



शिक्षण प्रसारक मंडळी, पुणे
R. A. Podar College of Commerce & Economics
AUTONOMOUS

Matunga, Mumbai - 400 019

An 'A+' Institution as Accredited by NAAC
Certified as 'Best College' by University of Mumbai

Tel.: 2414 3178 • Fax: 2414 1964 • E-mail: info@rapodar.ac.in
Website : www.rapodar.ac.in

6.2.1 The institutional perspective plan is effectively deployed and functioning of the institutional bodies are effective and efficient as visible from policies, administrative setup, appointment, service rules, and procedures, etc.

Deployment of Institutional Perspective Plan

2018-19 to 2022-23

Sr. No.	Description
1.	Plans (2018-19)
2.	Plans (2019-20)
3.	Plans (2020-21)
4.	Plans (2021-22)
5.	Plans (2022-23)

Plans (2018-19)

IPP /Strategic Plan	Deployment
1.To Submit the proposal for College autonomy to UGC	<p>IQAC took the post Accreditation initiative, for the preparation and implementation of Autonomy. A core committee comprising of Principal, Vice Principal, senior faculty members, and staff was constituted to prepare the proposal for College Autonomy in November 2018. The core committee organized sessions and interaction by experts from other colleges to familiarize the faculty and non-teaching staff about Autonomy.</p> <p>The proposal for autonomy was submitted to the University of Mumbai in August. The college was awarded “Autonomy status” in February 2019. The college implemented autonomy in AY 2019-20 progressively.</p>
2. To prepare and submit the proposal for College with Potential for excellence.	A College committee was constituted to prepare and submit the proposal to UGC in June 2018. The proposal was duly submitted to UGC.
3. To conduct a workshop and training program for the Internal Complaints committee members.	The College has established an Internal Complaints Committee (ICC) as per norms. The Committee members proposed a training program on the working of the ICC. The Chairperson of College conducted meetings with the Chairperson of Maharashtra State Commission for a collaborative program on a State level intensive training program on UGC (Prevention, Prohibition and Redressal of Sexual Harassment of Women Employees and Students in Higher Educational Institutions) Regulations, 2015. The proposal was

	<p>approved by the Women Commission office. A detailed program was prepared by the IQAC members.</p> <p>The resource persons were identified by the Office of The Maharashtra State Commission. The college conducted a State level training program with over 70 ICC members of other colleges on Saturday 2nd March, 2019.</p>
4. To submit a proposal to offer/ Commence/ Three year degree program "B.Com with Actuarial Studies" to university of Mumbai.	<p>Faculty members in the Department of Mathematics, Statistics and Computer Systems submitted a proposal to offer B.Com (Actuarial Studies) at R.A. Podar College (Autonomous) as a self-financing 3-year Bachelor's programme.</p> <p>The syllabus of the program was designed by consulting alumnus from the field of Actuaries and the faculty experts. The college received the approval from the government authorities.</p> <p>B.Com (Actuarial Studies) was implemented in 2019-20.</p>
5. To conduct workshops on meaning and implementation of Autonomy.	<p>A road map on implementation of Autonomy was made after various sessions among experts, brainstorming sessions within department and interaction with various stakeholders like non-teaching staff, alumni, parents, etc.</p>
6. To conduct popular inspirational talks (TEDx).	<p>The Planning Forum and Economic Association took the initiative to apply for the TEDx license. The license was awarded and we conducted the first TEDxRAPodarCollege talk.</p>
7. To conduct seminars for students in association with RAPAA.	<p>The college Alumni association viz R.A. Podar Alumni Association was registered successfully in 2018. The association had conducted a series of seminars since 28th July 2018 on career paths for Podar students.</p>

8. To establish a CAS guidance Centre.	The college has established A CAS guidance center in January 2018
--	---

Plans (2019-20)

Strategic Plan	Deployment
1. To implement the scheme of autonomy by adhering to the UGC guidelines.	Regular meetings of the autonomous bodies conducted of all statutory bodies as per UGC guidelines. The revised syllabi implemented as per the recommendations of the Governing body.
2. To Conduct the Student Induction Program for all First year students as per UGC guidelines.	<p>The college faculty had undergone training for the Student Induction Program conducted by UGC in Pune in June/May 2019.</p> <p>The trained faculty members submitted a proposal to conduct the Student Induction Program for three credits. The designated committee conducted a series of ice breaking sessions for each class in the presence of the appointed Faculty mentor of the respective class, and Team Leads were appointed for each division.</p>
3. To conduct question paper review by subject experts from Peer colleges.	<p>The Examination committee suggested the practice of question paper review from a panel of experts selected from other colleges. The permission for the same was granted by the governing body.</p> <p>A panel of experts from peer colleges reviewed the question papers from semester I and II in 2019-20 for the Autonomous Program. The audit ensured a higher standard in question paper setting which was implemented across all the programs and semesters.</p>
4. An inclusive cell to be initiated to provide a Platform for the special students.	A focused committee "Inclusive Cell" was formed with a buddy system being adopted. Special sessions were conducted with the students to address their academic and social concerns. A dedicated set of scribes (Students) trainers were appointed for enabling assistance to the differently abled students during examination.

