



PERSPECTIVE PLAN

2018-19 TO 2027-28

Shree Shankar Narayan Education Trust's

SHANKAR NARAYAN COLLEGE OF ARTS AND COMMERCE, BHAYANDAR (E)

VISION

"To provide holistic education to weaker and deprived sections in the neighbourhood, irrespective of caste, creed and religion, in order to groom them into enlightened and creative citizens"



Shree Shankar Narayan Education Trust's
SHANKAR NARAYAN COLLEGE OF ARTS AND COMMERCE
Bhayandar (East)

Internal Quality Assurance Cell (IQAC)

PERSPECTIVE PLAN FOR THE PERIOD

2018-19 TO 2027-28

SHANKAR NARAYAN COLLEGE OF ARTS AND COMMERCE was established in the year 1994 by Shree Shankar Narayan Education Trust headed by Hon. Rohidasji Patil, Hon. Maheshji Mahtre as Secretary, Hon. Priyanka Patil and Hon. Bhushan Patil as Trustees with a specific vision and mission.

Vision

“To provide holistic education to weaker and deprived sections in the neighbourhood, irrespective of caste, creed and religion, in order to groom them into enlightened and creative citizens”

Mission

- To work towards the development of all round personality of students community through curricular, co-curricular and extra-curricular activities.
- To develop entrepreneurship skills among the students community through organizing workshop, seminars and conferences.
- To provide a comprehensive and value based education to serve neighbourhood community and society at large.
- To develop a spirit of team work and leadership qualities and healthy work-culture.
- To build good infrastructural and academic structure to promote research innovative teaching and effective communication.
- To have transparency and accountability among all the stake holders.
- To use innovative teaching and cut-edge communication in order to achieve our vision.
- To use multidisciplinary faculty effectively for enhancing the presentational and communicational skills with analytical capabilities.

College is **PERMANENTLY** affiliated to University of Mumbai and also recognised under **2(f) and 12B** by UGC. Since its inception the college imparted variety of courses to actualize the divergent needs of the Mira-Bhayandar Society. At present the college runs B.A, B.Com Degree Courses and Self- finance courses:

Bachelor of Management Studies (BMS)

Bachelor of Banking and Insurance (BBI)

Bachelor of Accounting and Finance (BAF)

Bachelor of Financial Market (BFM)

Bachelor of Science-Information Technology (B.Sc.-IT)

Bachelor of Science-Computer Science (B.Sc. -CS)

Post Graduation Courses:

M.Com. (Mater of Commerce in Advanced Accountancy)

M.Sc.-IT. (Master of Science-Information Technology)

In its early stage of development the college accredited by NAAC, Bengaluru in 2006 and awarded by grade **B+**. In 2006, the Internal Quality Assurance Cell (IQAC) was constituted. Since then the IQAC focused on internalisation and institutionalisation of quality enhancement initiatives. These initiatives are appreciated by NAAC, Bengaluru during reaccreditation and awarded **A** grade in 2017.

Recommendations of NAAC are:

1. More Postgraduate courses
2. Job oriented courses on self-employment
3. Placement and career guidance cell
4. Collaborative linkages- with Industry and other Institutions of Higher Learning
5. Language Lab with self-instructional packages
6. Hostel facilities
7. ICT thrust in teaching-learning
8. Facilities for Sports and cultural activities. Strengthened
9. Minor and Major projects

In continuation of its quality enhancement policy the IQAC has framed the PERSPECTIVE PLAN. The details are as follows.

