

# STRATEGIC PLAN 2019 - 2024

*Pillai*

---



Mahatma Education Society's

**PILLAI COLLEGE**  
OF ARTS, COMMERCE & SCIENCE  
(AUTONOMOUS)

## Table of Content

Sr No.	Title	Page No.
I	<b>Preface</b>	3
II	<b>Acknowledgement</b>	3
III	<b>Process of Creating the Plan</b>	4
IV	<b>Theme of the Plan</b>	4
V	<b>Who are we?</b> <ul style="list-style-type: none"> <li>● Mission</li> <li>● Vision</li> <li>● Goal</li> <li>● Stakeholders Expectation</li> </ul>	5
VI	<b>Where are we?</b> <ul style="list-style-type: none"> <li>● Geography</li> <li>● University of Mumbai</li> <li>● Regulatory Environment</li> </ul>	7
VII	<b>Our Competition</b>	9
VIII	<b>How did we get here?</b> Brief history of the Institution Key metrics: <ul style="list-style-type: none"> <li>● Intake and Enrolment</li> <li>● Results</li> <li>● Faculty Profile</li> <li>● Research and Consultancy</li> <li>● Award and Recognition</li> <li>● Core Competencies</li> </ul>	10
IX	<b>What can we improve?</b> <ul style="list-style-type: none"> <li>● Teaching Learning</li> <li>● Training</li> <li>● Placement</li> <li>● Research</li> <li>● Entrepreneurship</li> <li>● Alumni</li> <li>● Extension</li> <li>● aAutomation</li> </ul>	17
X	<b>SWOT Analysis</b>	19
XI	<b>Strategic Goal and Implementation Plan</b> (Criteria wise Planning)	20
XII	<b>Deployment Process</b>	30
XIII	<b>Annexure 1:</b> Questionnaire from Students, Alumni, Faculty, Parents, Academician	



## **I. PREFACE:**

The Strategic Plan for the period of five years commencing from academic year 2019-20 to academic year 2023-2024 has been prepared by the Internal Quality Assurance Cell (IQAC) of the college taking into consideration the quality indicators of seven criterions determined by NAAC.

The IQAC plays a vital role in maintaining and enhancing the quality of the institution and suggests timely quality triggers. Feedback from all the stakeholders and the recommendations of the IQAC are taken into consideration while preparing the prospective plan.

The Strategic Plan has been discussed, reviewed and approved by the Heads of the institution. It is our sincere effort to prepare the framework for our collective efforts directed towards the attainment of our goals.

## **II. ACKNOWLEDGEMENT:**

We appreciate the efforts of the team of students and faculty towards the preparation of the Strategic Plan for five years. The valuable feedback of the following stakeholders helped immensely in preparation of a realistic Strategic Plan which will help in achieving quality outcomes.

### **1. Dr. S.T. Gadade**

Secretary, Janardan Bhagat Shikshan Prasarak Sanstha, Panvel & Principal, Ramsheth Thakur College of Commerce & Science, Kharghar

### **2. Dr. Tanmay Nayak**

Director T.I.S.S., N.U.S.S.D.

### **3. Dr. Manoj Kumar**

Joint Secretary, UGC, WRO.

### **4. Dr. Sanjay S. Jagtap**

Regional Joint Director, Higher Education, Konkan Region.

### **5. Prof. Pulapa Subba Rao**



Vice Chancellor, Millenium University, Blantyre, Malawi.

**6. Dr. Hemlata Bagla**

Principal, K.C. College.

**7. Mrs. Jaspreet Walia**

H.R. Head, Infosys, Pune

**8. Mr. Jeffin Johns**

Founder Brand Keeda ( Alumni)

**III. PROCESS OF CREATING THE PLAN:**

The Strategic Plan for the period of five years commencing from academic year 2019-20 to academic year 2023-24 has been prepared by the College by taking into consideration NAAC quality parameters. The Head of the Institution along with the Internal Quality Assurance Cell (IQAC) of the college, Heads of the Department, Faculty and Management representatives has taken initiatives in preparation of the prospective plan. Based on the challenges faced by the institution, a detailed plan has been worked out taking inputs from all the stakeholders.

**IV. THEME OF THE PLAN:**

Empowering stakeholders via:

- a) Student and Faculty oriented approach
- b) Market orientation
- c) Support Industries through Placement and Consultancy
- d) Extension and Outreach Activities
- e) Automation of Administration

## V. WHO ARE WE?



### Goals:

1. To provide quality education.
2. To create employment potential.
3. To provide community service.
4. To provide youth for community service.
5. To achieve overall development of students.
6. Respect for the environment.

### Stakeholders Expectation:

#### 1. Students

- Career Oriented Courses
- Clubs and Associations to sharpen relevant skills
- Internships
- Alumni Mentoring

- Career Counselling and Guidance
- Placement

## **2. Faculty**

- Career Progression
- Compensation as per Industry standards
- Academic Freedom
- Incentives for Research
- Paperless environment

## **3. Parents**

- Competitive Curriculum
- Quality teaching
- Extra-Curricular Activities
- High rankings
- Good Placements

## **4. Industry**

- Partnerships for designing curriculum
- Partnerships for internships and placements
- Sharpen market relevant skills in students
- Nurture entrepreneurial skills in students

## **5. Alumni**

- Alumni Mentoring
- Wider professional network
- Connect with Community & Socialize
- Giving Back opportunities



## VI. WHERE ARE WE?

### Geography:

Our institution was established in 1998 and is located in New Panvel. Due to it being part of a city, the institution has many **locational advantages** such as:

1. Access to the large and young population of Mumbai, Navi Mumbai and Raigad Districts.
2. It is near to Panvel Railway station which is accessible via Mumbai suburban trains.
3. The Navi Mumbai International Airport is coming up less than 10 km from the college.
4. Navi Mumbai is planned by CIDCO and has a full-fledged municipality which ensures that basic amenities such as electricity, water, sewage treatment, road access etc. are available.
5. It is also nearby various industrial areas such as Taloja Industrial Park, Patalganga Industrial Area and Khopoli Industrial Area which have huge potential for numerous industrial tie ups.
6. It is surrounded by CIDCO gardens and park which give the campus a serene feel.
7. The institution faces some **challenges** too because of its location:
  - a.) Not being in Mumbai, the institution does not have continuous power supply so has to invest in diesel generators and UPS to supply electricity to the college.
  - b.) It is on the last stop of Mumbai Suburban local line so some students and faculty have to commute a long distance (45 min - 1 hour) to reach the college.



