

K.J.Somaiya College of Science and Commerce

Autonomous-Affiliated to University of Mumbai

Strategic Plan

| Sr.No | Core Priorities / Targets | 2018-2019 | 2019-2020 | 2020-2021 | 2021-2022 | 2022-23 |
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| 1 | ❖ Flexibility and choice in academic programme | | | | | |
| | ❖ To offer 70% core courses ,30% elective courses | <p>Training sessions for curriculum designing</p> <p>Syllabi to have PO, CO, LO s incorporated appropriately</p> | <p>Training sessions for curriculum designing</p> <p>Planning LOCF</p> <p>Introduction of SEC, Choice Based options for DSE</p> | <p>Training sessions for curriculum</p> <p>Implementat ion of LOCF</p> <p>Introduction of Environmen tal education Course, Sports and Value education</p> <p>Mapping of CO to PO and PEO and calculation of Attainment scores (At FY level)</p> | <p>Training sessions for curriculum designing</p> <p>Introduction of short term skill based professional training pro gram (at least 2)</p> <p>Review the possibility of offering choice across courses in programs</p> <p>Mapping of CO to PO and PEO and calculation of Attainment scores (At SY level)</p> | <p>Necessary action to be taken to improve the performan ce..</p> |

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| | ❖ To Design and establish certificate courses | Certificate/Diploma courses taking into consideration the market demand. Review the enrollment and feedback | Certificate/Diploma courses taking into consideration the market demand Review the enrollment and feedback | Certificate/Diploma courses taking into consideration the market demand Review the enrollment and feedback | Certificate/Diploma courses taking into consideration the market demand Review the enrollment and feedback | Certificate/Diploma courses taking into consideration the market demand Review the enrollment and feedback |
| | ❖ To introduce 2 new postgraduate programmes | Syllabus design, BOS meetings, Approval in Academic Council for M.Sc in Applied Statistics and M.Sc in Polymer Science | Approval for University of Mumbai, Implementation of the Courses, Feedback from students Syllabus design, BOS meetings, Approval in Academic Council for M.Sc in Mathematics | Approval for University of Mumbai, Implementation of the Course- PG in Mathematics, Feedback from students Graduate exit feedback Review of feedback | Based on feedback review, discuss in BOS meetings and if need be, incorporate changes. Graduate exit feedback Monitor student progression and placement | Based on feedback review, discuss in BOS meetings and if need be, incorporate changes. Graduate exit feedback Monitor student progression and placement |
| | ❖ To develop | 2 Institutes /NGO to be | 2 Institutes /NGO to be | 2 Institutes /NGO to be identified | 2 Institutes /NGO to be identified | 2 Institutes /NGO to |

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| | <p>ation with 10 core educational /Research/ Social organization</p> | <p>Identified for collaboration</p> <p>Finalize the draft for MoU and formalize the same.</p> <p>Identify the areas of keeping the earlier MoU's active and take necessary action.</p> <p>Renew earlier MoU's in case of term expiry.</p> | <p>Identified for collaboration</p> <p>Finalize the draft for MoU and formalize the same.</p> <p>Identify the areas of keeping the earlier MoU's active and take necessary action.</p> <p>Renew earlier MoU's in case of term expiry.</p> | <p>for collaboration</p> <p>Finalize the draft for MoU and formalize the same.</p> <p>Identify the areas of keeping the earlier MoU's active and take necessary action.</p> <p>Renew earlier MoU's in case of term expiry.</p> | <p>for collaboration</p> <p>Finalize the draft for MoU and formalize the same.</p> <p>Identify the areas of keeping the earlier MoU's active and take necessary action.</p> <p>Renew earlier MoU's in case of term expiry.</p> | <p>be identified for collaboration</p> <p>Finalize the draft for MoU and formalize the same.</p> <p>Identify the areas of keeping the earlier MoU's active and take necessary action.</p> <p>Renew earlier MoU's in case of term expiry.</p> |
| | <p>❖ To strengthen the feedback process</p> | <p>Modify the Feedback forms to collect feedback from different Stakeholders</p> <p>Analyze the feedback and take corrective measures</p> | <p>Increasing the no. of participants in providing feedback through different strategies</p> <p>Analyze the feedback and take corrective measures</p> | <p>Review and modify the Feedback forms to collect feedback from different Stakeholders</p> <p>Analyze the feedback and take corrective measures</p> | <p>Increasing the no. of participants in providing feedback through different strategies</p> <p>Analyze the feedback and take corrective measures</p> | <p>Consistency in feedback process with appropriate steps on the basis of earlier experience</p> |

