

Perspective Plan 2023 - 2028

(Post NAAC and NEP Implementation)

Prepared and Submitted by

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"In adherence to our commitment to academic excellence and continuous improvement, RD AND SH National College has embarked on a transformative journey guided by the Quality Assurance mechanisms. Having successfully undergone the NAAC Assessment for the 2nd Cycle during 2018-19, the college has been bestowed with a commendable B++ grade, attesting to its dedication to quality education.

In light of the ever-evolving landscape of higher education and the recent announcement by the Government of Maharashtra regarding the implementation of the new curriculum framework aligning with the National Education Policy – 2020 from the academic session 2023-2024, RD AND SH National College recognizes the need to adapt and innovate. The Institution's commitment to academic excellence and continuous improvement remains unwavering.

With the NAAC assessment serving as a valuable benchmark, the Internal Quality Assurance Cell (IQAC) has revised the Perspective Plan for RD AND SH National College. This forward-looking plan, spanning the duration 2023-2028, aligns with the post-NAAC targets set by the college and strategically positions the institution to meet the requirements of the National Education Policy – 2020.

As we embrace the challenges and opportunities presented by the changing educational landscape, RD AND SH National College is poised to build upon its strengths, address areas for enhancement, and uphold its legacy of providing quality education. The institution remains dedicated to fostering a holistic learning environment that empowers students and contributes to the broader goals of higher education in the nation."

Vision

To be at the front-line of human knowledge and work towards the fulfillment of cultural, scientific, intellectual and humane needs of society in general and students in particular to enrich and enhance the economic vitality and quality of life, while being firmly rooted in the rich Indian ethos and belief.

Mission

All-round development of the students, with an equal emphasis on academics as well as extra and co-curricular activities so that they emerge as individuals capable of facing the challenges of life.

Goals of the Institution

- Academic Excellence
- Realization of inherent creative skills
- Sharpening of leadership skills
- Inculcating the right values
- Sensitization of the problems of the country
- Emphasis on liberal, secular and open-minded education
- Promoting a culture of research and exploration at all levels
- Providing platforms to enhance employability skills through work and earn.
- Creating instruments of team building, catering to diverse strata of society.

MECHANISM TO DEVELOP PERSPECTIVE PLAN

In the context of RD and SH National College, the Internal Quality Assurance Cell (IQAC) plays a pivotal role in steering the strategic planning of institutional progress. The primary focus of the IQAC is to formulate the Perspective Plan for the upcoming five years, post the NAAC Assessment. The college's NAAC Validity period concluded in September, 2023, prompting the IQAC to initiate the design of the Perspective Plan for the period 2023 – 2028.

In the initial phase, the IQAC diligently reviewed the effectiveness and achievements of the previous Perspective Plan (2018 – 2023). This comprehensive evaluation was documented in a deployment report, critically assessing the objectives set in the plan. Subsequently, a Core Committee was constituted to spearhead the development of the new Perspective Plan, with a stipulated timeframe of one month to submit their report.

The Core Committee diligently prepared the draft for the Perspective Plan 2023 – 2028, which was presented to the IQAC for scrutiny. Through several rounds of thorough discussions in IQAC meetings, refinements were made, ensuring the Perspective Plan accurately reflected the college's aspirations and goals.

The final approval for the Perspective Plan 2023 – 2028 was granted in December 2023, marking a significant milestone in the institutional planning process. In a subsequent development, the Perspective Plan was officially renamed as Perspective Plan 2023 – 2028, aligning it with the ongoing years.

The college's commitment to continuous improvement prompted the IQAC to schedule a revision of the Perspective Plan 2023 – 2028 post the winter vacations. The revision process, conducted between October and November 2022, involved several rounds of discussions and analyses. The final revised draft was presented to the IQAC on 16th January 2023.

STRENGTHS, WEAKNESSES, OPPORTUNITIES AND CHALLENGES (SWOC)

STRENGTHS:

RD and SH National College stands as an exemplar of educational excellence, distinguished by a remarkable blend of achievements across diverse domains. Through strong leadership representation in influential committees and chambers, the institution has seamlessly aligned itself with evolving educational paradigms. Noteworthy achievements span community engagement, sustainable practices, and an impressive array of interdisciplinary programs, each designed to enrich the academic journey. Institution strength lies as follows:

- Boasting of a legacy of over 75 years, the college stands as a multi-faculty institution offering a diverse range of academic and professional courses at UG, PG, and Ph.D. levels.
- Backed by a visionary, values-driven and growth-oriented management committed to quality in higher education.
- The college has received the Best College Award for the academic year 2022-2023 and holds ISO 9001:2015 certification.
- Recognized by DST-GOI under the FIST Program and awarded DBT STAR STATUS, highlighting the institution's commitment to scientific and technological advancements.
- The college hosts an Institute Innovation Cell (IIC) sanctioned by the Ministry of Education, Government of India. Serving as a mentor institute for five HEIs in Maharashtra reflects our commitment to nurturing excellence in education under the Mentor-Mentee scheme by the Ministry of Education, Government of India.
- Highly qualified and proficient faculty, visiting faculty from diverse academic and industrial backgrounds State of the art infrastructural facilities.
- Emphasis on learner-centric ICT teaching-learning approaches
- Experiential learning through seminars, webinars, workshops, industrial visits, and inter-collegiate festivals
- A vibrant research culture supported by advanced infrastructure, while faculty members contribute significantly to scholarly publications, elevating our academic reputation. Industry partnerships and MoUs, seamlessly integrate academia with the professional sphere.
- Recognized extension and outreach programs, acknowledged at regional and state levels, with awards for the Best NSS Unit, NSS Program Officer, and NSS Volunteer.
- Our institution achieves exceptional results across programs, with an average success rate exceeding 90 percent.
- A centralized placement cell ensures the successful placement of students, focussing on internships and practical skill development.

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- Our alumni’s engagement serves as a source of inspiration and guidance for current students.
- Our faculty members serve on Boards of Studies, syllabus framing committees and various examination bodies.
- Designated as a lead college by the affiliating university for 14 institutions
- Strategically located in the queen of suburbs, the college enjoys convenient access through road and railway, attracting students from across the city.
- Committed to environmental sustainability, evident in our green and eco-friendly campus.

WEAKNESSES:

- Limited physical space in a metropolitan city poses challenges in expanding academic offerings.
- Delays and restrictions in filling up vacancies create workforce challenges.
- Financial pressure due to government withdrawal of non-salary benefits and limited fees amid increasing expenses.
- Limited capacity to generate financial resources under the university-approved fee structure.

OPPRUNITIES:

- Autonomy presents a major opportunity to achieve a significant leap in the quality of education.
- Academic collaborations with international universities offer opportunities for niche programs, enriching students' global exposure.
- Offering online programs opens avenues for collaboration with foreign universities, providing cost-effective study abroad opportunities for students.
- Proximity to industries creates opportunities for greater integration with businesses and enhanced placement opportunities.
- Synergic collaborations with other institutions and organizations can scale up learning experiences and skills.
- Exploring potential for industry-sponsored research can foster innovation and collaboration.
- Active alumni engagement can contribute funds for developmental needs and support institutional growth.
- Implementation of the National Education Policy (NEP) provides an opportunity to offer a broader framework of courses and create an Academic Bank of Credits.
- Competing for financial support under RUSA Grant can enhance institutional **resources**.

CHALLENGES:

- Aligning courses comprehensively within a structured curriculum to meet the evolving industry demands is a persistent challenge.
- Managing a high teacher-student ratio, even when meeting university directives, remains a challenge.
- Declining importance of the conventional courses over the applied may degrade the foundation of the knowledge
- Offering interdisciplinary courses in the framework of new NEP-2020 curriculum.
- Incorporation of changes or addition of the Skill Components in the existing curriculum devised by affiliating University
- Research in the fundamental aspects of the sciences may not lead to the Patents
- Sustainability of the Science Innovation and Activity Centre due to paucity of the funds
- Attracting International students due to regional limitations
- Tracking the progress of the students after completing their education from the institute is difficult

INSTITUTIONAL PREPAREDNESS FOR NEP - 2020

Multidisciplinary/interdisciplinary:

As envisaged in the NEP 2020, our Institute currently offers CBCS for all the 100% programmes at UG and PG level. And almost all courses have interdisciplinary chapters integrated into the curriculum. Skill Based Training Programmes imparted to groom industry ready graduates and Job oriented Value-Added Programmes introduced to develop inter-disciplinary skills for better employability. DST- FIST and DBT- Star schemes promote science education and research. Inter-disciplinary research encourages amalgamation of various disciplines on thrust areas. Seminars, Guest Lectures, Field Visits, Industrial Visits and workshops are organized to encourage interdisciplinary approach. Hackathon organized to enhance problem-solving, coding and out of box thinking. Projects on Internet of Things enriches young minds in the emerging field of IoT with hands on training in multiple technological platforms. The Institute has an “ Institute Innovation Cell “ and “Incubation & start up Centre.”

Academic Bank of Credits (ABC):

As an affiliated college, we are heavily regulated by the University and the University in turn is ready with the process of facilitating academic bank of credits. NEP 2020 emphasizes on credit transfer, Open and Distance Learning. The institute has received guidelines from the affiliating University and is in the process of registering on Academic Bank of Credits (ABC) via the National Academic Depository (NAD). The institute understands that it would be required to enrol its students to make sure their academic credits are collectively gathered for ease of access, mobility and verification. The institution has MOU with other institutions for collaborative ventures and is looking forward towards internationalization of education and joint degrees between Indian and foreign institutions.