The institution adheres to the five Core Values recommended by NAAC and are displayed prominently in the college premises. The NAAC Core Values are:

1. Contributing to National Development
2. Fostering Global Competencies among students
3. Inculcating a Value System among students
4. Promoting the Use of Technology and
5. Quest for Excellence

In 2018, the IQAC drafted Perspective Plan for the period of ten years. The procedure followed by IQAC was

1. IQAC conducted meetings with Seven Criterion Heads of Self Study Report of NAAC and thoroughly discussed about the quality benchmarks to be adopted during a course of time.
2. IQAC also observed the guidelines of University of Mumbai regarding its perspective plan
3. By compiling the information in accordance with practical applicability to the institution, the perspective plan has been drafted. IQAC committee includes

- | | |
|---------------------------|------------------|
| 1. Dr. M. Satya Sri | IQAC Coordinator |
| 2. Dr.Surekha Mishra | IQAC member |
| 3. Dr. Ambuja Joshi | IQAC member |
| 4. Mr. Sunil Dhapse | IQAC member |
| 5. Dr. Amol Bavaskar | IQAC member |
| 6. Mr. Sandesh Dongre | IQAC member |
| 7. Mr. Ajit Jadhav | IQAC member |
| 8. Mr. Dhiren Vora | IQAC member |
| 9. Mrs. Smita Dalvi | IQAC member |
| 10. Mrs.Viashali Kadam | IQAC member |
| 11. Mr.Satish Rodhe | IQAC member |
| 12 Mrs. Mackrina Tuscano | IQAC member |
| 13. Ms. Fauziya Patel | IQAC member |
| 14. Mr. Ravi Pal | IQAC member |
| 15. Mr. Ganesh Narayankar | IQAC member |

Quality enhancement is a subjective concept and hence it is a continuous process. The subjectivity of quality enhancement is regulated and specified through Perspective Plan. Perspective plan is a long term plan compiled with micro plan of action, for example, the key areas of quality enhancement of an institution are to provide academic flexibility, employability and encouraging participation in sports, cultural and social activities. The perspective plan is useful to implement the broad goals in a systematic manner. This plan facilitates to adopt different strategies to achieve specified goals. While drafting the perspective plan one can thoroughly understand the strengths and weaknesses of the institution. Hence, the overall development of an institution is planned in accordance with its practical applicable conditions. It also provides the space for accommodating the changes occurred in long term.

The following strategy was followed while drafting the Plan:

- 1 Recommendations by the Peer Team were analysed and included for compliance
- 2 Main items of implementation were identified and included in the Plan
- 3 Monitoring Mechanism was entrusted to the IQAC
- 4 Periodic Review schedule was drafted for the IQAC

The following major areas of priority were identified for implementation:

- New Courses to be introduced
- Faculty Requirement/Recruitment & Resources needed
- Infrastructural Growth
- Installation of MIS
- Teacher Training
- Autonomous Status
- Outreach Intensification

Institutional Quality Policy Statement

Ensuring Deep-Rooted, Sustainable, Qualitative and Value Based Education

The **Perspective Plan** visualises a **Student Centric Quality Enhancement Policy**. To achieve this goal, strategies to be adopted are:

1. Offering **more choice of Courses** to meet the needs of diverse stakeholders such as slow and advanced learners, Certificate Courses, Skill Development Courses, Self-Employment Courses, Diploma Courses, and Post-Graduate Courses.
2. **Refinement of the quality of teaching through more ICT** use with LMS (Learning Management System) and e-learning resources by providing **Updated ICT** facilities viz hardware, software, networks, media etc.
3. **Identifying the employability opportunities** for students through active Placement and Career Guidance Cell
4. **Exploring the talent in Sports**
5. **Emphasising cultural development** by envisaging initiatives in liberal fine and performing arts, studies in local cultural/history/art forms, their preservation and enhancing their economic viability.
6. **Strengthening Research culture with** more collaborative linkages with industry and other institutions of higher learning, more publications, awards from professional bodies, availing funds from research funding agencies.
7. Participation in outreach programmes by addressing **cross cutting issues** in collaboration with industry, community and NGOs
8. **Reinforcing** Administrative services with **e-governance** through periodic training.
9. **Strengthening Green Initiatives** to deal with Environmental consciousness and sustainability
10. Boosting Student support services Addressing the stress through counselling, Grievances Redressal Cell, coaching for competitive examinations
11. **Setting Up** of innovation centres to explore the untapped energy of young generation
12. **Inculcating Human Values and Professional Ethics**

Year-wise Plan of Action

1. Offering more choice of Courses:

To provide more choice of courses initiation of various courses viz., Certificate courses of specific subject related, self-employment and entrepreneurship training courses, skill development courses, training in entrepreneurship, Diploma courses and Post-Graduation courses etc.

