SOMAIYA
VIDYAVIHAR
K J Somaiya College of Science & Commerce
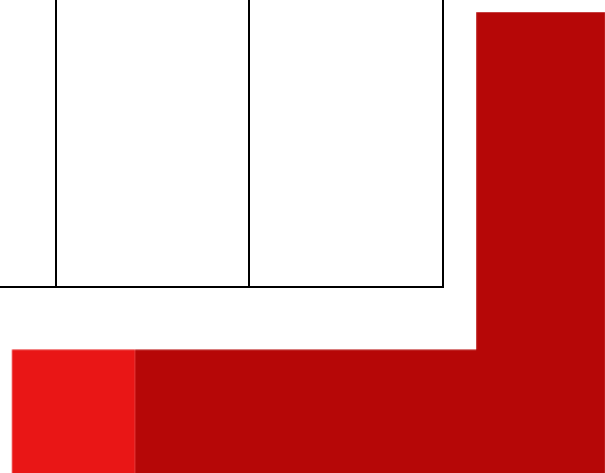Autonomous (Affiliated to University of Mumbai)

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K. J. Somaiya College of Science and Commerce

Autonomous-Affiliated to University of Mumbai

Strategic Plan

Sr. No.	Core Priorities / Targets	2023-2024	2024-2025	2025-2026	2026-2027	2027-2028
1	❖ **Flexibility and choice in academic programme (Academic Excellence)**					
	To implement the recommendations of NEP 2020.	Training sessions for curriculum designing Curriculum revision of F.Y.B.Sc. and S.Y.B.Sc, Implementation of F.Y.B.Sc. and M.Sc.I as per NEP-2020 Implementation of LOCF To offer 75% core courses and 25% elective courses.	Training sessions for curriculum designing Curriculum revision of T.Y.B.Sc. and Implementation of S.YB.Sc. and M.Sc.II syllabus as per NEP-2020 To offer 75% core courses and 25% elective courses. Mapping of POs and PEO and calculation of Attainment scores (At	Training sessions for curriculum designing Mapping of POs and PEO and calculation of Attainment scores (At SY level) Review the possibility of offering choice across courses in programs	Training sessions for curriculum designing Mapping of POs and PEO and calculation of Attainment scores (At TY level)	Necessary action to be taken to improve the performance Mapping of POs and PEO and calculation of Attainment scores (At M.Sc. level)

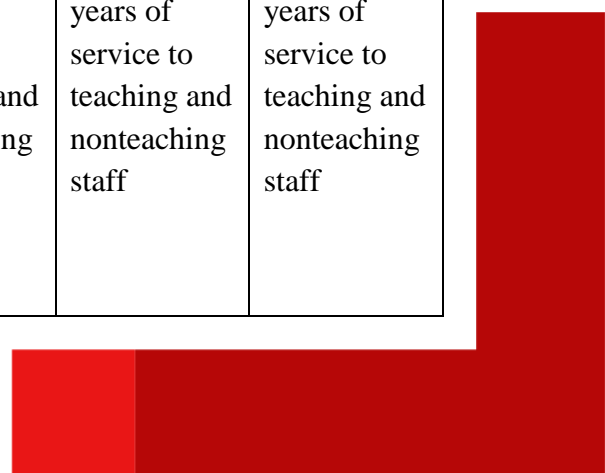|				FY level)			
To design minimum 10 and add new certificate/ open elective courses.	To add 3 certificate/ open elective courses taking into consideration the industry demand Review the enrollment in the above courses and incorporate necessary changes on the basis of feedback by the students	To add 3 certificate/ open elective courses taking into consideration the industry demand Review the enrollment in the above courses and incorporate necessary changes on the basis of feedback by the students	To add 2 certificate/ open elective courses taking into consideration the industry demand Review the enrollment in the above courses and incorporate necessary changes on the basis of feedback by the students	To add 2 certificate/ open elective courses taking into consideration the industry demand Review the enrollment in the above courses and incorporate necessary changes on the basis of feedback by the students	To add 2 certificate/ open elective courses taking into consideration the industry demand Review the enrollment in the above courses and incorporate necessary changes on the basis of feedback by the students		
To introduce 2 new PG programs.	Syllabus design, BoS meetings, Approval in Academic Council for M.Sc in Actuarial Science and M.Sc in Horticulture	Approval from University of Mumbai Implementation of the programs M.Sc in Actuarial Science and M.Sc in Horticulture Feedback from students	Approval for University of Mumbai, Implementation of the M.Sc. programs Feedback from students Graduate exit feedback Review of feedback	Based on feedback review, discuss in BOS meetings and if required, incorporate changes. Graduate exit feedback Review of feedback Monitor student progression and placement	Based on feedback review, discuss in BOS meetings and if required, incorporate changes. Graduate exit feedback Review of feedback Monitor student progression and placement		

