R. D. & S. H. National College & S.W.A. Science College

Off Linking Road, Bandra (W), Mumbai – 400050.

Perspective Plan (2019-2024)

Human Resource Development

Implementation Strategies

- Motivate and depute teachers to upgrade knowledge and skills through participation in various orientation courses, refresher courses, short term subject related and Interdisciplinary courses.
- Faculty Improvement Program (FIP) leaves for pursuing higher qualification.
- Support and promote faculty to take up research work.
- Participation in Conferences, Workshops and Seminars.
- Organize more faculty development programs.
- Promote online courses of renowned universities and institutions among faculty for professional development and exposure.
- Promote faculty exchange programs.
- Train non-teaching staff on Soft skills, Office management skills, computer skills, service rules and waste management techniques to meet the challenges ahead.
- Encourage students to participate in Co-curricular and Extracurricular activities both on and off Campus.
- Urge students to take up online MOOC Courses to widen their scope of learning.
- To apply for NOC to increase the number of qualified and permanent teachers.

Better learning outcomes of the students

Implementation Strategies : Quantitative and Qualitative

- Strengthening of **Existing Programmes** by introducing additional divisions.
- Apply for and **start new career oriented UG, PG, Research programmes** to widen opportunities for perspective students.
- Introduce **skill based** and **add on courses** for improving the employability of students.
- Introduce certificate courses for undergraduates and graduates for better career opportunities and professional development.
- Upgrade UG departments to post graduate research departments for providing high quality, specialized education to graduates.
- Collaborate with premier institutes in India and abroad, for launching student exchange programs.
- Inter Collegiate Departmental Fests /Exhibitions/Competitions etc.
- Study Tours , Field Visits , Industrial Visits
- Seminars , Workshops for students
- Research Culture
- Student Centric

Wider academic research culture, Consultancy & Extension

Implementation Strategies

- Engage our faculty in quality and productive research projects leading to publications.
- Help faculty in achieving their research goals, by linking their research interests to curricular activities.
- Incorporate the research plans of faculty into the financial plan of the institution.
- Increase the applications of faculty for research grants.
- Conduct workshops and seminars for faculty and students in research methodology , IPR , Entrepreneurship skills
- Promote and Participation in Institute Innovation Council.
- Undertake research based projects with students leading to participation in Research Conventions, Hackatons , IIC etc.
- Establish new Research Centers and strengthen existing ones.
- Encourage Staff and Student participation in Conferences, Seminars etc.
- Organization of Research based activities (conferences , workshops ,seminars , training workshops for faculty) : A common platform for Academicians – Researchers – Industry - Students
- Functional MOUs , linkages & associations with Institutions , Industries , Govt agencies , FICCI , IMC etc
- Collaborative Research to be emphasized.
- Community Based research projects beneficial to Society
- Annual Research Convention
- Patents
- College Internal Peer Reviewed Journal

Consultancy:

- Explore options to provide consultancy services to Corporate & Research scholars.
- Motivate and appreciate the faculty in case they provide consultancy services.
- Formalize Consultancy
- Consultancy in areas of water testing , milk testing , Medicinal plants , Biodiversity , Electrical Audits ……

Extension & Social Responsibility:

- E Content /Lectures for Rural areas school students for Science Courses.
- Increase in Enrolment for NSS
- NSS camp to Adopted Village
- Organization of Outreach programmes by different department with involvement of students.
- College premises made available to conduct the Government examinations
- All NSS related activities to continue.
- Workshops on Value Education and Human Rights. (Democracy Week)
- Environmental Awareness

Superior student support and progression

Implementation Strategies

- Improve interaction with research organizations, industry by inviting experts for guest lectures, workshops.
- Promoting students to work on projects for industries and creating more industry linkages through MoUs.
- Inculcate online teaching and learning resources into the curriculum and teaching strategies (INFLIBNET).
- Promotion of co curricular and extracurricular activities among students.
- Expansion of the book collection and digital resources in the library & Departmental Library.
- Promote value added education through sensitization and contextual relevance of the curriculum and co curricular activities.
- Enhancing strategies through skill development programs, enrichment programs and creation of new forums for the advanced learners.
- Inculcate the culture of research and entrepreneurship in academic works done by students.
- Attract more companies to conduct Campus placement drives.
- Strengthen the Placement cell by appointing a Placement Officer.
- Organization of campus events focused on placements. (Soft Skills , Mock Interviews etc)
- Participation in Off Campus recruitment process, job fairs , exhibitions.
- One Day Career Conclave and Placement drive to continue.
- Lectures on career opportunities and entrepreneurship through Alumnus to be organized by all departments.
- Job opportunities to be uploaded on College portal.
- Strengthen the Civil Service centre with the objective of providing academic facilities to the students aspiring for administrative career by successfully appearing for Civil Services Examinations.
- Lectures for students interested in applying abroad.
- English Laboratory to include Hindi software.

