

## **1. TITLE OF THE PRACTICE**

### **Holistic Development of Stakeholders**

## **2. OBJECTIVES OF THE PRACTICE**

By focusing on curricular, co-curricular, and extracurricular experiences that are at once rich, extensive, and collaborative, this practice advances one of the goals of the institution, which is to enable stakeholders (students, faculty, and support staff) to develop their full intellectual potential.

## **3. THE CONTEXT**

The college has a diverse student body, and many of them come from households that don't place a high priority on academic achievement. Particularly when it comes to their mastery of the English language, they have weak communication skills. On the other hand, some children are extraordinary and have excelled academically; these people need support and challenges to develop their abilities and widen their perspectives. The institution further promotes the academic members' ongoing professional development. As a result, the institution strives to encourage the overall development of these stakeholders.

## **4. THE PRACTICE**

This practice is founded on the pillars of:

### **i. Academic- Industry Partnership**

A number of different factors go into the college's complex student profile, including the following: 50% of first-generation students; 30% from the affluent class; 70% from the economically challenged class; 60% from the socially challenged and minority class. The development of employability skills is a significant challenge for the institution because the target group is both economically disadvantaged and first-generation learners, making it difficult to complete the basic requirements for placement in many of the industries. Many of the advanced learners prefer to pursue higher education or self-employment. Such students do not opt for placement drives. Thus, the number of students appear for placement drives are quite low.

The institution has developed a system to provide cooperative methods to overcome the aforementioned weaknesses through an unusual way to prepare the students for the workplace. Various departments organise lectures by business professionals, visits, training sessions, and internships for students with subject matter experts from business, which aids students in becoming familiar with business culture and bridging the gap between business and academics. Through a bustling placement office that assists students in finding suitable employment, the college seeks to establish ties with numerous businesses. Students can witness firsthand a variety of intercollegiate events funded by related industry.

### **Evidence of Success:**

- Students are acquainted with recent advances in their respective fields through several guest lectures, workshops and training during academic festivals organized by different departments, clubs and committees in the college.
- During the academic year 2021-22, approximately, 1498 students were benefitted from more than 40 guest lectures and 15 workshops and training programs were organized by the college.
- 10 career oriented activities are organized where more than 200 students across the streams have participated.
- Approximately more than 5 programs are organized by the college to impart knowledge about soft skill development and other managerial qualities
- 30 to 35% students of students on an average generally enroll for higher education in different institutes whereas another 30% students have opted for placement after the graduation and post graduation. A few students preferred self employment or joined family business.

**ii. Research Initiatives for Students and Faculty members:**

One of the key elements of the college is research. It encourages academics and students to do research and provides the tools they need to do so. As a result, after certification, there is a noticeable rise in research proposals and funding. The research cell, the Undergraduate Research Unit (The Honours Programme), and the Economic Convention, in addition to the relevant departments, offer the required direction and a suitable forum for the exchange of research ideas at the institute level and beyond. Its stakeholders are free to form research partnerships with reputable organisations, publish collaborative papers, and file joint patents. The college has been successful in winning generous funds from the government of India's DBT and DST central funding agencies. Furthermore, funds from other Semi Government organization as well as private sector is received for the research projects. It helped the institute to upgrade and improve infrastructure for research purpose. Undergraduate research projects have won awards in worldwide, national, and state research conventions. The amount of students enrolling in Ph. D. and M.Sc. programmes at the institute reflects its emphasis on scientific thought (by research). For the benefit of the stakeholders, national and international seminars and workshops are conducted, which include the visits and contacts of famous scientists and researchers. The institute will keep up its current activities in the area of research.

**Evidence of Success:**

- In total 25 students presented paper in Avishkar Research Convention. In addition, 2 students have presented in national level conferences.
- Around 25 research papers were published by the faculty which is more than that of previous years. Besides faculty members, research articles published by the students are more in this current academic year.

