

# **INSTITUTE OF HOME ECONOMICS**

**(UNIVERSITY OF DELHI)**



## **6.2 - Strategy Development and Deployment**

**6.2.1 - The institutional Strategic/ perspective plan is effectively deployed.**



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**Supporting Document for 6.2.1**

The institutional Strategic/ perspective plan is effectively deployed.

Key Indicator	Details of Proofs	Page Nos.
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Ref. No. JHE/2022-23/Admin/573

**BROAD STRATEGIC PLAN**

**(2016-2021)**

The primary goal of the college is to ensure holistic and all-round growth and development of the students. The goals of the college are based on its vision and mission and are a reflection of its values of providing quality education with commitment, dedication and in line with the requirements of the society and nation.

***Vision***

*To empower girl students to contribute to the intellectual, professional and capacity building endeavours of the nation and to face the challenges of a globalised world while remaining rooted in the values and practices of their own culture.*

***Mission***

*To provide quality and value based holistic education, facilitated by the use of technology and to focus on the development of young women as autonomous, critical thinking and humane individuals; to inculcate discipline, desire for excellence and foster all-round growth.*

The strategic plan developed by the college is the road map for five years and shows the long-term goals which the college wants to achieve along with the strategies and initiative that it will take in order to achieve the goals.

**The major areas of focus are-**

- Teaching and learning
- Inclusive and equitable Education
- Innovation and Research
- Creating a sustainable and green environment
- Industry Interaction / Collaboration
- Better placement opportunities
- Improved Physical Infrastructure, Library, ICT, and Instrumentation
- Better examination and evaluation system.
- Extension activities
- Transparency in operations.





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**Specific goals**

The specific goals of the college are-

- Goal-1:** To continuously improve the teaching-learning process by regular upgradation of the syllabus and by adoption of innovative and effective pedagogic techniques.
- Goal – 2:** To develop more inclusive structures and practices.
- Goal – 3:** To promote research and innovation at all levels.
- Goal – 4:** To make the college a green campus undertaking sustainable initiatives.
- Goal – 5:** To foster a positive academic environment in the college by enabling faculty to improve their professional competence.
- Goal – 6:** To strengthen the interaction between college and stakeholders.
- Goal – 7:** To upgrade the physical infrastructure of the college for a conducive teaching-learning environment.
- Goal – 8:** To create an infallible and transparent system of examinations and evaluation.
- Goal – 9:** To strengthen the community outreach and extension activities of the college.
- Goal – 10:** To work towards more transparency in all areas of operation.

**STRATEGIES FOR GOAL ACHIEVEMENT**

In order to achieve the above listed goals the college has worked out specific strategies to overcome any obstacles.

**Goal -1: To continuously improve the teaching-learning process by regular upgradation of the syllabus and by adoption of innovative and effective pedagogy techniques.**

The various strategies are as given below-

- Encourage **blended learning** and the use of innovative pedagogical methodologies and ICT tools for effective student-centred learning and better classroom experience by familiarising both the faculty and students with the various teaching and communication platforms.
- Familiarise and acquaint the students with **digital learning**, by imparting specific skills on curriculum related software such as Diet Cal (updated V10), AutoCad, 3ds-Max, Coreldraw, STATA, etc.
- Every department to identify **additional skills** needed by the students to meet the industry and market demands. The departments then conduct **short-term certificate courses** in the identified areas in order to widen students' horizons beyond the confined curricula and for academic enrichment.





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- Conduct regular **academic audits** at the level of the department and college.
- Special attention and **remedial classes** to be conducted for the students in need of extra assistance.
- **Career counselling** to be organised by the academic committee of the college for the students so that they can make informed choices for selecting their electives, core papers and other skill enhancement courses.
- For **academic enrichment** of students and faculty, faculty development programs, symposiums, webinars and workshops to be organised through various committees in collaboration with IQAC.
- Conduct **training programmes** or self-enhancement workshops for both teaching and non-teaching staff for smooth performance of college operations and administration.
- Teachers-in-charge of every department to ensure **fair distribution of workload**, lesson plan preparations and completion of syllabus for both theory and practicals as per the stipulated time frame.
- **Revising** the curricula of the existing programmes with a focus on development of skill, entrepreneurship, market requirement and change in education policy.
- Offer flexibility in curricula by giving more **electives** and **add-on value added courses**.
- Support and create opportunities for **experiential learning** in select courses.
- Support **skill development** through certification in various areas of specialisation.
- Improve performance of students in **competitive exams**.
- Attain desirable **Faculty-Students Ratio (FSR)**.
- Departments and committees should plan activities around socially relevant issues needed for 'students' societal-development'.
- Conduct personality development workshops. For example: development of soft skills, resume writing, etc.