Through Learning Management System, faculties are encouraged to design short term courses and pedagogical approaches with approved framework. Students are encouraged to enrol and successfully complete courses through online platforms. Currently extra credits are offered through activities such as NSS and Sports.

Skill Development:

NEP emphasizes on skill development as a tool for empowering youth by bridging the skill gap. The Institute organizes conferences/seminars, workshops, hands-on- training programmes, interactive sessions, engage students in project-based Learning. Use of Virtual Lab for practical purpose is conducted. MOUs with industry and academic institutions are signed. Industrial and

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study tours are regularly organised. College jointly with Industry organises Soft Skill workshops for final year students. Some of the departments regularly organize department-specific soft-skill workshops. Students apply to institutes of high repute for their Summer/Winter schools and research. Students are motivated and provided necessary support for Internships /On- Job Training. Alumnus are regularly invited for interactive sessions, guidance, and expert-lectures for students. Specific Practical and hands-on training programmes conducted under DBT Star College Scheme. Industry representatives and Alumnus on IQAC guide on required skills for enhancing employability.

Appropriate Integration of Indian Knowledge System (teaching in Indian Language, culture, using online course):

The institutional background being Sindhi linguistic minority institute is managed by people belonging to Sindhi community who had come from Sindh province of an erstwhile undivided India. By default, they bring plethora of literature and culture underpinning Indus Valley civilisation and remain focused to maintain and preserving the same. We celebrate Indian cultures through various programmes organized throughout the year. The institute commemorates Hindi Divas , Yoga Day Marathi Bhasha Diwas as an act of reverence towards Indian Languages and cultures. National Language (Hindi), offered as a compulsory language at the first-year level for Humanities students. Also, students opt for Hindi literature as an optional language in curriculum for undergraduates. The Department of Hindi organizes several programs and field visits for promotion of the language. Faculty members are free to provide the classroom delivery in bilingual mode for better understanding of the topic. The promotion of Indian languages, arts, cultures and tradition is also facilitated through Inter collegiate fests through poetry ,essay writing , folk song folk dance , skit . Students are encouraged to participate in fests organized by other institutions. Programs are also jointly organized with National Council for Promotion of Sindhi Language (NCPSL) to promote, develop and propagate Sindhi Language.

Focus on Outcome-Based Education (OBE):

Outcome Based Education is an approach to education in which decisions about the curriculum, instruction and assessment are driven by the exit learning outcomes that the students should demonstrate at the end of a program or a course. The Vision, Mission of the Institution are framed through a well-defined process involving all stakeholders. Faculty members develop the COs for their courses. Direct and Indirect assessment tools are used for attainment of PO and CO tools.

Distance Education/Online Education:

To cope up with the advanced teaching skills and to understand current online teaching trends, teachers are encouraged to participate in advanced pedagogy training programs. The institute is registered as SWAYAM-NPTEL Local Chapter and the students are encouraged for enrolling on the SWAYAM NPTEL courses from where the students can earn credits from renowned HEIs. The Institute is an authorized centre offering Distance Education through Yashwantrao Chavan Maharashtra Open University (YCMOU). Some of the teaching faculty have contributed for preparing study materials for Distance Open Learning of Mumbai University (Affiliating University). ICT enabled classrooms support advanced learning through platforms like Google meet, Google class room, Moodle, Kahoot etc. Online Courses through platforms MOOC , Coursera etc are encouraged to upskill students. Virtual Lab (V- Lab) of IIT Mumbai , an MHRD Government of India initiative helps to access remotely the simulated science discipline labs. Online Examination and Assessment were conducted through online platforms during Covid-19 pandemic. Almost all teachers use ICT for online teaching. During the pandemic, all classes were conducted online. Faculty members and students have gained experience on working with digital tools such as OBS (Open Broadcaster Software) , Google products , Online whiteboards , YouTube to develop and deliver Besides the traditional methods and tools of teaching, the faculty members use ICT tools such as MOODLE, LMS Page , Video lectures, Video Conferencing, television, Google Meet, Zoom, Whats App etc. Several teachers have attended FDP and webinars on online teaching. The ICT tools have made online education more individualized, creative and dynamic. The entire campus is Wi-Fi Enabled. We as an institute undertake training through MOOC's & encourage faculty and students to develop new knowledge in emerging areas through various e-learning platforms & MOOC's.

Perspective Plan for RD & SH National College (2023-2028)

OBJECTIVES

The goals to be achieved during 2023–2028 are formulated for the development with respect to following aspects:

1. New Programmes aligning NEP guidelines
2. Innovative Teaching – Learning Process
3. Research & Innovation Ecosystem
4. Human Resource and Management
5. Support services and facilities for Students
6. Infrastructure Development & Management
7. Extension and Outreach Activities
8. Career Guidance and Placements
9. Best and Innovative Practices
10. Management Information System
11. Alumni Relations

Short-term Goals (1-3 years):

1. Academic Excellence:

- Implement faculty development programs to enhance teaching methodologies and incorporate modern pedagogical approaches.
- Establish a Center for Excellence in Teaching and Learning to provide resources for faculty training and curriculum development.
- Introduce regular feedback mechanisms to assess and improve teaching effectiveness.

