



Rayat Shikshan Sanstha's
KARMAVEER BHAURAO PATIL COLLEGE VASHI
(AUTONOMOUS)

PERSPECTIVE PLAN 2018-19 to 2023-24

PREAMBLE: The perspective plan for the year 2018-19 to 2023-24 is prepared to ensure that college functioning is aligned with the Vision, Mission and Objectives of the institute.

• **Vision-**

To work for 'Better Tomorrow' through educational advancement of society while keeping social justice and social obligations in mind.

• **Mission-**

We strive to cultivate minds and build characters of the young generations by imbibing in them scientific temperament, organizational abilities and human values.

• **Objectives –**

1. Provide quality education in order to endow enriched academic experience to the students.
2. Promote technological advances to facilitate teaching and learning processes.
3. Empower students with variety of skills to develop competencies and increase their employability.
4. Inculcate basic human values in students which help them lead a balanced life.
5. Strive for overall progress of students including developing traits like societal responsibility and environment consciousness.

Inputs for the perspective plan were invited from Criterion Chairpersons, Heads of the Departments, Faculty members and Students. SWOC analysis was conducted to understand areas of improvement and decide future course of action. The Perspective Plan is made under seven sections which are in tune with seven criteria given by NAAC.

I. CURRICULAR ASPECTS

The college got the conferment of Autonomous status in May 2018 which has given opportunity to institute to design and develop curriculum as per the local regional and global needs. Following aspects are required to be considered to set the benchmark in line with the expectations of the undergraduate, postgraduate and doctoral programmes offered in the institute:

- Preparation of Institutional Curriculum Design and Development Policy
- Start new academic programs like: M.A. Psychology, M.A. Geography, Ph. D. in Economics, B.A. in Performing Arts. B.A. in Journalism. Self-Finance Program BBA in Capital Market, BBA in Logistics & supply chain Management. B.Sc. in Medical Lab Tech. and Medical Imaging Technology. M.Sc. in Geo informatics
- Start relevant value-added certificate courses that will enhance the skills and promote employability. For these inputs will be taken from alumni and industry.
- Encourage faculty and students to take up relevant online courses.
- Develop online courses (MOOCS) and other OERs.
- Interact with stakeholders regarding their feedback on the curriculum, and incorporate these into practice.
- Utilize the expertise of the stakeholders and experts from industry for quality improvement.
- Identify the plug points where the different enrichment courses could be integrated in the curriculum to ensure broader understanding and application.
- Provide opportunities for capacity building to the faculty from the institution as well as other institutions by organizing faculty development programs in innovative teaching learning strategies for effective curriculum transaction.
- Develop programs to train students and teachers to enhance global competencies.
- Introducing Internship for UG as well as PG classes as a part of program for on the job training.



- A good Learning Management System will be used which will handle all academic activities of the institute in electronic manner. This will increase the ease of handling matters and transparency of the functioning.
- Keeping in mind the holistic development of students and to sensitize students to national and international cross-cutting issues, Self-Development Program will be implemented more vigorously.
- Most students in the institute come from vernacular medium schools and need an additional support to improve upon their English communication skills. Poor English communication skills also hamper their performance in examinations. Start Communication Skill Programs with experts from external agencies to address the issue of low English language proficiency of students. Language laboratory can be used for adopting effective communication skills.
- **Feedback System-** The process of revision, redesigning of curriculum and overall development of college is based on scientific, systematic analysis and interpretation of the feedback given by its stakeholder, for which online feedback system as already implemented at different levels.
- Preparation Feed Back Policy document
- Feedback of every program like seminars/conference/workshop in form of G-forms to be obtained from participants and displayed on the website.
- Action taken on feedback after analysis of feedback at various levels to be displayed on webpage.

II. TEACHING – LEARNING AND EVALUATION

There is a need to train students to be competent skilled individuals who are employable, not only at the local, but also at the global level. At the same time, the impact of social media and exposure to global values, also underlines the need to have a strong grounding in traditional Indian values. Keeping this in mind, we propose the following for the coming years:

- To attract more students for enrollment following measures can be taken: Start Foreign Language Courses, provide better facilities for Co-curricular and Extracurricular activities, Activities of Placement cell have to be more structured and enhanced,



programs on enterprise skill should be undertaken, industry oriented short-term courses (involvement of industry experts in syllabus designing) should be started.

