PARVATHANENI BRAHMAYYA SIDDHARTHA COLLEGE OF ARTS & SCIENCE
An Autonomous college, Affiliated to Krishna University
Siddhartha Nagar, Vijayawada – 520 010
College with Potential for Excellence-Phase-II (Awarded by the UGC)
Reaccredited at the level 'A' by the NAAC

Estd:1975

PERSPECTIVE PLAN (2018-2025)

The institution has drafted a perspective plan for 2018-2025 as proposed by the Principal in coordination with college Management, statutory bodies and other constituent committees on the following important core areas

The perspective initiatives for 2018-25 to ensure holistic development of students &Faculty

Andhra Pradesh

Andhra Pradesh has become a vibrant state after the separation of Telangana. Vijayawada became capital for operations of AP secretariat. Job potential has been increasing rapidly in this region due to establishment of state level offices by government and corporate companies. Information Technology sector also started to grow with establishment of many MNC IT companies.

Educational institutions are perspective assets of a nation, contributing to both, national prosperity and national security.

Majority Youth who are joining undergraduate courses from this region belongs to marginalized section. Creating an able ecosystem for imparting right skills as well as support for innovation and entrepreneurship is the key activity for educational institutes. Successful institutions have strong links with local communities and industry, and contribute to the city, the region and the nation's development and growth.

P.B. Siddhartha College of Arts and Science has successful history of 43 years in educating and molding successful careers to the students.

The brief details of the College are tabulated below:

Year	2013	2014	2015	2016	2017
Programmes Offered	20	21	24	24	26
Faculty	102	101	101	103	108
Non-Teaching Staff	74	73	71	71	65
Students	2200	2269	2457	2579	2714
Female Students	728	761	903	981	989
Degrees Conferred	615	646	630	692	749

The Planning and Evaluation Committee (PEC) has prepared the perspective plan of P.B. Siddhartha College of Arts and Science in this context.

In addition to the broad range of activities that the Institute carries out in pursuit of its mission and goals, the following perspective elements have been identified to be given special emphasis in the perspective plan:

In fulfillment of its mission the college has put the following objectives

- To respond to the educational needs of the region by starting the relevant graduate, Post-graduate, Vocational/Community programmes in Arts, Science and Commerce;
- To respond to the skill sets needed in this region by starting certificate courses / short term training programmes, diverse programmes;
- To transmit and share knowledge by implementing right teaching pedagogy;
- To develop critical abilities among the students in the process of learning;
- To promote high levels of diverse achievements of the students by providing appropriate co-curricular and extra-curricular support;
- To transform the students to respond to social, intellectual and emotional challenges;
- To prepare the students to lead productive, responsible and creative lives by applying the acquired knowledge, for the benefit of the society as a whole;
- To enhance extensive services to the neighbourhood society;
- To involve the stakeholders in curriculum development, funds raising and other types of support needed for the organization;
- To enforce academic excellence among faculty members.

Goals for the next 7 years
- To start Vocational programmes, Value added Diploma/Certificate courses in the Campus;
- To enhance the employability of the students by 50% by providing best pre-placement training;
- To ensure the staff delivering lectures in blended mode more effectively;
- To equip all classrooms/laboratories with latest facilities including ICT;
- To enhance research and innovation in the campus with necessary infrastructure resulting in good number of published quality articles;
- To organize and represent in National and International Conferences/Events
- To double the demand ratio for the UG programmes;
- To create best ecosystem for higher learning in the campus;
- To pursue institutional effectiveness through quality assurance systems.

A)   Offering Diverse and Job Oriented Programmes

The college is effectively functioning under autonomous system. New programmes BBA (Business Analytics), B.Com (Honors) Accounting & Finance, B.Com (Computer Applications), B.Sc (Honors) Computers, B.Sc (MSCS) and Diploma in Yoga are introduced during the last 5 years.   The college always at forefront in bringing specialized programmes by effective utilization of autonomous system based on the feedback from alumni, parents and other stake holders. The college will identify new programmes or courses which will meet the needs of the society at local/national/international level.

