Template for
INSTITUTIONAL DEVELOPMENT PLAN (IDP 2025-2035)
FOR REENA MEHTA COLLEGE OF ARTS SCIENCE COMMERCE &
MANAGEMENT STUDIES
As part of the implementation of National Education Policy-2020

1. Institutional Basic Information

1.1. Institutional Profile:

Name of the Institution	Reena Mehta College of Arts Science Commerce & Management Studies				
Head of the Institution	Dr. (Mrs.) Satinder Kaur Gujral				
Contact Details	Email: drgujral@rmc.edu.in		Cell No. 9372748944		Office: 28176268/28176264
College Website	www.rmc.edu.in				AISHE Code: C-33875
Name of the IQAC Coordinator	Mrs. Urmila Arjun Chauhan		Email: urmilachauhan@rmc.edu.in		Cell No: 8108341953
Name of the NEP Coordinator	Mrs. Minu Shoeb Khan		Email: minukhan@rmc.edu.in		Cell No: 7350105318
Name of the RDI Coordinator	Dr. Vijay Dattaray Gangan		Email: vijaygangan67@gmail.com		Cell No: 9004068499
Name of the Exam Controller	Mr. Amit Chotelal Gupta		Email: amitgupta@rmc.edu.in		Cell No: 9812757668
NAAC Accreditation Status	1st Cycle: 2.41		Grade: B	2nd Cycle: 3.04	Grade: A
NIRF Ranking	2020-21: Participated				
UCG Recognition	2(f)	Yes ✓		12 B	No
NBA accreditation	Yes		No✓		
Financial Status	Government /Aided:			Self-Finance: ✓	
Under National Education Policy (NEP 2020), would your institute prefer to be:	✓ Constituent college of the State University. ✓ Part of Higher-educational institution (HEIs) cluster.				

1.1. Institutional SWOC Analysis

Strengths:

- Supportive and growth-oriented management with a long-standing presence in the field of education.
- Proactive, qualified, and committed teaching faculty.
- Diligent administrative and support staff.
- State-of-the-art infrastructure designed for the inclusion of **Divyangjan** students.
- Infrastructure is used optimally and is constantly upgraded.
- Well-equipped, partially automated, web-OPAC-enabled library with books (18146), Journals (20), magazines (10), National newspaper (3), local newspaper (2), access to e-journals, e-books, computers, and reprographic facility, Access to N-LIST
- Access to UGC N-LIST, DELNET, and National Digital Library India (NDLI).
- Innovation, Incubation, and Ideation Centre facilitates entrepreneurship ideas and guides upcoming entrepreneurs.
- Transparency and efficiency in the academic and administrative processes through e- governance.
- Regular Faculty Improvement Programs to train and equip the staff with modern teaching and learning methods.
- Focus on student-centric learning pedagogies like experiential learning, field and industrial visits, project work, and internship.
- Value-based education for the holistic growth and development of students.
- Nurturing and fostering students' talents by way of co-curricular/extra-curricular, and sports activities.
- Numerous Committee and Cells to stimulate the social and intellectual development of students.

Weaknesses:

- Lack of collaborations, Industry-academic linkages, exchange programs, and networking with national/ international institutions. Contractual or lecture-basis appointments can occasionally hamper the long-term planning of activities/initiatives.
- Research output is not proportionate when compared to the total faculty strength.
- Lack of Industry-sponsored research; and funding for research from government, non-government, and private agencies.
- Low placement ratio.

Opportunities:

- The support of the Government and the Management can foster the institution's progress by introducing additional programmes and courses.
- Online platforms have increased the College's visibility, which could pave the way for collaborations with reputed institutions within the county and internationally.
- The growing college Alumni Family could contribute more to the institution's growth.
- Qualified and experienced faculty could seek recognition as Ph.D. guides through a Cluster system and establish research centers in multiple programmes.

Challenges:

- The College is bound by the norms and framework of the affiliating university with limited practical academic autonomy.
- The semester schedule limits students' opportunities for co/extra-curricular activities.
- Motivating industry/employers to conduct campus recruitment drives for the conventional

programmes.
- The institution, being managed by a charitable organization, need to mobilize its funds for Enhancing / improving infrastructural facilities and organizing various co-curricular/extra-curricular events.
- To motivate faculty to apply for major and minor research projects and consultancy services with external agencies.
- Availability of land and escalating real estate prices hamper the expansion of the College campus and facilities.

2. Institutional Development Plan (*for at-least next 10 years*)

2.1. Vision

" To develop the knowledge, Skills and character of our students which will help us in creating and sustaining on environment conducive to academic and professional excellence".

2.2. Mission

To build up students ethically, academically and culturally aware to serve the society and to enhance equality and bring about a holistic development.