Number of courses planned to offer

	<i>Envisaged by 2028</i>
Certificate Courses	2018-2019 : 01
	2019-2020: 01
	2020-2021 : 01
	2021-2022 : 01
	2022-2023 : 01
	Total : 05
	2023-2024: 01
	2024-2025: 01
	2025-2026: 01
	2026-2027: 01
	2027-2028: 01
	Total : 05
	Self-Employment and Entrepreneurship Courses
2019-2020: 0	
2020-2021: 01 (MSME/GST)	
2021-2022: 01 (Entrepreneurial skill development)	
2022-2023: 01 (Awareness of financial facilities)	
Total : 03	
2023-2024: 01	
2024-2025:01	
2025-2026: 01	
2026-2027: 01	
2027-2028: 01	
Total :05	
Skill Development Courses	
	2019-2020 : 01 (Rangoli)
	2020-2021 : 01 (Voice modulation)
	2021-2022 : 01 (Digital Marketing)
	2022-2023 : 01 (Photography)
	Total : 05
	2023-2024: 01
	2024-2025:01
	2025-2026:01
	2026-2027:01
	2027-2028:01
	Total : 05
	Diploma Courses
2019-2020 : 0	
2020-2021 : 01	

	2021-2022 : 01
	2022-2023 : 01
	Total : 03
	2023-2024:
	2024-2025:
	2025-2026:
	2026-2027:
	2027-2028:
	Total:
Post Graduate Courses	2018-2019 : --
	2019-2020 : 01
	2020-2021 : --
	2021-2022 : --
	2022-2023 : 01
	Total : 02
	2023-2024:
	2024-2025:
	2025-2026:
	2026-2027:
	2027-2028:

2. Refinement of Quality of Teaching:

Enhancing ICT usage in Teaching and learning --- LMS (Learning Management Systems), e-resources etc.

Conducting Train the Trainer programmes

Resources	<i>Envisaged by 2028</i>
Learning Management System (LMS) and e-resources Inflibnet N-list resources	2018-2019 : Internet support lectures
	2019-2020 : You tube/i-tune
	2020-2021 : Video Conferencing lectures
	2021-2022 : Slide share
	2022-2023 : Video recordings of teachers lectures
	2023-2024:Online browsing books
	2024-2025:Free online journals
	2025-2026:Links
	2026-2027:
	2027-2028:
Train the Trainer programmes	
	2018-2019 :01
	2019-2020 :01
	2020-2021 :01
	2021-2022 :01
	2022-2023 :01
	2023-2024: 01
	2024-2025: 01
	2025-2026: 01
	2026-2027: 01
	2027-2028: 01
	Total: 10

e-resources		
Blogger	Google scholar	Bulletin boards
Search engines	Internet support lectures	Free online journals
OER's	Video Conferencing lectures	Video recordings of teachers lectures
Links	Inflibnet N-list resources	Wikipedia
Repositories	virtual encyclopedias	Slide share
Teachers Tube	You tube/i-tune	
Wiki educator	Online browsing books	