### **Regulatory Environment:**

Pillai College of Arts, Commerce and Science is regulated by numerous local, state and national bodies. Their role and scope of regulation are given below:

a) **U.G.C.:** U.G.C. is the apex regulator of higher education in India. The University Grants Commission of India (U.G.C. India) is a statutory body set up by the Government of India in accordance to the U.G.C. Act 1956 under Ministry of Education, and is charged with coordination, determination and maintenance of standards of higher education. It provides recognition to universities in India, and disbursements of funds to such recognized universities and colleges. Without its recognition, no university in India can grant a degree. University Grants Commission, New Delhi has conferred Autonomous Status to **Pillai College of Arts, Commerce and Science** on 24<sup>th</sup> June, 2019. Under the autonomous status academic freedom has been given to the college. The Institute has received recognition by U.G.C. under Section 2(f) and 12(B) from 2009.

b) **NAAC:** The National Assessment and Accreditation Council (N.A.A.C.) was established in 1994 as an autonomous institution of the University Grants Commission (U.G.C.) with its HeadQuarter in Bengaluru. The mandate of N.A.A.C. as reflected in its





vision statement is in making quality assurance an integral part of the functioning of Higher Education Institutions (HEIs). The N.A.A.C. functions through its General Council (GC) and Executive Committee (EC) comprising educational administrators, policy makers and senior academicians from a cross-section of Indian higher education system.

**c) University of Mumbai:** Pillai College of Arts, Commerce and Science (Autonomous), is affiliated to University of Mumbai under which the college has received permanent affiliation for 5 U.G. programmes.

**d) Admission Regulatory Authority:** It regulates all aspects with regards to admission. It conducts the Centralized Admission Process which must be followed by all affiliated colleges and it approves the merit list. Approval is needed every year.

**e) Fee Regulating Authority:** Finance Committee fixes the tuition and development fees of the institution. Approval is needed every year.

**f) CIDCO/ Panvel Municipal Corporation:** Frames norms for land, building, infrastructure, safety and compliance with various building rules and regulations. Conduct inspection from time to time.

## VII. OUR COMPETITION:

Autonomy to colleges is expected to reduce the burden of universities with hundreds of colleges affiliated to them. With many colleges applying for autonomy from the University of Mumbai (MU) and getting approvals, there will be a whole range of educational choices offered to the students leveraging on the academic autonomy received.

Academic autonomy is being offered to colleges which mean that there will be more competition. In and around Navi Mumbai colleges are now having autonomous status and few colleges have applied for autonomous status. Our courses are popular with the



students and our Board of Studies and Department of skill development and entrepreneurship have planned for market orientation of the syllabus to give an employment edge to our students. The inclusion of industry experts in designing value-added courses help students stand apart from the rest in the job market by adding further value to their resume.

## VIII. HOW DID WE GET HERE?

### **Brief history of the institution:**

Our institution has risen from a simple beginning in 1998 to be the most popular institution catering successfully to the needs of rural, urban and global students with eight under-graduates; three post graduate programmes and a doctoral programme with over 4000 students. We are **permanently affiliated to the University of Mumbai** and **recognized by UGC under 2 (f) and 12 (B)**. In a record time of 6 years of its inception the National Assessment and Accreditation Council (NAAC) accredited us with the prestigious '**A**' Grade in our **First cycle** of accreditation. In the **Second cycle and Third cycle** of NAAC reaccreditation we were awarded with an '**A**' grade. Our Internal Quality Assurance Cell is working continuously on further diversifying activities to enhance and enrich our academic and non-academic practices.

Our Institution has been granted Autonomous **status** from the Academic year 2019-20 onwards. We started with just one division of the Bachelor of Commerce degree and today we have Bachelor of Commerce. (Regular), Bachelor of Commerce in Accounts and Finance, Bachelor of Commerce in Financial Markets, Bachelor of Management Studies, Bachelor of Science in Information Technology, Bachelor of Science in Computer Science, Bachelor of Science in Biotechnology, Bachelor of Mass Media, Masters of Science in Information Technology, Masters of Science in Biotechnology, and Masters of Commerce in Accountancy.



We have high tech libraries and laboratories to aid teaching and learning. The institution has state-of-the-art audio-visual classrooms with LCD projectors, smart boards, mikes and air-conditioners, wi-fi, internet/LAN connectivity, auditorium with blue ray technology and digital theatre, assembly hall, computer laboratories, media laboratory, interior designing and photography studio, state of the art library, hygienic cafeteria, conference room, language laboratory, students' common room, boys /girls room, biotechnology laboratories, gymkhana, synthetic turf, spacious ground, rifle shooting range, health club, separate rooms for all departments, research centre, separate room for grievance cell, N.S.S., womens' cell, IQAC, students' council, counselling centre and sufficient open space within the campus for conducting events.

On the academic front, our result in all branches in Mumbai University is highly satisfactory and has consistently surpassed university results for all years invariably. We have professional coaches on our rolls to train our students in sport and cultural activities. We have maintained the position of being among the top four colleges in sports in the University of Mumbai.. In the field of cultural activities, we have been bagging gold/silver medals in theatre, performing arts and all other categories. We have been awarded the Prof. Chandgadkar Trophy for the '**Best College Magazine**' for three years.

The institution is also aware of its social responsibility and promotes, in a big way, extension activities through its various cells and societies. N.S.S. & Social Awareness Cell organizes a number of activities to make a difference to the society that we all live in. By taking into consideration our initiatives to make the society a better place to live in, the University of Mumbai bestowed on us the coveted '**Best N.S.S. Unit Award**' and the '**Best N.S.S. Programme Officer Award**' for the academic year 2016-17.

The **Incubation Cell, Innovation Club and the Entrepreneur Development Cell** of the institution work towards equipping the students with relevant skills for enhancing their employability. **Placement Cell** is working on collaborating with corporate big wigs and



organizing workshops/seminars for the career enhancement of students. Our Placement Cell has been very active and a number of students were selected by corporate big-wigs like Nokia, Wipro, Infosys, SBI and the like. **Several Certificate Courses** have been introduced by the Department of Excellence.

