



SOMAIYA
V I D Y A V I H A R

K J Somaiya College of Science & Commerce



6.1.1 The governance of the institution is reflective of an effective leadership in tune with the vision and mission of the Institution

Strategic Plan



SOMAIYA
VIDYAVIHAR

K J Somaiya College of Science & Commerce



K.J.Somaiya College of Science and Commerce
Autonomous – Affiliated to University of Mumbai
Vidyavihar, Mumbai – 400 077.
Re-accredited “A” Grade by NAAC

Autonomous-Affiliated to University of Mumbai

Strategic Plan

Sr. No.	Core Priorities / Targets	2017-2018	2018-2019	2019-2020	2020-2021	2021-2022
1	❖ Flexibility and choice in academic programme					
	❖ To offer 70% core courses, 30% elective courses	Training sessions for curriculum designing	Training sessions for curriculum designing Syllabi to have PO, CO, LOs incorporated appropriately	Training sessions for curriculum designing Planning LOCF Introduction of SEC, Choice Based options for DSE	Training sessions for curriculum Implementation of LOCF Introduction of Environmental education Course, Sports and Value education Mapping of CO to PO and PEO and calculation of Attainment scores (At FY level)	Training sessions for curriculum designing Introduction of short term skill based professional training program (at least 2) Review the possibility of offering choice across courses in programs Mapping of CO to PO and PEO and calculation of Attainment scores (At SY

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						level)
	❖ To Design and establish certificate courses	To add 5 Certificate/Diploama courses taking into consideration the market demand	To add 5 Certificate/Diploama courses taking into consideration the market demand. Review the enrollment and feedback Incorporate necessary changes	To add 5 Certificate/Diploama courses taking into consideration the market demand Review the enrollment and feedback Incorporate necessary changes	To add 5 Certificate/Diploama courses taking into consideration the market demand Review the enrollment and feedback Incorporate necessary changes	To add 5 Certificate/Diploama courses taking into consideration the market demand Review the enrollment and feedback Incorporate necessary changes
	❖ To introduce 2 new post graduate 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

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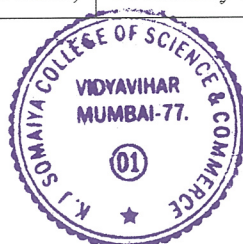
<p>❖ To develop association with 10 core educational /Research/ Social organization</p>	<p>2 Institutes /NGO to be identified for collaboration</p> <p>Finalize the draft for MoU and formalize the same.</p> <p>Identify the areas of keeping the earlier MoU's active and take necessary action.</p>	<p>2 Institutes /NGO to 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>2 Institutes /NGO to 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>2 Institutes /NGO to 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>2 Institutes /NGO to 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>Analyze the existing feedback system, review the process</p> <p>Suggest necessary reforms and ensure implementation of the same from next academic year</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</p>	<p>Increasing the no. of participants in providing feedback through different strategies</p> <p>Analyze the feedback and take corrective measures</p>

					measures	
2	❖ Investing in Manpower					
	❖ To develop detailed manpower requirement plan	Keep a track of retiring faculty/NT and pursue for NOC for filling up the vacancies that are generated. In case of no sanction of posts, Approval for appointment of Unaided faculty/staff to be taken from Management. Appropriate procedures to be followed for appointment	Keep a track of retiring faculty/NT and pursue for NOC for filling up the vacancies that are generated. In case of no sanction of posts, Approval for appointment of Unaided faculty/staff to be taken from Management. Appropriate procedures to be followed for appointment	Keep a track of retiring faculty/NT and pursue for NOC for filling up the vacancies that are generated. In case of no sanction of posts, Approval for appointment of Unaided faculty/staff to be taken from Management. Appropriate procedures to be followed for appointment	Keep a track of retiring faculty/NT and pursue for NOC for filling up the vacancies that are generated. In case of no sanction of posts, Approval for appointment of Unaided faculty/staff to be taken from Management. Appropriate procedures to be followed for appointment	Keep a track of retiring faculty/NT and pursue for NOC for filling up the vacancies that are generated. In case of no sanction of posts, Approval for appointment of Unaided faculty/staff to be taken from Management. Appropriate procedures to be followed for appointment
	❖ To develop and establish training programme for new faculty	Induction Programme for newly appointed faculty to be organized Faculty to be motivated to enroll for FDP's	Induction Programme for newly appointed faculty to be organized Faculty to be motivated to enroll for FDP's according to the Faculty	Induction Programme for newly appointed faculty to be organized Faculty to be motivated to enroll for FDP's	Induction Programme for newly appointed faculty to be organized Faculty to be motivated to enroll for FDP's	Induction Programme for newly appointed faculty to be organized Faculty to be motivated to enroll for FDP's