<p>5. To introduce a mandatory course on “Value education and Yoga” for all First-year students and Responsible Citizenship for All Third-year students</p>	<p>The college Principal spelled her vision of imparting value education to the new entrants and importance of civic responsibilities to the final year graduates. The Yoga and Value Education course was introduced in August 2019. A qualified Yoga instructor was appointed for the conduct of the program.</p> <p>The Syllabus of the two courses were approved by the Governing body in May 2019.</p>
<p>6. To introduce Skill and ability Certificate courses designed and implemented by faculty members.</p>	<p>The college faculty designed various Skill and Ability enhancement courses. The courses were conducted after classes with qualified resource persons.</p>
<p>7. To introduce the Extracurricular credit points scheme.</p>	<p>An ECC dairy was created to devise a rubrics to award credit points to learners over six semesters.</p>
<p>9. To conduct a series of workshops on teaching pedagogies and evaluation methods.</p>	<p>The academic cell of the college conducted the BLOOM’s Taxonomy workshop wherein the resource person was Dr. Gulshan Shaikh in March 2020.</p>

Plans (2020-21)

Strategic Plan	Deployment
1. To adopt online MS teams for conducting online lectures as a tool for Learning Management System, conduct of online meetings and administrative work.	Credentials created for faculty, non-teaching staff and students, Teams created, Training program for students, teachers and office staff
2. To conduct Student Induction Program as per UGC guidelines.	Orientation program conducted and addressed by Principal, Vice Principal, Controller Of Examination and class mentor. UGC based Student induction program conducted over three parts by Course coordinators
3. To conduct online examination through SAFE App by collaborating with IIT Bombay.	Registration and training to all the students by the Controller of Examination and Examination facilitators. Training Sessions before every semester end examination for updates.
4. To strengthen student support mechanisms and improve well-being of students and staff through various initiatives like counseling, enrichment programs, etc.	Value based learning through Value education course completed by all students across programs on MS teams. Took care of Mental health and wellness of students through Life enrichment programs and Online consultation with college counselor twice a week. Uploaded Video recordings and essays on Mental health in each class.
5. To continue with various initiatives to strengthen autonomy.	Implementation of new syllabi and conduct of regular meetings

6. To encourage students to enroll for online certificate courses.	Guidance provided to students regarding the procedures for approvals of online course and submission of certificate
7. To develop administration SOP for online procedures and reporting tools for staff and faculty.	Formulation of online etiquettes for students, Formulation of procedures while giving examination for both the invigilators and students , Formulation of reporting tool (Daily sheet - May 2020 onwards), Processing of college documents online
8. To conduct and encourage participation of students and staff in webinars, conferences, training workshops, etc.	College conducted webinars, seminars, workshops on regular basis.
9. To introduce a feedback mechanism and take regular feedback from students, faculty, parents, employers for sustainable development and further improvement.	Feedback from different students, parents, and alumni are collected by IQAC about teaching- learning, evaluation, analyzed and shared with the staff for improvement.
10. To enhance infrastructure augmentation.	Enhancement in internet connectivity, 6 smart classrooms added, Increased the number of computers and laptops, Setting up of acoustics in Multipurpose hall
11. To develop and sustain alumni network for strengthening Academia – Industry interface.	R. A. PODAR COLLEGE OF COMMERCE ECONOMICS ALUMNI ASSOCIATION was registered as a section 8 (non-profit) company on 05 June 2018. The main objects are: 1. To promote interaction amongst current and past Alumni members, faculty and staff and between the Alumni and S. P. Mandali's R.A.Podar College of