Taking into account our academic, infrastructure, non-academic endeavours (Social, Sports, Cultural and others) University of Mumbai conferred us with the prestigious **'Best College Award'(2016-17)**. Recently our college received the **Outstanding Institute Award** by ET Now (17<sup>th</sup> Feb, 2018). Mahatma Education Society's Pillai Group of Institutions was felicitated as the **Winner of the Best Infrastructure and Facilities award** by Lokmat Group (24<sup>th</sup> July, 2016) and was awarded the **Premium Educational Brand of India** by Economic Times (29<sup>th</sup> March,2019) . Recently our college has been ranked **5<sup>th</sup> by Education World in Maharashtra under Non-Autonomous Colleges Category** and **7<sup>th</sup> in Maharashtra under Autonomous Colleges Category.** ( April 2020-21)

We have a **dedicated Research Development Committee** to encourage research amongst students and staff. Our faculty have been acquiring Ph.D. /Ph.D. Guide ships and are actively involved in several minor/major research projects. Our members of the staff are highly dedicated and have passion and commitment towards achieving the institution mission and goals.

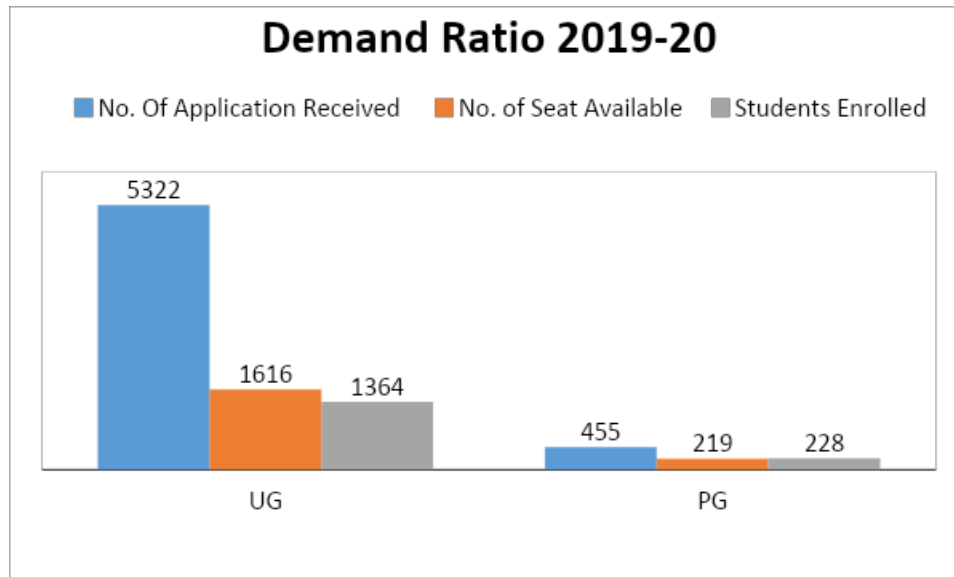
We will be trying sincerely to achieve excellence in **academic performances, capability of self-governance and enhancement in the quality of education** by improvising our innate qualities, adopting innovative ideas and acquiring new skills for the benefit of the stakeholders.

### **Key Metrics:**

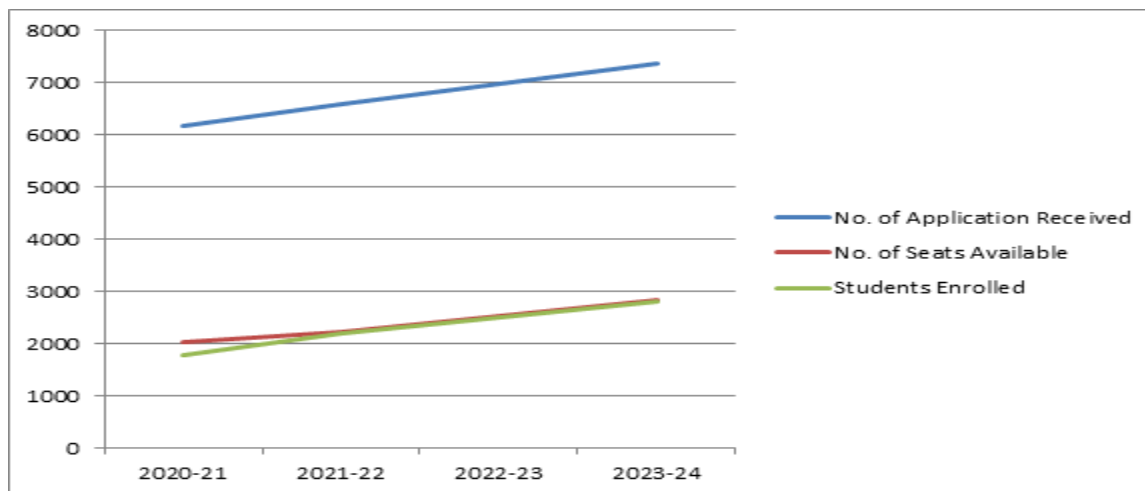
#### **a) Intake and Enrolment:**

The student intake capacity of the institution has increased over the past 20 years and currently stands at 1616 U.G., 219 P.G. and 10 Ph.D. The demand ratio for all the

courses offered by the institution is high. We offer 8 U.G. Courses, 3 P.G. Courses and Ph.D. in 3 disciplines, which are all popular courses across domains.