3. Identifying theEmployability:

	Current status	Envisaged by 2028
Establishment Placement Cell in college	01	2018-2019 :
		2019-2020 :
		2020-2021 :
		2021-2022 :
		2022-2023 : 01
		Total : 01
		2023-2024:
		2024-2025:
		2025-2026:
		2026-2027:
2027-2028:		
Number of students benefitting from the Placements Cell	Average 180/700	2018-2019 : 50
		2019-2020 : 50
		2020-2021 : 50
		2021-2022 : 50
		2022-2023 : 50
		2023-2024: 50
		2024-2025: 50
		2025-2026: 50
		2026-2027: 50
		2027-2028: 50
Career Guidance Cell	01	2027-2028 : 03
Number of students benefitting from Career Guidance Cell	50	2018-2019 : 50
		2019-2020 : 50
		2020-2021 : 50
		2021-2022 : 50
		2022-2023 : 50
		Total : 250
		2023-2024: 50
		2024-2025: 50
		2025-2026: 50
		2026-2027: 50
2027-2028: 50		
		Total : 250

4. Exploring the talent in SportsHealth, fitness and sports facilities (% satisfaction level

Details	2015	2016	2017	2018	2019	Target for 2024
No. of students participating at State level competitions	-	01	05	02	02	2018-2019 : 02
						2019-2020 : 02
						2020-2021 : 02
						2021-2022 : 02
						2022-2023 : 02
						2023-2024: 02
						2024-2025: 02
						2025-2026: 02
						2026-2027: 02
						2027-2028: 02
No. of students participating at National level competitions	-	-	01	01	01	2018-2019 : 02
						2019-2020 : 02
						2020-2021 : 02
						2021-2022 : 02
						2023-2023 : 02
						2023-2024: 02
						2024-2025: 02
						2025-2026: 02
						2026-2027: 02
						2027-2028: 02
No. of students participating at international Asian/Olympic level competitions	03	-	-	01	-	2019-2020 :01
						2020-2021 :01
						2021-2022 :01
						2022-2023 :01
						2023-2024: 01
						2023-2024: 01
						2024-2025: 01
						2025-2026: 01
						2026-2027: 01
						2027-2028: 01

5. Emphasising Cultural Development:

This objective includes initiatives in liberal, fine and performing arts, studies in local cultural/history/art forms, their preservation and enhances their economic viability.

Details of courses offered in liberal, fine and performing arts, tourism and hospitality

Current status	Courses Envisaged by 2028
-	01 (Tourism) 01 (Hospitality)

Details of centres set up for preservation/study/appreciation of local culture/history/art forms

Current status	<i>Events Envisaged by 2028</i>
-	2018-2019 : Appreciation of Local Culture
	2019-2020 :Awareness/study about LocalHistory
	2020-2021 : Preservation of Local Art Forms (Rangoli and Warli Painting)
	2021-2022 : Study about Local Culture
	2022-2023 : Study about Local Art forms
	2023-2024: Preservation of Local Culture
	2024-2025: Appreciation of Local History
	2025-2026: Appreciation of Local Art forms
	2026-2027: Student Club/Groups for Promotion of Local Arts
	2027-2028:Student Club/Groups for Fine and Performing Arts

6. Strengthening Research culture

i) Number and type of industries engaged by College

R&D Partnership	2018-2019	2019-2020 :	2020-2021 :	2021-2022 :	2022-2023 :
Number and type of industry	01	01	01	01	01

ii) Details of engagement of College with industry

Type of engagement	Current Status	<i>Envisaged by 2023</i>	
MoUs/Collaborations	-	2018-2019 : 0	
		2019-2020 : 01	
		2020-2021 : 01	
		2021-2022 : 01	
		2022-2023 : 01	
			2023-2024: 01
			2024-2025:01
		2025-2026:01	
		2026-2027:01	
		2027-2028:01	
		Total: 09	
Number of faculty working on industrial projects	-	2018-2019 : 03	
		2019-2020 : 03	
		2020-2021 : 03	
		2021-2022 : 03	
		2022-2023 : 03	
			Total : 15
			2023-2024: 03
		2024-2025:03	
		2025-2026:03	
		2026-2027:03	
		2027-2028:03	