Action points
- Create awareness about the existing programmes among society;
- Feedback on existing programmes from stake holders;
- Identifying the needs of society with interaction with different stakeholders and by collecting information from leading universities globally;
- Identifying new courses which enhances skill sets of students;
- Introducing programmes for vocational students.

Metrics/Targets
- ➢ Introducing at least five new programmes in the next 5 years;
- ➢ Introducing vocational programmes;
- ➢ Introducing at least 2 certificate programmmes from each major faculty;
- ➢ Enhancing the number of courses offered by the institution.

B) Getting recognition as Potential Skill Training Centre

Today, Vijayawada (Amaravati) has become the state capital of Andhra Pradesh. People are migrating from different parts of the state as well as from other states. The capital is also attracting a large number of companies which are providing a variety of services. Theoretical knowledge of students may not be sufficient to meet the needs of these companies. The college wants to fulfil the skillset and bridge the knowledge gaps by providing suitable training with the academic and professional expertise accumulated over years.

Action Points

- Identifying skillsets required for the industry / society;
- Designing and developing short duration training programmes;
- Scheduling the programmes in such a way that large number of participants will take part in the training sessions.

Metrics

- Number of skill training programmesto be offered to the public as well as students in an year;
- Increase in student enrollment in an year;
- Number of executive development prorammesto be offered during an year;
- To have more number of collaborations with reputed service providers.

C) Well-designed Teaching Learning Systems which imparts holistic education

The institution shall benchmark its curriculum and pedagogies to build   values and creative skills among its students and ensures an outstanding preparation for their professional careers.

Action Points

- All programmes will have enriched curriculum and well defined pedagogy;
- Enhancing student participation by incorporating projects, field visits as compulsory component in curriculum;
- All students should be exposed to games, sports, NCC/NSS and involved in activities of different types of clubs;
- Meritorious students will be encouraged apart from freeships.

Metrics

- Students receiving national/international recognition are to be appreciated;
- Number of freeships and additional facilities provided to outstanding students are to be increased;
- Each programme has to be assessed with a well-defined attainment process.

D) Enhancing Research Support and Innovation

The college needs an improved and sustained ecosystem for enhancing research and innovation in the college. The college is expected to have more number of Research Projects funded by Govt., Industry and other reputed agencies.

Action Points

- All faculties are provided with infrastructural support/academic support for doing research in the campus;
- Orientation / training programmes are conducted for the staff members for applying projects from Government and Non-government institutions and SAGTE;
- Financial rewards to each quality publication;
- Collaborate with potential institutions for doing research and extension activities;
- Encouraged to do consultancy by staff members.

Metrics

- Number of projects applied and number of research projects under pipeline are to be increased;
- More number of publications in UGC approved journals/Scopus or any reputed journals;
- Enhance number of paper presentations in National/International Conferences/Seminars;
- Quantum of funds raised and Quantum of funds earned through consultancy.

E)   Entrepreneurship Development and Startups

Throughout the world, the shape of business is changing at a faster rate. New business models are emerging in the digital era. Identifying and grabbing the opportunities in right time will create a market locally as well internationally. The college is developing an ecosystem to nurture their ideas, talents of enthusiastic students for realizing their dream projects.

Action Points

- Regular conduct of knowledge sessions in the campus on entrepreneurship and innovation;
- Enhancing the partnership with reputed/proven agencies for training the budding entrepreneurs and funding.

Metrics

- More number of new startups are to be launched;
- More amount has to be raised from venture capitalists or from any other sources;
- Large number of training/nurturing sessions are to be conducted and number of participants are to be increased.

F) E- governance and Administration

The institution will implement e-governance practices in the areas of planning and development, administration, finance and accounts student admission and Examination etc. E-governance will improve the quality of service/communication.

Action Points

- Replacing the legacy systems with sophisticated systems;
- Integrating all piecemeal applications of administration, Accounts, examinations;

- To use a system of integrated applications to manage and automate many back office functions an organization can use to collect, store, manage and interpret data from many operational activities;
- Enhancing web interaction.