2.3. Goals and Objectives

- Provide academic and socio-economic support for the underprivileged and economically weaker students.
- Initiate measures for developing entrepreneurial skills among the students.
- Use technology to improve teaching and learning environment.
- Monitoring the students and faculty to achieve the learning outcomes.
- Develop healthy relationship with the stakeholders.
- Foster national self-esteem and pride.

2.4. Executive Summary

The vision of the Institution is to build an educative community marked by justice, cooperation, and integrity. The institution continues to provide academic and socio-economic support to the students especially the underprivileged and economically weaker section of the society. The institution intends to add activities to achieve the goals laid in this Institutional Development Plan. The main priority of the institution is to provide a platform to the students and the faculty members to showcase their talents and skills, acquire knowledge and promote a holistic approach through teaching and learning. The college intends to extend the campus area to introduce technologically viable tools for better teaching and learning.

In our institution, the faculties practice effective teaching pedagogy to monitor the academic performance of the students which is conducted through our mentor-mentee program. The college has a feedback mechanism for all the stakeholders. The college has numerous committees, cells namely Research and Development Cell, Skill Development Cell, Placement Cell, Entrepreneur and Incubation Cell, Student's Welfare Cell, Language Cell, etc. through which various activities are organized. The college intends to recruit a Training and Placement Officer (TPO) who will help the institution to build a stronger relationship among the stakeholders and aid the institution in improving student placements.

The institution offers remedial classes, e-resources, certificate courses and flipped classrooms to the students and plans to improve the teaching-learning experience by providing techno-savvy training blended with subjects/courses taught by the faculty. The institution plans to convert the traditional classrooms to smart classrooms by equipping with smart boards, e-podiums, visualizers, etc. The general labs will be upgraded to virtual labs. The institution intends to establish the multimedia studio for the faculty to develop MOOC's and ODL courses by faculty.

The institution understands the importance of teaching in regional language and for this we intend to train faculty to deliver lectures in regional languages. The Non-Teaching staff will be trained to use regional language along with English for all official correspondence. The institution focuses on promoting diversity by offering language courses like French, and Marathi.

We plan to offer skill-based certificate courses to the general public. Our major focus is to motivate all teaching faculty to register for Ph.D. and guide them to publish articles in peer-reviewed UGC-Care listed journals as well as Scopus. To support the faculty, the institution will purchase necessary tools and licensed software's for research development. The institution plans to felicitate the faculties by providing monetary and non-monetary rewards for better academic performance

2.5. Developing Motivated and Energized Faculty

Short Term (2 Years):
1. Depute faculty to attend professional conferences to network, to develop research ideas, and to present research papers.
2. Depute faculty to attend seminars related to teaching, pedagogical techniques, assessing learning, writing syllabi, and engaging students.
3. Conduct Faculty Development and Training Programmes.

Mid Term (5 Years):
1. Monetary & Non-monetary Incentives for Teaching and Non-Teaching staff.
2. To introduce new performance assessment system to provide recognition to faculty.

Long Term (10 Years):
1. Deputing faculty for training programs.
2. Deputing faculty to other universities to train and learn and implement the same in the institution.

2.6. Teaching, Learning and Education Technology

Implementation of Outcome Based Education (OBE)

Short Term (2 Years):
- To Frame COs, POs and PSOs for all the programmes.
- To create learner-centric course contents.
- To provide scope for innovation in teaching learning process

Mid Term (5 Years):
- To update and incorporate new trends in higher education.
- Introduce courses of contemporary relevance such as Gender studies, Community Learning, Theater Management, Photography etc.

Long Term (10 Years):

- To implement necessary teaching learning process and skill development activities for respective courses
- To standardize student evaluation based on strategies of outcome-based education, wherein the attainment of course outcome is measured based on student performance in each criterion of the Course outcome.

Enhancement of Students Progress

Short Term (2 Years):

- Provide pool of certificate and skill development courses that will enhance the capability of the students to make then job ready.
- Facilitate the opportunity for students exchange programme.

Mid Term (5 Years):

- Provide new career options.
- Introduce innovative and skill based vocational course

Long Term (10 Years):

- Install a work culture among students by making internships as a part of curriculum.
- Engage students in research studies and motivate them to optimize publication, Patent and design-based project.

Multidisciplinary Teaching

Short Term (2 Years):

- Introduce Multidisciplinary courses to break the current rigid system of education into the flexible and holistic learning.
- To provide holistic and tangible understanding of the real world.

Mid Term (5 Years):

- Implementation of Collaborative Teaching – Learning Method.
- To provide skills like language and communication, critical thinking, problem solving, life skills and multidisciplinary capabilities.
- Motivate faculty to acquire skills in multidisciplinary fields to enhanced teaching.

Long Term (10 Years)

- Under multidisciplinary, curriculum combines with computer knowledge (Through practical, field work, internship, workshop and research projects), which will help to understand the relevance of real world.

MOOC's and ODL

Short Term (2 Years):

- Depute faculty to attend MOOC and E-content Courses.