- Enrollment for doctoral program has increased and filled 80% of its total capacity
- 2 research projects are initiated in collaboration with reputed organizations by the college during 2021-22

iii. **Beyond Curriculum: Inter-collegiate Festivals, In-house Internships, Students' Magazines**

a. *Curriculum-Intense Intercollegiate Festivals:*

b. It is crucial for a student's education to include industry-based knowledge in the curriculum. Learning soft skills, developing financial savvy, teamwork, resume-building, event management, and making genuine connections with employed alumni are all equally vital. The departments are urged to plan an Inter Collegiate Festival that includes curriculum-heavy events in a framework akin to a corporation. This entails the creation of core groups for each administrative function of the institute at the start of the academic year, followed by the development of a theme and its connection to course content, networking with business for resource persons and fundraising, the reporting process, event management, and alumni interaction. From first year to third level, every student enrolled in the course participates in at least one group. At every stage of operation, they are required to report to management: Regularly scheduled pre-, during-, and post-event gatherings are followed by evaluation sessions with teams, alumni, and the core group leaders and the professors. One noteworthy aspect of these festivals is that, aside from the usage of college resources, the department must raise all necessary finances through fundraising and outside partnerships.

**Evidence of Success:**

- 7 departments have organized theme based academic intercollegiate festivals where more than 1500 students were involved in activities pertaining to event management, Public relation, finance management, etc.
- More than thirty companies were associated with these festivals in the capacity of sponsor and resource person
- Sponsorship amount generated by the students involved in the said initiative covered 80 % of the total budget of the program.

c. *In-house Internships:*

The college is a vast industry with thousands of consumers, hundreds of employees, intense daily financial transactions, and short-term courses. For many of its operations, the college now offers in-house internships in addition to hiring or outsourcing employees. hence generating chances on campus for the application of theory to action. In-house internships cover the following operations:

**Evidence of Success:**

- Designing and printing of Identity Card for Degree and Junior College students and management of students' database by Department of Computer Science.
- Maintaining the social media pages of the college by the department of BMS
- Event management for all the events of the college by department of BAMMC. Altogether 15+ events were managed as a part of the internship in the academic year 2021-22.
- Tree Census of the college by the Department of Botany. It documented a total of 106 trees in the campus, with accurate geo tagging for every tree. This was a positive step towards the Green Audit process of the college
- Documentation of faunal diversity of College by the Nature Club of the college. This was culminated by photo-poster which was displayed for public viewing on World Environment Day

*d. Students' Magazines:*

The college boasts of a fully functional literary society- Literati Bytes under the aegis of which the students of the English department publish the magazine 'The Art Daze'. For the students as they enter the field of publishing and editing, this experience is crucial. Additionally, the college's Nature Club publishes an account of its activities in the E-Newsletter "Neev," which is distributed to more than 500 people in India and beyond.

**Evidence of Success:**

- Publication of college magazine by the department of mass media and Literati Bytes, the literary association under the aegis of the department of English
- Publication of the e-Newsletter "Neev" which covered 2 topics namely "Botanical Denizen of India" and "A Pictorial guide to Valley of Flower Trek" . Neev is circulated amongst more than 500 people in India and abroad.

**iii. Development and Enhancement of Innovation, Entrepreneurship and Start-up Eco System:**

- iv. There was an urgent need for an innovation hub at the institute level that could act as the focal point for creating an environment for innovation and start-ups. R.D. & S.H. National College has constantly been at the forefront of such initiatives in the Mumbai area. The Atal Ranking of Institutions on Innovation Achievements (ARIIA) and the Innovation Cell were both launched on September 1st, 2018, along with the creation of the IIC-RDNC, with the goal of encouraging an innovation culture in higher education institutions. After the Innovation Council was founded, the MHRD Innovation Cell awarded the RDNC an establishment certificate. The IIC president and convenor of the college oversees the IIC with help from a group of coordinators who have access to a strategic plan that was developed through interactive sessions. For effective execution, it

must be discussed with the institution's leadership. IIC coordinators and their team make certain that initiatives to increase innovation capacity get better over time in order to build a diversified and robust innovation ecosystem. Through its teams, the IIC strives to encourage innovative and entrepreneurial thinking. One of the key areas is helping students improve their aptitude for research by exposing them to lectures and seminars given by renowned academics, scientists, business leaders, etc. IIC RDNC only obtained a 2-star rating from MHRD in 2018 since it was still in the learning stage. The IIC-RDNC enhanced in 2019 as a consequence of the involvement of numerous faculty members and their devotion to IIC 2.0, which ignited the institute's complete Innovation and Entrepreneurship Ecosystem and led to the submission of 81 activities.

