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.

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 undertake 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.

- In line with the above, apply for additional **new courses**.

- 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.

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.**

- 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.

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.

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.

- 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.**

- 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.

- 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.

• 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.