

## Institutional Development Plan (2025-2030)

This five-year Institutional Development Plan (IDP) for the K J Somaia College of Arts and Commerce, Mumbai-400077, is drafted focusing on academic excellence, holistic development, and sustainability for our Commerce and Arts Graduate Programs, Postgraduate Programs, and Ph.D. Programs. The plan outlines strategies across ten key criteria as envisaged by NAAC in their revised guidelines issued in January 2025 to ensure the institution's growth and alignment with national educational standards.

### 1. Curriculum

**Objective:** Design and implement relevant, outcome-based curricula aligned with industry needs, global trends, and NEP 2020 guidelines.

**Strategies:**

1. Conduct annual curriculum reviews with stakeholder input (industry experts, alumni, faculty, students) to ensure relevance.
2. Introduce interdisciplinary courses (e.g., Digital Marketing for Commerce, Cultural Studies for Arts) and skill-based electives (e.g., Data Analytics, Creative Writing).
3. Implement the Choice-Based Credit System (CBCS) fully, with 20% of credits dedicated to open electives by 2027 can be accumulated through the college and the open platforms like *swayam*.
4. Integrate experiential learning components like internships, capstone projects, and field studies for 100% of undergraduate and postgraduate students by 2028.



5. Align Ph.D. programs with UGC regulations, emphasizing research ethics and interdisciplinary approaches.
6. Develop online and blended learning modules for 30% of courses by 2029 to enhance accessibility and support student learning.

#### Key Actions:

- Form a Curriculum Development Committee (CRDC) by Q1 2026 to oversee syllabus updates.
- Partner with local industries (e.g., BSE, Media Houses etc.) for curriculum co-design by 2027.
- Conduct faculty workshops on Outcome-Based Education (OBE) annually.

#### Outcomes:

- 100% programs accredited with revised NAAC-aligned curricula by 2030.
- 90% student satisfaction with curriculum relevance (measured via annual surveys).

## 2. Faculty Resources

**Objective:** Build a qualified, motivated, and diverse faculty to support academic and research excellence.

#### Strategies:

1. Recruit 15 new faculty members (5 Ph.D. holders for Commerce, 5 for Arts, 5 for interdisciplinary areas) by 2028.
2. Maintain a faculty-student ratio of 1:30 for undergraduate and 1:15 for postgraduate programs by 2030.
3. Implement a Faculty Development Program (FDP) with 100% faculty participation in at least two workshops annually (e.g., pedagogy, research methodology).





4. Encourage faculty to pursue Ph.D. or postdoctoral research, with 20% funding support in the form of seed money for 10 faculty members by 2030.
5. Introduce a mentorship program pairing senior faculty with junior faculty for teaching and research guidance.

#### Key Actions:

- Establish a Faculty Recruitment Committee by Q2 2026 to streamline hiring.
- Tie-up with IIT Bombay and TISS or Central and State Universities for faculty exchange programs by 2027.
- Create a performance-based incentive system for research publications and teaching excellence by 2028.

#### Outcomes:

- 100% faculty with Ph.D. or equivalent qualifications for postgraduate and Ph.D. programs by 2030.
- 80% faculty trained in modern pedagogical tools (e.g., flipped classrooms, e-learning platforms etc.).

### 3. Infrastructure

**Objective:** Develop state-of-the-art facilities to support teaching, learning, and research.

#### Strategies:

1. Upgrade 28 classrooms with smart boards and high-speed Wi-Fi by 2027.
2. Establish a dedicated Commerce Lab/Accounts Lab/Economics Lab (for stock market simulations, accounting software) and an Arts Studio (for creative arts, media production) by 2028.
3. Expand library resources with 10,000 new books and 50 journal subscriptions, plus access to e-resources like JSTOR and EBSCO by 2026.

4. Enhance the state-of-the-art facilities in the existing 400-seat auditorium for cultural and academic events by 2029.
5. Enhance the existing conference room with modern equipment
6. Ensure 100% accessibility for differently-abled students with ramps, elevators, and braille facilities by 2027.

#### Key Actions:

- Allocate ₹5 crore for infrastructure upgrades over five years, starting with library and classroom enhancements in 2026.
- Partner with tech firms for donations of software and hardware (e.g., Tally, SPSS) by 2027.
- Conduct annual infrastructure audits to ensure all mandatory compliance.

#### Outcomes:

- 100% smart classrooms and labs operational by 2030.
- Library usage increased by 50% (tracked via digital check-ins).

### 4. Financial Resources and Management

**Objective:** Ensure financial sustainability through diversified revenue streams and efficient resource allocation.

#### Strategies:

1. Increase revenue through alumni donations (target ₹1 crore by 2030) and industry-sponsored research projects (₹10 lakh annually).
2. Introduce self-financed certificate courses (e.g., Financial Modeling, Graphic Design) to generate ₹20 Lakhs annually by 2028.
3. Optimize budget allocation: 40% for academics, 30% for infrastructure, 20% for research, and 10% for extracurriculars.
4. Implement transparent financial reporting with quarterly audits.





### Key Actions:

- Establish an Alumni Fundraising Committee by Q3 2026.
- Apply for government grants (e.g., UGC, RUSA) for infrastructure and research by 2027.
- Use ERP software for financial tracking and resource management by 2026.

### Outcomes:

- 20% increase in annual revenue by 2030.
- Zero financial irregularities in audits.