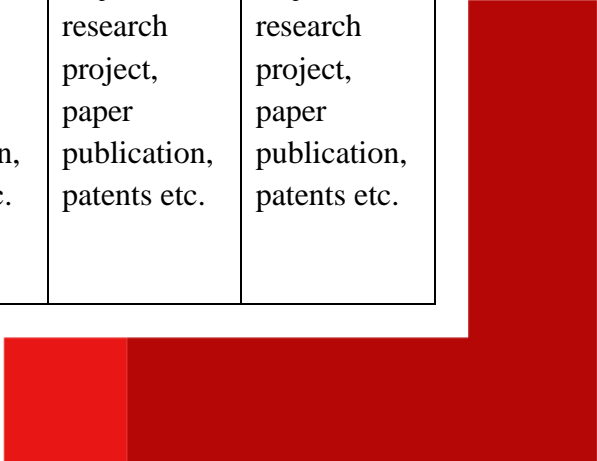|						
	To offer internship and OJT as a part of the curriculum.	Facilitate different internships and OJT under MoUs with different institutes	Facilitate different internships and OJT under MoUs with different institutes	Facilitate different internships and OJT under MoUs with different institutes	Facilitate different internships and OJT under MoUs with different institutes	Facilitate different internships and OJT under MoUs with different institutes
	To offer co-curricular, vocational, and skill-enhancement courses.	Introduction of Choice-Based options for DSE and SEC	Introduction of Environmental Education Course, Sports and Value education	Introduction of short-term skill based professional training program (at least 2)	Monitor the new courses	Necessary action to be taken to improve the performance
2	❖ **Investing in Manpower - Human Resources**					
	To develop a detailed manpower requirement plan	Monitor the service period left for retiring faculty/NT and initiate the process for NOC to fill up the vacancies that would be generated. In case of delay in sanction of posts, Approval for appointment of Unaided faculty/staff to be taken from	Monitor the service period left for retiring faculty/NT and initiate the process for NOC to fill up the vacancies that would be generated. In case of delay in sanction of posts, Approval for appointment of Unaided faculty/staff to be taken from	Monitor the service period left for retiring faculty/NT and initiate the process for NOC to fill up the vacancies that would be generated. In case of delay in sanction of posts, Approval for appointment of Unaided faculty/staff to be taken from	Monitor the service period left for retiring faculty/NT and initiate the process for NOC to fill up the vacancies that would be generated. In case of delay in sanction of posts, Approval for appointment of Unaided faculty/staff to be taken from	Monitor the service period left for retiring faculty/NT and initiate the process for NOC to fill up the vacancies that would be generated. In case of delay in sanction of posts, Approval for appointment of Unaided faculty/staff to be taken from

