

## **Best Practice 1:**

### **BEST PERFORMING DEPARTMENT OF THE YEAR**

#### **Promoting Excellence through Motivation**

##### **Objectives of the Practice:**

Honouring the high performing department with the “Best Performing department of the year award” will help the administration in regularly monitoring the performance of all the departments on predetermined parameters, as awarding the best performance department will necessitate performance appraisal of all the departments of the institution.

This practice will motivate the recipient department to continuously strive for excellence in their academic endeavors and retain their position and it will also encourage other departments to uplift their performance level to match up with the Institutional quality standards for academic activities.

##### **The Context**

Performance of any educational institution as a whole depends upon the performance of all the departments of the institution, considering this to enhance and sustain quality in all academic activities of the institution the internal quality assurance cell of the college has specified quality standards through a comprehensive manual for the departments and it is imperative that all the departments of the institution maintain and follow the quality standards. There are 20 departments in the College offering 34 UG, PG & Ph.D. Programs. All the departments take sincere efforts in fulfilling academic needs of the students, but still there is a greater need to understand the performance & compliance level of each department to enhance and sustain quality at the institution level.

##### **The Practice**

Since 2020-21 the IQAC has come up with the practice of honouring the high performing department with the Award of “Best performing department of the year”

Award is given on the basis of performance of the department throughout the year. To evaluate the performance of the departments, IQAC has designed a structured mechanism, which is 100% objective in nature and does not provide the scope for favoritism. It comes in a checklist format covering all important academic parameters, with benchmark & predetermined weightage of marks to every academic parameter.

IQAC in order to assess the performance of all the departments as per the parameters appoints faculty wise assessors and chief assessors. Assessors are given complete understanding regarding the assessment process and the declaration of results for the same.

Detailed schedule of the assessment, specifying date & time of visit to departments is notified to all the departments well in advance. Through notification only departments are instructed to keep all the relevant documents ready for verification.

Post assessment, all the appointed assessors in a common meeting submit the duly filled and signed assessment sheet of all the departments to the IQAC Coordinator, in the same meeting on the basis of marks obtained by the departments Ranking of the departments is decided, which is later on declared through official notice.

Recognizing sincere efforts and awarding the same is the crucial practice in the field of human resource management, followed explicitly in most of the corporate organizations and it is a sign of professionalism. Such kind of professionalism is very much needed in managing Higher education institutions, where Departments taking genuine interest and efforts in executing all the academic and administrative activities are needed to be honoured. Honouring the high performing department with the title “Best Performing Department of the Year” not only encourages the recipient department to continue with the same level of commitment but it also motivates other departments to uplift their performance to match with the institutional standards and secure higher ranking.

**Evidence of Success:** For the year 2021-22 the assessment of the department was carried out in April ,2023. Total 03 assessors including chief assessors were appointed to assess the departments. Performance of the departments was evaluated on **23 parameters for 100 marks**. Based on the marks obtained by the departments ranks were assigned to departments. Following is the result of the exercise.

<b>Rank</b>	<b>Name of Department</b>	<b>Score</b>
1	Bio-technology	81.5
2	Commerce	77
3	Accounting & Finance	73.5
4	BMS	68
5	Banking & Insurance	67
5.	Zoology	67
6.	Botany	64
6	English Literature	64
7	Geography	63
7	Physics	63
8	BAMMC	62
9	Chemistry	60
9	Computer Science	60
10	Information Technology	59
11	Accountancy	57.5

12	Psychology	52.5
13	Business Economics	52
14	Marathi	48
15	Economics	47
15	History	47
16	Mathematics and Statistics	43

Above result helps in identifying departments struggling to achieve higher compliance. Administration after understanding the reasons for their low compliance can plan appropriate strategies to improve their performance level.

### **Problems Encountered and Resources Required**

Designing structured & uniform mechanisms to assess the performance of a department was a bit challenging, considering the curriculum structure of self- finance programs is different from the structure of aided programs, Sanctioned students' strength of a class of self –financed program is 50% to that of aided program class.

### **Best Practice 2**

**Title:** Traversing from Disciplinary to Interdisciplinary approach

**Objectives of the Practice:**

- To create awareness about interdisciplinary subjects among all learners.
- To provide knowledge from multiple subjects to solve problems or perform a task.
- To make use of available teaching resources of all streams.
- To provide basic and need based knowledge as a responsible citizen.

**The Context:**

The program is meant to inculcate activity rethinking education together with interdisciplinary subjects for Arts, Science & Commerce students. Each program has a separate entity, but after collaboration for this activity resources and expertise will be shared for the benefit of the academic community. It can bridge the gap of program specific outcomes and make the students socially aware about diverse and vital information. To promote cooperation among various streams of college for teaching, learning and extension stepping towards higher education.

**The Practice:**

1. For Arts students : Processed & canned food products, probiotics

Health awareness & Hygiene

Financial Literacy/ Investments & savings

2. For Commerce students: Processed & canned food products, probiotics

Health awareness & Hygiene

Human values & Stress management

3. For Science students: Soft skill & communication

Financial Literacy/Investment & savings

Human Values & Stress management

**Evidence of Success:** A series of lectures on interdisciplinary topics were arranged for the final year students on 14th and 15th February, 2023. 559 students of all different programs attended and benefitted.

**Problems encountered:** Large number of students of commerce stream

**Resources required:** Projector & Laptop

### **Health awareness:**

Developing and maintaining good personal hygiene is key to having a healthy body and mind. Good personal hygiene involves keeping all parts of the external body clean and healthy. It is important for maintaining both physical and mental health. In people with poor personal hygiene, the body provides an ideal environment for germs to grow, leaving it vulnerable to infection.

### **Processed & Canned Food**

Processed foods are generally thought to be inferior to unprocessed foods. They may bring to mind a packaged food item containing many ingredients, perhaps even artificial colors, flavors, or other chemical additives. Often referred to as convenience or pre-prepared foods, processed foods are suggested to be a contributor to the obesity epidemic and rising prevalence of chronic diseases like heart disease and diabetes. However, the definition of a processed food varies widely depending on the source.

Probiotics are live organisms which when administered in adequate amount confer health benefits to the host.

### **Financial Literacy**

Financial Literacy is the ability to use knowledge and skills to manage financial resources effectively for a lifetime of financial wellbeing. Financial Literacy as a combination of financial awareness, knowledge, skills, attitude and behavior necessary to make sound financial decisions and ultimately achieve individual financial wellbeing. Financial management slowly becomes an integral part of life. The earlier the management of money starts the better is the savings and planning.

## **Soft skill and Communication**

Soft skills are also known as people skills, emotional skills, communication skills and interpersonal skills. Typically, certain soft skills are inherent to a personal person, but soft skills can be learned. The students will be facilitated for various soft skills like Work ethic in organization, self-motivation, problem solving, flexibility, critical thinking, negotiation, creativity, empathy, time management, organization and confidence.