2. Technology Integration:

- Develop a comprehensive e-learning platform with interactive content, quizzes, and discussion forums.
- Provide faculty with training on the effective use of educational technologies.
- Upgrade infrastructure to support seamless online and offline learning experiences.

3. Research and Innovation:

- Create seed grants and research funds to encourage faculty and student research projects.
- Organize interdisciplinary workshops and seminars to foster collaboration across departments.
- Establish partnerships with industry leaders to support real-world application of research.

4. Student Support Services:

- Implement a mentorship program connecting students with faculty advisors.
- Strengthen mental health resources by collaborating with counseling services and professionals.
- Conduct regular career development workshops and job fairs.

5. Infrastructure Development:

- Renovate existing facilities and classrooms to create modern, flexible learning spaces.
- Integrate eco-friendly initiatives, such as waste reduction and energy-efficient systems.
- Develop a campus master plan for future expansions and upgrades.

Mid-term Goals (3-5 years):

1. Quality Assurance and Accreditation:

- Establish a dedicated quality assurance cell to monitor and improve academic standards.
- Undertake the necessary steps to obtain accreditation from national and international accrediting bodies.
- Implement a continuous improvement process based on feedback from internal and external stakeholders.

2. Community Engagement:

- Initiate community outreach programs, including health camps, awareness campaigns, and educational seminars.
- Collaborate with local businesses for internship programs and cooperative projects.
- Organize cultural events and festivals that involve the local community.

3. Global Collaborations:

- Establish a global engagement office to facilitate international partnerships.
- Implement student exchange programs with universities abroad.
- Promote joint research initiatives and collaborative projects with international institutions.

4. Skill Development Programs:

- Develop industry-specific skill development courses in collaboration with experts.
- Partner with corporations to create internship opportunities and on-the-job training programs.
- Establish a career counseling center to guide students in aligning their skills with market demands.

5. Inclusive Education:

- Conduct training programs for faculty to create inclusive learning environments.
- Develop accessible infrastructure and resources for students with disabilities.
- Implement diversity and inclusion initiatives to foster a welcoming campus culture.

Long-term Goals (5-10 years):

1. Autonomy and Excellence:

- Advocate for academic autonomy, allowing flexibility in curriculum design and implementation.
- Strive for recognition as a Center of Excellence in specific academic disciplines.
- Seek grants and funding opportunities to support long-term research projects.

2. Green Campus Initiatives:

- Integrate renewable energy sources, such as solar panels, to reduce the carbon footprint.
- Implement waste management systems and recycling programs.
- Develop green spaces and sustainable landscaping practices.

3. Continued Professional Development:

- Establish a research and development center for faculty to engage in cutting-edge research.
- Encourage faculty to attend national and international conferences regularly.
- Foster a culture of lifelong learning through ongoing professional development opportunities.

4. Global Research Collaborations:

- Strengthen international research collaborations, focusing on joint publications and grants.
- Host global conferences and symposiums to attract researchers from around the world.
- Encourage faculty and students to participate in research exchange programs.

5. Alumni Engagement:

- Create an alumni association to facilitate networking and mentorship opportunities.
- Organize alumni reunions and events to maintain strong connections.
- Establish an alumni fund to support scholarships and institutional development.

INSTITUTIONAL DEVELOPMENT PLAN (IDP) IN ACCORDANCE WITH NEP-2020

Pillars of Transformation:

- Curricular Innovation
- Research and Innovation Culture
- Inclusive Education
- Modern Infrastructure Development
- Digital Transformation
- Strategic Governance
- Financial Sustainability
- Supportive Student Services

Goal: There are three types of goals- process, performance, and outcome goals.

PLAN OF ACTION

1: Academic Excellence - Short and Long Term Goals:

Short Term Goals:

1. Conduct SWOC Analysis:
 - Perform a comprehensive Strengths, Weaknesses, Opportunities, and Challenges (SWOC) analysis to understand the current academic landscape.
 - Evaluate existing academic practices, teaching methodologies, and student engagement strategies.
2. Implement ABC Analysis:
 - Utilize the ABC analysis (Accuracy, Behaviour, and Consequences) to identify areas of improvement in academic processes.
 - Focus on enhancing the accuracy of assessments, improving student behavior, and understanding the consequences of academic decisions.
3. Adopt Technological Solutions:
 - Integrate educational ERP systems to analyze academic data for predictive insights.
 - Leverage technology for better administrative coordination and communication, aiding in addressing academic challenges promptly.
4. Enhance Faculty Performance:
 - Conduct regular performance analysis of faculty members.
 - Organize training sessions to update faculty on modern teaching methodologies, ensuring a competent and motivated teaching staff.
5. Develop a Flexible Curriculum:
 - Design a curriculum that is adaptable and includes multidisciplinary aspects.