- Incorporate advances in ICT in curriculum transactions, as well as evaluation and assessment.
- Motivating teachers to use students' centric methods for students' engagement.
- Encouraging teachers to prepare e-content/MOOCs.
- Recruitment and selection of well qualified experienced teachers as per the UGC regulations.
- Maintaining appropriate teacher student ration.
- Adopting reservation policy of University of Mumbai and Maharashtra Government to fill up the seats earmarked for reserve category.
- Adopting new formative and summative assessment methods by preparing rubrics and grid for CIE.
- Mapping of PO/PSO and CO. and designing and adopting system for evaluation of attainment of PO and CO.
- Equip students for curriculum transaction to meet the challenges of inclusion and global competencies.
- Develop partnerships with organizations and carry out collaborative programs like:
 - National and international conferences,
 - Training workshops for student teachers/in-service teachers,
 - Exchange programs for student-teachers and faculty,
 - In-house certificate courses and participate in their discussion forums.
- Develop a more interactive website for dissemination of information, as well as to get inputs from all stakeholders.
- Provision for digital resources for technology assisted learning. A virtual classroom can be made.



- Important lectures can be recorded and made available online.
- Evaluation of summative examination by purchasing OSM software at institute level, for bringing examination reforms.
- Program Learning Outcomes, Program Specific Outcomes and Course Learning Outcomes will be specified and displayed on the website for the benefit of all the stakeholders.
- Faculty have to be upgraded in their knowledge and skills by undertaking development program. This up-gradation has to be in tune with the changed curricula.
- Use of LMS for teaching, learning, evaluation.
- Mentor- Mentee Program has to be started to support students.
- Initiate distributed classroom setup to share teaching expertise with different institutions.
- The college is committed to catering to diverse needs of students. We propose to update and make optimal use of the language laboratory, gymnasia, and providing counseling services to our learners by appointing trained personnel.
- Provide scope to students to use different modes for reflective teaching and learning.
- To motivate teachers to use latest and need based software approach to teaching learning.
- Strengthen evaluation of teachers through self-appraisals, peer appraisal and student feedback.
- Set up a repository of institutional study materials.
- Network with organizations to promote traditional Indian and universal values.

III. RESEARCH, INNOVATIONS AND EXTENSION

The college will continue to be supportive of inculcating research culture and innovation by making adequate resources available, encouraging active research involvement of teachers and scholars in research as well as recognizing any achievement of teachers through research. In order to further enhance the quality of research, innovation and extension, we plan to take the following measures:

- To enhance the quality of work, research budget will be increased from Rs. 2 lakhs to Rs. 5 Lakhs.



- Undergraduate students will be supported, mentored for their research projects.
- Research based pedagogy will be employed for all interested students of all classes.
- Summer Internships will be organized.
- The Institution will create an ecosystem for innovation including incubation centre and other initiatives for creation and transfer of knowledge.
- A separate cell will be established for supporting Innovation and Entrepreneurship.
- Programs like awareness camps, workshops and faculty development program will be conducted to boost innovation.
- The institution will conduct workshop/seminars on Intellectual Property Rights (IPR).
- The institution has the responsibility to enable faculty to undertake research projects useful to the society. Projects with societal usefulness will be given preference for institutional funding and will be given prominence.
- Serving the community through extension, which is a social responsibility and a core value of our institution will be diligently done. NSS, Societal Responsibility Cell, Extension Activity cell will continue with their enumerable activities.
- To involve more number of students in extension work, certificates will be given to students taking 80-100 hours of social work.
- To motivate teachers for Patents filing.
- The college has already started a consultancy center providing consultancy in life sciences particularly microbiology. Consultancy in other departments will also be strengthened.
- Collaboration with other academic institutes and industries will be enhanced for students exchange program, faculty exchange programs and for knowledge sharing.
- Collaboration with industry for Industry projects.

IV. INFRASTRUCTURE AND LEARNING RESOURCES

The institute boasts of excellent infrastructure and learning resources including library and laboratories. The institution proposes to augment the infrastructure and learning resources as per the requirements of the changing times and the revised syllabi.

- Preparation of Physical and Academic infrastructure utilization and maintenance policy.
- In order to address the ever-increasing need of space to accommodate current programmes and future programmes, the institute plans to renovate the main building with G+ 9 floors.



- We plan to establish a well-equipped e-learning classroom which will have facilities of recording the classes as well.
- Update the different laboratories as per need.
- Arranging better indoor and outdoor game facilities to enhance students' participation at State, National and International events.
- Establish a well-equipped music and art room.
- More number of classrooms will be equipped with LCD projectors.
- To prepare IT Policy.
- To arrange computing facilities with appropriate student's computer ration with good internet facilities
- Library holdings will be purchased as per the new syllabi.
- "Library Hour" will be included in the timetable.
- Making appropriate budget provision for infrastructure augmentation and for maintenance of physical and academic infrastructure.
- The library will have e-*Shodh-Sindhu* and e-*Shodhganga* membership.
- For enrichment of library as a learning resource, Library will always search for & acquire rare books, manuscripts, special reports or any other knowledge resource.