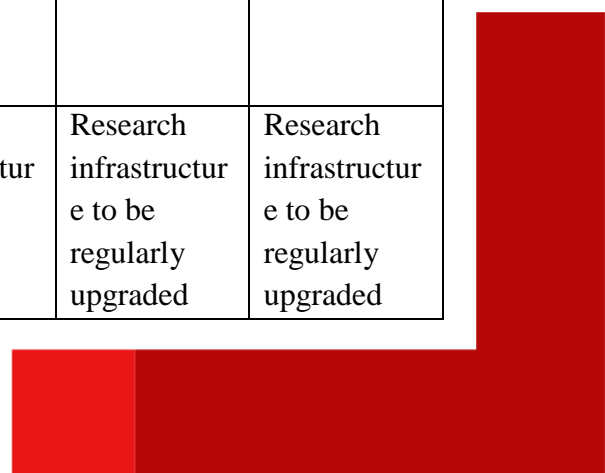|					
		Management. Appropriate procedures to be followed for appointment	Management. Appropriate procedures to be followed for appointment	Management. Appropriate procedures to be followed for appointment	Management. Appropriate procedures to be followed for appointment	Management. Appropriate procedures to be followed for appointment
	To develop and establish a training programme for new faculty	Induction /orientation Programme for newly appointed faculty to be organized. Faculty to be motivated to enroll for FDP's according to the Faculty development policy.	Induction /orientation Programme for newly appointed faculty to be organized. Faculty to be motivated to enroll for FDP's according to the Faculty development policy.	Induction /orientation Programme for newly appointed faculty to be organized. Faculty to be motivated to enroll for FDP's according to the Faculty development policy. Peer Learning and mentoring by senior teachers	Induction /orientation Programme for newly appointed faculty to be organized. Faculty to be motivated to enroll for FDP's according to the Faculty development policy. Peer Learning and mentoring by senior teachers	Induction /orientation Programme for newly appointed faculty to be organized. Faculty to be motivated to enroll for FDP's according to the Faculty development policy. Peer Learning and mentoring by senior teachers
	To recognize and reward merit and hard work of teaching faculty and nonteaching staff	Long Service award for maximum years of service to teaching and nonteaching staff	Long Service award for maximum years of service to teaching and nonteaching staff	Long Service award for maximum years of service to teaching and nonteaching staff	Long Service award for maximum years of service to teaching and nonteaching staff	Long Service award for maximum years of service to teaching and nonteaching staff

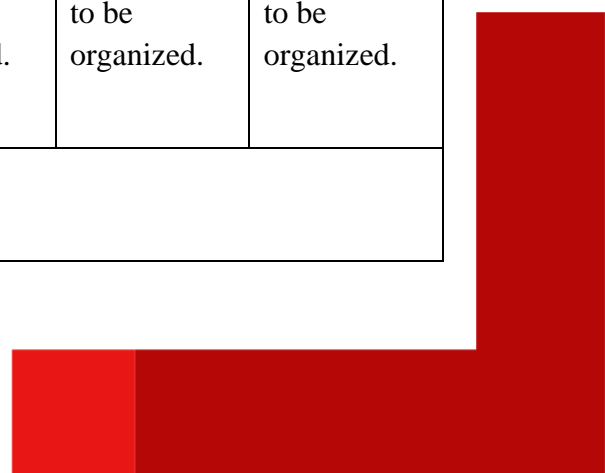|						
		Best Overall Student Award	Best Overall Student Award	Best Overall Student Award	Best Overall Student Award	Best Overall Student Award
		Best Girl Student	Best Girl Student	Best Girl Student	Best Girl Student	Best Girl Student
		Award Best Research Paper Award	Award Best Research Paper Award	Award Best Research Paper Award	Award Best Research Paper Award	Award Best Research Paper Award
		Felicitation of Toppers in all subjects and faculty and staff for various achievements	Felicitation of Toppers in all subjects and faculty and staff for various achievements	Felicitation of Toppers in all subjects and faculty and staff for various achievements	Felicitation of Toppers in all subjects and faculty and staff for various achievements	Felicitation of Toppers in all subjects and faculty and staff for various achievements
3.	❖ **Increase in quality and quantity of research output**					
	To promote research culture among teachers by providing seed money.	Organize the workshop on patents regulatory affairs, research ethics etc. and to establish the collaboration with the premier institute for research Provision for seed	Explore and facilitate collaborative use of instruments and facilities in other institution. Provision for seed money to conduct the research	Provision for seed money to conduct the research project which can extended to major research project, paper publication, patents etc.	Provision for seed money to conduct the research project which can extended to major research project, paper publication, patents etc.	Provision for seed money to conduct the research project which can extended to major research project, paper publication, patents etc.