Audits

Implementation Strategies

- **Conduction of Periodic Audits by inviting** team of academic peer experts and action to be initiated on their recommendations.
- Regular Financial Audits (Internal & External)
- Academic Audit (Internal once a year , External Audit once in two years) (review the processes or procedures of departments , improvement in student learning)
- Green Audit
- Energy Audit
- Gender Audit
- Recycling of E Waste (MOU)

Feedback Mechanism

Implementation Strategies

- Design of feedback forms on curriculum, Teaching Learning, Infrastructure Facilities, Alumnus, Employers and Teachers, library facilities, Parents.
- Deploy feedback forms : LMS, Website
- Analysis of feedback forms
- Action Taken Report to be prepared.
- Mechanism to obtain feedback from Alumnus and Employers to be developed.
- Frequency of Feedback : Semester, Annually
- Suggestion box at a strategic location.

Alumnus Network

Implementation Strategies

- Registered Alumni Association
- Increase Alumni Base
- Enhancing the engagement with alumni through multiple interaction modes such as mentorship workshops conducted by alumni for students, invited lectures by alumni, Student exchange programs facilitated by alumni, placements and internships facilitated by alumni and entrepreneurial assistance programs by alumni.
- Creating public perception / Brand building through alumni for institute perception.
- Conducting alumni meets regularly.
- Developing Link on institution website / official alumni website to keep involvement of alumni with the institution.
- **Outcomes :**
    - Scholarship received from alumni in rupees
    - Workshops conducted by alumni
    - Number of Expert Lectures delivered by alumni
    - Number of Internships by alumni
    - Number of Placements facilitated by alumni
    - Number of Startups facilitated by alumni
    - Number of alumni Nominated for Institute perception
    - Number of Industries visits organized by alumni
    - Number of Industry projects undertaken through alumni
    - Donations received from alumni
    - Number of alumni Meets conducted
    - Number of alumni registered with official website of college

Infrastructure Augmentation for Academic & Administration Purpose:

Implementation Strategies

- Technologically Enabled Campus : Wi Fi Secured Campus
- Sound and Editing Room
- Deployment of Renewable energy sources mainly **solar panels** for electricity conservation.
- Strengthening of Science laboratories through purchase of new equipment through DBT STAR grant.
- Medicinal Garden
- Replacement of tube lights and bulbs with LED /CFL bulbs for energy conservation.
- Develop more smart rooms with video conferencing facilities for supporting e-learning. (LCD Projectors , White Board)
- Centralized Common Facility Centre established through DST FIST
- Campus Beautification through Strip Garden.
- Purchase of Desktop Machines , Laptop , Peripherals ,photocopier etc.
- Digitization of Documents for security, storage space. Need technical assistance from External Agencies. (accuracy, meticulousness , availability of records)
- CCTV surveillance integrated with technology enabled campus.
- Gas pipelines to be replaced.
- Facelift to the campus by painting the building
- Name of the College through Alumni support.
- Auditorium
- Teachers Longue to be upgraded.
- Gymkhana for Boys.
- Well secured firefighting facilities in strategic places.
- Move to no plastic zone.

Use of ICT in Teaching Learning

- Existing LMS platform : GSuite & Microsoft Teams
- Existing Video Conferencing Tool : Meet
- Install own LMS platform (MOODLE) on Cloud
- Virtual Laboratory
- Digital Repository on LMS Cloud: E –Content, Videos , Animations , Simulations ,PowerPoint Presentations , Live recording of Experiments.
- Use of E Learning Centre
- Open Source Software for Teaching – Learning
- Webinars
- E Books and E –Journals in Library.

Website & Social Media Presence

- Mechanism of development of Website
- Continuous process of communicating with different stake holders through Website.
- Institute presence on Social Media
- Institute YouTube Channel (All programs to be streamed live through Channel)

Parent –Teacher Interaction

- Mid Semester Faculty Wise Parents Meet.
- Formal Feedback Mechanism from Parents
- Invitation to Parents at special events for networking
- SMS /Email Service to inform the parents about the ward progress.

Ensure sustainable resources

- Ensure financial resources are appropriate and sustainable.
- Application for Grants: DST FIST, RUSA, NIRF , ICSSR , CPE , etc.
- Install more LCD projectors, computers and increase the availability of internet to students and staff through better Wi-Fi.
- Allocate more funds towards developing and augmentation of infrastructure.
- Funding through MRP.