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- Promote the integration of vocational education, training, and skilling to align education with industry needs.

Long Term Goals:

1. Achieve Accreditation:
 - Work towards obtaining accreditation from reputable bodies, ensuring global recognition of academic standards.
 - Comply with accreditation requirements and continuously improve academic practices to meet international benchmarks.
2. Establish Centers of Excellence:
 - Identify key disciplines and establish Centers of Excellence for advanced research and development.
 - RUSA funding for better Infrastructure
3. International Collaborations:
 - Foster collaborations with international institutions for joint research projects.
 - Facilitate student and faculty exchange programs to enhance exposure to diverse academic environments.
4. Innovative Course Offerings:
 - Regularly assess industry trends and introduce innovative courses aligned with emerging fields.
 - Collaborate with industry experts to develop courses that enhance students' practical skills and employability.

2: Research and Intellectual Property - Short and Long Term Goals:

Short Term Goals:

1. Strengthen Research Collaborations:
 - Encourage faculty members to engage in collaborative research projects with both national and international institutions.
 - Facilitate interdisciplinary research to address complex societal challenges.
2. Training Programs on Intellectual Property (IP):
 - Conduct training sessions for faculty and researchers on IP protection and research monetization.
 - Raise awareness about the significance of protecting intellectual property generated within the institution.
3. Enhance Publication Output:
 - Implement measures to increase the publication output of faculty members.
 - Provide incentives and recognition for high-quality research publications.
4. Collaborate with Industries:
 - Strengthen ties with industries through technology-sharing agreements and collaborative projects.
 - Explore avenues for joint research that aligns with industry needs and fosters innovation.
5. Promote Joint Research Publications:
 - Establish a framework for joint research publications by encouraging faculty collaboration.
 - Create platforms for showcasing and disseminating research findings both within and outside the institution.

Long Term Goals:

1. **Establishment and enhancing scope of Research Centers:**
 - Establish specialized research centres in Accountancy, Commerce and Physics
 - Attract external funding and partnerships to support sustained research activities in Botany and Chemistry Research centers to boost specialised research areas.
2. **International Research Networks:**

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- Build extensive networks with international research institutions.
 - Facilitate collaborative projects that contribute to global knowledge exchange and advancements.
3. **Intellectual Property Management Office with IIC, MIC, Ministry of Education, GoI:**
 - Establish an Intellectual Property Management Office to streamline IP-related processes under the umbrella of KAPILA Scheme of IIC, MIC.
 - Ensure efficient management, protection, and commercialization of intellectual property generated by the institution.
 4. **Research Incubation Hub:**
 - Create a research incubation hub to nurture innovative ideas and projects aligning existing Vidyasagar Principal Kundnani Incubation and Entrepreneurship Center (VPKIEC) for Bandra HSNC colleges.
 - Provide resources and mentorship to transform research outcomes into tangible products or solutions.
 5. **Patent Filing and Commercialization:**
 - Encourage faculty and researchers to file patents for novel inventions.
 - Develop mechanisms for the commercialization of patented technologies to contribute to economic growth.

3: Supportive and Facilitative System - Short and Long Term Goals:

Short Term Goals:

1. **Enhance Support Services:**
 - Strengthen existing support services such as counseling and mentoring programs.
 - Implement feedback mechanisms to continually improve the quality of support provided.
2. **Promote Inclusivity:**
 - Increase diversity among students, faculty, and staff in terms of gender, class, religion, region, caste, and nationality.
 - Develop awareness programs to foster an inclusive and welcoming environment.
3. **Anti-Discrimination Measures:**
 - Establish and enforce anti-discrimination and anti-harassment rules.
 - Form internal committees to address and resolve cases related to discrimination or harassment.

Section 3: Supportive and Facilitative System - Short and Long Term Goals:

Short Term Goals:

1. **Enhance Support Services:**
 - **Strengthen existing support services:** Review and improve counseling, mentoring, and academic support programs to address the diverse needs of students, faculty, and staff.
 - **Implement feedback mechanisms:** Establish channels for collecting feedback from stakeholders to identify areas for improvement in support services. Regularly evaluate the effectiveness of implemented measures and make necessary adjustments based on feedback.
2. **Promote Inclusivity:**
 - **Increase diversity:** Develop initiatives to attract and retain a diverse student body, faculty, and staff representing different genders, socioeconomic backgrounds, ethnicities, religions, and nationalities.
 - **Awareness programs:** Organize workshops, seminars, and awareness campaigns to promote inclusivity and celebrate diversity within the college community. Encourage dialogue and understanding among individuals from diverse backgrounds.
3. **Anti-Discrimination Measures:**
 - **Establish policies:** Formulate clear policies and guidelines that prohibit discrimination and harassment based on gender, race, religion, ethnicity, sexual

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orientation, disability, or other factors. Ensure that these policies are communicated effectively to all members of the college community.