Mid Term (5 Years):

- Development of MOOC's and E-Content Courses.

Long Term (10 Years):

- Tie up with universities to have ODL / satellite campus.

2.7. Research Development and Innovation

Attracting Research Funds

Short Term (2 Years):
- Partnership with some Government agencies as well as Private industries for funding.

Mid Term (5 Years):
- Collaborate with Central/State Govt. Agencies for research and Innovation projects.

Long Term (10 Years):
- Collaborate with International universities for academic programmes and research projects

Improving quantity and quality of research publication.

Short Term (2 Years):
- To develop Institutional Research Policy by providing seed money to increase quantity and quality of research papers.
- Inviting resource persons to aid faculty to publish research paper.

Mid Term (5 Years):
- Study circles of Departmental faculty will be formed with reputed faculty members from other colleges.

Long Term (10 Years):
- Collaboration with excellent researchers to take up research publications.

Training faculty and students for research

Short Term (2 Years):
- Organize workshops.
- Organizing students research paper presentation seminars.
- Deputing faculty to other institutions for research related workshops and seminars.

Mid Term (5 Years):
- Acquire research related licensed software's.

Long Term (10 Years):
- Collaboration with excellent researchers to take up research publications in Valid Journals.

Developing environment conducive for research

Short Term (2 Years):
- Encourage study leave and maximum support to teachers for completing their research.
- Provision of financial assistance for research advancements.

Mid Term (5 Years):
- Acquiring research related tools.

Long Term (10 Years):
- Development of Research Lab

2.8. Industry-Academic Partnership

Including industry experts in the Board of Studies (BOS)/ academics Short Term (2 Years):

- Establish Academic Alliance Programme.
- Invite industry expert as visiting or Guest faculty

Mid Term (5 Years):

- Courses selection through consultancies with industry experts.
- Organize some activities in collaboration with industry.

Long Term (10 Years):

- Introduction of Skill Based Courses in collaboration with National Skill Development Corporation as per the NSQF Guidelines.

Industry Internship for Faculties/ Students Short Term (2 Years):

- Compulsory internship for students.

Mid Term (5 Years):

- Internships for faculty to update their knowledge.

2.9. Institution's Placement Plan for Students

Short Term (2 Years):

- Identifying and inviting companies for campus recruitment.
- Involving alumni to improve placements.

Mid Term (5 Years):

- Conducting job fairs and hosting Recruitment drives

Long Term (10 Years):

- Appointment of Public Relation Officer (PRO)

2.10. Achieving the Target for Accreditation

Action plan of participating and/or improving in NAAC & NIRF

Short Term (2 Years):

- Apply for ISO 21001:2018 and TQM Certification.

Mid Term (5 Years):
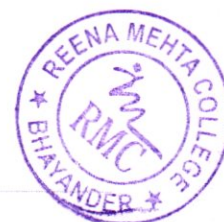
- Introduce more skill oriented programmes.

Long Term (10 Years):

- Expansion of campus area.
- Setting up virtual classroom

2.11. Incubation and Start-up

Action plan to have incubation center and Start-up Short Term (2 Years):

- Create a forum of Alumni entrepreneurs for motivational support.

Mid Term (5 Years):
- Organizing events to tap new business ideas for start-ups of college students.

Long Term (10 Years):
- Provide seed amount to support sustainable entrepreneurship ventures.

2.12. Alumni Engagement/ Activities plan

Alumni engagement strategic plan. Short Term (2 Years):
- To involve more and more alumni in college activities.
- Felicitation of prominent alumni.

Mid Term (5 Years):
- Conduct different events by alumni.
- Conduct Job fair with the help of alumni.

Long Term (10 Years):
- Tie up notable with alumni for professional services.

2.13. Basic Infrastructure Development plan

Action plan of improving the physical infrastructure

Short Term (2 Years):
- Up gradation of language labs.

Mid Term (5 Years):
- Purchase of Licensed software's required by departments
- Up gradation of computer Lab and psychology labs.
- Up gradation of library resources and research resources.

Long Term (10 Years):
- Establishing 100% smart classrooms and virtual labs.
- Expansion of campus area

2.14. Skill Development of Non-teaching Staff

Action plan for enhancing skills of non-teaching staff

Short Term (2 Years):
- Management capacity enhancement programmes.

Mid Term (5 Years):
- Training programmes in advanced computer skills and business communication with the help of technology.
- Encourage non-teaching staff to make office paperless.

2.15. Any Other Initiatives for the Student's and Institutional Growth

Short Term (2 Years):
- Training Centre for UPSC, GPSC, CA-CPT, and IBPS coaching classes.

Mid Term (5 Years):
- Offering training programme in Indian and Foreign languages.

Long Term (10 Years):
- Introduce Marathi for administrative purpose for the students.

I/C Principal
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