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| | | | | | | Analysis of the feedback and corrective measures |
| 2 | ❖ Investing in Manpower | | | | | |
| | <p>❖ To develop detailed manpower requirement plan</p> | <p>Keep a track of retiring faculty/NT and pursue for NOC for filling up the vacancies that are generated.</p> <p>In case of no sanction of posts, Approval for appointment of Unaided faculty/staff to be taken from Management.</p> <p>Appropriate procedures to be followed for appointment</p> | <p>Keep a track of retiring faculty/NT and pursue for NOC for filling up the vacancies that are generated.</p> <p>In case of no sanction of posts, Approval for appointment of Unaided faculty/staff to be taken from Management.</p> <p>Appropriate procedures to be followed for appointment</p> | <p>Keep a track of retiring faculty/NT and pursue for NOC for filling up the vacancies that are generated.</p> <p>In case of no sanction of posts, Approval for appointment of Unaided faculty/staff to be taken from Management.</p> <p>Appropriate procedures to be followed for appointment</p> | <p>Keep a track of retiring faculty/NT and pursue for NOC for filling up the vacancies that are generated.</p> <p>In case of no sanction of posts, Approval for appointment of Unaided faculty/staff to be taken from Management.</p> <p>Appropriate procedures to be followed for appointment</p> | <p>Keep a track of retiring faculty/NT and pursue for NOC for filling up the vacancies that are generated.</p> <p>In case of no sanction of posts, Approval for appointment of Unaided faculty/staff to be taken from Management.</p> <p>Appropriate procedures to be followed for</p> |

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| | | | | | | appointment |
| | ❖ To develop and establish training programme for new faculty | <p>Induction Programme for newly appointed faculty to be organized</p> <p>Faculty to be motivated to enroll for FDP's according to the Faculty development policy.</p> | <p>Induction Programme for newly appointed faculty to be organized</p> <p>Faculty to be motivated to enroll for FDP's according to the Faculty development policy.</p> | <p>Induction Programme for newly appointed faculty to be organized</p> <p>Faculty to be motivated to enroll for FDP's according to the Faculty development policy.</p> | <p>Induction Programme for newly appointed faculty to be organized</p> <p>Faculty to be motivated to enroll for FDP's according to the Faculty development policy.</p> <p>Peer Learning and mentoring by senior teachers</p> | <p>Induction Programme for newly appointed faculty to be organized</p> <p>Faculty to be motivated to enroll for FDP's according to the Faculty development policy.</p> <p>Peer Learning and mentoring by senior teachers</p> |
| | ❖ To recognize and reward merit and hard work | <p>Long Service award for maximum years of service (1 teaching faculty and 1 Non teaching staff)</p> <p>Best Overall Student Award</p> | <p>Long Service award for maximum years of service (1 teaching faculty and 1 Non teaching staff)</p> <p>Best Overall Student Award</p> | <p>Long Service award for maximum years of service (1 teaching faculty and 1 Non teaching staff)</p> <p>Best Overall Student Award</p> | <p>Long Service award for maximum years of service (1 teaching faculty and 1 Non teaching staff)</p> <p>Best Overall Student Award</p> | <p>Long Service award for maximum years of service (1 teaching faculty and 1 Non teaching staff)</p> <p>Best Overall Student Award</p> |

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| | | Best Girl Student Award Best Research Paper Award Felicitation of Toppers in all subjects Certificates/letters of appreciation | Best Girl Student Award Best Research Paper Award Felicitation of Toppers in all subjects Certificates/letters of appreciation | Best Girl Student Award Best Research Paper Award Felicitation of Toppers in all subjects Certificates/letters of appreciation | Best Girl Student Award Best Research Paper Award Felicitation of Toppers in all subjects Certificates/letters of appreciation | Student Award Best Girl Student Award Best Research Paper Award Felicitation of Toppers in all subjects Certificate s/letters of appreciation |
| | ❖ To develop internal capabilities for migration for career advancements | Appointment of faculty as Deans, Vice-Principals, IQAC Coordinator, Committee Convenors, Committee members and appropriate rotation. | Appointment of faculty as Deans, Vice-Principals, IQAC Coordinator, Committee Convenors, Committee members and appropriate rotation. | Appointment of faculty as Deans, Vice-Principals, IQAC Coordinator, Committee Convenors, Committee members and appropriate rotation. | Appointment of faculty as Deans, Vice-Principals, IQAC Coordinator, Committee Convenors, Committee members and appropriate rotation. | Appointment of faculty as Deans, Vice-Principals, IQAC Coordinator, Committee Convenors, Committee members and appropriate rotation. |
| 3. | ❖ Increase in quality and quantity of research output | | | | | |

