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

Resource Mobilization Policy and Procedures

Policy Statement: R.A. Podar College of Commerce and Economics (Autonomous) is committed to promoting academic excellence and holistic development of learners. A Resource Mobilization Policy has been formulated which outlines the strategies to ensure financial sustainability and support the realization of the vision and mission of the college.

- **Objectives:**
  1. Secure diverse and sustainable financial resources for academic enhancement.
  2. Facilitate innovative initiatives and research endeavors through effective funding.
  3. Strengthen community engagement and partnerships in alignment with our vision.

- **Types of Resources and their Procedures:**

> **Teaching Learning Resources**

> **IT and Technical Resources**

> **Human Resources**

> **Financial Resources**

Podar : Nurturing Intellect, Creating Personalities.

A. **Teaching Learning resources:**

Resources under a resource mobilization policy encompass various elements essential for delivering high-quality education. Some of components are:

a) **Faculty Development:**
   - Funding for workshops, conferences, and training programs to enhance the professional development of faculty members.

b) **Teaching Resources:**
   - Budget allocation for the development and acquisition of refernce books, course materials, and other educational resources.
   - Investment in digital resources, e-books, and online platforms to supplement traditional teaching materials.

c) **Technology Integration:**
   - Funding for the purchase and maintenance of audio-visual equipment, smart classrooms, and educational technology tools.
   - Support for software licenses and applications that enhance the teaching and learning process.

d) **Research Grants for Faculty:**
   - Dedicated funds to support faculty research projects, encouraging a culture of inquiry and academic exploration.
   - Grants for attending and presenting research findings at conferences.

e) **Library Resources:**
   - Financial support for expanding and updating the library's collection of books, journals, and reference materials.
   - Funding for subscriptions to online databases and digital resources.

f) **Guest Lectures and Workshops:**
   - Budget for inviting guest speakers, industry experts, and scholars to conduct lectures and workshops.
   - Funding for organizing seminars and panel discussions to enrich the academic experience.

g) **Professional Development Opportunities for Students:**
   - Scholarships, grants, or sponsorships for students to attend conferences, workshops, and study programs.
   - Support for student participation in research and innovation competitions.

h) **Quality Assurance and Accreditation:**
   - Funding for processes and activities related to accreditation and quality assurance to uphold and improve educational standards.
   - Investment in training programs for faculty to align with accreditation requirements.

i) **Student Support Services:**

- Budget for academic counseling services, tutoring programs, and mentorship initiatives to support student success.
- Resources for creating a conducive learning environment, including study spaces and facilities.

j) Language Labs and Communication Skills Development:
- Funding for language labs and resources to enhance students' communication and language skills.
- Support for workshops and programs focused on improving communication abilities.

k) Industry Support:
- Identify potential corporate partners for sponsorships and collaborations.
- Develop partnerships aligned with the college's mission and vision.

B) IT and technical resources

a) Infrastructure Development:
- Budget allocation for the establishment and maintenance of robust IT infrastructure, including servers, networks, and data centers.
- Investment in hardware and equipment upgrades to ensure a technologically advanced environment.

b) Software and Licensing:
- Funding for the acquisition and licensing of essential software applications for administrative, academic, and research purposes.
- Regular updates and maintenance of software to ensure security and efficiency.

c) Cybersecurity Measures:
- Investment in cybersecurity tools and technologies to protect sensitive data and information.
- Ongoing training and awareness programs for staff and students on cybersecurity best practices.

d) Learning Management System (LMS):
- Implementation and maintenance of a comprehensive LMS for efficient course management, content delivery, and student engagement.
- Integration of LMS with other systems for seamless information flow.

e) E-Learning Resources:
- Funding for the development of e-learning modules, multimedia content, and interactive educational resources.
- Investment in virtual classrooms and online collaboration tools.

f) IT Support Services:
- Budget for IT helpdesk services to provide technical assistance to students, faculty, and staff.

g) Website Development and Maintenance:
  - Investment in the creation and upkeep of a user-friendly and informative institution website.
  - Regular updates to ensure accurate and timely dissemination of information.

h) Digital Communication Tools:
  - Funding for communication tools, including email systems, messaging platforms, and video conferencing solutions.
  - Integration of communication tools to facilitate seamless interactions among stakeholders.

C) Human resources:

The Human Resource Policy is designed to establish a framework that fosters a positive work environment, attracts and retains qualified professionals, and aligns with the institution's mission of academic excellence, innovation, and inclusivity.

a. Talent Alignment and Academic Contribution:
  - Align the expertise of college teachers with the strategic objectives of resource mobilization initiatives.
  - Encourage academic contributions from teachers that complement and enhance the college's resource mobilization goals.

b. Professional Development and Research Initiatives:
  - Invest in the continuous professional development of college teachers through research-focused initiatives.
  - Equip teachers with the skills and knowledge necessary to contribute meaningfully to grant applications, research funding, and collaborative projects.

c. Community Engagement:
  - Collaborate with local communities for mutually beneficial initiatives.
  - Strengthen relationships that positively impact both the college and the community.

d. Transparent Communication and Information Sharing:
  - Ensure transparent communication channels between college teachers and relevant administrative bodies.
  - Share information about resource mobilization goals, funding opportunities, and success stories to inspire and involve college teachers in the process.

e. Well-being Initiatives: - Implement well-being programs and initiatives to support the mental and physical health of teaching and non teaching.

f. Alumni Engagement:
  - Identify alumni to share their expertise through guest lectures, industrial visits, internships and placement.
  - Scholarships instituted by Alumni
  - Alumni Association :Organize alumni events to foster a sense of community and support.

D) Financial Resources:

a. **Budget Development:** - The finance department collaborates with department heads to develop an annual budget.The budget should align with the strategic objectives of the college.

b. **Diversification of Funding Sources**: - a.To acquire government funding(UGC, RUSA,MAHADBT etc) grants, and philanthropic donations. b. Establish an endowment fund to ensure a stable financial foundation.

c. **Financial Management:**

- The College Accounts department under instructions from the College Development Committee ensures optimum resource allocation and utilization.
- Ensure transparency in financial reporting to stakeholders.

This Resource Mobilization Policy for R.A. Podar College (Autonomous) aligns with our core values, aiming to create a sustainable financial framework that supports academic excellence, fosters innovation, and positively impacts our college community and supports inclusivity.

- Mission Statement: **'Nahi gnyaanen sadrasham pavitramiha vidyate'. (**There is nothing in this universe as pure as knowledge.)

- Vision Statement: **'Samaani va akooti samaanaa hridayaa ni vaham' (**We are one in mind and one in heart: Live and let others live.)

****

Podar : Nurturing Intellect, Creating Personalities.