Number of students working on industrial projects	-	2018-2019 : 40
		2019-2020 : 40
		2020-2021 : 40
		2021-2022 : 40
		2022-2023 : 40
		Total : 200
		2023-2024: 40
		2024-2025:40
		2025-2026:40
		2026-2027:40
		2027-2028:40

(iii) Key research areas of the College for next five years (2018-23)

Faculty	Number of Research Project (2018-2023)
Arts and Humanities	
Commerce and Management	
Science and Technology	
Interdisciplinary	
Arts and Humanities	
Commerce and Management	
Science and Technology	
Interdisciplinary	

7. Participation in Outreach programmes:

NSS, NCC, Inner Will Club, Gandhian Study Centre and Women Development Cell of the institution are engaged with local bodies and contributing to sensitization towards society. However, the perspective plan focused on expansion of these activities in collaboration with local bodies and government schemes in a continuous and consistent method.

Details	Current status	Envisaged by 2028
Types of engagement	01	2018-2019: 01 Government Scheme
		2019-2020 : 01 (Local bodies)
		2020-2021 : 01 (Gram Panchayat)
		2021-2022 : 01 (Zilla Parishad)
		2022-2023 : 01 (Swatch Bharat Abhiyan)
		Total : 05
		2023-2024: State Government schemes
		2024-2025: Central Government schemes
		2025-2026: NGOs
		2026-2027:
		2027-2028:
Number of faculty involved in		2018-2019: 02

		2019-2020 : 02
		2020-2021 : 02
		2021-2022 : 02
		2022-2023 : 02
		2023-2024: 02
		2024-2025:02
		2025-2026:02
		2026-2027:02
		2027-2028:02
Number of students involved in		2018-2019 : 50
		2019-2020 : 50
		2020-2021 : 25
		2021-2022 : 25
		2022-2023 : 50
		Total : 200
		2023-2024: 40
		2024-2025:40
		2025-2026:40
		2026-2027:40
		2027-2028:40

Engagement of the institution (through R&D investment, support in terms of technical/knowledge/ business solutions) with local community, MSMEs, Self-help-groups, tourism and hospitality and to enhance utilization of local resources (natural/cultural/human)

Details	Current Status	Envisaged by 2028
Types of engagement	-	2019-2020 : 01 Technical support to Municipal Corporation
		2020-2021 : 01 Knowledge support to local areas
		2021-2022 : 01 (Tourism)
		2022-2023 : 01 (MSME)
		2023-2024 : 01 (Local Community)
		2023-2024: 01 Self Help Groups
		2024-2025:01 Hospitality
		2025-2026: 01 R&D investment to utilize local resources
		2026-2027:01
		2027-2028:01
Number of faculty involved in	-	2019-2020 : 02
		2020-2021 : 02
		2021-2022 : 02
		2022-2023 : 02
		2023-2024 : 02
		2024-2025:02

		2025-2026:02
		2026-2027:02
		2027-2028:02
Number of students involved in	-	2019-2020 : 10
		2020-2021 : 10
		2021-2022 : 20
		2022-2023 : 20
		2023-2024 : 20
		Total : 80
		2023-2024: 20
		2024-2025:20
		2025-2026:20
		2026-2027:20
		2027-2028:20

8. Reinforcing e-governance:

Implementation of e-governance in planning and development, administrative, finance and accounts, student admission and support and examination areas improves the overall quality of institutional governance.

Year wise	<i>Implementation of e-governance Envisaged by 2028</i>
2018-2019	Administration
2019-2020	
2020-2021	Examination
2021-2022	
2022-2023	Student admission and support
2023-2024	
2024-2025	Finance and accounts
2025-2026	
2026-2027	Planning and development
2027-2028	

9. Strengthening Green Initiatives to deal with Environmental consciousness and sustainability:

1. Initiating renewable energy sources
2. Waste management steps
3. Rain water harvesting
4. Green practices

10. Promoting Student Support Services:

Enhancing Student support services like Counselling Cell, Grievances Redressal Cell, coaching for competitive examinations, Value Added Courses and Life Skills Courses Active involvement of Alumni through financial and non-financial methods is an important part of institution's growth.