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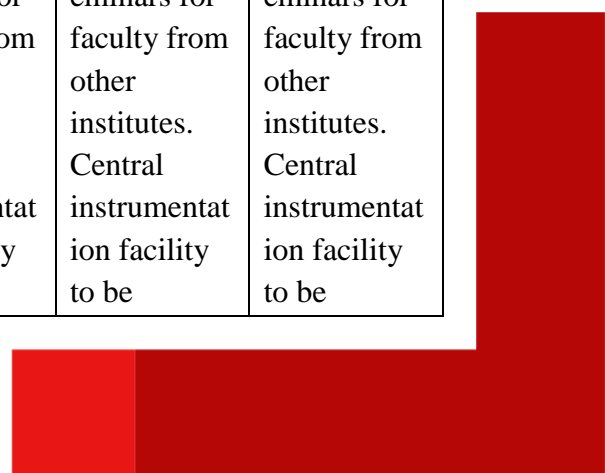|					
		money to conduct the research project.	project.			
	To augment the number of eligible guides for Research.	To promote eligible faculty to apply for guide ship and admit more students.	To promote eligible faculty to apply for guide ship and admit more students.	To promote eligible faculty to apply for guide ship and admit more students.	To promote eligible faculty to apply for guide ship and admit more students.	To promote eligible faculty to apply for guide ship and admit more students.
	To apply for major research grants to various funding agencies	Organize a program/ workshop on research proposal writing to strengthen and discuss ways to increase success rates of receiving grants.	Identify the funding opportunities and share the information among faculty on a regular basis	Review the major projects and schemes of national importance, and apply.	Align the effort to Identify global projects that our faculty and students can contribute to.	Increased number of patents, publication, grants
	To enhance the existing research paper output in Scopus indexed/UGC-CARE listed journals	Basic knowledge about various established and reputed publishers and journals related to their thrust area	Motivate them to publish their findings only in the indexed journal	Provision for the incentive to the researchers who publish in Scopus-indexed journal	Provision for the incentive to the researchers who publish in Scopus-indexed journal	Provision for the incentive to the researchers who publish in Scopus-indexed journal
	To increase the enrollment of research	Research infrastructure to be regularly upgraded	Research infrastructure to be regularly upgraded	Research infrastructure to be regularly upgraded	Research infrastructure to be regularly upgraded	Research infrastructure to be regularly upgraded

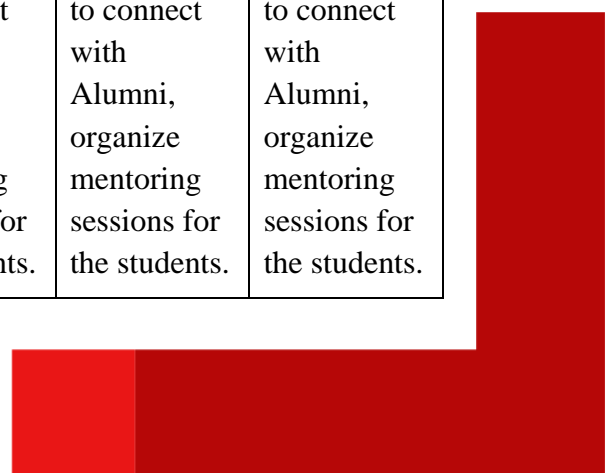|						
	students in M.Sc. by Research and Ph.D.	and maintained. Avenues for fellowships to be explored.	and maintained. Avenues for fellowships to be explored.	and maintained. Avenues for fellowships to be explored.	and maintained. Avenues for fellowships to be explored.	and maintained. Avenues for fellowships to be explored.
	To collaborate with research institutes and establish MoUs.	MoUs to be signed and activities like collaborative research, workshops, exchange programs, OJT Internship etc. to be undertaken under MoUs to make them functional.	MoUs to be signed and activities like collaborative research, workshops, exchange programs, OJT Internship etc. to be undertaken under MoUs to make them functional.	MoUs to be signed and activities like collaborative research, workshops, exchange programs, OJT Internship etc. to be undertaken under MoUs to make them functional.	MoUs to be signed and activities like collaborative research, workshops, exchange programs, OJT Internship etc. to be undertaken under MoUs to make them functional.	MoUs to be signed and activities like collaborative research, workshops, exchange programs, OJT Internship etc. to be undertaken under MoUs to make them functional.
	To provide opportunities for research at the UG level.	To introduce small research projects as a part of practicals at UG level.	Emphasis on project-based learning	Assess the outcome of UG projects	Focus on scientific writing for the UG students	Enhance the infrastructure of laboratories.
	To promote the filing of Patents and Startups through IIC.	Training Session on IPR, innovations, and start-ups to be organized.	Training Session on IPR, innovations, and start-ups to be organized.	Training Session on IPR, innovations, and start-up to be organized.	Training Session on IPR, innovations, and start-up to be organized.	Training Session on IPR, innovations, and start-up to be organized.
4.	❖ **Revenue generation**					