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## Goal – 2: To develop more inclusive structures and practices.

The various **strategies** are as given below-

- Identify the **special needs**-both academic and non-academic of different types of students and remove all obstacles in their holistic development and learning keeping in mind the values of equality, diversity and inclusion.
- Work towards formulating syllabi which caters to the needs of diverse students. The concerns of diversity and inclusion to be the running threads across all courses. This focus will help in **effective distribution of teaching-learning resources** for all students despite disparities based on gender, caste, class disability, community, religion or belief.
- Provide a **variety of teaching learning materials** to teachers so that they can teach students in the best possible manner.
- As far as possible create an **accessible environment** such as wheelchair ramps, lifts , etc.
- Conduct **sensitisation and awareness workshops** for all students and staff on issues related to inclusive education.
- Encourage **Equal Opportunity Cell and Enabling unit** to be more active in taking practical steps ensuring inclusivity.

## Goal-3: To promote research and innovation at all levels.

The various **strategies** to be adopted in order to promote a vibrant and rich research culture in the college are as follows-

- Motivate faculty members to **write research projects** as well as **publish research papers** in **high impact factor journals** and **attend conferences** by giving them incentives such as reimbursement of registration fee, sanctioned leave , etc.
- Encourage and increase **patent filing** by faculty members.
- Strengthening the existing mentoring system.
- Encourage faculty members to enroll for **PhD programmes** and **postdoctoral studies**.





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- Sanction **sabbatical leave** for postdoctoral research, book writing or any other academic pursuit.
- **Institutional ethics committee** to oversee the impact of all research. The responsibilities of an IEC can be defined as follows:-
  - To protect the dignity, rights and well-being of the potential research participants.
  - To ensure that universal ethical values and international scientific standards are expressed in terms of local community values and customs.
  - To assist in the development and the education of a research community responsive to local health care requirements.
- Be more proactive in motivating staff and encouraging them to undertake research by disseminating more information about the sources of funding like UGC, ICSSR projects etc. Increase the number of **research grants, projects and consultancies** from various national/international agencies and industries.
- Facilitating finances by appointing a dedicated staff member in accounts for **research related accounts**.
- Organise **research-related conferences, national seminars/webinars, workshops, symposiums**, etc., in different areas for the students and staff.
- Establish new laboratories and **centres of excellence**.
- Research committee to work towards signing **Memorandum of Understanding (MOU)** with various organisations of repute for promoting national and international research.
- Create opportunities and promote **interdisciplinary research**.
- Integrate **research in undergraduate programmes**. Under-graduate students to be assisted and guided to conduct short research studies in the areas of social and academic relevance. Additional training in compiling, analysing and presenting data to be given as well.

**Goal – 4: To make the college a green campus undertaking sustainable initiatives.**

Green and Sustainable practices will be adopted from time to time for making the college an environmentally conscious academic college through the involvement of the duly constituted Environment and Community Outreach Committee and Eco-club of the college.



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The various **strategies** are as given below-

- Work towards making the campus a '**zero plastic zone**' by discouraging staff and students from bringing plastic bags to the college.
- Adopt '**Paper-less policy**' as far as possible.
- Reduce and eventually eliminate the use of all plastic bottles for storing drinking water. Encourage the use of glass water bottles. Regular servicing of **water filters** attached to coolers to be done so that the need to bring plastic water bottles is eliminated.
- Installation of **solar lights** within the campus to reduce electricity consumption.
- Encourage the canteen personnel to avoid the use of **single use plastic**.
- Work towards better **waste management practices**. Collect organic waste from laboratories and canteen and convert to compost to be used for the college's green spaces.
- Regular and periodic servicing of **rainwater harvesting system**.
- A **herbal garden** to be developed for encouraging students to grow herbs and medicinal plants.
- Encourage **expanding the green cover** of the college by planting trees and plants on annual basis.
- Since the college does not have a very large open space, **vertical gardening** to be encouraged for increasing the green cover.
- **International Conference** can be planned under the broader umbrella of Environment, Health and Sustainable Development.
- **Action-based programmes** such as mass campaigns, plantation drives etc. to be conducted for creating environmental awareness at grass root level.
- Talks, demonstration, poster-making competitions etc. to be organized for **celebrating occasions** and days such as World environment day, ozone day, mother earth day, etc.
- **Capacity building training sessions** and workshops to be conducted for efficient solid waste management.