## 5. Learning and Teaching

**Objective:** Foster innovative teaching methodologies and a student-centric learning environment.

### Strategies:

1. Adopt active learning techniques (e.g., case studies, group discussions) in 80% of courses by 2028.
2. Implement continuous assessment with 40% weightage for formative assessments (quizzes, projects) by 2027.
3. Introduce e-learning platforms (e.g., Moodle) for 30% of course delivery by 2029.
4. Provide remedial classes for slow learners and advanced modules for high achievers.
5. Train 100% faculty in ICT-based teaching tools by 2027.

### Key Actions:

- Conduct student feedback surveys twice a year to evaluate teaching quality.
- Organize annual pedagogy workshops with experts from NIEPA and NAAC.
- Establish a Learning Management System (LMS) by 2026.



**Outcomes:**

- 90% student satisfaction with teaching quality (via surveys).
- 20% improvement in student performance in internal assessments by 2030.

**6. Extended Curricular Engagements**

**Objective:** Promote holistic development through sports, cultural activities, NSS, and NCC.

**Strategies:**

1. Expand NSS and NCC units to include 300 students each by 2028.
2. Host an annual inter-college cultural fest (target 2,000 participants) and sports meet (target 500 participants) by 2027.
3. Introduce certificate courses in competitive examination, yoga, theatre, and music with 100 student enrollments annually by 2028.
4. Collaborate with NGOs for community service projects (e.g., literacy drives, cleanliness campaigns) involving 50% of students.

**Key Actions:**

- Appoint dedicated coordinators for NSS, NCC, and cultural activities by 2026.
- Allocate ₹50 lakh for sports and cultural infrastructure (e.g., gym, practice spaces) by 2028.
- Partner with Mumbai-based cultural organizations (e.g., NCPA) for student training by 2027.

**Outcomes:**

- 75% student participation in extracurricular activities by 2030.
- 10 national-level achievements in sports or cultural events annually.





## 7. Governance and Administration

**Objective:** Ensure transparent, efficient, and inclusive governance aligned with the standards of higher education.

### Strategies:

1. Establish a Governing Council with industry, alumni, and student representatives by 2026.
2. Implement e-governance systems for admissions, examinations, and feedback by 2027.
3. Conduct leadership training for administrative staff annually.
4. Ensure 100% compliance with UGC and NAAC regulations in decision-making processes.

### Key Actions:

- Develop a Policy Manual for governance by Q4 2026.
- Conduct annual internal audits for administrative efficiency.
- Create a grievance redressal cell with online and offline access by 2026.

### Outcomes:

- 100% automation of administrative processes by 2030.
- 90% stakeholder satisfaction with governance (via surveys).

## 8. Student Outcomes

**Objective:** Enhance academic performance, employability, and holistic development of students.

### Strategies:

1. Achieve a 90% pass rate for undergraduate and postgraduate programs by 2030.

2. Establish a vibrant Career Guidance and Placement Cell to secure 500 internships and 300 placements and also encourage start-ups and self employment annually by 2028.
3. Introduce soft skills and employability training (e.g., resume writing, interview skills) for 100% final-year students.
4. Track alumni success through an online portal by 2027.

#### Key Actions:

- Partner with 50 companies (e.g., Deloitte, TCS, media firms) for placements by 2028.
- Conduct mock interviews and career fairs biannually.
- Create an alumni mentorship program for 200 students annually by 2027.

#### Outcomes:

- 40% placement rate for graduating students by 2030.
- 10% increase in alumni engagement (via events, mentorship).

### 9. Research and Innovation Outcomes

**Objective:** Foster a robust research ecosystem with increased publications, patents, and collaborations.

#### Strategies:

1. Establish a Research and Innovation Cell to support 50 faculty and 100 student research projects annually by 2028.
2. Publish 200 research papers in reputed, peer reviewed, scopus journals and file 10 patents by 2030.
3. Organize 10 national/international conferences on emerging trends in Arts and Commerce by 2030.



4. Secure ₹50 Lakhs in research grants from DST, ICSSR, and other bodies by 2029.

#### Key Actions:

- Set up a seed fund of ₹20 lakh for pilot research projects by 2027.
- Collaborate with universities (e.g., University of Mumbai, TISS etc.) for joint research by 2028.
- Provide incentives (₹10,000 per publication) for faculty research output.

#### Outcomes:

- 50% increase in research publications by 2030.
- 2 industry-sponsored research projects annually by 2030.

### 10. Sustainability Outcomes

**Objective:** Promote environmental, social, and ethical sustainability in campus operations and community engagement.

#### Strategies:

1. Achieve a zero-waste campus by implementing waste segregation and recycling systems by 2028.
2. Install solar panels to meet 30% of campus energy needs by 2029.
3. Conduct 10 community outreach programs annually (e.g., tree plantation, literacy drives) involving 500 students.
4. Integrate sustainability into the curriculum with 2 mandatory courses on environmental ethics by 2027.

#### Key Actions:

- Form a Green Campus Committee by Q2 2026 to oversee sustainability initiatives.
- Partner with BMC and local NGOs for sustainability projects by 2027.

- Conduct annual sustainability audits to track progress.

#### Outcomes:

- 50% reduction in carbon footprint by 2030.
- 100% student participation in sustainability initiatives annually.

#### Implementation and Monitoring

- **Governance Structure:** A Strategic Planning Committee (SPC) comprising the Principal, faculty, and external experts will oversee the IDP's implementation.
- **Monitoring Mechanism:** Quarterly progress reviews with Key Performance Indicators (KPIs) for each criterion, reported to the Governing Council.
- **Feedback Loop:** Annual stakeholder surveys (students, faculty, alumni, industry) to assess progress and make course corrections.
- **Budget Allocation:** ₹5 crore over five years, sourced from government grants, alumni donations, and self-financed courses.



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