#### **Evidence of Success:**

- Performance Report Total Score = 78.48/ 100 Final Star 3.5/5
- Total Activities Conducted 18 IIC, 7 MIC, 19 Self driven and 7 Celebration activities conducted Totaling to 51 approved activities.
- SMART INDIA HACKATHON 2022: Three Undergraduate teams from Computer Science and IT reached the Finale of the Hackathon. Venue of the Finale: a)Vignana Bharathi Institute of Technology, b) Hyderabad Tall Padmavati College of engineering, Telangana (WARANGAL) and Our Team Nuzion are honored to be one of the three teams (Team Generic Genius, Team HiTech Phantom) to represent our R.D.National college at SIH. We were also proud with ourselves to make to the Grand Finale of SIH, which is a nation-wide platform
- Mentor Mentee Scheme: We are mentor to 5 colleges in Maharashtra. We conducted two Online Orientation Program, 4 Quaterly meeting, where 44+ participants participated. We did an Offline Innovation & Entrepreneurship Exposure Visit – Cum – Training program where the 5 Mentee colleges from Nashik and Pune attended various session and CIBA visit.
- 10 experts were tapped for training, 50 Faculties have interacted and 1000 students have been trained in the area of Innovation and Entrepreneurship from all the six colleges,

#### **Alumni Contribution**

The institute benefits from close ties with its alumni and monetary and in-kind donations from the Alumni Association.

#### **Evidence of Success:**

- The alumni of the institute have contributed towards:
  - Mentoring the present students through guest lectures/ success story organized by most of the departments on recent advances in the relevant field of work or career guidance
  - Worked as advisory team in the organization of departmental academic festivals and mentoring for fund raising and arranging resource persons for different activities

- As CSR activity in establishing 2KLD water treatment Plant and training of the Chemistry department teaching and support staff for the maintenance of the plant.

## 1. PROBLEMS ENCOUNTERED AND RESOURCES REQUIRED

The research, consultancy and outreach activity of the institution go hand in hand to assist research culture, academia-industry interface and community stakeholder participation. Students' interest in conducting research is growing with time. However, there is a shortage of engagement in fields where students choose to pursue alternate careers rather than academic study. Financially strapped students who are also working prefer not to participate in research activities. Lack of funding for the study is a limiting problem, despite the institution's infrastructure, which includes strong laboratories and knowledgeable guiding lecturers.

### TITLE OF THE PRACTICE

#### **Integrated Approach towards Community Outreach and Connect**

## 2. OBJECTIVES OF THE PRACTICE

This practise relates to the institutional goal of preparing students to respond with compassion and humanity when considering the perspectives of the less fortunate, and it includes participation-building initiatives to put institutional fundamental principles and purposes into practise, clearly defining target groups and successfully contacting them to increase engagement, two-dimensional Amalgamation of Academic Processes with Community Outreach, and the process of co-creation. In order to expand and ensure student community engagement in outreach activities and make them student-centric college tools, the institution is attempting to blend academic activity with community outreach with this technique. In order to construct academic resources that were linked to the community outreach programme and to build a strong foundation for student-led community outreach, this plan was established during the Diamond Jubilee year.

## 2. THE CONTEXT

Instilling a sensibility to pressing issues impacting the community in its students is a goal of the college's value philosophy. Helping students develop their empathy for individuals in society who encounter problems has always been a top priority for the college. Sad circumstances forced the founders of our college to migrate from Sind (Pakistan), yet despite this, they served the educational demands of individuals from all walks of life. The first student to enrol in the college's inaugural year was a Muslim who subsequently became a member of the faculty.

