



Strategic Planning and Deployment Document

2014-2019

K. M. E. Society's
G. M. Momin Women's College, Bhiwandi

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VISION

“To kindle the light of knowledge”

MISSION

“To empower women students, especially of the middle and lower middle classes and mould them to be socially, culturally, economically, environmentally, morally responsible and physically fit, so that they are able to face the challenges ahead with confidence and courage”.

OBJECTIVES

1. To create awareness on various social issues and to produce responsible citizens
2. To train the students towards academic excellence and all-round development
3. To promote the status of women by providing the facility for higher education
4. To orient students towards a positive and creative role
5. To inculcate human values in our students
6. To prepare the students to be self-reliant
7. To extend community services

QUALITY POLICY

K. M. E. Society's G. M. Momin Women's College, Bhiwandi is committed to impart Quality Higher Education to Under-Graduate as well as Post-Graduate Women Students facilitating them for their overall development, enabling them to excel in the disciplines of Arts, Science, Commerce, Information Technology, Management Studies, Interdisciplinary Studies to meet the emerging needs and challenges.

This is achieved by

- Acting as a transformation centre specially helping minority students to realize their potential
- Creating awareness on various social issues to enable students to be responsible citizens.
- Providing adequate infrastructure to promote congenial learning environment.
- Enhancing the competency of the faculty members to adopt innovative methods in teaching and learning processes.
- Striving for environmental protection through appropriate management practices and optimum use of available resources.
- Ensuring continual improvement by effective implementation & improvement of Quality Management System.
- Promoting research and overall development towards national progress.
- Meeting all applicable norms and regulations stipulated by University of Mumbai, Government of Maharashtra and the UGC from time to time.

SWOC Analysis

1.2 Strength, Weakness, Opportunity and Challenges (SWOC)

INSTITUTIONAL STRENGTHS:

- Committed management, dedicated students and staff committed towards empowerment of women
- Effective and efficient leadership of Principal supported by the management
- Enthusiastic and diversely qualified staff members
- Staff members are representing on different university bodies to update curriculum, various academic and co- curricular decision making bodies of University of Mumbai (Faculty of Science, Board of Studies, NSS, DLLE and Avishkar)
- University Rank Holders both at UG and PG levels
- Healthy student teacher relationship, mentoring system and direct interaction between student and Principal
- Staff members recognized to guide PG and Ph.D. students
- Sanction of research grants for minor research projects, publication of books, articles in books, research papers in Journals and publication of patents
- Strong extension activities
- Excellent infrastructure for staff and students. (Health Care Centre, Fitness centre, Prayer room, facilities for physically challenged, etc.)
- Strong cultural values are imbibed in students through student support services provided by various committees, forums and Clubs
- Various Scholarships, Certificate Courses, Earn and Learn Scheme to Empower Women students
- Appreciation awards to staff and students by the Management
- Supported under RUSA 2.0 (Rashtriya Uchchar Shiksha Abhiyan) of Government of India since September 2018, DST FIST (Funds for Infrastructure in Science and Technology) programme of Department of Science and Technology, Government of India since December 2018 and DBT Star College Scheme since 2016

INSTITUTIONAL WEAKNESS:

- Conservative mindset of parents
- Only few students are interested in sports and career involving travel outside Bhiwandi
- Early marriages of students being the hindrance for their progression
- Students are not permitted by parents to attend academic, extracurricular activities outside Bhiwandi
- Locational disadvantages of commuting and employable industries, lack of good transport infrastructure and easy connectivity to surrounding cities

INSTITUTIONAL OPPORTUNITIES:

- To enhance research culture among staff and students
- Scope to develop centre of potential excellence for women in Bhiwandi
- Tremendous scope for launching collaborative programmes to promote entrepreneurial skills
- To develop Research Centre for Ph.D. programmes in different subjects
- To strengthen Capacity Building of Women
- To enhance college community network
- To collaborate and to strengthen linkages with strong social support
- Ample scope for augmentation of laboratories, research facilities and student development, through UGC grants, Star College Scheme, FIST and RUSA 2.0
- Untapped market for raw students, ready to accept all knowledge imparted to them

INSTITUTIONAL CHALLENGES:

- To change mindset of parents towards the need for girls higher education
- To develop linkages with industries
- Get financial assistance for interdisciplinary research projects from various funding agencies, non-government organizations
- To minimize dropout among students
- To conduct entrepreneurship skill development programmes and start up activities for students
- To create placement /employment opportunities as there is scarcity of service providing market and industry in the vicinity
- Post-graduation courses are permanently self-financed
- To overcome locational disadvantage

AWARDS

- College has received the “BEST COLLEGE AWARD” from the University of Mumbai on 15th August 2010 on account of valuable academic achievements and participation of the college teachers in the University system through various bodies of the university
- NAAC reaccreditation with ‘A’ Grade, (February 2014)
- College has BEQET(Best Educational Quality Enhancement Team) Award received by NCQM (National Centre for Quality Management)
- Jagar Janivancha Award (2nd Position) from the Government of Maharashtra 2014
- College has ISO 9001:2015 certification from BIS (Bureau of Indian Standards) quality management system is effectively implemented
- Best NSS Unit Award at University, State as well as National Level
- One teacher received the “Best NSS Programme Officer” Award at the National level.
- Received the “Best Extension Education Unit” Award from the University of Mumbai for two consecutive years
- One teacher received the “Best Extension Education Teacher” Award from the University of Mumbai
- Winner of Thane Police Maha-Karandak 1st Position in Bhiwandi Police Parimandal and 2nd and 3rd Positions in Thane Police Commissioner Zone 2016 and 2017
- Winner of Best Actress Award in Short Film Competition conducted by Thane Police on raising Awareness against Terrorism in 2017-18
- Winner of Udaan festival(I/II positions), University of Mumbai DLLE Extension Education Street Play competitions 2017, 2018, 2019
- Winner of Best Principal Award through Indo Global Chamber of Commerce, Industries and Agriculture 2018
- Registered under NIRF (National Institutional Ranking Framework) of Government of India since 2018
- Selected for funding under the prestigious Star College Scheme of Department of Biotechnology, Government of India since 2016
- Selected for funding under FIST(Funds for Infrastructure in Science and Technology) programme of Department of Science and Technology, Government of India since 2019
- Supported under RUSA 2.0 (Rashtriya Uchchatar Shiksha Abhiyan) of Government of India since 2019
- Our teacher was selected as district co-coordinator for Avishkar Research Convention by the University of Mumbai. Our teachers were invited as jury members for the Avishkar research convention at district level rounds

IMPLEMENTATION AND MONITORING

Strategic development plan once done it is implemented in the college. This process of implementation is measurable from time to time.

The implementation of the plans is strictly monitored at various levels

| Criteria | Monitoring Body |
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| Curricular Aspect | Principal, IQAC, HOD, Conveners |
| Teaching, Learning and Evaluation | IQAC, HOD, ISO and AAA Committee |
| Research, Extension and Development | Principal IQAC, HOD and Conveners of Committee |
| Infrastructure | CDC, Principal, IQAC, HOD |
| Student Support | Principal, IQAC, HOD, Conveners |
| Governance and Leadership | President, CDC, IQAC and Administration Office |
| Innovation and Best Practices | Principal, IQAC, Staff |

IQAC – Internal Quality Assurance Cell

HOD – Head of the Department

ISO – International Organization for Standardization

CDC – College Development Committee

AAA – Academic and Administrative Audit Committee

Perspective Plan (2014-2019)

Institutional perspective plan for the next five years:

CURRICULAR ASPECT

- To strengthen value added courses
- To introduce at least 5-10 new skill-oriented /value-added short term courses every year
- Apply for new courses- B.Sc. Interdisciplinary studies, Extension activities, NSS and TY BA Psychology
- To conduct more certificate courses and gender sensitization programs
- Organize workshop on revised syllabus and Book reviews
- To encourage staff to write text books of University
- To depute students and teachers for various training sessions/ workshops related to curriculum, soft skills, morals and values