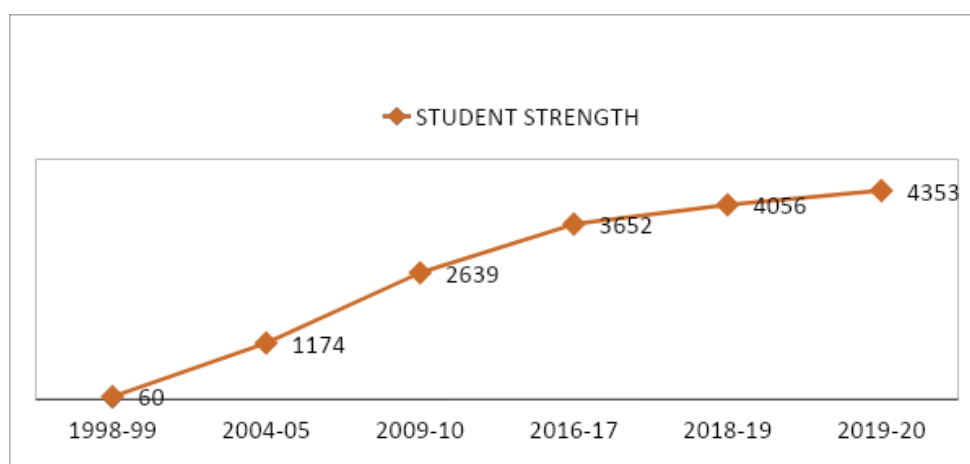


#### Estimate Demand Ratio: (2020-2024)

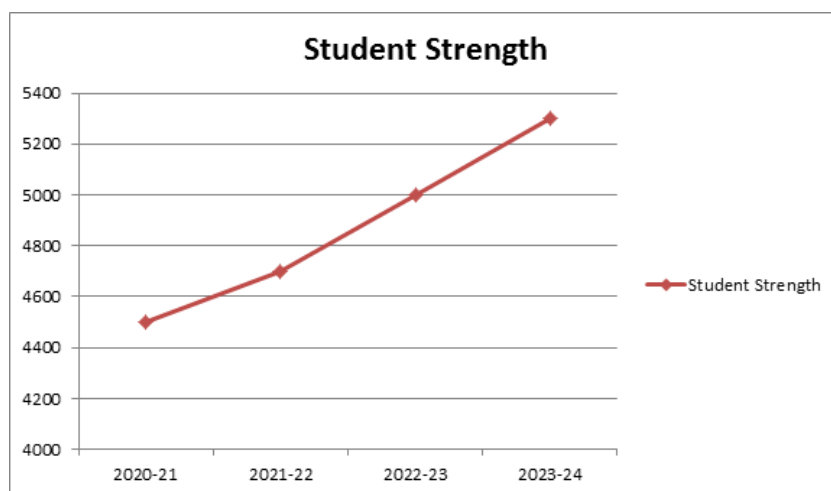


#### b) Student strength:

Starting from the academic year 1998-99 the number of enrolled students in P.C.A.C.S. has been increasing. In the year 1998-99 the number of students enrolled were 60 and since then have risen manifold and reached 4353 in 2019-20.



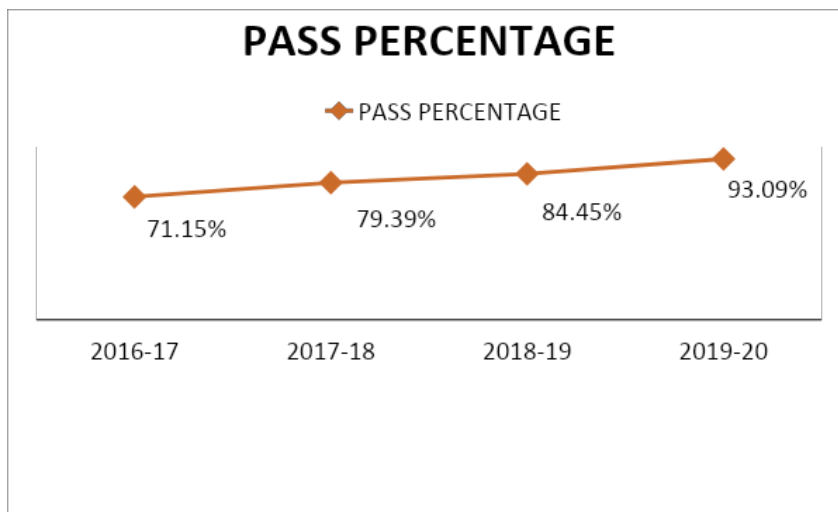
**Estimated Student Strength: (2020-24)**



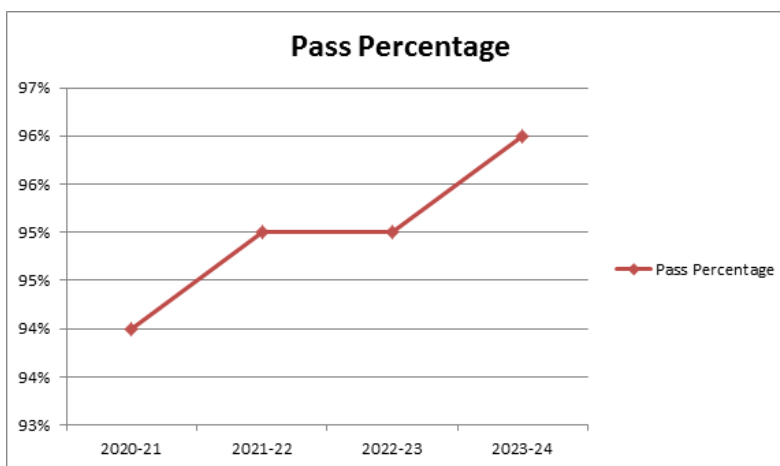
### c) Results:

The institution reviews its Examination Results each year to track the progress of its students. Our results for all courses have surpassed University Results for almost all

years. The institution's pass percentage exceeds 90%. The improved results can be attributed to the Teaching Competence, Remedial/Advanced Coaching and Bridge Courses, Study Camps, Industrial Visits and the like.



#### Estimated Pass Percentage: (2020-24)



#### d) Faculty Profile

Faculty fulfils prescribed norms of qualification. Our faculty have been acquiring Ph.D./Ph.D. Guideship and are actively involved in several minor/major research projects. Our faculty have authored several books of repute, are members of the



syllabus revision committee, have been appointed as paper setters, moderators, resource persons, interview panelists, chairpersons, consultants and have been heading important committees at various levels.

**e) Research and Consultancy:**

Faculty and student participation in research activities has increased. Student's participation in the Research Convention has increased and they are also bagging research awards. Research publications carry substantial weight in the faculty selection, promotions, increment as advised by the University Grants Commission (UGC). The institution provides the necessary support for encouraging quality research. We have a dedicated **Research Development Committee** to encourage research amongst students and staff.

**f) Award and Recognition:**

Taking into account our academic, infrastructure, non-academic endeavours (Social, Sports, Cultural and others) University of Mumbai conferred us with the prestigious 'Best College Award'. Recently our college received the Outstanding Institute Award by ET Now. Mahatma Education Society's Pillai Group of Institutions was felicitated as the Winner of the Best Infrastructure and Facilities award by Lokmat Group and was awarded the Premium Educational Brand of India by Economic Times.

**Core Competencies**

The College Competencies are developed to better map and coordinate the knowledge students gain and learn through their interaction with the institution. We aim to help shape students with versatile skills in an ever-changing environment that is increasingly being shaped by technology, globalization and quality. The institution has developed the following competencies and plans to improve on them so that students benefit from meaningful interactions with the institution.