Proving that awareness of and exposure to the volatility of the current social conditions are the only ways to achieve tolerance. Education is the most important instrument for young people that may combine knowledge and essential human values. In order to connect curricular education with community engagement, this creative programme was created.

### 3. THE PRACTICE

The NSS, Nature club, departmental, and women's centre programmes promote a feeling of social commitment and responsibility.

**The NSS, Nature club, departmental, and women's centre activities promote a sense of social commitment and responsibility.**

#### 1. National Service Scheme

The college has been a pathfinder in tackling social issues including child sex abuse, human trafficking, environmental pollution and conservation, intercommunal peace, etc. Plans for social action that are based on needs have been developed to engage the community and young people in order to reach the largest number of people. Numerous university-level projects, community-based awareness campaigns, and youth sensitization workshops have been organised to address these significant urban concerns in Mumbai. The goal of all of our community-based social projects is to improve people's empathy levels. In order to effect a dramatic shift in thinking across more than 80 institutions at the University of Mumbai, we have been successful in nurturing, sensitizing, and training volunteers and students as ambassadors of change in the aforementioned areas. They possess the necessary skills for making timely social interventions, public speaking, street dramas, organizing neighborhood-based events, inspiring classmates as well as the local community through speeches and debates, etc. The college's NSS unit has dramatically increased the amount of blood donated generally, which now totals more than 1000 units annually after increasing steadily from 400 over the previous three years. The Covid-19 outbreak was a disease for some people but a fight for survival for others because of repeated lockdowns. It rapidly became a life-or-death situation. Thanks to a solid network of NSS alumni volunteers, the college was able to mobilise crowd-funds and grants for delivering raw food material to the local community as well as the people of the chosen hamlet Pansai, operating community kitchens, aiding stranded labourers, etc. On request from many institutions and organisations, NSS volunteers have provided a properly documented and useful hand sanitizer manufacturing process by the WHO.

#### **Evidence of Success:**

- 7 sessions around 163 plants by 79 NSS volunteers -Tree Plantation Drive
- 18 camps collected 1664 units by 360 NSS volunteers- Blood Donation
- 3 Pulse Polio Immunization Campaign where 24191 childrens were immunised around Khar -Bandra.
- 3 camps of Health Checkup and Covid Vaccination Drive having 639 beneficiaries

- 6 activities on social aspects such as gender equality, self Defense, anti-addiction, communal harmony, menstrual hygiene and Environmental stewardship with 1499 participants.
- 2 Volunteers participated in Pre RD Camp and National Republic Day Parade Camp which were National Level Programme
- MUNIJAN:
- HIV / AIDS campaign where 44 volunteers participated having 1500 beneficiaries
- 18 volunteers participated in University level online disaster Management workshop
- 70 NSS participated in Road Safety Campaign in association with Mumbai Police.
- Additionally also conducted 27 activities of social relevance with 3986 beneficiaries
- At Pansai Village: Plantation (50) involving 21 students, Toilet Blocks (2) by 11 students, Soaks pits (1) by 21 students, Compost Pit (1) by 57 students, Cleanliness drive (03) and leveling of Pansai village street by 36 students, Street plays (10) by 57 students.
- Road Repair (1) by 36 students, Road Construction (1) by 36 students , 340 school children were provided school bags and stationary, Repairing of Roof of School, Reinstallation of water tanks of school, Filling up 30 application forms of women for Gas connections under Ujjawala Yojna.

## 2. **Nature Club:**

One of the crucial elements is environmental literacy. The group is open to all college students. There isn't a distinct membership. The major objectives of the nature club are to conserve traditional ethnobotanical techniques via various activities, assist in understanding and protecting the surrounding vegetation, monitor bird populations, organise technical workshops on nature and the environment. It was difficult to plan hikes and other outdoor activities for the pupils in 2021–2022, just after the COVID outbreak. Students were, nonetheless, involved in carrying out documentation tasks in and around their local environs during this school year. A photographic exhibition, poster competition, webinar, etc. were held to present the results. The academic procedures of documentation, survey analysis, feedback, tying in with the curriculum of relevant courses, review sessions, and publishing are improved by the activities that assist students in completing them.