- **Internal committees:** Establish dedicated committees or task forces to investigate and address complaints related to discrimination or harassment. Train committee members on handling sensitive issues with empathy, confidentiality, and impartiality.

Long Term Goals:

1. Cultivate a Culture of Inclusivity:

- Foster a campus culture that values and celebrates diversity, inclusivity, and mutual respect among all members of the college community.
- Integrate inclusivity and diversity principles into the college's mission, vision, and strategic planning processes.

2. Continuous Improvement of Support Systems:

- Invest in ongoing training and professional development opportunities for counselors, mentors, and support staff to enhance their skills in addressing diverse needs and challenges.
- Regularly assess the effectiveness of support services through comprehensive evaluations, surveys, and focus groups. Use data-driven insights to refine and innovate support programs.

3. Preventive Measures Against Discrimination:

- Proactively address systemic barriers and biases that may contribute to discrimination or exclusion within the college environment.
- Offer educational programs and workshops on cultural competency, implicit bias, and conflict resolution to promote understanding and awareness among faculty, staff, and students.

4. Community Engagement and Partnerships:

- Collaborate with external organizations, advocacy groups, and community stakeholders to strengthen efforts in promoting diversity, equity, and inclusion both within the college and the broader community.
- Participate in initiatives and events that advocate for social justice, human rights, and equality, aligning with the college's commitment to inclusivity and social responsibility.

4: Adequate Physical Infrastructure - Short and Long Term Goals:

Short Term Goals:

1. Assessment and Upgrade of Existing Facilities:

- Conduct a comprehensive assessment of current infrastructure facilities, identifying areas in need of immediate improvement or renovation.
- Prioritize urgent upgrades to address any deficiencies in classrooms, laboratories, libraries, and recreational spaces.

2. Health and Well-being Facilities:

- Establish a health and well-being committee to evaluate and enhance existing health services, including mental health support.
- Collaborate with healthcare professionals and organizations to provide health awareness programs and workshops for students and staff.

3. Energy Efficiency Initiatives:

- Conduct an energy audit to identify opportunities for energy conservation and efficiency.
- Implement energy-efficient practices such as the use of renewable energy sources, energy-efficient lighting, and heating, ventilation, and air conditioning (HVAC) systems.

Long Term Goals:

1. State-of-the-Art Infrastructure Development:

- Develop a long-term plan for the construction of new, state-of-the-art facilities to

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- accommodate the growing needs of the college community.
 - Consider sustainable building practices and eco-friendly designs in the development of new infrastructure.
2. **Comprehensive Accessibility:**
 - Ensure that all areas of the campus are accessible to persons with disabilities (PwD), adhering to universal design principles.
 - Regularly review and update infrastructure to maintain compliance with accessibility standards.
 3. **Green Campus Initiatives:**
 - Implement initiatives to create an environmentally friendly and sustainable campus environment.
 - Introduce green spaces, encourage waste reduction, and promote initiatives to minimize the college's ecological footprint.
 4. **Student and Faculty Housing:**
 - Explore the possibility of developing on-campus housing for students and faculty to foster a stronger sense of community.
 - Collaborate with relevant stakeholders, including local authorities and housing developers, to create safe and affordable housing options.
 5. **Zero-Tolerance Policies:**
 - Establish and enforce zero-tolerance policies for issues such as ragging, gender-based discrimination, bullying, and any form of harassment.
 - Regularly communicate and educate the college community about the importance of maintaining a safe and respectful environment.

5: Digital Infrastructure - Short and Long Term Goals:

Short Term Goals:

1. **Technology Integration:**
 - Assess and integrate educational technologies, such as Learning Management Systems (LMS), to enhance the teaching and learning experience.
 - Conduct training sessions for faculty and staff to familiarize them with digital tools and encourage their effective use in the classroom.
2. **Robust ICT Infrastructure:**
 - Upgrade the existing Information and Communication Technology (ICT) infrastructure to ensure high-speed connectivity and accessibility throughout the campus.
 - Implement reliable data security measures to protect sensitive information.
3. **Online Learning Platform:**
 - Develop and launch an online learning platform with interactive features, facilitating two-way communication between students and educators.
 - Incorporate assistive learning tools to accommodate diverse learning needs.

Long Term Goals:

1. **Digital Repository of Content:**
 - Establish a comprehensive digital repository for educational content, including learning games, simulations, augmented reality, and virtual reality resources.
 - Ensure easy access to a wealth of digital content that enhances the learning experience.
2. **Paperless Office System:**
 - Transition towards a paperless office system by automating administrative processes, including enrollment, examination, and evaluation activities.
 - Implement an automatic Learning Management System (LMS) to streamline academic operations.
3. **Centralized Digital Infrastructure:**
 - Create a centralized digital infrastructure to support the Academic Bank of Credits

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(ABC) and ensure the credibility of the system.