Student support services

<i>Details</i>	<i>Current Status</i>	<i>Envisaged by 2028</i>
Establishment of Counseling Cell	01	2027-2028: 02
Number of students counselled and guided per year	1500	2018-2019 : 2000
		2019-2020 : 2000
		2020-2021 : 2000
		2021-2022 : 2000
		2022-2023 : 2000
		2023-2024: 2500
		2024-2025: 2500
		2025-2026: 3000
		2026-2027: 3000
	2027-2028: 3500	
Number of courses conducted per year on life skills and value education	-	2018-2019 : 02
		2019-2020 : 02
		2020-2021 : 02
		2021-2022 : 01
		2022-2023 : 01
		Total : 08
		2023-2024: 20
		2024-2025:20
		2025-2026:20
	2026-2027:20	
	2027-2028:20	
Number of students covered per year by the courses on life skills and value education	-	2018-2019 : 100
		2019-2020 : 100
		2020-2021 : 100
		2021-2022 : 100
		2022-2023 : 100
		Total : 500
		2023-2024: 20
		2024-2025:20
		2025-2026:20
	2026-2027:20	
	2027-2028:20	
	01	2018-2020 : 0
		2019-2020 : 0
		2020-2021 : 0
		2021-2022 : 0

Establishment of center for training in competitive examinations		2022-2023 : 01
		Total : 01
		2023-2024: 20
		2024-2025:20
		2025-2026:20
		2026-2027:20
Number of students covered per year by the centers for training in competitive examinations	20	2018-2019 : 60
		2019-2020 : 60
		2020-2021 : 60
		2021-2022 : 60
		2022-2023 : 60
		Total : 300
		2023-2024: 20
		2024-2025:20
		2025-2026:20
		2026-2027:20
Number of students benefitting from 'Learn and Earn' schemes	100	2018-2019 : 100
		2019-2020 : 100
		2020-2021 : 100
		2021-2022 : 100
		2022-2023 : 100
		Total : 500
		2023-2024: 20
		2024-2025:20
		2025-2026:20
		2026-2027:20
	2027-2028:20	

Alumni participation

11. Setting Up of innovation centres to explore the untapped energy of young generation

Details of innovation centres

Current Status	<i>Envisaged by 2028</i>
-	2027-2028: 03

12. Enrichment of Human Values and Professional Ethics

1. Code of conduct hand-book for students, teachers, governing body, administration including principal/
2. Identifying and handling locational advantages and disadvantages officials and support staff

3. Equal opportunity (Gender, Differently able, social and economical deprived groups)

<i>Initiatives</i>	<i>Current status</i>	<i>Activities by the Cell Envisaged by 2023</i>
Establishment of Equal Opportunity Cells	02 Women Development Cell, Anti-Ragging Committee	2019-2020: 05
		2020-2021: 05
		2021-2022: 05
		2022-2023: 05
		2023-2024: 05
		2024-2025: 05
		2025-2026: 05
		2026-2027: 05
2027-2028 : 05		
Facilities for physically challenged students	05 (Ramp, Wheel Chair, Lift, writer in exam, additional time in exam)	Providing the disabled friendly learning infrastructure
Number of schemes for special needs of tribal and disadvantaged groups	02 (Govt.Scholarships, ANGC)	More collaboration with sponsoring agencies
Number of students benefitting from scholarships/schemes for economically and socially challenged students	50 (State Government Scheme)	2019-2020: 60
		2020-2021: 60
		2021-2022: 60
		2022-2023: 60
		2023-2024: 60
		2024-2025: 60
		2025-2026: 60
2026-2027: 60		
2027-2028: 60		

Dr. M. Satya Sri

IQAC Co-ordinator

Principal

Dr.V.N.Yadav