

# *Sheth C. D, Barfiwala College of Commerce*

*Year 2019-20*

## *Best Practice-1*

### ***Title of the Practice :***

Nurturing students through academic and other activities through well planned Academic and Activities Calendar.

### ***Objective of Practice :***

To prepare the students for professional, social and personal life.

### ***Context of the Practice :***

The Context Many of our students come from modest income group whose parents had no opportunities to go for higher education. Overall, the students have very limited exposure and are not aware of their potential. So a culture of nurturing the human resource by providing opportunities for overall personality development along with academics progression is needed to help the students to groom in better personality to lead a progressive life personally, professionally and socially.

### ***Practices :***

The Practice The College prepares before the start of academic year, the academic and activities calendar. The activities consists of community work, sports, yoga, values nurturing through Vivekand and Gayatri centre, debate and elocution, Book reading and review competition, gender equity programs, social and cultraual activities, career counseling, expert lectures, workshops, annual gathering , field visits and so on. The academic and activities calendar is published in Prospectus and uploaded on website and College notice board so that students are aware of various academic and other activities. The induction program is also conducted for newly admitted students to make them aware of campus life and inspire them to participate and get involved with the College and faculties and work in teams. The notice for various activities circulated in class as well as published on notice board. The committee members also visit the classes to encourage students to participate. The process of participation of students in various events like sports, NSS, cultural activities, debate, Book review competition, Drawing and handicraft, career counseling, placement, field visit, blood donation and so on allow them to build self- confidence, team spirit, sportsmanship, leadership skills, meticulous planning, hard work, resource and time management, and so on. In the process of participation in various individual and group events, students are mentored by respective faculties and senior peers, help to build strong of students for the College and mentors The process of participation helps them to unfold hidden talents and groom them into more balanced emotional person which is a very important capability development to handle personal, professional and social life. This also helps to make them more committed to academic performance.

### ***Evidence of success :***

Evidence of Success On an average 50 to 60 activities within college and inter college take place and as per the liking and aptitude of the students, they get chance to participate. This has made the campus life very vibrant and youthful. Students have strong bonding with College and faculties. Our several Alumini students have settled well as lawyers, Bankers, entrepreneurs, builders, acedemicians, CAs, and give credit to College for nurturing.

***Problems Encountered and Resources Required :***

The various activities require planning in advance for effective time and resource management, large pull of human resources. With the involvement of experience faculties the problems are manageable.

***Any other information :***

Please refer 2.5.3 for more details of academic and activities calendar.

## **Best Practice 2**

### ***Title of the Practice :***

Decentralized and participative management through various committees for quality compliances, extension, co-curricular and administrative activities.

### ***Objective of Practice :***

Development of Organizational commitment of academic and administrative staff through empowerment for achievement of mission of the institute.

### ***Context of the Practice :***

The College has mix of experience and young talented faculties as well as administrative staff. Their involvement and commitment in making the campus life efficient and effective requires them academic and administrative empowerment. So the management has encouraged the culture of decentralized and participate management..

### ***Practices :***

The College is run by Surat Education Society. The Executive body of Chairman, Secretary and Joint Secretary lead the college by the good governance and support in fulfilling strategic objectives. The Principal of the College is the head of the institute steering the College for achieving its quality education objectives. The Principal is having team of academic staff, most of them are in permanent employment and any shortfall is filled by management to ensure smooth teaching and learning and students progression. With the more number of retiring office staff due to super annotation, many of the vacancies are filled by the management who are young having good computer literacy but less experienced. The College has various committees like IQAC for quality education, NAAC steering committee for quality compliance, students' council committees like planning forum, gymkhana committee, Excursion committee, cultural and social activities committee, finance committee etc. for extension and co-curricular activities, NSS committee for community work, mentors for better student grooming, administrative committees like admission committee, Time table committee, internal evaluation committee, career counseling committee, placement cell, anti ragging cell, Students Grievances cell, sexual harassment prevention cell, event management committee, social media and press committee, Art of Living Chapter, Vivekanand Centre for life skills, Soft skill coordinator, and so on. These committees consists of faculties and administrative staff and in certain committees students representative. The committees plan their work before start of year, meet periodically and ensure the execution of work in best possible and cordial way.

### ***Evidence of success :***

Evidence of Success Through out the year the campus life is full of academic and students progression activites, community work like tree plantation, blood donation, visit to orphanage, extension activates like expert lectures, active participation of students in various cultural and social activities, national festivals along with tight academic schedule in semester set up with relatively very high students – teacher ratio as well as students- support staff ratio. This is process has made the faculties and support staff empowered leading to building strong organization commitment.

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

These involve very huge human resource and their commitment and also commitment of financial resources. However with support of management and legacy of good organization culture the problems are manageable.

***Any other information :***

Since year 2012 the College is having acting Principal and t the College has been running the show with lots of vibrancy in campus life due the legacy of decentralized and participative management.