- Facilitate easy credit transfers, mobility of students, faculty, and staff, and provide secure and efficient data management.
- 4. E-Tech Tools Implementation:**
 - Continuously explore and implement emerging e-tech tools to automate institutional operations and improve efficiency.
 - Simplify administrative processes related to enrollment, examination, and evaluation through innovative digital solutions.
 - 5. Digital Skills Development:**
 - Design programs to enhance digital literacy skills among students, faculty, and staff.
 - Collaborate with industry experts to provide insights into technological advancements, ensuring that the college community remains technologically proficient.

6: Strategic Governance and Administration - Short and Long Term Goals:

Short Term Goals:

- 1. Quality Assurance Mechanisms:**
 - Incorporate elaborate processes and quality assurance mechanisms to enhance governance and decision-making.
 - Conduct regular assessments and reviews to ensure adherence to established policies and procedures.
- 2. Inclusive Stakeholder Participation:**
 - Involve all stakeholders, including alumni, in decision-making processes related to appointments, nominations, and selections in the Board of Governors (BoG), Senate, and Syndicate.
 - Foster a collaborative environment that considers diverse perspectives.
- 3. Financial Autonomy Levels:**
 - Evaluate the existing levels of financial autonomy and strive for self-sustainability.
 - Identify opportunities for financial independence while maintaining transparency and accountability.

Long Term Goals:

- 1. Effective Leadership and Decision-Making:**
 - Establish and sustain effective leadership structures that contribute to strategic decision-making and operational efficiency.
 - Promote leadership development programs to cultivate a pool of skilled leaders within the institution.
- 2. Financial Sustainability:**
 - Develop a sustainable financial model that balances budget allocation for infrastructure development, faculty and staff salaries, and other essential areas.
 - Seek diverse funding sources, including government grants, alumni donations, private-sector partnerships, and fundraising campaigns.
- 3. Continuous Improvement in Governance:**
 - Implement continuous improvement initiatives in governance, emphasizing adaptability to changing external environments.
 - Integrate feedback loops to assess the effectiveness of governance policies and make data-driven improvements.
- 4. Financial Collaboration:**
 - Facilitate collaborations and partnerships with government agencies, private-sector entities, and other institutions to secure resources.
 - Establish a framework for financial collaboration that aligns with the institutional goals and objectives.

7: Financial Infrastructure - Short and Long Term Goals:

Short Term Goals:

1. Budget Allocation Refinement:

- Conduct a thorough analysis of budget allocation across different areas of the institution.
- Refine budgetary allocations to ensure optimal use of resources and alignment with institutional priorities.

2. Transparency Measures:

- Implement measures to enhance transparency and accountability in all financial transactions.
- Introduce systems for regular financial reporting and disclosure to maintain credibility among stakeholders.

3. Investment Strategy Formulation:

- Develop a comprehensive investment strategy that maximizes returns on investment (ROI) while minimizing risks.
- Engage financial experts to assess and refine the investment strategy based on changing market conditions.

Long Term Goals:

1. Sustainable Budget Planning:

- Establish a sustainable budget planning framework that adapts to the evolving needs of the institution.
- Implement forecasting models to anticipate future financial requirements and allocate resources strategically.

2. Transparency Institutionalization:

- Institutionalize a culture of transparency and accountability in financial practices.
- Integrate transparency measures into the institutional policies and procedures for long-term adherence.

3. ROI Monitoring and Evaluation:

- Implement robust systems for monitoring and evaluating the returns on investment (ROI) from various financial endeavors.
- Periodically assess the effectiveness of investment decisions and adjust strategies based on performance.

4. Diversified Funding Sources:

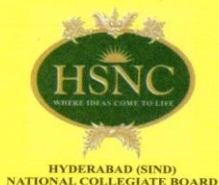
- Explore and establish diverse funding sources, including government grants, alumni donations, private-sector partnerships, and collaborative initiatives.
- Create a framework for sustained financial collaboration that ensures stability and reduces dependency on any single source.

In focusing on these short and long-term goals for financial infrastructure, RD and SH National College can fortify its financial position, promote responsible fiscal management, and ensure a resilient financial foundation for future growth and development.