- Adaptability to current trends in curriculum and teaching-learning methods
- Market Oriented Certificate courses
- Career Designing
- Industry/Global Exposure
- Incubation
- Research Skills
- Extra-Curricular Activities
- Leveraging Alumni Potentials
- Internships and Placements
- Social Education
- Human Value
- Professional Ethics

#### **IX. What we can improve:**

##### **Teaching Learning:**

Under an autonomous status, the institution aims at bridging the gap between academics and industry by introducing industry relevant courses and diploma programmes, which will give wider educational choices to the students and add to their employability quotient. There will be a lot of scope for industry oriented skill development built-in into the system which needs to be exploited to give the students a placement edge in the market.

##### **Training:**

Linkages with the industry are a prerequisite for imparting training to students. Being an autonomous institution we can design the curriculum in a way that includes various training programmes. Institutions can link with industries where students can acquire training through internships and the like. The institute is also taking continuous efforts to provide teaching as well as non teaching staff to upgrade professional skills.

**Placement:**

Out of the eligible students, around 60% percent of the students are placed right by the time they graduate. We provide all the needed training, workshops, and projects to develop industry-oriented specific skills. We have tie-ups with various corporates to conduct campus placements within the institution and hire from our rich pool of talented students. There is immense potential in tying up with more industries from different domains for Placement of students from varied streams.

**Research:**

The Research Development Cell at the college conducts a number of activities to encourage students and staff into research. It is necessary to conduct quality research which can add value to the whole exercise. To aid quality research there may be a need for research collaborators, funding, access to equipment and materials etc. Funding agencies may sanction funds for selected research projects or ideas hence it may be imperative to identify relevant sources of funding to aid research.

**Entrepreneurship:**

The Institute's innovation Cell has supported different start up ideas by students. The Alumni of the institution are also involved in a number of start up initiatives around Navi Mumbai. It is now imperative to network with other Incubation Centers to leverage expertise and also raise venture capital for supporting startups that incubate on the campus.

**Alumni:**

Colleges are becoming aware of the benefits an actively engaged alumni can have for the institution and its students. Alumni Association of the college conducts events annually for the alumni. Alumni are invited as experts to utilize their expertise for the benefit and progress of the present students. Alumni Mentoring Club has also been established to provide Industry/Corporate Guidance, Career



Counselling and Mentoring powered by Alumni to the upcoming batches each year. Alumni have been engaged for availing their expertise, for mentoring, fundraising, for career support to current students. However, it is necessary to have a more active alumni organization which encompasses our alumni spread globally and is able to leverage their potential.

**Extension:**

The college consistently promotes participation of students and faculty extension activities through various cells and forums. It aims to develop student sensitivity through their interaction with various challenges faced by the people in the nearby communities. Extension activities may go beyond regular social activities to major drives effecting a major change and involving students in a bigger number. Tying up with NGOS for giving added thrust to any social initiative may need to be considered.

**Automation:**

Going paperless offers multiple benefits to any educational institution as the collation of data and managing the data becomes easier and to that extent the burden of work is reduced on the faculty. It is hence imperative to build a robust automated system to reduce the administrative burden on faculty.

**X. SWOT Analysis:**

**Strengths:**

- A. Qualified and motivated staff
- B. Learner Centered Syllabus with market orientation
- C. Career oriented/ Add on/ Skill oriented Courses
- D. State of the art infrastructure
- E. Research Orientation



- F. Extra-Curricular Activities
- G. Excellent Internships and Placement Record
- H. Social Education

**Weakness:**

- A. Technology transfer IPR and Patents
- B. Collaborative research among the departments
- C. Strengthening Industry Collaborations and MOUs
- D. Consultancy

**Opportunities:**

- A. Introduction of industry relevant courses under autonomous status
- B. Enhancement of MOUs with Industries
- C. Incubation

**Threat:**

Educational institutions all over India are concerned about their quality and are looking for a competitive edge. Competition can contribute to quality, but it can also trigger focus on image or spend resources on frills. The threat is one has to follow the bandwagon to qualify for National and global rankings which are sometimes used by governments in allocating funds or determining academic mission, and by the institutions to benchmark themselves against others. At this juncture it becomes relevant to retain the real essence of an educational institutional and highlight what is most important.

**XI. Strategic Goal and Implementation Plan:**

**CRITERION I - CURRICULAR ASPECTS:**

**Goals:**

1. Introduction of new degree & Diploma Programs
2. Introducing industry relevant courses
3. To increase industry tie ups

4. Increase in Global Linkages

5. Focussing on number of functional start-up

Strategic Goal	2019-20	2020-21	2021-2022	2022-2023	2023-2024
Introduction of new degree & Diploma Programs/Ph. d. programs	First Year of Autonomy	Feasibility study of new programs and syllabus design	1) B.Sc in Economics 2) M.A (Communication & Journalism) 3) Post Graduate Diploma in Health Care Management 4) Post Graduate Diploma in Event Management 5) Post Graduate Diploma In HR Analytics 6) Diploma in Data Science 7) Diploma in Film Making <b>(Note-Introduction of courses mentioned may be subject to demand prevailing during time mentioned)</b>	1) Phd in Biotechnology 2) M.COM (Accounting & Finance) 3) B.Sc in Biochemistry 4) Bachelor in Hotel Management 5) Diploma in Clinical analysis 6) Diploma in Interior Designing 7) Diploma in Cyber Security & Governance 8) Diploma in Business Information Technology 9) Diploma in Big Data & Market Intelligence 10) Diploma in Research Analyst 11) PG Diploma in Business Analytics <b>(Note-Introduction of courses mentioned may be subject to demand prevailing during time mentioned)</b>	1) M.Sc in Bio banks & Complex Data Management 2) Master's program in Food biotechnology 3) Bachelor in L.L.B. 4) B.A in Apparel Design 5) B.A in Liberal Arts 6) B.A in Nutrition & Health Education <b>(Note-Introduction of courses mentioned may be subject to demand prevailing during time mentioned)</b>
Introducing industry relevant courses	16 courses	20 courses	In addition to 20 existing courses following new programs 1) Certificate course in IFRS. 2) Certificate course	1) Certification program in Hospital & Health Care management 2) Develop Ops Certification Training 3) Next-Gen	1) Certified Cloud Architect 2) Advanced Certification in Software Engineering for Cloud, Block chain & Iota

