Vivekanand Education Society's
College of Arts, Science & Commerce College (Autonomous)
Chembur, Mumbai – 400071

Perspective Plan 2021 to 2026

I. *Background*

In sync with Vision, Mission, objectives and quality policy of Vivekanand Education Society's College of Arts, Science and Commerce (Autonomous) and in consultation with VES management, College Development Committee (CDC) and IQAC, the following perspective plan/ strategic plan has been formulated. However, the same is subject to modification as per notifications from Government, UGC and University of Mumbai.

Vision: Enlightened society through holistic education

Mission: Pursuit of excellence in higher education

Objectives:

- To provide a conducive academic atmosphere to students.
- To improve the overall academic performance of students.
- To inculcate discipline as a value among students.
- To develop employable skills among students.
- To render service to society.

Quality Policy:

We at VES are committed to the pursuit of excellence in the field of education in order develop a good competent workforce and contribute to nation building. We endeavor to achieve this by continually improving our quality management systems through:

- Adoption of Innovative teaching methods.
- Providing creative and enriching learning experiences.
- Student centric activities.
- Staff development programmes.
- Quality control mechanisms.
- Continuous review of systems and processes to ensure Quality assurance.
- Enhancing quality consciousness amongst staff and students.
- Creating a culture of total quality as a way of life.

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II.   *Introduction/ College Profile*

Vivekanand Education Society's College of Arts, Science and Commerce (Autonomous) was established in the year 1979. The college is permanently affiliated to the University of Mumbai and recognized by the U.G.C under 2(f) & 12(b). While the college holds autonomy in its courses, the degree is awarded by the parent university i.e., University of Mumbai. The college holds minority status for the Sindhi linguistic minority.

The college has been re-accredited by **NAAC (3rd cycle) with an 'A' grade (CGPA 3.26)** in August 2017. The validity of NAAC accreditation has been extended **till December 2026**, upon being conferred with Autonomous Status by the UGC and the University of Mumbai starting from the Academic Year 2021-2022. The college has been previously bestowed with the **'Best College Award'(Urban Area)** by the University of Mumbai for the academic year of 2012-2013 & received a **grant from the DST under the FIST scheme as well as the Star College grant** from the DBT in the year 2015-2016.

The College conducts the following programmes:

Aided	Self-Financing Undergraduate Programs	Self-Financing Postgraduate Programs	Autonomous Courses	Ph.D
Arts				
B. A. Economics B.A. Psychology B.A. Sociology B.A. Eco-Commerce	BAMMC (Advertising & Journalism)	M.A. Psychology M.A. Public Relations	B.B.A	

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Science				
B.Sc. Physics B.Sc. Chemistry B.Sc. Microbiology	B.Sc Computer Science B.Sc. Bio-technology B.Sc. Information Technology	M.Sc. Microbiology (By Papers & Research) M.Sc. Analytical Chemistry (By Papers & Research)	B.Sc. (Data Science & Data Analytics)	Physics Chemistry Microbiology
Commerce				
	B.M.S B.Com. Banking & Insurance B.Com. Accounting & Finance B.Com. Financial Markets	M.Com. (Accountancy) M.Com (Business Management)	B.Com. (E-Commerce) B.Com. (Finance)	

III. Stakeholders Recommendations/ Feedback

The perspective plan has been drafted keeping in mind the following:

1. **NAAC Recommendations during their institutional visit from 3rd to 5th August, 2017:**
   - The Institute was suggested to make a long-term perspective plan.
   - Efforts to be made for resource mobilization from State or Central government, Industries and agencies (CPE/RUSA).
   - Coaching students for the competitive examinations.
   - Faculty should undertake more major or minor research projects.
   - Capacity building courses for teaching and non-teaching staff on a regular basis.
   - Language proficiency and soft skill development courses for students.
   - ICT thrust and further innovations in teaching-learning process.
   - Collaborations with industries, academic and research centres, professional bodies and NGO's.

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- Alumni association needs to be proactive.
- Strengthening of facilities for sports, games and extracurricular activities.
- Initiating steps to acquire status of Autonomous college.

2.   **Autonomy Committee Recommendations during their Institutional visit from 26th to 27th August 2021:**

- Research must be strengthened and faculty must be encouraged to publish in SCI high impact factor journals.
- Skill development program for teachers for exposure of modern pedagogical teaching tools need to be initiated.
- Placement activities need to be strengthened. More placement related activities to be organized by the placement cell.
- Efforts should be made to provide more industry internship/industry visits to students.
- Alumni associations should be strengthened and may be involved in academic activities.
- Library facilities need to be augmented for digital learning

3.   **Pertinent Suggestions from Students Institutional Feedback collected during the year 2020-21**

- Placement support to be enhanced.
- Improvising office administration towards greater efficiency in the student related work.
- Need for Soft skill guidance sessions.
- Improvement in common infrastructure and facilities

4.   **NEP 2020 as a prime mover**

The core focus of NEP 2020 in higher education is to produce high-quality, thoughtful, well-rounded and creative individuals. It can be accomplished by providing an environment for the holistic development of individuals, where the skill set can be identified and nurtured by adding human and social values. In this respect, the perspective plan will guide us the following directions:

- **All round development of students**: In order to develop the all-around capacities of the students (intellectual, aesthetic, social, physical, emotional and moral) in an integrated manner, our college needs to include multidisciplinary subjects.