To provide infrastructure on Sundays and holidays for holding competitive examinations	Competitive Exams to be organized in the College like UPSC, MPSC, ICA, CSIR-UGC NET, M-SET, etc.	Competitive Exams to be organized in College like UPSC, MPSC, ICA, CSIR-UGC NET, M-SET, etc.	Competitive Exams to be organized in the College like UPSC, MPSC, ICA, CSIR-UGC NET, M-SET, etc.	Competitive Exams to be organized in the College like UPSC, MPSC, ICA, CSIR-UGC NET, M-SET, etc.	Competitive Exams to be organized in the College like UPSC, MPSC, ICA, CSIR-UGC NET, M-SET, etc.
To strengthen Consultancy and Mentoring to other institutes.	Departments to offer consultancy services based on their expertise. Staff members to organize mentoring on NAAC/UGC reforms to other institutes.	Departments to offer consultancy services based on their expertise. Staff members to organize mentoring on NAAC/UGC reforms to other institutes.	Departments to offer consultancy services based on their expertise. Staff members to organize mentoring on NAAC/UGC reforms to other institutes.	Departments to offer consultancy services based on their expertise. Staff members to organize mentoring on NAAC/UGC reforms to other institutes.	Departments to offer consultancy services based on their expertise. Staff members to organize mentoring on NAAC/UGC reforms to other institutes.
To generate resources by organizing Workshops / Seminars and sample analysis on high-end instruments.	Infrastructure to be enhanced to facilitate activities like workshops/seminars for faculty from other institutes. Central instrumentation facility to be	Infrastructure to be enhanced to facilitate activities like workshops/seminars for faculty from other institutes. Central instrumentation facility to be	Infrastructure to be enhanced to facilitate activities like workshops/seminars for faculty from other institutes. Central instrumentation facility to be	Infrastructure to be enhanced to facilitate activities like workshops/seminars for faculty from other institutes. Central instrumentation facility to be	Infrastructure to be enhanced to facilitate activities like workshops/seminars for faculty from other institutes. Central instrumentation facility to be

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		upgraded and fully utilized.	upgraded and fully utilized.	upgraded and fully utilized.	upgraded and fully utilized.	upgraded and fully utilized.
	To rationalize the fee structure.	To increase the fees appropriately as and when required	To increase the fees appropriately as and when required	To increase the fees appropriately as and when required	To increase the fees appropriately as and when required	To increase the fees appropriately as and when required
5.	❖ **Development of infrastructure**					
	To procure ERP and implement it in curricular, co-curricular and administrative transactions.	Flowchart to be designed for various processes as per guidelines from the vendor.	Initial trials for ERP processes are to be conducted. Process to be edited as per the need.	Monitor the technical aspects. Enhance and implement.	Enhance and implement.	Any necessary changes to be incorporated.
	To renovate laboratories and classrooms as needed	Assess the laboratories and classrooms for any repair required. Send the approval to the project office and plan an alternative place for practicals to be conducted.	Assess the laboratories and classrooms for any repair required. Send the approval to the project office and plan an alternative place for practicals to be conducted	Assess the laboratories and classrooms for any repair required. Send the approval to the project office and plan an alternative place for practicals to be conducted	Assess the laboratories and classrooms for any repair required. Send the approval to the project office and plan alternative place for practicals to be conducted	Assess the laboratories and classrooms for any repair required. Send the approval to the project office and plan alternative place for practicals to be conducted

