

**K. M. E. SOCIETY'S
G. M. MOMIN WOMEN'S COLLEGE**

Strategic Planning and Deployment Document

2021-22

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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 service.

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 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

Strength, Weakness, Opportunity and Challenges (SWOC)

Institutional Strengths:

- Committed Management, Dedicated students and staff committed towards empowerment of women
- Effective and efficient leadership of the principal supported by the management
- Enthusiastic and diversely qualified staff members
- Staff members representing different university bodies to update the curriculum, various academic and co-curricular decision-making bodies of University of Mumbai (Faculty of Science, Board of Studies, NSS, DLLE and Avishkar)
- Excellent university result both at UG and PG levels
- Healthy student-teacher relationship, mentoring system and direct interaction between students and Principal
- Staff members recognized for guiding 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 patent
- Outstanding extension activities
- Excellent infrastructure for staff and students. (Health Care Centre, Fitness centre, Prayer room, facilities for physically challenged, Internet and WiFi facility 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 Uccharat Shiksha Abhiyaan) of the 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.

Institutional Weakness:

- Conservative mindset of parents towards jobs
- Only a few students are interested in careers involving travel outside Bhiwandi
- Early marriages of students are the hindrance to their progression
- Parents do not permit students to attend academic or 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 a 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 the Capacity Building of Women.
- To enhance the college community network.
- To collaborate and 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 the 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 a scarcity of service-providing markets and industries in the vicinity
- Post-graduation courses are permanently self-financed
- To overcome locational disadvantage

Awards

- The college 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 'B++' Grade, (September, 2021)

- College has ISO 9001:2015 certification from BIS (Bureau of Indian Standards), quality management system is effectively implemented.
- Winner of Udaan festival (04 Prizes), University of Mumbai DLLE Extension Education 2021.
- 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 Uchchar Shiksha Abhiyaan) of Government of India since 2019.
- Our teacher was selected as district co-coordinator for Avishkar Research Convention by the University of Mumbai. In addition, our teachers were invited as jury members for the Avishkar research convention district level rounds.

IMPLEMENTATION AND MONITORING

A strategic development plan, once done, 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
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 Standard of Organization

CDC – College Development Committee

AAA – Academic and Administrative Audit Committee

INSTITUTIONAL PERSPECTIVE PLAN FOR THE NEXT FIVE YEARS: (2021-2026)

The perspective plan is based on the following five core values of NAAC

- (i) Contributing to National Development
- (ii) Fostering Global Competencies among Students
- (iii) Inculcating a Value System among Students
- (iv) Promoting the Use of Technology
- (v) Quest for Excellence

G. M. Momin Women's College focuses on its quality culture in terms of Quality Initiatives, Quality Sustenance and Quality Enhancement. The institute plans to achieve its objectives through the following criteria

Curricular Aspect:

1. To plan the activities annually in the form of an academic calendar and work for its implementation
2. To conduct curriculum enrichment programmes.
3. To strengthen value-added courses in offline/online mode.
4. Apply for new certificate courses at the University of Mumbai/UGC
5. Continue offline and online certificate courses and gender sensitization programs
6. To conduct more skill-oriented courses and value-added courses
7. Organize capacity-building programmes
8. Online feedback will be collected in all groups
9. To take measures on feedback collected

Teaching, Learning and Evaluation:

1. To ensure smooth admissions as per the Mumbai University norms.
2. To increase the number of smart classrooms and use more ICT in teaching and learning
3. To promote blended learning through online Teaching and Learning Resources (INFLIBNET), LMS, Google classroom, my e-class, Canvas, Videos etc.
4. To conduct extra innovative practicals and activities under the star college scheme
5. Identify different types of learners, provide stimulation and enrichment activities for learners and remedial coaching, especially for under-proficient learners
6. To provide training to teachers for adapting innovative and student-centric teaching methods
7. MoUs for Student Exchange Programs and Faculty Exchange Programs
8. To enhance effective curriculum implementation and delivery through continuous internal examination to maximize learning in students
9. To develop a system to measure course attainment

Research, Extension and Development:

1. To work for Resource Mobilization for Research
2. To establish educational linkages in terms of more MoU with premier institutions/NGOs and take up collaborative research projects.

3. Promote participation of staff members in offline/ online FDPs, refreshers, orientation programs and online courses
4. Promote inter-disciplinary research
5. Promotion of publication in indexed UGC CARE research journals
6. Motivate students to participate in the Avishkar research convention of the University of Mumbai and at National and International level conferences
7. Promote faculty members to apply for major/ minor research project
8. Conduct more National Level Conferences, Seminars and Workshops offline as well as online mode.
9. Motivate faculty to apply for Patents
10. Encourage faculty members for Ph.D. enrolment and create an innovation ecosystem for research
11. Promote participation in international conferences/ seminars/ workshops/symposiums/ webinars
12. To carry out industry-academic-related workshops & seminars
13. To carry out innovative incubation centre and start-up activities, e.g. mask making training.