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- **Aligning the Institution's objectives and its Mission with NEP 2020**: Our Institution's objectives and our Mission together contribute towards creation of an enlightened society through Holistic education. We always strive to ensure that our students not only become degree holders, but also be competent with all the skill sets required as required by NEP 2020.

- **Focus on Outcome Based Education (OBE):** Continuous review and change of curriculum are an important facet of the teaching-learning process. Empowered by the grant of autonomy, we are modifying curriculum by utilizing the flexibility. In order to make the learner equipped with subject specific skills and graduate to higher order thinking relevant to global/ national standards, the curriculum is undergoing appropriate changes.

- **Distance education/online education:** One of the focus areas of NEP 2020 in higher education is to provide opportunities for online learning. NEP aims to promote self-learning, personal enlightenment, productive contribution to society, more meaningful and satisfying lives and work roles and enabling economic independence. In order to adopt online learning, in the next academic year, various courses have been proposed to offer blended learning and resources are being made accessible both online and offline.

IV.   *SWOC Analysis of the College*

Strengths

- Supportive, encouraging, visionary Management; qualified, dedicated, experienced faculty and visiting faculty with professional expertise /industry experience.
- Multiple/ diverse options of educational programmes offered at the college.
- Faculty empowerment through FDP, ICT training programs and collaborative resource sharing initiatives with VES institutions.
- Transparent rule-based administration ensuring inclusive practices.
- Supportive infrastructure to facilitate teaching-learning and co-curricular activities.
- Student holistic development under the aegis of VES Talent Nurture Academy

Weakness

- A large number of students come from marginalized socio-economic backgrounds.
- A high degree of heterogeneity in the classroom.

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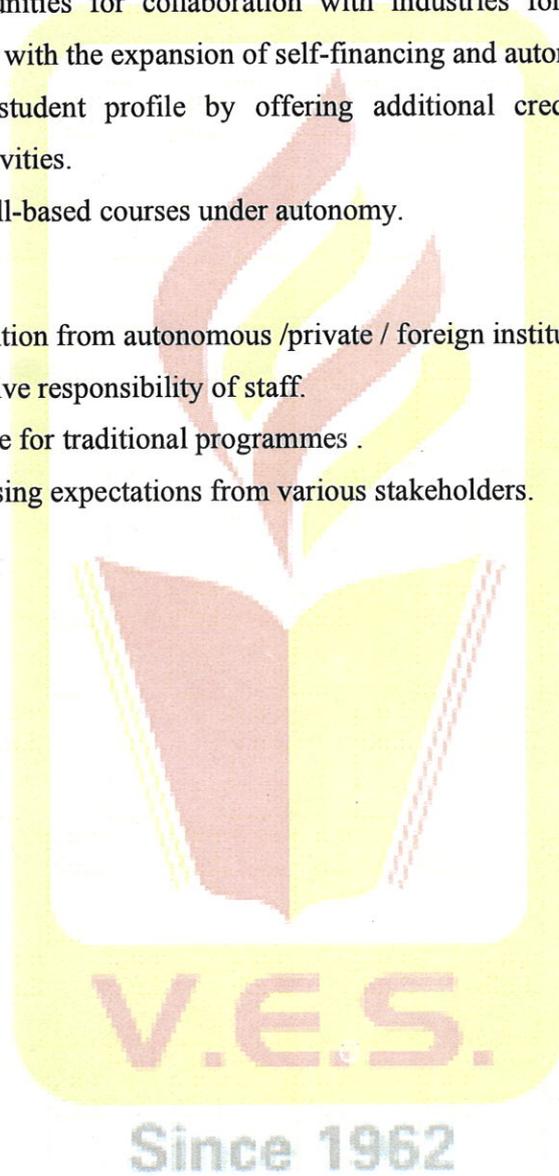
- Locational disadvantage for students.

Opportunities

- Benefit from RUSA and CPE Grants.
- Staff development through various programs for enhancing professional and subject specific skills.
- Increasing opportunities for collaboration with industries for internship, placement and research initiatives with the expansion of self-financing and autonomous courses.
- Enhancement of student profile by offering additional credits from co-curricular and extracurricular activities.
- Introduction of skill-based courses under autonomy.

Challenges

- Increasing competition from autonomous /private / foreign institutions.
- Rising administrative responsibility of staff.
- Reduced preference for traditional programmes .
- Coping with the rising expectations from various stakeholders.