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**Goal - 5 : To foster a positive academic environment in the college by enabling faculty to improve their professional competence.**

The various **strategies** are as given below -

- Facilitate **faculty exchange programmes**.
- Organise **skill developmental training programs** for faculty members.
- Regularly conduct in-house **developmental training** for non-teaching staff and nominate them for external training.
- **Train** faculty members by deputing them for different types of training in laboratories of repute.
- Encourage faculty to attend **Faculty Development Programmes / Short Term Training Programmes/ Orientation courses / Refresher courses**, etc.
- **Computer training workshop** to be conducted for improving IT skills of non-teaching staff.

**Goal – 6: To strengthen the interaction between college and Stakeholders.**

The various **strategies** to be employed in order to encourage more purposeful and value adding engagement with industry as well as for a more fruitful interaction with stakeholders are as follows-

- Strengthen the existing **MoUs** by increasing collaborative activities.
- Establish **new linkages** with reputed national and international industries and institutions for rich industry-academia interface.
- Invite **Industry experts** in teaching, learning and research.
- Organise **skill-based training/workshop** for industry personnel.
- Promote Industry linkages of each department for **sponsoring** their academic and co-curricular activities.
- Organise seminars, workshops etc. on issues related to **placements and internships**.



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- Organise 'Placement and 'Internship Fair' for the students and **invite reputed companies**. Pre-Placement Talk/Company Presentation should be arranged for the students so that they clearly understand the job requirements, company expectations and job profile offered.
- Facilitate internships, training and placements of students under **college-industry integration process** so that students are industry-ready and can confront real business challenges with confidence.
- Conduct **training programmes** for students on issues related to good presentation skills, resume writing, leadership, developing professionalism and work ethics etc.
- Increase **alumni participation** and engagement in various departmental events.
- The College's **Alumni association** to be formally registered.
- Maintain a strong **database of alumni** of each department for keeping track of the students with regard to the organisation they joined, work-profile , etc.
- Convene regular meetings with other **important stakeholders** such as parents and employers.
- Improve **feedback mechanism** from various stakeholders such as students, faculty members, prospective employer , etc.
- Use information collected from feedback surveys for making **desirable changes** in all areas of operation.

**Goal – 7: To upgrade the physical infrastructure of the college for conducive teaching-learning environment.**

The various **strategies** for improving physical infrastructure and providing more facilities are as given below-

- Regular and more exhaustive **inspection** of the building for any damage. Damage control steps to be taken immediately.
- Provision of more and better **inclusive spaces**.
- The laboratories to be better equipped with **latest equipments**, instrument , etc.





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- Total corpus of books and journals to be increased in the library. **Upgradation of books & study materials** as per the changing syllabus to support teaching pedagogy.
- **Remote access** to all faculty and students for using all e-resources provided by Delhi university library system.
- **Upgradation of Audio-studio** with latest technology and channel analogy, studio mixer, audio-monitor, speakers and two track sound card , etc.
- Computer labs to be updated with the **latest softwares** of Coreldraw, Autocad, 3ds max, STATA, Diet cal , etc.
- Regular upgradation of the college **website**.
- Installation of **sanitary napkin dispenser and incinerator** for the convenience of female staff and students.
- Provide facilities for the students to **improve mental-health, recreation, fitness and emotional-wellbeing**.

**Goal - 8 : To create an infallible and transparent system of examinations and evaluation.**

The various **strategies** are as given below-

- For students' examination support, **mock exams** or tests should be conducted by every faculty member. Feedback should be provided to the students to improve their performance.
- **Management Information system** managed by ILS needs to be regulated effectively. Internal Assessment and attendance of the students should be generated on time and should be made available online for the easy access by the students.

**Goal - 9 : To strengthen the community outreach and extension activities of the college.**

The various **strategies** are as given below-

- Encourage **community outreach programmes**. The extension activities to be built in the practical work of each curricula.



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- Attempts should be made to 'adopt' a nearby school/slum/village for conducting extension activities.