Infrastructure:

14. To provide more ICT facilities in the classroom, more smart board
15. Modernize laboratories with facilities and state-of-the-art equipments
16. Upgrade the library, provide remote access and make the library a learning resource
17. To add more CCTV on the college campus
18. To provide more space in the examination room
19. To establish a computer centre
20. To follow "SOP for Covid-19 plan" and to take necessary precautions related to pandemic
21. Sanitizers will be kept on all floor
22. Purchase more thermometers, Oximeters (if needed)
23. To take measures for proper Maintenance of Campus Infrastructure

Student Support:

1. Participation of students in offline/ online intercollegiate, State and National level events
2. Create awareness of various scholarship schemes for students
3. Continue offline as well as online community services through NSS and DLLE
4. To organize more Industrial visits for students
5. To organize more offline and online gender sensitization programs
6. Invite experts from the industry to motivate students and provide practical knowledge
7. To encourage students to work on real projects for industries
8. Increase facilities for physically challenged students
9. To track students' progression and work for optimal progression to higher studies or employment
10. To nurture alumni association to facilitate them to contribute significantly to the development of the institution

Governance and Leadership:

1. To practice participative, transparent and value-based governance
2. Submit AISHE and NIRF
3. Apply for CPE and continue RUSA
4. Continue with internal and external academic and administrative Audit
5. Conduct financial audit
6. To form a budget committee for Budgeting and optimum utilization of finance as well as mobilization of resources
7. Continue with the PFMS-EAT module for expenditure
8. Apply for grants from different funding agencies
9. Upgradation of website
10. Conduct offline/online workshops and training programs for staff
11. Switch to ISO 21001-2018 certification for educational institutions from existing ISO 9001-2015 certification

Innovation and Best Practices:

1. To work for improving Institutional Values and Social Responsibilities
2. Have more tie-ups with NGOs
3. Assist government and local bodies in conducting community projects
4. Conduct green and environmental audit
5. Plant more trees in the garden
6. To introduce activities for the holistic development of the students
7. Continue with Best Practices Woman Achiever Award
8. Maintain solar panel
9. Conduct green audit, energy audit and fire safety audit
10. To provide infrastructure for quarantine centre to Municipal cooperation of Bhiwandi in case of Pandemic

Institutional preparedness for NEP-2020

The institute aims to prepare for the implementation of National Education Policy-2020 and plans to take initiatives towards achieving the following aspects:

1. Multidisciplinary/interdisciplinary
2. Academic bank of credits (ABC)
3. Skill development
4. Appropriate integration of the Indian Knowledge System (teaching in Indian Language and culture, using online courses)
5. Focus on Outcome-based education (OBE)
6. Distance education/online education

COMPLIANCE REPORT (2021-22)

Curricular Aspect	<ul style="list-style-type: none"> • 44 Projects, 11 Certificate Courses were conducted • 5 students completed Internship • Skill-oriented courses conducted • Teachers authored the textbooks of zoology at the University of Mumbai
Teaching, Learning and Evaluation	<ul style="list-style-type: none"> • Increased teaching aids • Increase in smart classrooms with ICT facilities • LCD and laptops in teaching and learning (100%) • Online Teaching and Learning Resources • MoUs for Student Exchange Programmes • Teachers were trained for online teaching methodology • Remedial coaching, Bridge course conducted. • Activities for slow and advanced learners were conducted
Research, Extension and Development	<ul style="list-style-type: none"> • Educational linkages in terms of 5 MoU with premier institutions and taking up collaborative research projects were undertaken • Staff members participated in 42 different FDPs like refreshers and orientation programmes • Inter-disciplinary research was carried out. More students participated in the research convention Avishkar of the University of Mumbai. 2 research proposals were selected at District Level and 1 proposal won at the University Level. • Publication in indexed research journals. Nineteen teachers in various journals published two hundred Fifty papers. • One research project completed with grants of Rs 65000/- • One staff member applied for Patent • Staff participated in international conferences/ seminars/workshops/symposiums • Various activities under incubation centre continued
Infrastructure	<ul style="list-style-type: none"> • Library renovation work started • Establishment of conference room, shifting and upgradation of Physics and IT lab. • ICT facilities in the classroom were provided • New equipments were purchased for laboratories • Laboratories were upgraded • More books and e-books in the library • More LEDs in our college were used • More CCTV cameras were installed on the college campus • Solar panels were installed • Annual maintenance of Lift, Computers, RO filter, solar panels and CCTV done • Internet speed increased to more than 50 Mbps
Student Support	<ul style="list-style-type: none"> • Students participated in intercollegiate events both at State and National level • Students were informed about various scholarship schemes • Community services carried out under NSS, DLLE, WDC and BHRF • Industrial visits were organized for students • E-attendance system for students in Library was introduced • Gender sensitization programmes were organised • Experts from industries delivered lectures • Students worked on real-time projects • A counsellor was appointed for both staff and students

	<ul style="list-style-type: none"> • Sports activities were organized
Governance and Leadership	<ul style="list-style-type: none"> • Star college scheme was sanctioned in 2016 and continued till 2021 • Applied for NIRF since 2018 • Applied for RUSA and received a grant • Applied for FIST and received a grant • The external academic and administrative audit was conducted • Financial audit was conducted • PFMS-EAT module for expenditure is being done • Government schemes and research schemes grants were sanctioned • Website was Upgraded • Workshops and training programs were conducted for the staff • CDC was formed according to the new act •
Innovation and Best Practices	<ul style="list-style-type: none"> • More tie-ups with NGOs • Padgha school was adopted • Government and local bodies were assisted in conducting community projects • Green and environmental audit was conducted • More trees were planted in the garden. • Several workshops and training were held for the holistic development of students. • Entrepreneurship skill development programme continued. • Internal academic audit and external academic audit was carried out to improve teaching-learning. • The IQAC of the college has set mechanism to monitor the student's learning outcomes. •