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| | <p>❖ To increase no. of faculty involved in sponsored research from 30% to 60 %</p> | <p>Conduct the workshop and connect them to premier institute's faculty</p> | <p>Identify and facilitate collaborative use of instruments and facilities</p> | <p>Provision for seed money to conduct the research project at initial stage.</p> | <p>Note of appreciation / small token for the faculty who have published in Scopus indexed journal</p> | <p>Continuation of policies for promotion of quality research</p> |
| | <p>❖ To increase the value of research grants by sending major research proposal to funding agencies</p> | <p>Organize a program/workshop to strengthen and discuss ways to increase success rates of receiving grants.</p> | <p>Identify the funding opportunities and distribute information among faculty on a regular basis</p> | <p>Closely monitor major projects of national importance, schemes and determine if there is a fit for our college researchers to contribute.</p> | <p>Align the effort to Identify global projects that our faculty and students can contribute to</p> | <p>Motivate teachers to apply for Major Research Projects</p> |
| | <p>❖ To double the existing research paper output in scopus indexed /UGC</p> | <p>Basic knowledge about various established and reputed publishers and journals related to their thrust area.</p> | <p>Motivate them to publish their findings only in the indexed journal and avoid to publish in paid journals</p> | <p>Provision for the incentive to the researchers who publish in scopus indexed journal</p> | <p>Provision for the incentive to the researchers who publish in scopus indexed journal</p> | <p>Provision for the incentive to the researchers who publish in scopus indexed journal</p> |

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| | Care journals | | | | | |
| | ❖ To integrate research as a requirement of postgraduate programme | Frame the BOS for revision of the Post graduate syllabus Provision to have awareness on research ethics | One entire semester to be completely dedicated for internship/ project work. | Reviewing the outcome of the internships | Incorporating the suggestions and feedback for improvement of the students experience | Inclusion of Research Methodology course |
| | ❖ To provide opportunities for UG research experience | To perform small research projects as a part of practical | Emphasis on project based learning and motivate them for review writing. | Assess the outcome of UG projects | Focus on scientific writing for the UG students | Enhance the infrastructure and lab facilities like CUBE. |
| 4. | ❖ Revenue generation | | | | | |
| | ❖ To provide infrastructure on Sundays and holidays for holding competi | Focus on optimizing the use of available infrastructure to spare rooms for conducting competitive examinations for | Focus on optimizing the use of available infrastructure to spare rooms for conducting competitive examinations for generating revenue | Focus on optimizing the use of available infrastructure to spare rooms for conducting competitive examinations for | Focus on optimizing the use of available infrastructure to spare rooms for conducting competitive examinations for | Focus on optimizing the use of available infrastructure to spare rooms for conducting competitive |

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| examinations. | revenue | revenue | revenue | revenue | revenue | examinations for generating revenue |
| ❖ To Rationalize Fee structure | To increase the fees appropriately as and if required | To increase the fees appropriately as and if required | To increase the fees appropriately as and if required | To increase the fees appropriately as and if required | To increase the fees appropriately as and if required | To increase the fees appropriately as and if required |
| 5. | ❖ Development of infrastructure | | | | | |
| ❖ To develop infrastructure proportional to anticipated increase in programmes | Proposal to Management to shift Junior college to New premises Identify timings when laboratories are vacant so that they can be used for lectures of new degree programmes / certificate courses | Identify classrooms which can be divided into two lecture rooms and convert. Identify timings when laboratories are vacant so that they can be used for lectures of new degree programmes / certificate courses | Identify timings when laboratories are vacant so that they can be used for lectures of new degree programmes / certificate courses | Identify timings when laboratories are vacant so that they can be used for lectures of new degree programmes / certificate courses | Identify timings when laboratories are vacant so that they can be used for lectures of new degree programmes / certificate courses | Repairing and painting of entire building |
| ❖ To refurbish all existing labs | Prepare the plan in consultation with HOD and faculty of Chemistry. Send for approval to | Prepare the plan in consultation with HOD and faculty of Microbiology Send for approval to | Prepare the plan in consultation with HOD and faculty of Biotechnology, Send for approval to | Prepare the plan in consultation with HOD and faculty of Physics Send for approval to | Prepare the plan in consultation with HOD and faculty of Physics Send for approval to | Repair/ Maintenance work of existing labs & construction of new labs like GIS lab, |