**Goal 10: To work towards more transparency in all areas of operation.**

The various strategies are as given below-

- All the purchases should be streamlined and done through **GeM Portal**.
- **Bids and quotations** to be invited and put on a college website for the purpose of purchase or procurement of any equipment.
- **Training programme** on making purchases through GEM to be conducted for the teaching and non-teaching staff.
- A well designed and active **grievance redressal system** which is easily accessible to both staff and students.





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**INTERNAL QUALITY ASSURANCE CELL**

**PLAN OF ACTION**

**Year: 2016-2017**

**Plan of Action by IQAC**

The plan of action chalked out by the IQAC in the beginning of the year towards quality enhancement:

S.No	Points of Plan of Action
1.	Improvement in students facilities.
2.	Signages to be installed.
3.	Counselling of students.



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**PLAN OF ACTION**

**Year: 2017-2018**

**Plan of Action by IQAC**

The plan of action chalked out by the IQAC in the beginning of the year towards quality enhancement:

S.No	Points of Plan of Action
1.	Enhancing academic administration
2.	Transparent purchase mechanism
3.	Canteen upgradation
4.	Building maintenance
5.	E-Learning initiative





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**PLAN OF ACTION**

**Year: 2018-2019**

**Plan of Action by IQAC**

The plan of action chalked out by the IQAC in the beginning of the year towards quality enhancement:

S.No	Points of Plan of Action
1	Teaching learning process to be made more engaging.
2	Faculty enhancement initiatives.
3	Redressal mechanism to be streamlined.
4	Alumni association registration to be formalised.
5	Interaction with the university bodies to be strengthened.



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**INTERNAL QUALITY ASSURANCE CELL**

**PLAN OF ACTION**

**Year: 2019-2020**

**Plan of Action by IQAC**

The plan of action chalked out by the IQAC in the beginning of the year towards quality:

S.No	Points of Plan of Action
1	Make the teaching learning process interactive.
2	Upgradation of infrastructure.
3	Focus on increased placements of students.
4	Need for counselling especially during the pandemic.
5	Strengthen bonds with alumni and tap into their networks.





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**PLAN OF ACTION**

**Year: 2020-2021**

**Plan of Action by IQAC**

The plan of action chalked out by the IQAC in the beginning of the year towards quality enhancement:

S.No	Points of Plan of Action
1.	Research endeavours.
2.	Enhancing environmental sustainability through energy and waste management.
3.	Establishing centre of excellence.
4.	Linking pedagogical forum with e-learning and e-resources.
5.	Facilitating internships and job placements.
6.	Addressing students with special needs.
7.	Upgrading and launching the new college website.



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**Year: (2016-2017)**

**Achievements as per the Plan of Action made by IQAC:**

S.No.	Plan of Action	Achievements
1	Improvement in students facilities	<ul style="list-style-type: none"><li>• Formation of quality circles.</li><li>• Display of price list.</li><li>• Audit of classroom infrastructure and subsequent steps taken to improve it.</li><li>• Regular check by students &amp; staff.</li></ul>
2	Signages to be installed.	All signages for different floors and both buildings have been installed.
3	Counselling of students.	"Two workshops on "Wellness" conducted.





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**Year: (2017-2018)**

**Achievements as per the Plan of Action made by IQAC:**

S.No.	Plan of Action	Achievements
1	Enhancing academic administration	Training programme on academic administration was organised by the internal IQAC team.
2	Transparent purchase mechanism	<ul style="list-style-type: none"><li>• Purchase through GEM was instituted.</li><li>• E-tendering was initiated through Central Public Procurement (CPP) site.</li></ul>
3	Canteen upgradation	A new vendor was selected and the hygienic standards were specified and monitored regularly.
4	Building maintenance	DU and CPWD approved vendors for repair and maintenance of the college building were shortlisted.
5	E-learning initiatives	<ul style="list-style-type: none"><li>• Audio jingles were developed for DU community radio and short films were uploaded on social media. IEC material for various national and global organisations was developed.</li><li>• Standardised modules on digital training of NDLM were improvised and implemented.</li><li>• Visaka campaign was organised to educate local shopkeepers to adopt digital payments.</li></ul>



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**Year: (2018-2019)**

**Achievements as per the Plan of Action made by IQAC:**

S.No.	Plan of Action	Achievements
1	Teaching learning process to be made more engaging	Curriculum revision was done for all disciplines under LOCF to make it more engaging and build a critical, scientific temperament.
2	Faculty enhancement initiatives	Workshops for teaching and non-teaching staff were organised after due consultation.
3	Redressal mechanism to be streamlined	Structured feedback was taken from all stakeholders through the Institutional Management Information System (ILS).
4	Alumni association registration to be formalized	The process for registering the college alumni association has been initiated.
5	Interaction with the university bodies to be strengthened	The various challenges faced by the Institution with respect to funds, lack of staff, infrastructure were formally conveyed to the various bodies of the University of Delhi.