			<p>in basics of HR Analytics.</p> <p>3) Certificate course in Financial Modeling.</p> <p>4) Certificate course in Blockchain in Accountancy.</p> <p>5) Certificate course in Interdisciplinary program for Non-IT students</p> <p>6) Certificate course in Good Documentation process.</p> <p>7) Certificate Course in basics of stock market.</p> <p>8) Certificate Course in Ethical hacking.</p> <p>9) Certificate Course in film making &amp; sound editing.</p> <p>10) Certificate Course in Vaccine &amp; Immunity</p> <p>Certificate programs under ISRO</p> <p>11) Formation of NSDC</p>	<p>Sequencing Certification Course</p> <p>4) Certification in Health Informatics</p> <p>5) Certification in Artificial Intelligence</p> <p>6) Certificate Course in Risk Management.</p> <p><b>(Note-Introduction of courses mentioned may be subject to demand prevailing during time mentioned)</b></p>	<p>3) Certificate course in supply Chain Analytics</p> <p><b>(Note-Introduction of courses mentioned may be subject to demand prevailing during time mentioned)</b></p>
Industry tie ups department wise	Formation of Board of Studies with industry experts as member	Including stream wise industry experts in Department of Skill Development & Entrepreneurship for value added courses	Every year one to increase placements & Internships	Every year one to increase placements & Internships	Every year one to increase placements & Internships
Global Linkages	1 each year	1 each year	1 each year	1 each year	1 each year



Start ups	Formation of Institution's Innovation council	10	Nurturing start-ups so that they remain functional in the long run. Motivating students by giving concession in attendance
-----------	---	----	---

## CRITERION II -TEACHING - LEARNING AND EVALUATION:

### Goals:

1. Tie ups with various Universities, Media houses and Industries to provide practical exposure to students.
2. Strengthening the Teaching Learning Process.
3. Setting PhD Centre of Educational Technology.
4. Strengthening the evaluation process.
5. Reducing number of dropouts

Strategic Goal	2019-20	2020-21	2021-2022	2022-2023	2023-2024
Introducing Bridge Courses	2	2	3	4	4
Signing Mou's	Planning for collaborations	6	10	15	20
Set up of Skill Development centres and collaborations with various organisations	Planning for set up	Mou's 2	NSDC Centre setup & Mou's 2	Mou's 2	Mou's 4
Conducting FDP, Workshops for upgrading teachers	12	28	35	43	50
Set up of PhD Centre and workshop on NET/SET/PET Courses	Planning	Processing for PhD Centre	2	3	3
Online Continuous Assessment with Practical Assessment	Started Online Continuous Assessment	Online Assessment with Practical Evaluations	contd	contd	contd
Reducing Mentor-Mentee Ratio	Mentoring	Mentoring	Mentoring	Mentoring	Mentoring

### CRITERION III - RESEARCH, INNOVATION AND EXTENSION:

#### Goal

1. Preparation of proposals for minor and major research projects.
2. To increase Research Paper Publications and Books/Chapter Publication
3. To undertake various welfare programs in the institutions/ villages adopted by the college.
4. Extending infrastructure facilities to the alumni and needy.
5. Encourage faculty members to take up more paid consultancy projects.
6. To increase MoU's with different institutes for Research and extension activities:  
Developing industry relations, mapping of needs of local industries.

Strategic Goal	2019-20	2020-21	2021-2022	2022-2023	2023-2024
Proposals submitted for minor research projects	5	8	10	12	15
Proposals submitted for major research projects	3	3	3	3	3
To increase Research Paper Publications	16	26	30	35	40
To increase Books/ Chapter Publication	36	10	15	20	25
To take up paid consultancy projects	Planning for Consultancy	1	1	2	2
Conduct welfare programs in the institutions/ villages adopted by the college	14	24	30	30	35
Extending Infrastructure facility to the alumni and needy	Library facility to be extended to alumni as well as needy of the students	Library facility to be extended to alumni as well as needy	Sports facilities to be extended to NGOs and other associations	Gymkhana facilities to be extended to NGOs and other associations	Other facilities to be considered
To increase MoU's/ Linkages with different	10	10	10	15	15



institutes for Research and extension activities.					
---	--	--	--	--	--

#### CRITERION IV - INFRASTRUCTURE AND LEARNING RESOURCES:

##### Goals:

1. To increase the number of classrooms and seminar halls with ICT-enabled facilities and LMS facilities
2. To improve Student - Computer ratio
3. To increase the expenditure for infrastructure augmentation, excluding salary
4. To increase the expenditure incurred on maintenance of physical and academic support facilities, excluding salary component
5. To increase the percentage usage of library by teachers and students per day
6. To increase the number of books/ e-books and subscription to journals/e-journals.

Strategic Goal	2019-20	2020-21	2021-202 2	2022-202 3	2023-202 4
Number of class rooms with ICT facilities	19	19	20	21	22
Number Classrooms with LMS facilities	Planning for setting up Classroom with LMS facilities	1 (30 chrome books)	1	1	1
Student - Computer ratio	10:1	10:1	10:1	9:1	9:1
Expenditure for infrastructure augmentation, excluding salary (Rs.)	Increase 10% over previous year	Increase 10% over previous year	Increase 10% over previous year	Increase 15% over previous year	Increase 15% over previous year
Expenditure incurred on maintenance of physical and academic support	Increase 10% over	Increase 10% over	Increase 10% over	Increase 10% over	Increase 10% over

facilities, excluding salary component (Rs.)	previous year	previous year	previous year	previous year	previous year
Percentage Usage of library by teachers and students per day	60%	65%	70%	75%	80%
Number of books and journals	Increase 5% over previous year	Increase 5% over previous year	Increase 5% over previous year	Increase 5% over previous year	Increase 5% over previous year
Number of e-books and e-journals	Increase 10% over previous year	Increase 10% over previous year	Increase 10% over previous year	Increase 10% over previous year	Increase 10% over previous year

#### CRITERION V - STUDENT SUPPORT AND PROGRESSION:

1. To take initiative to have tie ups with Scholarship Sponsors to get the Scholarships for the students.
2. To increase Capability Development and Skills enhancement activities for the students.
3. To increase the number of students to be benefited from guidance for competitive examinations and career counseling.
4. To increase the number of students to be placed.
5. To increase the number of placement partners.
6. To increase the number of sports and cultural events to be organised by the Institution.
7. To encourage alumni to contribute towards the institution.