	<p>Commerce and Economics (hereinafter referred to as ‘the College’).</p> <p>2. To encourage, promote and facilitate education and research and other activities of ‘the College’.</p> <p>3. To create and maintain an updated database of the alumni.</p> <p>4. To solicit suggestions from the members for the development of the college and for providing a platform to the potential entrepreneurs and aspiring professionals who are either the existing students or the members.</p> <p>5. To organise events in cultural, music and sports fields, with an objective to rekindle camaraderie among members.</p>
<p>12. To encourage students to participate in various co-curricular and extra-curricular activities.</p>	<p>In addition a range of co-curricular and extracurricular activities are organized for overall development of the students which has an impact on national and global developmental needs.</p>
<p>13. To conduct Innovative and outcome based continuous internal assessment.</p>	<p>Continuous internal assessment carrying 40% weightage has helped to tap on student’s skills and capabilities by the way of assignments, project work, quizzes, case study analysis, practical analysis of the industry problems, etc. The teachers have focussed on understanding the problems of individual learner through the mentor mentee interaction. This has helped in</p>

	creating an empathetic attitude towards the students and blend the teaching methodology and techniques to suit the Learners.
14. To encourage students to pursue skill and ability based certificate courses.	Credit Course Committee prepared SOPS for the conduct, submission, evaluation and rewarding credits.

Plans (2021-22)

Strategic Plan	Deployment
1. To Enhance Student welfare mechanism.	The college followed Covid-19 protocols and provided hygienic and clinical facilities. The college enabled hybrid teaching & learning mode which was safe and secure. MS Teams platform was used for teaching and other college activities and meetings. Awareness was created among the first year students on mental health by the College counselor through online sessions. The online consultation sessions were increased to twice a week. Mentor-mentee interactive sessions were conducted regularly.
2. To train faculty members in the use of IT Tools for teaching and learning and evaluation	The Faculty was provided with Laptops, ICT material, and High speed internet facilities. The IQAC conducted several FDPs to train the faculty. A four day program- “The use of ICT tools and curriculum development” was held. This FDP familiarized the Faculty and Staff about MS Office suite and Productivity Tools.
3. To conduct FDP for mapping Program Outcome and Course outcome.	A workshop was conducted on “Mapping Course Outcomes to Program Outcomes” for the successful implementation of outcome based education. This enabled the mapping of COs to POs.
4. To conduct Academic audit.	External academic audit was conducted successfully on 29 th August, 2021.
6. To increase collaborative research activities.	The Institution played an active role as an Academic partner for the International Conference on Contemporary Business Trends at National Institute of Technology, Srinagar. The faculty members completed the Research project which was sponsored under the Fulbright-Nehru Postdoctoral Research program in collaboration with Texas A&M University. This

	collaboration was undertaken by the faculty members along with foreign researchers.
7. To continue active alumni networking.	Dedicated efforts were put to broaden the Alumni foundation of the college by augmenting the membership of Alumni Association, RAPAA. The inaugural of Late Principal G.P. Palekar Memorial Lecture was delivered by Gyaan Peeth and Podar Ratna Awardee Mr. Damodar Mauzo. The lecture was live streamed on YouTube and attended by teachers, students, and alumni.
8. To strengthen infrastructure facilities on college premises.	<p>Infrastructure facilities strengthened under RUSA 2.0-</p> <ul style="list-style-type: none"> ● ERP Installation for MIS (MasterSoft) ● Renovation of multipurpose auditorium with installation of PA system ● Library storage augmentation ● Installation of Digital Podiums ● Amplification of Wi-Fi Facility ● Continuation of MS Teams software was initiated for online teaching, learning and evaluation. ● Enabled classrooms for dual mode (on-line and in person) ● Playground was upgraded with turf ● Incubation, Innovation, Start Up (E cell) Centre ● Fintech Lab
11. To continue with various initiatives to strengthen autonomy.	Review of syllabus for all programs was undertaken by the Board of Studies in the respective programs. Final year students were encouraged students to complete their non-academic credits (credit courses) and mandatory course (Responsible Citizenship Course)

<p>12. To conceptualise and formulate new programs under autonomy.</p>	<p>The Academic Cell in collaboration with IQAC cell proposed to offer three new UG programmes and 3 PG programmes.</p> <p>Several micro meetings with industry experts, alumni and senior faculty were held to design the syllabus.</p> <p>Each program was assigned a guardian from the Industry. The Syllabus of each of the programs were approved by the Governing Body of the College to be introduced from the Academic Year 2022-23.</p>
<p>13. To encourage students to enroll and complete non- academic credits and mandatory credits.</p>	<p>Students were given an opportunity to pursue online courses to complete their 12 non-academic credits towards completion of their degree while learning from a remote location, giving them greater flexibility and convenience.</p>
<p>14. To continue with flagship events of college in online mode.</p>	<p>Various forums organized and conducted flagship events of the college like TEDx, Moneta, Enigma, FINACC, Rostrum Spectrum, etc. online adhering to Covid-19 pandemic regulations.</p>
<p>15. To continue with administration SOP for online procedures and reporting tools for staff and faculty.</p>	<p>E-submission of academic and administrative activities conducted by Faculty and Staff members were maintained on a daily basis.</p>

