



Godavari Foundation's

Godavari college of Engineering, Jalgaon Maharashtra

Affiliated to Dr Babasaheb Ambedkar Technological University, Lonere, Raigad, Maharashtra

Address: P-51 Additional MIDC Jalgaon, Maharashtra 425001

Human Resources and Supportive- Facilitative Facilities

Human Resources and Supportive-Facilitative Facilities are the key components of a university's strategic plan for development. They encompass strategies for ensuring the availability, training, and support of staff, as well as the creation of a conducive environment for both faculty and staff.

Long Term Goals

- Develop Personalized Learning and Career Pathways by integrating AI-driven academic advising and mentorship systems.
- Recruit and retain dedicated staff.
- Develop effective and transparent system to reframe the institutional employees' welfare policy.
- Establish Research Support Ecosystems
- Build Institutional Culture of Agility and Innovation

Medium and Short Term Goals

A) Student and Learner Facilities

- Use latest techniques to identify diversity among the students and accordingly plan the activities for diverse groups.
- Arrange NPTEL and/or other value added courses for fast learners, motivate them for co-curricular activities.
- Arrange remedial classes, extra tutorials, and assignments etc. for slow learners.
- Take effort to reduce the number of slow learners.
- Effective implementation of mentor mentee scheme for academic development of students.
- Set up suitable mechanism for increased interaction between faculties and students.
- Encourage students to register for value added courses/STTP/SDP/MDP. (If required, provide financial assistance.)

B) Staff Empowerment Facilities

- Set up a separate HR department.
- Reframe the institutional employees' welfare policy to satisfy the welfare measures of teaching and non-teaching staff.
- Motivate by providing financial support/duty leave/counselling etc. to faculty members and non-teaching staff for qualification enhancement, various professional development trainings/activities etc.
- Organize training programs/workshops/conferences etc. for faculty members and non-teaching staff.
- Performance appraisal system for teaching and non-teaching staff in tune with



Godavari Foundation's

Godavari college of Engineering, Jalgaon Maharashtra

Affiliated to Dr Babasaheb Ambedkar Technological University, Lonere, Raigad, Maharashtra

Address:P-51 Additional MIDC Jalgaon, Maharashtra 425001

AICTE recommended overall feedback performance appraisal. Performance evaluation on the basis of target achieved (in respect of perspective plan and academic plan) during the academic year.

- Promotion/rewards based on performance appraisal.

C) Faculty and Researcher Facilities

- Organize workshops and training programs to enhance teaching methodologies, research capabilities, and digital proficiency.
- Encourage faculty to attend professional development programs and provide necessary support for the same.

D) Cross-Functional Facilities

- Form a committee involving faculty from multiple departments to identify interdisciplinary research
- Deploy a single LMS platform across all departments to ensure consistency.

E) Strategic Funding and Emotional Support Facilities

- Identify and submit at least one funding proposal (government or private) focused on a multidisciplinary project
- Partner with a mental health professional to offer well-being sessions for faculty and staff.
- Conduct stress reduction activities

F) Facilities for Pedagogical Innovation

- Encourage faculty to create video lectures, online quizzes, and reading material for students to access through LMS platforms.
- Promote the use of active learning techniques such as group discussions, case studies, and problem-solving activities during class sessions.
- The flipped classroom model be used in all the departments to enable effective use of classroom time for discussion, application, and problem-solving.
- Invest in educational technology tools such as smartboards, classroom response systems, and virtual labs.