Strategic Goal	2019-20	2020-21	2021-2022	2022-2023	2023-2024
Initiate tie ups with Scholarship Sponsors like NGOs, Alumni, Corporates	Planning	Planning	4	6	6

and the like to get the Scholarships for the students.					
Increase Capability Development and Skills enhancement activities for the students.	6	8	10	12	14
Increase the number of students to be benefited from guidance for competitive examinations and career counselling.	800	1000	1200	1500	2000
Increase the number of placements	50%	60%	70%	70%	80%
Increase the Number of Placement Partners	40	45	50	55	60
To increase the number of Sports and cultural events organized	1	2	2	3	4
Encourage alumni to contribute towards the institution.	upto 1 lakh	> 2 Lakhs	> 2 Lakhs	> 2 Lakhs	> 2 Lakhs

#### CRITERION VI - GOVERNANCE, LEADERSHIP AND MANAGEMENT:

##### Goals:

1. To motivate faculty members for content creation using teaching software and tools.
2. To increase faculty participation in Conferences and workshops by supporting them
3. To conduct more professional development/ administrative training program
4. To encourage faculty members to undertake online/ face-to-face Faculty Development Programs
5. To seek funds from Government/Non-government/ Private/ Corporate institutions

Strategic Goal	2019-20	2020-21	2021-202 2	2022-202 3	2023-202 4
Number of faculty members for content creation	02	04	08	10	20
Number of faculty provided with financial support to attend Conferences and Workshops	10	15	25	35	45
Number of professional development/ administrative training program conducted by the institution	05	07	10	12	12
Faculty members undergoing online/ face-to-face FDP/ Refresher/ Orientation/ Induction and short term courses	10	30	35	40	45
Number of Government/ Non-government/ Private/ Corporate institutions providing grant in aids	02	05	05	07	07

## CRITERION VII - INSTITUTIONAL VALUES AND BEST PRACTICES

### Goals:

1. Energy conservation by reducing electricity consumption through installation of LED lights.
2. Undertaking Waste management initiatives.
3. The approach of the institution towards a greener, eco-friendly campus.
4. Applying for clean and green campus awards/recognitions and conducting quality audits.
5. Identifying meaningful practices, its implementation and its results
6. Develop a distinctive characteristic which becomes the recognizable attribute of the institution.

Strategic Goal	2019-20	2020-21	2021-2022	2022-2023	2023-2024
Energy conservation by reducing electricity consumption through installation of LED lights	10%	25%	30%	35%	40%
Undertaking Waste management initiatives	Liquid and Solid Waste Management	<ul style="list-style-type: none"> <li>Initiative for E-waste management</li> <li>Installation of a Biocrux Plastic Bottle Recycling Machine (PBRM) in the campus.</li> </ul>	Initiative for Paper recycling	The college will continue the policy of recycling wastes initiated in previous years	The college will continue the policy of recycling wastes initiated in previous years
The approach of institution towards a greener, eco-friendly campus	<ul style="list-style-type: none"> <li>Landscaping with trees and plant</li> <li>ban on plastic usage</li> <li>Restricting the entry of automobiles in the campus</li> <li>use of pedestrian friendly pathways</li> <li>Promote recycle of</li> </ul>	The college continued to follow the same policy as of last year	Initiate vertical/bottle gardening	Expansion of vertical gardening and initiate cultivation of medicinal plants	Expansion of vertical gardening and plant more number of medicinal plants

	plastic waste				
Applying for clean and green campus awards/recognition and conducting quality audits	Applied for Green Audit	Gain Recognition for promoting awareness through wall art and paintings	Shortlist the awarding agencies and take initiatives to work towards fulfilling eligibility criteria	Apply to awarding agencies for clean and green campus awards	Apply for audit inspection
Identifying meaningful practices, its implementation and its results	02	02	02	02	02
Develop a distinctive characteristic which becomes the recognizable attribute of the institution.	01	01	01	01	01

## DEPLOYMENT PROCESS

### Implementation Plan

After the approval of the Strategic Plan the next step is its implementation. The Planning and Evaluation Committee will ensure the implementation of the plan and its year round monitoring. Measurable quality parameters for achievement of each goal is clearly spelled out in the Strategic plan document. The Planning and Evaluation Committee along with the IQAC will be the custodian for implementation of the strategic plan.

<b>Planning &amp; Evaluation Committee</b>		
<b>S. No.</b>	<b>Member Name</b>	<b>Role</b>
1	Dr. Priam Pillai , COO, M.E.S.	<b>Chairperson</b>
2	Prof. A.N. Kutty, Academic Advisor	Deputy Chairperson
3	Dr. Gajanan Wader , Principal	Ex-officio member
4	Mrs. Deepika Sharma, Vice Principal	Member
5	Dr. Kavita Kathare	<b>Secretary &amp; In-charge , Evaluation</b>
6	Mrs. Anju Somani	Member, Evaluation
7	Dr. Aarti Sukheja, IQAC Coordinator	<b>In-charge, Monitoring &amp; Control</b>
8	Mrs. Bhavana Parab	Member, Monitoring & Control
9	Mr. Shardul Buva	<b>In-charge, Implementation</b>
10	Ms. Prajakta Bapat	Member, Implementation
11	Ms. Juliet Esther	Member, Implementation

<b>PDCA CYCLE (process)</b>		
<b>PLAN</b>	<b>IQAC</b>	<b>Publish the Annual Plan ( Semester wise) (as per the Strategic plan)</b>
<b>DO</b>	<b>Implementation Team</b>	Chalk out the implementation <b>plan for the suggestions given by the Evaluation Team</b> , by defining the timeline for each component implementation in coordination with respective Programme Coordinators / Incharges of various committees.
		Submit the implementation report to the PEC at the end of each semester.
<b>CHECK</b>	<b>IQAC</b>	Submit the Monitoring Report to PEC at the end of each semester.
	<b>Evaluation Team</b>	Evaluate the Reports received from Implementation Section , IQAC and its own observations. Evaluation Report shall be discussed with the members of PEC in the semester end meeting. Discuss the observations and suggest actions to be taken.