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| | | project office and plan alternative place for practicals to be conducted | project office and plan alternative place for practicals to be conducted | Botany, Zoology Send for approval to project office and plan alternative place for practicals to be conducted | project office and plan alternative place for practicals to be conducted | CIT lab, commerce lab, Bio-Tech lab etc. |
| | ❖ To strengthen ICT infrastructure | 2 ICT enabled classrooms Disabled friendly washroom | 2 ICT enabled classrooms Lecture capturing system installation in Seminar Hall | 2 more classes to be ICT enabled Student Computer Ratio to reach 1: 30 Studio for recording to be created | 2 more classes to be ICT enabled Student Computer Ratio to reach 1: 25 | 2 more classes to be ICT enabled Student Computer Ratio to reach 1: 20 |
| | ❖ OFFICE on each floor | OFFICE IOT device which can function as digital library, which can be accessed without internet to be installed on First floor new wing | OFFICE IOT device which can function as digital library, which can be accessed without internet to be installed on second floor new wing | OFFICE IOT device which can function as digital library, which can be accessed without internet to be installed on Third floor old wing | OFFICE IOT device which can function as digital library, which can be accessed without internet to be installed on Ground floor old wing | OFFICE IOT device which can function as digital library, which can be accessed without internet to be installed on First floor and second |

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| | | | | | | floor old wing |
| | ❖ ICT integration in Teaching-Learning - Evaluation and administration | Training sessions and help through IQAC and Data Centre for ICT use augmentation in Teaching-Learning and evaluation Assess the scope of ICT integration in administration | Training sessions and help through IQAC and Data Centre for ICT use augmentation in Teaching-Learning and evaluation Assess the scope of ICT integration in administration | Training sessions and help through IQAC and Data Centre for ICT use augmentation in Teaching-Learning and evaluation Assess the scope of ICT integration in administration | Training sessions and help through IQAC and Data Centre for ICT use augmentation in Teaching-Learning and evaluation Assess the scope of ICT integration in administration | Training sessions and help through IQAC and Data Centre for ICT use augmentation in Teaching-Learning and evaluation Assess the scope of ICT integration in administration |
| ❖ Involvement of alumni | | | | | | |
| | ❖ To increase active registered alumni database to 2000 | Alumni meet to be organized Registration drive | Alumni meet to be organized department wise. Alumni meet to be organized | Alumni meet to be organized Alumni meet to be organized department wise, batchwise. | Alumni meet to be organized Alumni meet to be organized department wise, batchwise. Registration drive during college events | Alumni meet to be organized Alumni meet to be organized department wise, batchwise. Registration drive during college events |
| | ❖ To build wider and strong connection with alumni | Alumni association to be formed and registered. Formal appeal to be | Invite illustrious alumni to deliver talks. Appoint them on Board of studies | Invite alumni to conduct workshops in their areas of specialization | Involve alumni to design and run specialized courses/certificate programmes | Newsletter of alumni. Felicitation of eminent alumni |

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| | to our mutual benefit | made for monetary contribution | | Tap resources to have placement drives by their firms Felicitation of eminent alumni | Felicitation of eminent alumni | |
| 7. | ❖ New initiatives | | | | | |
| | ❖ To establish an incubation cell for promoting innovative ideas | Initiate a Campus incubation cell RiddL in the college in collaboration . Appoint an able teaching faculty as Coordinator | Collaborate with MoE and register the cell | Undertake activities as per directive Apply for ranking | Review and undertake initiatives to improve ranking | Review and undertake initiatives to improve ranking |