Evidence of Success:

- Symbolic plantation of medicinally important plant species by faculty, support staff and students in college garden.
- This was the time when students spending more time with screen due to online system of education. This activity - “Plant a Sapling at home and maintain” was designed to create oneness with plants and stay away from electronic gadgets for some time. around 40 students volunteered to plant and maintain atleast one plant at their home.
- Celebration of National and Internationally important days through webinars by resource persons from respective fields



- Making of Informative poster and photographs as exhibits based on theme
- Cloth bag making competition using old clothes to sensitize students and motivate them to stop using plastic bags and opt for environment friendly alternative through fun activity

### **3. Encouragement to Support Staff for Professional Growth:**

With the aid of preparatory certificate programmes like the English department's "Professional Proficiency in English for Support Staff" and the computer science department's "Computer Proficiency for the Support Staff," the college has significantly contributed to encouraging our support staff to pursue professional development. In addition, the university arranges a range of activities for them, such as Diwali celebrations, full-body health clinics, vaccination campaigns, and other events, in an effort to instill in them a feeling of "Campus spirit."

Evidence of success:

- An 2 day training program on First aid was organized in collaboration with St. John Ambulance Association Maharashtra State Centre which was financially supported by DBT Star Scheme. 14 support staff got trained in the said workshop.
- 24th July, 2021: Organisation of the health check-up camp for the support staff
- 26th March 2022: Grand Felicitation of Support Staff for a victorious performance ...a blend of dance and drama....The Ramayana.....Secured 1st PRIZE at HSNC Board's Art festival....Proud of our multi talented support staff.....
- Active engagement of the support staff in all festival such as Christmas, Diwali, Ganapati, etc
  - Several support staff members actively participated and completed the "Professional Proficiency in English for Support Staff" conducted by the Department of English.

### **4. Developing Sensitivity towards the Differently Abled:**

It is scarcely unexpected that the young people in our society are growing up completely indifferent to the requirements of individuals with disabilities in a world where everyone carefully skirts the subject of special needs. The institution is certain that we must learn to be more aware, understanding, and supportive of people with special needs through gaining knowledge via first-hand exposure and experience. In order to do this, the institution prepares for its traditional Christmas celebrations by inviting college students and children with disabilities to join in the fun.

Evidence of Success:

- Christmas crib was made with natural theme by the students. 20+ special children were invited and Christmas was celebrated with fun filled activities by the students of the college on 24th December, 2021
- Sensory garden – A section is separately created for visually impaired people who would understand the plants its by aroma, taste and texture.

- Facilities are created in the washroom by placing handles which would ensure easy movement in the washroom for differently abled students.
- Railing along the staircase, ramp at the entrance, spacious corridor
- Empathetic faculty and staff and peers help the students with physical difficulty. Students with learning disability who requires extra hours for learning any subject can approach concerned faculty member for necessary help.
- Such students get extra time and scribe/writer during the examination as per the University guideline.

## 5. PROBLEMS ENCOUNTERED AND RESOURCES REQUIRED

People who are attentive to community needs and willing to put in extra time for the service are needed for community outreach activities. To pull one's socks up, one must leave the comfort of four walls. Most individuals in today's society are unaware of the urgent needs. It is challenging to motivate the student body to go above and beyond the curriculum requirements, which are not graded.

Another area where most people are deaf is the environment. Students have the impression that "it is not my area." And only those with backgrounds in biological sciences should focus on activities relating to the environment. As a result, not many pupils engage in these activities.

Funds are one of the most critical prerequisites for any endeavour. It is necessary to prepare ahead for the distribution of finances. The following crucial requirements for every outreach effort are appropriate infrastructure and people resources with a positive outlook. More individuals ought to participate in these kinds of activities with a positive attitude.

The initiatives are built around club activities. These clubs need to get more students to join them. As part of their internal evaluation, psychology and sociology students are required to take part in extension activities.

Resources are not required because costs are covered by club or individual resources. The management is ready to cover the additional costs if necessary.