<b>ACT</b>	<b>IQAC</b>	Revise the plan as per the discussions in the semester end meeting.
<b>Responsibilities of Implementation Team</b>		
<b>1</b>	<b>Autonomous Status</b>	a) External Evaluation (by Managing Body, University & UGC)
		b) Annual Progress Report
		c) Internal Evaluation before External Evaluation
		d) Keep year wise record of various parameters as per the External Evaluation
<b>2</b>	<b>Statutory Committees</b>	a) Meeting Calendar
		b) Agenda, Minutes of Meeting & Action Taken Report
		c) Changing the members of these statutory committees as when required
<b>3</b>	<b>Curriculum</b>	a) Standard formats for syllabus , syllabus approval etc.
		b) Curriculum Feedback
		c) Ensuring that all the BOS are analysing the feedback and incorporating the changes accordingly

### Implementation Metrics

Goal	Monitoring Bodies	Metrics
<b>Curricular Aspects</b>	Criteria I In charge, Academic Council, B.O.S. Chairpersons, Head of Department of Skill Development and entrepreneurship, Head of Institutions Innovation Council	<ul style="list-style-type: none"> <li>· Introduction of new degree &amp; Diploma Programs/Ph.D. programs</li> <li>· Introducing industry relevant courses</li> <li>· Industry tie ups department wise</li> <li>· Global Linkages</li> <li>· Start ups</li> </ul>





<b>Teaching - Learning And Evaluation</b>	Criteria II In charge, B.O.S. Chairperson, H.O.D.s, Programme Coordinators, Centre In charges, Head of Institutions Innovation Council, Head of TLC, Controller of Examinations, Chairperson of Research Centre	<ul style="list-style-type: none"><li>· Introducing Bridge Courses</li><li>· Signing MOUs</li><li>· Set up of Skill Development centres and collaborations with various organizations</li><li>· Conducting FDP, Workshops for upgrading teachers</li><li>· Set up of PhD Centre and workshop on NET/SET/PET Courses</li><li>· Online Continuous Assessment with Practical Assessment</li><li>· Reducing Mentor-Mentee Ratio</li></ul>
---	---	---

<p><b>Research, Innovation And Extension</b></p>	<p>Criteria III In charge, Research Development Cell In charge, Chairperson, Ph.D. Research Centre</p>	<ul style="list-style-type: none"> <li>· Proposals submitted for minor research projects</li> <li>· Proposals submitted for major research projects</li> <li>· To increase Research Paper Publications</li> <li>· To increase Books/</li> <li>· Chapter Publication</li> <li>· To take up paid consultancy projects</li> <li>· Conduct welfare programs in the institutions/ villages adopted by the college</li> <li>· Extending Infrastructure facility to the alumni and needy</li> <li>· To increase MOUs/ Linkages with different institutes for Research and extension activities.</li> </ul>
--	--	---

<b>Infrastructure And Learning Resources</b>	Criteria IV In charge, Heads and Budget/ Finance Committee In charge, Campus In charge, Librarian	<ul style="list-style-type: none"> <li>· Number of class rooms with ICT facilities</li> <li>· Number Classrooms with LMS facilities</li> <li>· Student - Computer ratio</li> <li>· Expenditure for infrastructure augmentation, excluding salary (in Rs.)</li> <li>· Expenditure incurred on maintenance of physical and academic support facilities, excluding salary component (in Rs.)</li> <li>· Percentage Usage of library by teachers and students per day</li> <li>· Number of books and journals</li> <li>· Number of e-books and e-journals</li> </ul>
--	---	--

<p><b>Student Support And Progression</b></p>	<p>Criteria V In charge, Placement Cell Coordinator, Programme Coordinators</p>	<ul style="list-style-type: none"> <li>· Initiate tie ups with Scholarship Sponsors like NGOs, Alumni, Corporates and the like to get the Scholarships for the students.</li> <li>· Increase Capability Development and Skills enhancement activities for the students.</li> <li>· Increase the number of students to be benefited from guidance for competitive examinations and career counselling.</li> <li>· Increase the number of placements</li> <li>· Increase the Number of Placement Partners</li> <li>· To increase the number of Sports and cultural events organized</li> <li>· Encourage alumni to contribute towards the institution.</li> </ul>
---	---	---

<p><b>Governance, Leadership And Management</b></p>	<p>Criteria VI In charge, Governing Body, Head of TLC, In charge of Centre for Non-teaching Staff</p>	<ul style="list-style-type: none"> <li>· Number of faculty members for content creation</li> <li>· Number of faculty provided with financial support to attend Conferences and Workshops</li> <li>· Number of professional development/ administrative training program conducted by the institution</li> <li>· Faculty members undergoing online/ face-to-face FDP/ Refresher/ Orientation/ Induction and short term courses</li> <li>· Number of Government/ Non-government/ Private/ Corporate institutions providing grant in aids</li> </ul>
---	---	---

<p><b>Institutional Values And Best Practices</b></p>	<p>Criteria VII In charge, Environment Protection Cell In charge</p>	<ul style="list-style-type: none"> <li>· Energy conservation by reducing electricity consumption through installation of LED lights</li> <li>· Undertaking Waste management initiatives</li> <li>· The approach of institution towards a greener, eco-friendly campus</li> <li>· Applying for clean and green campus awards/recognitions and conducting quality audits</li> <li>· Identifying meaningful practices, its implementation and its results</li> <li>· Develop a distinctive characteristic which becomes the recognizable attribute of the institution.</li> </ul>
---	--	--



## Conclusion

The Strategic Plan has been discussed, reviewed and approved by the Heads of the institution. It is our sincere effort to prepare the framework for our collective efforts directed towards the attainment of our goals. The proper implementation of strategic plan is assured by the Planning Evaluation Committee in coordination with IQAC. The Strategic Plan incorporates a long term vision towards the growth of the institution for the benefit of all the stakeholders.

**Dr. Gajanan Wader**

PRINCIPAL  
Mahatma Education Society's  
Pillai College of Arts, Commerce & Science (Autonomous)  
Affiliated to University of Mumbai  
Dr. K. M. Vasudevan Pillai Campus,  
Sector-16, New Panvel - 410 206.



## XII ANNEXURE 1:

P.C.A.C.S. is in the process of preparing its 5 year plan from the academic year 2019-20 until 2023-24. As an important stakeholder and partner in the institution's success your feedback, assessment, thoughts and suggestions are solicited. A draft of the Strategic plan is attached.

Type of Stakeholder: Student/ Alumni/ Faculty/ Parents/ Industry/ Academician

Name of and Affiliation: \_\_\_\_\_

(You may choose to remain anonymous)

1. Based on your interaction with P.C.A.C.S. what would you consider the institute's strength?
2. Based on your interaction with P.C.A.C.S. what would you consider the institute's weaknesses?
3. Based on your knowledge of the national and international scenario, what type of courses would you recommend that P.C.A.C.S. start in the next five years?
4. Based on your knowledge of the national and international scenario, what type of infrastructure facilities would you recommend that P.C.A.C.S. develop in the next five years?
5. P.C.A.C.S. has set up an Incubation Cell on campus which provides guidance to start ups. How should P.C.A.C.S. further develop the entrepreneurial mindset among students?
6. What are the most important social issues that P.C.A.C.S. faculty and students should address to maximize its impact?