To strengthen ICT infrastructure.	Provision for ICT-enabled laboratories to be explored.	Student Computer Ratio to reach 1: 30	Student Computer Ratio to reach 1: 25	Student Computer Ratio to reach 1: 20	Student Computer Ratio to reach 1: 20
❖ **Involvement of alumni**					
To increase the active registered alumni database to 3000 by holding department-level alumni meet	To increase the active registered alumni database by 500 new registrations.	To increase the active registered alumni database to 500 new registrations.	To increase the active registered alumni database by 500 new registrations.	To increase the active registered alumni database by 500 new registrations.	To increase the active registered alumni database by 1000 new registrations.
To generate resources with the assistance from Alumni.	Each department to connect with Alumni, explore avenues to obtain funds for research, consultancy	Each department to connect with Alumni, explore avenues to obtain funds for research, consultancy.	Each department to connect with Alumni, explore avenues to obtain funds for research, consultancy.	Each department to connect with Alumni, explore avenues to obtain funds for research, consultancy.	Each department to connect with Alumni, explore avenues to obtain funds for research, consultancy.
To develop a mentoring system for the students by Alumni.	Each department to connect with Alumni, organizes mentoring sessions for the students.	Each department to connect with Alumni, organize mentoring sessions for the students.	Each department to connect with Alumni, organize mentoring sessions for the students.	Each department to connect with Alumni, organize mentoring sessions for the students.	Each department to connect with Alumni, organize mentoring sessions for the students.

7.	❖ **Social Outreach**					
	To involve maximum students and teachers in social outreach programs.	Each department to organize activities related to social outreach.	Each department to organize activities related to social outreach. Tarangan activity Empowerment of tribal people	Each department to organize activities related to social outreach. Tarangan activity Empowerment of tribal people	Each department to organize activities related to social outreach. Tarangan activity Empowerment of tribal people	Each department to organize activities related to social outreach. Tarangan activity Empowerment of tribal people
	To establish collaboration with more NGOs and institutions.	Assistance from NGOs to be enhanced to organize the social outreach activity on a larger scale.	Assistance from NGOs to be enhanced to organize the social outreach activity on a larger scale.	Assistance from NGOs to be enhanced to organize the social outreach activity on a larger scale.	Assistance from NGOs to be enhanced to organize the social outreach activity on a larger scale.	Assistance from NGOs to be enhanced to organize the social outreach activity on a larger scale.
	To organize activities for children with special needs and from tribal areas.	Organization of sports / workshops / open day for them. Improvement on the basis of feedback received from them.	Organization of sports / workshops / open day for them Improvement on the basis of feedback received from them.	Organization of sports / workshops / open day for them Improvement on the basis of feedback received from them.	Organization of sports / workshops / open day for them Improvement on the basis of feedback received from them.	Organization of sports / workshops / open day for them Improvement on the basis of feedback received from them.
7.	❖ **Environmental sensitization**					
	To organize activities	To organize workshops, seminars	To organize workshops, seminars	To organize workshops, seminars	To organize workshops, seminars	To organize workshops, seminars

in alignment with Sustainable Development Goals 2030.	related to Sustainable Development Goals 2030.	related to Sustainable Development Goals 2030.	related to Sustainable Development Goals 2030.	related to Sustainable Development Goals 2030.	related to Sustainable Development Goals 2030.
To sensitize the students by environmental projects.	To undertake environmental projects at UG level	To undertake environmental projects at UG level	To undertake environmental projects at UG level	To undertake environmental projects at UG level	To undertake environmental projects at UG level

Principal, Vice-principal, Deans and IQAC will review the progress twice in a year and plan accordingly.