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V. *Perspective/ Strategic Plan and Execution/ Implementation*

Areas	Perspective Plan Elements	Execution/ Implementation
Governance and leadership	• Strengthening decentralization and academic rigour by appointment of academic coordinators • Increasing students' representation in decision making. • Staff induction and training programmes. • Tapping various funding agencies for resource mobilization • Improving college brand positioning and image by highlighting the unique features and social media marketing • Attracting/ recognising talent by offering scholarships, incentives for research and awards. • Starting of new/ autonomous courses. • Preparation for introduction of four year degree programmes with provision for multiple entry and exit options as per expectations of NEP 2020 • Periodic Academic audit by external members/agency	VES Management/ Governing Body/ Principal/ Vice – Principal/ IQAC

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Curriculum design	- Aligning Course objectives with the learning Outcomes for better employability - Introduction of Autonomous courses as per global and local needs. - Introduction of additional credit courses for skill and knowledge enhancement. - Incorporation of research component / internship in line with NEP 2020. - Offering Interdisciplinary/ Multidisciplinary courses and electives. - Preparation of Curriculum for 4-year Honours programmes. - Online/ Hybrid Certificate Courses, also open to students /researchers (outside VESASC).	HOD's/ Co-ordinators/ BOS/ Academic Council
Teaching – Learning	- Developing and using modern/ innovative pedagogical tools. - Increasing focus on learner-centric methods and outcome-based education for enhancing learning experiences. - Inviting eminent industry resource persons and distinguished scholars for expert guidance sessions. - Faculty Development /Exchange Programmes.	Departments

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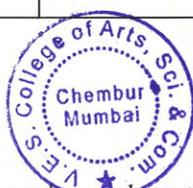
Evaluation process	- Continuous Internal Assessment (CIA). - Introducing new and innovative assessment methods. - Matching course objectives with course outcomes. - Scrutiny of Question paper and review/ moderation of exam paper assessment. - Greater transparency in evaluation. - Registering the institute and students for Academic Bank of Credits (ABC).	Examination Committee/ All teachers
Collaborations and linkages	- MoU's with Industries, Corporates and Institutes. - Implementing Faculty Exchange Programme with HEI's in India and abroad. - Shouldering the responsibilities as Lead College for Mumbai University Cluster II of 14 colleges affiliated to University of Mumbai. - Collaborating for extension activities with Private and Government Institutes/NGOs. - Collaborating for providing/ doing student internships.	Management/ Principal/ Vice Principal HOD's/ Co-ordinators
Research	- Formulating a research promotion and incentive policy to encourage faculty/ students to undertake research projects/work. - Formulating a research ethics policy. - Setting up of an Innovation and Incubation Cell. - Increasing awareness on various intellectual property avenues and protect and stimulate innovation - Building research acumen through research methodology workshops, conferences and symposium.	Research Circle

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	• Establishing additional research centers for Ph.D programs	
Extension activities	• Strengthening tie-ups with NGOs to sensitize students' exposure to societal issues. • Participation in social initiatives and programmes of the Government. • Strengthening of NSS/ DLLE/ Outreach units. • Initiating matriculation completion programme for school drop-outs.	NSS/ DLLE/ Outreach units
Student Progress	• Continue focused Student mentoring. • Providing multiple opportunities for holistic and self-development. • Guidance for competitive exams and arranging career guidance sessions. • Increasing linkages and networking with corporates for internships and placements. • Encouraging Entrepreneurship and Self-employment. • Increasing Alumni interaction and engagement for various academic, co-curricular and extra-curricular activities. • Gender audit.	Career and Placement Cell/ Student Connect and Alumni Committee
Feedback	• Feedback on Curriculum from all stakeholders. • Feedback on Teaching- Learning from students. • Feedback on Infrastructure and Support Services of the college from students. • Analysing feedbacks for continuous improvement.	Principal/ IQAC/ HODs/ Co-ordinators
Infrastructure	• Strengthening existing infrastructure including ICT enabled facilities, classrooms and laboratory infrastructure. • E-content development centre/ Lecture Recording/Studio.	Management/ Administrative Office/

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	• Incorporation and improvising ERP from time to time. • Improving student: computer ratio. • Divyangjan friendly and inclusive campus. • Installation of additional CCTV for security and surveillance.	Infrastructure Committee
Learning resources	• Increasing access to E-resource and make them available remotely through a seamless platform. • Institutional Digital Repository (IDR). • Enhancing library usage among students.	Management/ Library Committee
Staff development	• Organizing Capacity Building/ Staff Development Programmes. • Promoting professional growth by encouraging staff members to participate in seminars, conferences, workshops, training programmes such as refresher courses, orientation courses and short-term courses.	**IQAC**
Extra-curricular activities (Sports/ Cultural)	• Enhancing sports infrastructure. • Appointment of coaches for sports. • Open gym for students and staff. • Appointing professional trainers for dance, drama and other cultural activities. • Promoting sports and cultural participation through various activities and incentives. • Showcase Achievements of students through social media platforms to attract talent.	Management/ Principal/ Cultural and Sports Committee
Green Initiatives	• Rain water harvesting. • Green/Environment Audit. • Adopting power saving measures and other green initiatives.	Management/ Principal/ Go Green Committee

Principal

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