Plans (2022-23)

Strategic Plan	Deployment
1. To create awareness and train faculty and staff regarding the implementation of NEP 2020 for autonomous institutions.	Workshops were conducted by the parent body with teacher representatives from colleges. NEP core committee and sub-committees were created for implementation of NEP 2020.
2. To conduct facilitation program to discuss the implementation of NEP	4-year Credit structure and curriculum work began for implementation by the NEP committee.
3. To formulate and implement new programs under autonomy	3 new programs were implemented at undergraduate level titled as follows: 1) B. Com (Financial Markets) 2) BBA (Shipping and Logistics management) 3) BSc (Data Science and Analytics) 3 new programs were implemented at postgraduate level titled as follows: 1) M.Com (Business Analytics) 2) M.Com (Behavioural Finance) 3) M.Com (International Business)
4. To appoint mentors from relevant industry for onboarding of students admitted in new programs	Mentors were appointed to induct and onboard students admitted in new programs to facilitate industry- academia interface through guest lectures, IV and Internships.

<p>5. To develop and implement examination reforms</p>	<p>Reforms were developed and introduced for the conduct of examination. Examination Committee suggested additional 15 minutes to be given to all the learners during exams.</p> <p>A pledge was read by each learner before each exam to adhere to the rules and regulations at the examination hall.</p> <p>Technological support was provided to the visually challenged student.</p>
<p>6. To conduct induction program for students</p>	<p>Student induction program was conducted to facilitate a seamless integration of students into the new educational context, guiding them in exploring their potential and fostering their individual strengths.</p>
<p>7. To conduct outdoor FDP for teachers</p>	<p>An outdoor FDP was organized to Silvassa on 27/04/2023 and 28/04/2023. The FDP was organized with an aim to enhance the professional skills, personal growth, and effectiveness of educators through experiential learning in an outdoor setting</p>
<p>8. To conduct workshops to facilitate faculty in use of advanced IT tools, mentoring, research tools</p>	<p>A KEP on research methodology was conducted in the month of October 2022 with an objective to revive and enhance the research aptitude of faculty members. A two day FDP was conducted on ‘Statistical analysis with Jamovi’ in the month of February 2023.</p>
<p>9. To continue the conduct of Knowledge Exchange Program for faculty members and other stakeholders</p>	<p>Knowledge Exchange Programs titled “The Non-Binary: Identity, Expressions & Rights” and “Mentoring Today’s Youth : Challenges and Issues of the Adolescence” were conducted aimed at creating awareness among the stakeholders regarding the topical issues of students and discussing ways to deal with them.</p>

10. To strengthen relationship of the institute with all stakeholders	The college organized an event: “Sahastra Chandra Darshan- A Confluence of Stakeholders” commemorating completion of eight decades of excellence in education and learning.
11. To organize a workshop at the state level with a focus on understanding the role of a teacher as a counsellor	A state level workshop on the topic “Empowering Young Minds- A workshop on Basic Counseling Skills for Teachers” was conducted in collaboration with Disha Counselling Centre under the aegis of RUSA 2.0. The aim of the Basic Counseling Program for Teachers was to initiate teachers in the basic counseling skills so as to respond to students’ emotional, psychological and relationship issues, and to learn to recognize students who may require additional personal counseling.
12. To conduct state level career fair with thrust on NEP	A state level event “Panorama Career Fair” was organized in March 2023 featuring 34 stands guiding students about different career fields, including finance, defense, photography, and fashion design.
13. To facilitate experiential learning among young learners	Students were provided with an opportunity to get first-hand knowledge through field visits. The industrial visits were conducted under the aegis of RUSA 2.0
14. To strengthen infrastructure facilities on college premises.	Augmentation of infrastructure was facilitated by: -Installation of NESTLE kiosk -Levelling of Lata Kunj -Installation of Acoustics in Auditorium - Augmentation of PASCHE room and NSS room - Development of placement cell and Self Financing Program office
15. To continue with IQAC initiatives	The IQAC continued with its other initiatives as previous year. The initiatives are described as follows:

	<ol style="list-style-type: none">1) Flagship events like MONETA, FINAAC, RAPPORT, Enigma, Uttung, etc. were planned and conducted during the year.2) Students enrolled and successfully completed non-academic credits (12) and mandatory credits (4)3) Workshops on research methodology and statistical tools for research for students as well as faculty members were organised to build research acumen and refresh their knowledge regarding the same.
--	---