V. STUDENT SUPPORT AND PROGRESSION

Strong student support leads to students thriving in the personal, academic as well as professional arenas. We propose the following:

- Preparation of Placement Policy and establishment of industry network for student's placement.
- Establishment of network with Training and development institutes for arranging capacity development programs and skill enhancement of students.
- Strengthen mentoring and counseling facility for students.
- Establishment of Students counsel.



- Preparation Institutional Scholarship and free ship policy and implementing that for deserved students.
- Looking into the fact of increasing number of health issues amongst students, it is essential to address the health problems. Regular health check-ups of the students will be organized.
- Awareness lectures and camps will be organized to inculcate healthy lifestyles. This includes guidance on prevention of over indulgence of electronic media and gadgets.
- Group medical insurance for all students can be offered.
- To facilitate placement of students, the Career Counselling and Placement Cell of the institute will be strengthened. Potential of the alumni will be tapped for mentoring and placement.
- Identify the needs and expectations of the companies and accordingly provide guidance for preparation of competitive and attractive resume.
- Soft skills courses will be made compulsory for final year students for grooming them for their career.
- Arrange guest lectures regarding interview skills and arrange company seminars to provide professional interface and guidance to students of our college.
- Assist students to develop/clarify their academic and career interests and understand their field of choice through individual counseling and group sessions.
- Ensuring active participation of students in college activities through student membership in Statutory as well as other committees.
- Organize various activities through alumni for overall of development of institution.
- Arranging Sports / Cultural competitions and Tech fest in the institute for the overall development of the student.

VI. GOVERNANCE, LEADERSHIP AND MANAGEMENT

Effective functioning of an institution depends on the policies and practices it has evolved in the matter of planning human resources, recruitment, training, performance appraisal, financial management and the overall role of leadership. The Vision and Mission of the



institution are translated into reality through efficient governance, leadership and management. Keeping this in mind in the coming years we propose to:

- Develop effective leadership by setting values and participative decision- making process which is key in building the organizational culture.
- Improve governance of the institution by the principles of participation and transparency.
- Plan professional development programmes to upgrade professional competence of the staff.
- Identify and set benchmarks as well as standards. In addition, ensure dissemination of the same.
- Maintain the institutional ethos and professional climate so as to sustain cordial relationships amongst members.
- Encourage faculty for professional enhancement (research, consultancy, publications, etc.).
- Enhance stakeholder relationships by involving them in feedback for continuous improvement.
- Sustain the practice of continuous system of feedback and strengthen the appraisal mechanisms.
- The CDC plays significant role in deciding policies and programs of academic and non-academic activities. Three to four meeting of CDC will be conducted each year. All bodies and committees will function as per the rules, procedures and scope of work.
- Use of e-governance system in all the areas of operations viz.
 1. Planning and Development
 2. Administration
 3. Finance and Accounts
 4. Student Admission and Support
 5. Examination

It will be done in a more efficient and systematic manner. Latest technology will also to be taken into account according to circumstances.



- Automatic messaging of staff and student attendance is further step as implementation of e-governance. Annual reports approved by governing body may be uploaded on website.
- Making provision in Annual budget for financial support to teachers attend conferences/seminars etc.
- Preparation of Fund Mobilization policy.

VII. INSTITUTIONAL VALUES AND BEST PRACTICES

Our institution has a mandate to be responsive to a few pressing issues such as gender equity, environmental consciousness and sustainability, inclusiveness and professional ethics, and we address these effectively and have evolved practices that are unique.

We propose the following practices to instill values in the coming years.

- The institution will continue to displays sensitivity to issues like climate change and environmental issues.
- The institution will facilitate the differently abled (*Divyangjan* friendliness), effective dealing of location advantages and disadvantages (situatedness), explicit concern for human values and professional ethics etc. This will be evident from its' practices.
- The institute has evolved internally following two Best Practices:
 1. VALUE BASED EDUCATION
 2. INTERNAL ACADEMIC SURVILLANCE COMMITTEE
- The institution would like to be recognized for its attributes like societal responsibility, environment consciousness and value education which will make it 'distinct'. Such attributes will be reflected in all its activities and practices.


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