TEACHING, LEARNING AND EVALUATION

- Development of more number of class rooms with ICT facilities
- Use of more LCD projectors and laptops in teaching and learning
- Extensive use of online Teaching and Learning resources (INFLIBNET)
- MoUs for Student Exchange Programs
- Training for onscreen marking and innovative teaching methods for teachers
- Include extra practicals, projects and activities under star college scheme
- Identify slow and advanced learners and carry out respective activities like Remedial Coaching and Bridge courses
- To put in efforts to increase percentage of passing amongst students
- Carry out workshops related to teaching methodology
- To invite guest faculties and eminent personalities to our college for benefit of our students and staff

RESEARCH, EXTENSION AND DEVELOPMENT

- Linkages in terms MoUs with various departments/ academic institutions/ universities / National and International NGOs and to take up collaborative activities
- Promote inter-disciplinary research
- Promote faculty members to have at least one major/ minor project
- To encourage teachers to publish research papers in indexed research journals, book chapters and books
- Motivate more students to participate in Avishkar research convention of University of Mumbai
- To enable appointment of research fellows under various funding schemes
- Promote participation of students and teachers in International conferences/ seminars/workshops/symposium
- Encourage faculty members to upgrade their qualification, and enrol themselves for Doctorate and apply for research guide ship and patents
- To encourage our teachers to upgrade skills and accept invitations as guest faculties from other colleges
- To encourage non-teaching staff to excel and achieve in areas of their choices
- To encourage students with skills to facilitate them to act as resource trainers for various skill-development courses
- To prepare a short film
- To start incubation centre

INFRASTRUCTURE

- To set up multipurpose hall, more class rooms, bigger Common room and New Canteen
- To provide ICT facilities in classrooms
- Modernize laboratories with facilities and equipment
- To establish Biotechnology laboratory
- To upgrade English language laboratory

- To introduce Elevator facility in the college
- Upgrade the library
- Implement use of LED's in our college
- To add more CCTVs in the college campus
- To construct rest room for physically challenged / Divyangjan

STUDENT SUPPORT

- To conduct induction programmes of UGC for freshly admitted students
- To have opening address and meetings between Principal and all students
- Create awareness of various scholarship schemes amongst students and help them for applying for various Government / Non- Government and educational funding sources/agencies
- To increase student participation in community services through NSS, DLLE, WDC and BHRF and encourage their participation at NSS- Regional, State and National level camps and encourage social service, learning
- To encourage and increase the level of participations and upgrade facilities in sports, talent and cultural events
- To encourage and conduct literary intra- and inter- collegiate events every year and increase participation of students in these events
- To motivate students to increase their participation in University Youth festivals and Research Conventions of University of Mumbai, Inter University competitions, and National Level Inter University Competitions conducted by Association of Indian Universities or other Universities
- To establish Scholar's Academy for the brilliant students
- To provide guidance for competitive exams
- To encourage UG and PG students for small research projects, present and publish their findings by participating in National and International conferences
- To motivate students to increase their participation in intercollegiate competitions conducted by other colleges and win laurels

- To motivate students to increase their participation in events held by industries and corporate houses and boost their confidence
- To motivate students to increase their participation in competitions and events held by Government and Non-Government agencies and win laurels
- Invite experts from industry for motivating students, provide practical knowledge
- To encourage students to work on live projects and internship in industries
- To enhance learning experience of students through industrial visits, study tours, summer camps, excursions, visits to reputed institutes, etc.
- To organize more gender sensitization programs
- To provide exposure to our students for various problems and social issues and encourage their participation and to help in their mitigation
- Appoint counsellor for students in the campus
- Introduce new attendance system
- To increase the value and sanctity of educational degrees by organizing Degree Distribution Programmes (Convocation) and inviting reputed guests for the same to deliver degree distribution address
- To strengthen bonds with Alumni through various activities

GOVERNANCE AND LEADERSHIP

- Strengthen IQAC
- Apply for NIRF, CPE and RUSA
- To ensure complete transparency in academics, administration and finance procedures
- To upgrade internal academic audits and conduct external academic audits every year
- To carry out administrative and financial Audit
- To establish twin colleges
- Carry out PFMS-EAT module for expenditure
- Apply for grants from different funding agencies like DST- FIST, DBT- Star College Scheme
- Up gradation of website