		according to the Faculty development policy.	development policy.	according to the Faculty development policy.	according to the Faculty development policy.	according to the Faculty development policy.
					Peer Learning and mentoring by senior teachers	Peer Learning and mentoring by senior teachers
❖ To recognize and reward merit and hard work	Long Service award for maximum years of service (1 teaching faculty and 1 Non teaching staff)	Long Service award for maximum years of service (1 teaching faculty and 1 Non teaching staff)	Best Overall Student Award	Long Service award for maximum years of service (1 teaching faculty and 1 Non teaching staff)	Long Service award for maximum years of service (1 teaching faculty and 1 Non teaching staff)	Long Service award for maximum years of service (1 teaching faculty and 1 Non teaching staff)
	Best Overall Student Award	Best Girl Student Award	Best Overall Student Award	Best Overall Student Award	Best Overall Student Award	Best Overall Student Award
	Best Girl Student Award	Best Research Paper Award	Best Girl Student Award	Best Girl Student Award	Best Girl Student Award	Best Girl Student Award
	Best Research Paper Award	Felicitation of Toppers in all subjects	Best Research Paper Award	Best Research Paper Award	Best Research Paper Award	Best Research Paper Award
	Felicitation of Toppers in all subjects	Certificates/letters of appreciation	Felicitation of Toppers in all subjects	Felicitation of Toppers in all subjects	Felicitation of Toppers in all subjects	Felicitation of Toppers in all subjects
	Certificates/letters of appreciation		Certificates/letters of appreciation	Certificates/letters of appreciation	Certificates/letters of appreciation	Certificates/letters of appreciation
❖ To develop	Appointment of faculty as	Appointment of faculty as Deans,	Appointment of faculty as	Appointment of faculty as	Appointment of faculty as	Appointment of faculty as

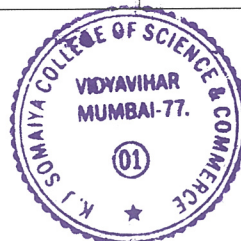
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	internal capabilities for migration for career advancements	Deans, Vice-Principals, IQAC Coordinator, Committee Convenors, Committee members and appropriate rotation.	Vice-Principals, IQAC Coordinator, Committee Convenors, Committee members and appropriate rotation.	Deans, Vice-Principals, IQAC Coordinator, Committee Convenors, Committee members and appropriate rotation.	Deans, Vice-Principals, IQAC Coordinator, Committee Convenors, Committee members and appropriate rotation.	Deans, Vice-Principals, IQAC Coordinator, Committee Convenors, Committee members and appropriate rotation.
3	❖ Increase in quality and quantity of research output					
	❖ To increase no. of faculty involved in sponsored research from 30% to 60 %	Select the faculty who have published quality of research articles in last three years of different subjects.	Conduct the workshop and connect them to premier institute's faculty	Identify and facilitate collaborative use of instruments and facilities	Provision for seed money to conduct the research project at initial stage.	Note of appreciation/ small token for the faculty who have published in Scopus indexed journal
	❖ To increase the value of research grants by sending major research proposal to funding agencies	Establish mechanisms to identify key research fields for which funding opportunities exist.	Organize a program/ workshop to strengthen and discuss ways to increase success rates of receiving grants.	Identify the funding opportunities and distribute information among faculty on a regular basis	Closely monitor major projects of national importance, schemes and determine if there is a fit for our college researchers to contribute.	Align the effort to Identify global projects that our faculty and students can contribute to
	❖ To	Organize	Basic knowledge	Motivate	Provision for	Provision for