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**Year: (2019-2020)**

**Achievements as per the Plan of Action made by IQAC:**

S.No.	Plan of Action	Achievements
1	Make the teaching learning process interactive	Various interactive sessions such as seminars and workshops were organised to facilitate the teaching learning process during the offline and online mode. E-learning was implemented during the pandemic. Workshops were organised to strengthen the offline as well as online teaching by the staff like Moodle.
2	Upgradation of infrastructure	ICT initiatives were started with the installation of LCD projectors in theory rooms of the college. A state-of the-art conference room has been set up under FIST grant. Also, e-classrooms were planned and were smoothly implemented during the online mode of teaching.
3	Focus on increased placements of students	The industry and social sector linkages with the students were strengthened leading to an increase in placement opportunities.
4	Need for counselling especially during the pandemic	A counselling committee catered to the emotional and psychological needs of the students of the college.
5	Strengthen bonds with alumni and tap into their networks	Approval for the registration of alumni association has been given by the governing body of the college and the process of its constitution and registration has been initiated.



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**Year: (2020-2021)**

**Achievements as per the Plan of Action made by IQAC:**

S.No.	Plan of Action	Achievements
1	Research endeavours	<p>The college organised a number of programmes including student research projects, webinars, workshops and hands-on training for researchers, faculty and students under the Department of Biotechnology (DBT, GoI) and Fund for Improvement of Science and Technology (FIST) Star college scheme. The academic leadership took special interest in motivating faculty to publish in national and international journals. The college organised a two-day national symposium on 'Ethics in Social Science Research and Publication'. The Institutional Ethics Committee was constituted with dynamic researchers from different arenas of research.</p> <p>The college library subscribes to e-resources through UGC-Infonet, DULIS e-journal and NUST of Infilibnet.</p>
2	Enhancing environmental sustainability through energy and waste management	<p>The college adopted renewable sources of energy generation. While adopting a zero-waste management policy, eco-friendly strategies to channelize biodegradable waste and regulate its e-waste management were initiated. For reducing greenhouse gas emission and promoting aerobic breakdown of organic waste, Aerobins were installed.</p> <p>Twenty-two solar street lights were installed within the campus. This led to energy efficiency, cost saving and promoted safety at night. The college participated in several state and national environmental campaigns on green campus, zero waste management and sustainable ecological development.</p>





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3	Establishing centre of excellence	The college under the aegis of Fund for Improvement of Science and Technology Infrastructure (FIST grant) initiated developing a research laboratory for commencing research & development activities for the research scholars and faculty.
4	Linking pedagogical forum with e-learning and e-resources	E-learning pedagogies were adopted effectively through the use of google classroom. Each student was issued a unique institutional email that helped them access e-resources, submit their work, access pedagogic materials and get feedback on work. In addition, the college organised several workshops and webinars. Trainings were organized to foster capacity building of faculty members while working on microsoft teams and google classroom. Pedagogical transactions were integrated with the google classroom platform provided by the college. All teaching-learning was facilitated through google platform during the pandemic.
5	Facilitating internships and Job placements	<i>Eminence</i> , the Placement Cell was envisaged through organizing the college-industry conclave and began its operations. The college provided opportunities to enable students for internships and organized career and placement fairs to motivate and promote job opportunities for young women. These yielded entrepreneurial and employment opportunities to our students. Also, as part of curricular learning, students of the Departments of Food and Nutrition, Elementary Education, Human Development and Childhood Studies, Development Communication and Extension and Journalism, Resource Management and Design Application and Fabric and Apparel Science were placed in the internship projects.



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(दिल्ली विश्वविद्यालय)



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6	Addressing students with special needs	The college's Building Committee facilitated construction of washrooms for students with special needs.
7	Upgrading and launching the new college website	<p>An upgradation process for the college website was initiated by the college. The aim was to have user friendly and easy to navigate website and provide an attractive virtual college tour. The dynamic website was built on the University of Delhi domain network. with special features which include integrating social media like Facebook and Twitter, supplemented with e-learning resources.</p> <p>The website has a mobile version available that is compatible with all operating systems including IOS and android.</p>