

INSTITUTIONAL DEVELOPMENT PLAN

(2020 – 2021 TO 2024 – 2025)

FROM LIBERATION TO EMPOWERMENT
FROM EMPOWERMENT TO SELF-RELIANCE
FROM SELF-RELIANCE TO RESPONSIBLE CITIZEN



SMT. P. N. DOSHI WOMEN'S COLLEGE OF ARTS,
KUM. U. R. SHAH WOMEN'S COLLEGE OF COMMERCE

&

DR. (SMT.) NANAVATI BHANUBEN MAHENDRA
WOMEN'S COLLEGE OF HOME SCIENCE

CAMA LANE, GHATKOPAR

MUMBAI – 400086

Managed by SPRJ Kanyashala Trust

SPRJ Kanyashala Trust, a pioneer in women's education, established Smt. P. N. Doshi Women's College in 1960. The college started with five students in B.A and has grown into a multi-faculty institution with more than four thousand students. Now the college offers a variety of programmes with three majors for the Arts degree programme, four specializations for the Bachelor of Commerce programme and three specializations for the Bachelor of Home Science programme. The other undergraduate programmes offered are Bachelor of Computer Applications, Bachelor of Mass Media and Bachelor of Management Studies. Post Graduate programmes offered are MA (Industrial Psychology/ Counselling Psychology) and MCom (Finance) and job-oriented diploma programmes are also offered. Our college was accredited and reaccredited 'A' Grade by National Assessment and Accreditation Council thrice and designated as High performing institution.

Managed by SPRJ Kanyashala Trust and conducted by Sarvajanic Education Society, Smt. P. N. Doshi Women's College is one of its kind. The sixty year old edifice is not just a brick and mortar structure, but a living, breathing, pulsating institution that resonates the temper of the times. The motto of our Institution, "Sa Vidya Ya Vimuktaye" (That education which liberates), was conceived at a time when liberation was nowhere near the horizon of Indian woman's life in general.

Our college has been ranked as one of the high performing institutes in the country as we have achieved "A" grade in three consecutive cycles by National Assessment and Accreditation Council (NAAC). This has given us extension of accreditation of two years i.e. from five to seven years. Ours is the first and only college affiliated to SNDT Women's University, Mumbai to get this status. Though a minority institute, we take pride in not discriminating on the basis of caste, community or creed and bring girls from underprivileged strata of the society who are first generation learners into the mainstream of

education. The institution aims to improve the life choices of these women by providing a nurturing environment helping deserving students avail Government scholarships, freeships, financial aid, subsidized fees, loan facility, flexibility in fees payment and other support services. We do not charge tuition fees and offer self-financing programmes at comparatively lower fees.

VISION

To be recognized as a centre of excellence for women's education that empowers them to become self-reliant and responsible citizens who would contribute to building a healthy society

MISSION

To provide quality multidisciplinary skill-based higher education, to strengthen scientific outlook among students, grooming them to acquire global competencies and catering to the diverse needs of students through an inclusive approach and holistic development by creating conducive eco-system

OBJECTIVES

- To offer equal opportunities to students from diverse backgrounds
- To instill a sense of responsibility towards self and society
- To emphasize student centric approach to inculcate self-efficacy
- To focus on comprehensive holistic development by creating a conducive eco-system
- To offer employability skills and entrepreneurship opportunities leading to economic independence

OUR PROUD MILESTONES

COURSE / SUBJECTS	YEAR OF STARTING
B.A (Gujarati Medium)	1960
Junior college (Arts and Commerce)	1976
B.Com (Gujarati Medium)	1979
Diploma in Secretarial Practice	1983
Diploma in Home Science	1984
B.A (English Medium)	1984
B.Com (English medium)	1985
Junior college (Science)	1985
B.Sc. Home Science (English Medium)	1987
M.Com	2003
M.A (Industrial Psychology)	2004
Career Oriented Programme (COP)	2004
BCA, BMS and BAMB	2008
B.Com with Accountancy and Finance	2013
M.A (Counselling Psychology)	2020
M.A (Hindi)	2022
MSc Human Development (Early Childhood Education)	2022

We need an institutional development plan for the next five years, which will consolidate the gains made so far and truly put into practice the Motto of our institution, Sa Vidya Ya Vimuktaye (Liberation through Education). In the changing social context, women's role is changing from the boundaries of their homes they have stepped into a world that promises economic independence. This requires women to be equipped not with degree but also other skills. Our vocational courses and job-oriented diplomas have been initiated in response to these needs. In order to make these courses and programmes successful, we carefully set our year-wise goals and plan a step-by-step scheme of further development. We believe knowledge, being the key to the future, must deploy a range of weapons from technology to good faculty. We must also ensure that it is accessible, affordable and allow the student to evolve into a responsible, sensitive and tolerant citizen, proud of her roots, yet willing to embrace and meet the challenges of tomorrow.