- Conduct more State, National and International level Conferences, Seminars, Workshops and trainings
- To encourage staff for participating in various faculty development programmes like refresher and orientation programs
- To dissolve LMC and form CDC as per new act
- To guide staff for CAS
- To upgrade ISO 9001:2008 to ISO 9001:2015 from BIS (Bureau of Indian Standard)
- To encourage students and teachers towards excellence and winning excellence awards
- To get recognition at both National and International levels and also apply for excellence awards of University of Mumbai , Maharashtra/ Government of India and Reputed Non-Government organizations
- To encourage teachers and PG students to clear their NET/SLET examinations
- To have zero tolerance policy towards ragging in the institution
- To put a system in place for grievance redressal
- To increase levels of cooperation with all educational institutes in the region

INNOVATION AND BEST PRACTICES

- Have more tie-ups with NGOs
- To open our facilities for sharing with other institutions of higher learning in our vicinities
- Adoption of school
- Conduct safety, environment, green and fire audits
- To increase the green cover of the campus by 5%
- To install new awards for local grass root level workers on social, environmental issues
- To search for ideal role models for students
- Continue with Best practices of Woman Achiever Award and Entrepreneurship skill development programmes
- To increase the level of student participation in our awards such as Woman Achiever Award

- Assist government and local bodies in conducting community projects
- To help the Government/ Non-Government Agencies in their various schemes for social upliftment
- To participate in all Government/ UGC programmes and cooperate with University of Mumbai and Government bodies in their programs and schemes
- To arrange appropriate schemes and measures of helping the society
- To ensure appropriate respect for the Nation, Region, National & Regional Languages through observance and celebrations of National and Language Days
- To come out with Calendar/ Table Calendar of the college featuring art works of students
- Carry out waste management system related to solid wastes, liquid wastes, e-wastes, etc.
- To enhance facilities contributing to physical, mental, spiritual and emotional health (mind training camp) consciousness of staff and students
- To establish Earn and Learn Schemes for needy students
- To provide training in Disaster Management
- To make students aware on Cyber Security
- To encourage spirit of adventure amongst students and increase confidence levels by conducting various adventure activities
- To bring in personal touch in education and make efforts towards happiness and increase the confidence of students
- To introduce activities for the holistic development of the students

COMPLIANCE REPORT (2014-19)

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| Curricular Aspect | <p>Six value-added courses, 12 Certificate Courses were conducted</p> <p>Introduced for new courses (NSS, Extension work, BSc Interdisciplinary Studies)</p> <p>Applied for new courses (Psychology)</p> <p>Skill oriented courses conducted</p> <p>Organized workshop on Revised syllabus and Book reviews</p> <p>Teachers authored the text books of zoology of University of Mumbai</p> <p>6 teachers are the members of BOS</p> |
| Teaching, Learning and Evaluation | <p>Increased teaching aids</p> <p>Increase in smart class rooms with ICT facilities (100%)</p> <p>LCD and laptops in teaching and learning (100%)</p> <p>Online Teaching and Learning resources (INFLIBNET)</p> <p>Number of MoUs for Student Exchange Programmes increased (From Zero to Nineteen)</p> <p>Teachers were trained for onscreen marking, teaching methodology</p> <p>Remedial coaching, Bridge course conducted. Activities for slow and advanced learners were conducted</p> <p>Additional practicals, projects and activities are conducted under star college scheme</p> <p>College has 9 University rank holders with majority of departments having 100% result</p> |
| Research, Extension and Development | <p>Educational linkages in terms of 19 MoUs with premier institutions/ NGOs and take up of collaborative research projects/ activities</p> <p>Staff members participated in 61 different FDPs, refresher and orientation programmes</p> <p>Inter-disciplinary research carried out. Students participated in research convention Avishkar of University of Mumbai. Students were selected at University /State and National Level Anveshan</p> <p>Publications in indexed research journals, 262 research papers and 101 publications in proceedings / books/ chapters in book</p> <p>Nineteen research projects completed with inflow of grants of Rs. 15,72,000/-</p> <p>One Junior Research Fellow was appointed</p> <p>One international workshop, Eight National Level Conferences/ Seminars, two state level seminars, twenty four district level /regional level workshops were organised</p> <p>Two Faculty members have applied for Patents</p> <p>Faculty members have enrolled for Ph.D. (07)</p> <p>44 Staff participated in International conferences/ seminars/workshops/symposium</p> <p>Workshops were conducted for non-teaching staff</p> <p>Incubation centre was started and students acted as resource trainers for various skill-development courses</p> |
| Infrastructure | <p>One multipurpose hall, more class rooms, bigger common room, new canteen was established</p> <p>ICT facilities in classrooms were provided (100%)</p> <p>New equipments were purchased for Botany, Chemistry, Physics, IT and Zoology laboratories</p> <p>Biotechnology laboratory was established</p> <p>English language laboratory was established</p> <p>Elevator facility in the college has been provided</p> <p>21132 books and 83 periodicals in the library</p> |

