources Required:

Following are the problems encountered during the practice of the activity:

- The Covid-19 Pandemic hampered the process of effective execution of the best practice.
- Participation of girl students in Skill based Short Term Courses is not as per expectations.
- NCC Unit for girl students could not be started in spite of our sincere efforts.

7. Notes (Optional)

8. Contact Details

Name of the Principal: Dr. Ganesh A. Thakur Name of the Institution: Rayat Shikshan Sanstha's

Mahatma Phule Arts, Science and Commerce

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PRINCIPAL

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Best Practice – II Mentor-Mentee Scheme

BEST PRACTICE - II

1. Title of the Practice: "Mentor-Mentee Scheme"

2. Objectives:

The primary objectives of the best practice are as follows:

- To provide mentorship to the enrolled students under the scheme.
- To strengthen teacher-student rapport.
- To achieve overall development of the students.
- To monitor progress of the students continuously during each semester.
- To improve academic performance of the students.
- To provide Academic, Psychological, Social, Health, Career and Job oriented counselling at the individual level.
- To strengthen feedback mechanism to improve institutional facilities.
- To strive for personality development of the students to make them ideal citizens.

3. The Context:

Students being one of the significant stakeholders are undisputedly at the centre of the education system. They spend more than five hours in college premises for academic activities. Hence, there is a need to have rapport among faculty and students to fulfil outcome based Teaching-Learning.

Around 75 to 80% students enrolled in college belong to a socio-economically weaker section of society, so they need more attention and guidance to foster global competencies. The students need timely guidance and counseling to cope with the rapidly changing perspectives of educational field. The teacher can act as a guide, philosopher and friend of students. The teachers perform the role of Guru or Mentor next to parents. The purpose behind the Best Practice is to achieve the goals mentioned above and provide academic and career counseling, attain defined course outcomes and programme outcomes. The practice aims at collecting students' feedback on curricular, co-curricular and extra-curricular activities with focus on learner-centric approach for progression of the institution.

4. The Practice:

The college has a separate Mentor-Mentee Committee to run the practice effectively. All Head of Departments and faculty members run the "Mentor"



mentee Scheme" under the guidance of the committee. Each faculty of the department works as mentor under the scheme. The mentor adopts Mentee for further execution of the scheme. Each Mentor is allotted a batch of 20-30 mentees. After the allocation of Mentor-Mentee groups, a plan of action is formulated for the execution of the scheme. The plan of action contains two formal meetings between the mentor and mentees in each semester. The interactive meetings focuses on curriculum-based issues, teaching-learning, extra-curricular activities, extension programs, infrastructural facilities, support services and active involvement of mentees in academic and administrative committees. The overall progress of the mentees is observed by the respective mentor during the meeting. The mentees are conveyed areas of improvement discipline, academic regarding attendance, performance, interpersonal relationship, mannerism and values. Feedback on institutional ambiance and facilities is collected from the mentees and a report of each meeting is submitted to the Chairman of the Mentor-Mentee Committee. The Chairman submits analytical report on the feedback received to the Principal for the compliance.

Efforts taken for effective implementation of Mentor-Mentee Scheme:

The following activities are conducted under scheme:

- Started new programmes such BAF, M.A. Economics and M.A. Geography for vertical and horizontal mobility.
- Started 15 Certificate, 15 Diploma and 05 Skill Based Courses.
- Feedback from mentees is collected regarding syllabus, teaching-learning, support services and infrastructural facilities for college development.
- Adopted learner centric innovative teaching-learning methods
- Strengthened ICT enabled teaching learning.
- Conducted extra lectures under Remedial Coaching and Slow and Advanced Learners.
- An organized expert lectures under Faculty Exchange and Student Exchange Programme.
- Encouraged mentees to participate in Rayat Avishakar and Avishkar Research Convention of University of Mumbai.
- Provided incentives to mentees for participation in sports, cultural and research activities.
- Developed Smart Classrooms, Wi-Fi facility and Video Lecture Recording Centre for ICT enabled teaching learning.
- Developed e-modules for better understanding of basic concepts.

- Augmentation and renovation of infrastructure for conducive learning environment.
- Improved library facilities to enhance academic performance of all mentees.
- Started Management Scholarships to inspire mentees
- Organized field visits and industrial visits for experiential learning.
- Augmentation of need-based infrastructural facilities
- Provided Career Counseling and Psychosocial Counseling
- Organized Job Fairs, On and Off Campus Placement Drives through Placement Cell
- Organized training programmes in association with Tata Consultancy Services and Mahindra Pride
- Organized Health Check-up Camps, Yoga Training and Self Defense Training Programme.
- Organized experts lectures under Entrepreneurship Development Cell to promote self-employment
- Nominated representative of mentees on statutory and non-statutory committees.
- Supported mentees to participate in SRD and NRD camps.
- Felicitation of mentees for their outstanding performance in various fields.

5. Evidence of Success:

Effective implementation of Mentor-Mentee Scheme is resulted into the participation and achievement of the mentees in academic, sports, research, cultural, NSS and NCC activities.

- 229 students participated in university-level sports events during assessment period.
- 2977 students participated in annual sports competition during assessment period.
- 788 participants have participated in State Level Intercollegiate Quiz on Sports Organized by Gymkhana
- 886 students participated in State Level Webinar on "National Sports Day and Major Dhyanchand's Contribution in sports" organized by Gymkhana.
- 488 students participated in College Level Cultural Competition.
- 7965 students enrolled for short term and skill based courses during assessment period.



- 363 students were participated at zonal level Avishkar research convention.
 Out of these 17 students won medal at University level and 13 students represented at state level Avishkar research convention during assessment period.
- The consistent efforts of structured Placement Cell of the college have resulted into remarkable growth on campus and off campus placements of mentees during the assessment period. 753 students were received placements during assessment period.
- 496 students were admitted for higher education.

In addition to the above, the mentees have achieved remarkable success in the following categories:

- Effective implementation of Mentor-Mentee Scheme has improved success rate of mentees at university examinations. The average pass percentage in the third cycle was 76.54 %, which is improved to 95.17 %.
- 02 Indian patents have been granted to Ph.D. Research Students Mr. Ajay Lathe and Mr. Omkar Vani.

6. Problems Encountered and Resources Required:

Implementation of Mentor-Mentee Scheme through online mode was the only problem encountered during Covid-19 Pandemic.

7. Notes (Optional)

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