Keeping in mind the above, the future plans have been drawn and definite goals are set.

GOAL I: TO ENHANCE THE COLLEGE BRAND NAME

Strategies Planned

- Use of digital campaigning.
- Utilize alumni as brand ambassadors.
- Improve the quality of results by identifying academically weak students and strong students and arranging special tutoring for them.
- Improve student placement.
- Collaborate with other institutions to leverage our own resources.

GOAL II: ENHANCE LEARNING THROUGH INCREASED USE OF ICT AND NEW TECHNOLOGY

Strategies Planned

- Making campus ICT enabled.
- Provide adequate infrastructure, equipment and connectivity to foster ICT related atmosphere.

- Training programme for teachers on different methods of teaching learning processes:
 - a. Experiential and Participative Methods.
 - b. Problem Solving methods and ensure that teachers use different innovative and creative student centric methods in teaching learning process.
- Train teachers in preparing lesson plans for teaching through e-mode and transact them.
- Develop effective e- learning approaches for the students.
- Motivate students to use e content available in the library.

GOAL III: INCREASE PLACEMENTS OF STUDENTS IN ORGANIZED SECTOR

Strategies Planned

- Build up academic competence to enable the students go from local to global levels.
- Mentoring and Remedial teaching methods to be integrated in the time table in all faculties.
- Strengthen placement activity by having a qualified placement officer.
- Organize soft skills development programmes and workshops on life skill development / Communication Skills / Employability Skills to final year students.
- Improve linkages with industry, research organizations and other government and non-government organizations to facilitate internships and placements.
- Maintain a database and strengthen placement cell.
- To offer at least one multidisciplinary programme/ course to every second year student so as to improve employability.
- Assist sharpening Entrepreneurship Skills in the interested students.

GOAL IV: TO STRENGTHEN RESEARCH WORK BY STAFF AND STUDENTS

Strategies Planned

- To formulate a well-defined, uniform and comprehensive Research Policy and make it accessible to all the stakeholders of the institute.
- To make efforts to build and boost research culture in the institution.
- Motivating more faculties and students to engage in research work.
- To revive the research magazine of the institute.
- To create a database of all the published research work of staff and students.
- To have functional MOUs and collaborations with institutions in the field of academic, cultural and research activities.
- Activities of research cell to be extended to students by motivating students through guidance and financial help.

GOAL V: TO USE MIS IN ALL ACTIVITIES SO AS TO CREATE ROBUST SYSTEMS

Strategies Planned

- Prepare a dynamic computer programme where all personal details and activities of staff are stored.
- Upgrading computer competency of all office staff at regular intervals.
- Development of administrative efficiency through training of non-teaching staff.

GOAL VI: TO STRENGTHEN ALUMNI NETWORK

Strategies Planned

- Prepare a directory which will be uploaded in the college website and with provision for online registration.
- Encourage e-networking through social networking sites.

- Invite alumni as resource persons, share inputs from the organizations and be effective role models.

GOAL VII: TO PROMOTE SOCIAL CHANGE THROUGH SOCIAL COMMITMENT

Strategies Planned

- Creating an environment conducive for Health & Hygiene (physical & psychological) in the institution / Creating healthy organization culture / climate.
- Encouraging every department to take up community work as part of ISR (Institutional Social Responsibility).
- Exposure of staff and students to social work through community activity, participation in workshops, interaction with social groups etc.

GOAL VIII: TO PROMOTE EFFICIENT RESOURCE UTILIZATION FOR ENVIRONMENT FRIENDLY PREMISES

Strategies Planned

- To conduct green audit.
- To promote zero waste.
- To insist on reduce/reuse/recycle use of paper.

In constant pursuit of quality education, we will undertake the following measures for evaluation of Perspective Plan.

The administrators' team (Principal and Vice principals, coordinators) will make an internal audit of academics, library, administrative services and other support services every year. Peer audit will be done every alternate year.