Metrics

- Paper utilization has to be minimized;
- Response time of student queries has to be reduced.

G) Enhancing ability of Human resources

200 plus staff are working in the campus with dedication. Out of that 115 faculty members are developing and delivering curriculum and counselling the students. These human resources are the backbone of society. This institution always believes in ability of teaching and Non-teaching staff and provides scope for improvement.

Action Points

- Encouraging staff to participate in orientation programmes, faculty development programmes across India;
- Organizing FDPs/orientations programmes to teaching and nonteaching staff in the campus;
- Providing financial support/infrastructural support for doing research and for publications;
- Recognizing the staff based on their merit (Ex. 100% pass percentage).

Metrics

- Average no of faculty attending for FDPs/orientation programmes has to be enhanced;
- No of Seminars/workshop organized by staff members have to be maximized;
- Financial support has to be provided to staff members for attending FDPS/Orientation Programmes/Seminars/conferences and for undertaking research and publications;
- The institution has to create a more diverse higher education system by widening access and facilitating lifelong learning;
- Facilitating best infrastructure support in classrooms, laboratories, library and sports.

H) Enhancing Student Support including Campus Placement and Training

The college has well established campus training and placement facility. The students are being supported for getting placement/vertical progression/mock tests for competitive examinations and for participating in sports/cultural competitions organised at university/state/national/international level.

Action Points

- Organizing placement training in an organized manner in Third and Fourth Semester of degree programmes and second and third semester of PG programmes;
- Financial support to meritorious students in academics, sports, literary as well as culturals;
- Continue the system of providing group insurance;
- Conducting mock tests for competitive examinations.

Metrics

- More number of students are to be placed and are to be encouraged to join for further studies;
- Extensive number of placement training programmes are to be organized and more number of students are to be benefitted;
- More number of career counseling sessions are to be organized;
- Encourage student participation in academic/sports/cultural events and financial support has to be provided.

I) Garnering Support from Alumni and Philanthropists

Inexpressible bonding will take place between students and college in college life. Great love and affection showered on staff and on college by the alumni. Successful alumni wish to support the college and their juniors in different ways. There are good number of philanthropists and institutions who are willing to support for the cause of education. The alumni of this college issupporting the activities in a systematic way and institutions are also supporting the student activities in a big way. The college wants to improve the participation of alumni and raise the support from industry/philanthropists in terms of collaboration, freeships, internships, funds etc.

Activities

- Conducting interactive sessions with alumni/parents/philanthropists regarding the progressive activities going on in the campus;
- Guiding the alumni and others to support the poor students by issuing scholarships and providing financial support for conducting co-curricular and extracurricular activities;
- Recognizing and facilitating the people who contributed to the college academically and financially.

Metrics

- More number of activities are to be organized with active support of alumni;
- Total funds are to be raised and disbursed by alumni association;
- Funds from Philanthropists are to be raised and disbursed effectively;
- Enhance support from alma mater in the form of knowledge transfer;
- To start new chairs of faculty focusing in a niche area.

J) Creating Live Eco-friendly Campus and enhancing extension activities to local society and Invigorating neighbourhood activities.

Maintaining eco-friendly environment and clean and green campus is a challenging task. The college has undertaken water harvesting systems, waste disposal systems, maintaining greenery in the campus and utilising solar energy. Awareness activities about social ills, digital literacy, financial literacy are few such activities organised by students of this college. Further, there is a need to improve the extension activities and effective implementation of creating eco-friendly atmosphere in the campus.

Actions
- Developing an action plan for doing social support activities in line with priorities of state and central governments;
- Adopting a village or basti/ward where lower income people resides;
- Effective implementation of water harvesting system, vermi composting, e-waste management;
- Doing green audit every year.

Metrics

- Waste management process has to be enriched to attain 90% satisfactory level;
- Usage of Solar power has to be increased;
- To enhance presence in terms of no of students and number of days in social service / extension activities.