METHODOLOGY TO ATTAIN GOALS

To foster holistic education, RD and SH National College aims to integrate skills, knowledge, and values, nurturing well-rounded individuals prepared for academic and ethical excellence in a dynamic world. Through continuous improvement and stakeholder collaboration, the college strives for 100% academic success, emphasizing the harmonious development of the 3Hs i.e. 'Head,' 'Hand,' and 'Heart.' To achieve these goals, a set of following objectives are identified through this perspective plan and IDP of Institution aligning NEP-2020:

- Conduct bi-annual reviews of academic processes, teaching methodologies, and student engagement practices.
- Utilize specific metrics such as course completion rates, student feedback, and faculty performance evaluations for assessment.
- Engage academic committees and department heads in the review process to ensure a holistic evaluation.
- Adjust curriculum and teaching strategies based on insights gained from the review to enhance overall academic quality.
- Establish an online portal for alumni to provide industry insights and mentorship opportunities.
- Collaborate with local businesses to create internship programs, aligning academic curricula with industry needs.
- Initiate an annual academic symposium, inviting experts to share insights and gather input on curriculum relevance.
- Implement a regular training calendar for faculty, covering modern teaching methodologies and technology integration under DBT Star Status Scheme
- Develop an online learning platform for faculty to access training resources conveniently.
- Tailor training sessions based on feedback from faculty surveys and peer reviews.
- Encourage participation in national and international conferences to expose faculty to diverse perspectives and methodologies.
- Identify research-focused institutions for collaborative projects, emphasizing disciplines relevant to RD and SH National College.
- Formulate partnerships with local industries to facilitate research and internship opportunities for students.
- Leverage alumni networks to create mentorship programs, strengthening ties with industry professionals.
- Establish a dedicated IT committee to assess and implement technology solutions tailored to academic and administrative needs.
- Pilot e-learning modules in select departments, gathering feedback before campus-wide implementation.
- Collaborate with local tech startups for custom solutions catering to specific challenges faced by IIC, RD and SH National College.
- Ensure faculty and staff receive regular training on new technologies and platforms.
- Implement a centralized communication platform, integrating it with the college website for easy access.
- Conduct regular virtual town halls led by the college leadership to share updates and address concerns.
- Publish a monthly newsletter featuring success stories, faculty spotlights, and upcoming initiatives.
- Establish an anonymous feedback mechanism to encourage honest input on sensitive issues.



Estd. in 1949

**RISHI DAYARAM AND SETH HASSARAM NATIONAL COLLEGE AND
SETH WASSIAMULL ASSOMULL SCIENCE COLLEGE**

(AFFILIATED TO UNIVERSITY OF MUMBAI)

(Multi faculty college in Arts, Science, Commerce, Management, Mass Media & Technology)



**Dr. Neha Jagtiani
PRINCIPAL**

Ph.D., Masters in Business Communication (HONS)
M.COM (HONS) (Gold Medalist), B.COM (HONS)

COMPOSITION OF IQAC 2021-22 to 2023-24

Sr. No.	Designation	Name of the Members
1	Chairperson & Head of the Institution	<ul style="list-style-type: none"> • Dr. Neha Jagtiani - Principal
2	Teachers to represent all level	<ul style="list-style-type: none"> • Ms. Lakshmi Iyer – Vice Principal • Mr. Vipul Saluja – Vice Principal • Ms. Nikisha Kukreja • Dr. Mona Kejariwal • Ms. Krupa Shah • Mr. Manoj Kadam • Ms. Prerna Jatav • Ms. Namrata Ajwani
3	Representation from the Management	<ul style="list-style-type: none"> • Dr. Niranjana Hiranandani – Trustee & Provost HSNC University
4	Few Senior Administrative Officers	<ul style="list-style-type: none"> • Mr. Ganesh Ruke, Administrative Office Incharge, RDNC • Mr. Sanjay Raorane, – Principal's Office, RDNC
5	Nominee from Local Society	<ul style="list-style-type: none"> • Mr. Vivek Devnani President, Khar Gymkhana
	Nominee from Students	<ul style="list-style-type: none"> • Mr. Karan Sonkar – FYBSc, Computer Science
	Nominee from Alumni	<ul style="list-style-type: none"> • Shri. Hemant Tambe – Head, Acrylics (South Asia) BASF India Ltd.
6	Nominee from Employers	<ul style="list-style-type: none"> • Mr. Akhil Shahani, Chairperson, Shahani Group
	Nominee from Industrialists/ Academicians	<ul style="list-style-type: none"> • Mr. Anil Jagesia, Chairman, Savex Technologies Pvt. Ltd • Dr. Indu Shahani, Founding President ATLAS SkillTech University
	Nominee from Stakeholders	<ul style="list-style-type: none"> • Mr. Tushar Signat, Managing Director & CEO, D-Link Ltd • Mr. Bharat Ajwani, President, Sindhi Chamber of Commerce
7	Senior Teachers as the Director of the IQAC	<ul style="list-style-type: none"> • Mr. Dinesh Himatsinghani – Vice Principal
8	Representation from Parents	<ul style="list-style-type: none"> • Dr. Raghunath Mashelkar, Scientist

N. Jagtiani
**Dr. Neha Jagtiani
Principal**

N. Jagtiani
P

VIDYASAGAR PRINCIPAL K. M. KUNDNANI CAMPUS, BARRISTER HOTCHAND GOPALDAS ADVANI MARG,
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