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| | <p>More LED's in our college are used (20.76% of lighting power consumption through LED)</p> <p>Number of CCTV cameras were increased from 90 to 107</p> <p>Annual maintenance of Lift, Computers, RO filter and CCTV through AMCs</p> <p>Internet speed increased to 50 Mbps</p> <p>Rest room was constructed for physically challenged / Divyangjan</p> |
| Student Support | <p>104 Students participated in intercollegiate events both at State and National level</p> <p>2722 Students were benefitted about various scholarship schemes</p> <p>Community services carried out under NSS, DLLE ,WDC and BHRF</p> <p>Industrial visits ,Field visits, summer camps, excursions, visits to reputed institutes, etc. were organized for students</p> <p>E-attendance was introduced</p> <p>24 Gender sensitization programmes were organised</p> <p>Experts from industries delivered lectures</p> <p>Students worked on live projects</p> <p>Student participation in sports, talent and cultural events increased at intra and inter collegiate events and won prizes</p> <p>Programmes of University of Mumbai like 50th Youth festival, Workshop on Avishkar Research Convention and 160th Oration lecture series were conducted</p> <p>Scholar's Academy for students was established</p> <p>UG and PG students presented small research projects in National and International conferences. Our students represented college at Avishkar and Anveshan Research Conventions</p> <p>Students participated in events held by industries and corporate houses like CII and represented the college for BEQET Award</p> <p>Counsellor was appointed</p> <p>Organized Degree Distribution Programmes</p> <p>Alumni activities were carried out</p> |
| Governance and Leadership | <p>Star college scheme approved and sanctioned</p> <p>Applied for NIRF from 2018</p> <p>Applied for CPE</p> <p>Applied for RUSA and received grant</p> <p>Applied for FIST and received grant</p> <p>External academic and administrative Audit were conducted</p> <p>Financial audit were conducted</p> <p>PFMS-EAT module implemented for expenditure</p> <p>Government schemes and research schemes grants were sanctioned</p> <p>Website was Upgraded</p> <p>Workshops and training programs was conducted for the staff</p> <p>Received BEQET award</p> <p>Received Jagar Janivancha awards</p> <p>Twin college was established</p> <p>Guided staff for CAS</p> <p>Upgraded ISO 9001:2008 to ISO 9001:2015 from BIS (Bureau of Indian Standard)</p> <p>CDC was formed</p> <p>New Grievance Cell established</p> |

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| | All arrears of staff cleared |
| Innovation and Best Practices | <p>More tie-ups with NGOs</p> <p>Padgha school was adopted</p> <p>Government and local bodies were assisted to conduct community projects like Voter Awareness, Pulse Polio Immunization, Traffic Awareness, Tree plantation, etc.</p> <p>Earn and Learn Schemes for needy students is carried out</p> <p>NDRF and Cyber Security trainings were done for students</p> <p>Safety, environment, green and fire audits were conducted</p> <p>Green cover of the college campus increased</p> <p>Woman Achiever Award is given every year and entrepreneurship skill development programme continued.</p> <p>Internal academic audit and external academic audit was carried out to improve teaching learning</p> <p>The ISO of the college has set mechanism to monitor the student's learning outcomes.</p> <p>To increase the confidence and happiness of students, Positive thinking club, cycling club and adventure club were established</p> <p>Workshops and trainings were held for holistic development of students</p> |