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	double the existing research paper output in scopus indexed/UGC Care journals	lectures to spread awareness amongst the faculty about identifying the predatory /bogus journals	about various established and reputed publishers and journals related to their thrust area.	them to publish their findings only in the indexed journal and avoid to publish in paid journals	the incentive to the researchers who publish in scopus indexed journal	the incentive to the researchers who publish in scopus indexed journal
	❖ To integrate research as a requirement of postgraduate programme	Revise the Post graduate syllabus	Frame the BOS 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
	❖ To provide opportunities for UG research experience	Workshop on how to write research proposals from SY level	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
4	❖ Revenue generation					
	❖ To provide infrastructure	Focus on optimizing the use of available	Focus on optimizing the use of available infrastructure to	Focus on optimizing the use of available	Focus on optimizing the use of available	Focus on optimizing the use of available

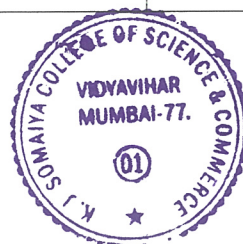
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	re on Sundays and holidays for holding competitive examinations.	infrastructure to spare rooms for conducting competitive examinations for generating revenue	spare rooms for conducting competitive examinations for generating revenue	infrastructure to spare rooms for conducting competitive examinations for generating revenue	infrastructure to spare rooms for conducting competitive examinations for generating revenue	infrastructure to spare rooms for conducting competitive 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
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	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

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	❖ To refurbish all existing labs	Prepare the plan in consultation with HOD and faculty of Chemistry. Send for approval to project office and plan alternative place for practicals to be conducted	Prepare the plan in consultation with HOD and faculty of Microbiology Send for approval to project office and plan alternative place for practicals to be conducted	Prepare the plan in consultation with HOD and faculty of Biotechnology, Botany, Zoology Send for approval to project office and plan alternative place for practicals to be conducted	Prepare the plan in consultation with HOD and faculty of Physics Send for approval to project office and plan alternative place for practicals to be conducted	Prepare the plan in consultation with HOD and faculty of Geology Send for approval to project office and plan alternative place for practicals to be conducted
	❖ 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
	❖ OFFEE on each floor	OFFEE IOT device which can function as digital library, which can be accessed without internet to be	OFFEE IOT device which can function as digital library, which can be accessed without internet to be installed on second floor new	OFFEE IOT device which can function as digital library, which can be accessed without internet to be	OFFEE IOT device which can function as digital library, which can be accessed without internet to be	OFFEE IOT device which can function as digital library, which can be accessed without internet to be

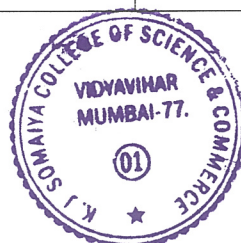
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		installed on First floor new wing	wing	installed on Third floor old wing	installed on Ground floor old wing	installed on First floor and second floor old wing
❖ ICT integration in Teaching-Learning-Evaluation and administration	Training sessions 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	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	Alumni meet to be organized Alumni meet to be organized department wise, batchwise. Registration drive during college events
❖ To build wider and strong	Alumni association to be formed	Invite illustrious alumni to deliver talks.	Invite alumni to conduct workshops in	Involve alumni to design and		Newsletter of alumni.

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	connection with alumni to our mutual benefit	and registered. Formal appeal to be made for monetary contribution	Appoint them on Board of studies	their areas of specialization Tap resources to have placement drives by their firms Felicitation of eminent alumni	run specialized courses/ certificate programmes Felicitation of eminent alumni	Felicitation of eminent alumni
7	❖ New initiatives					
	❖ To establish an incubation cell for promoting innovative ideas	Collaborate with the Campus incubation cell RiddL	Initiate a cell 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

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