

Tilak Education Society's
J.K. College of Science & Commerce
Ghansoli, Navi Mumbai
Affiliated to University of Mumbai



PERSPECTIVE PLAN
ACADEMIC YEAR 2023-24 to 2027-28



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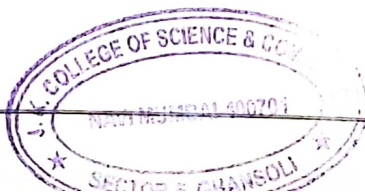
1. Preface

J. K. College of Science & Commerce, was established in 2009 under the banner of Tilak Education Society with four full time graduate programmes. Currently, we have seven undergraduate programmes. Owing state-of-the-art infrastructure, the colleges committed to quality and excellence. Further the institution strives its students to be highly competitive at the global level and thereby, make them proud citizens of the country. The institution imparts education in the field of Business Management, Commerce, Mass media, Computer Science and Information Technology.

The courses offered are Bachelor of Computer Science (B.Sc. CS), Bachelor of Commerce (B Com), Bachelor of Information Technology (B.Sc. IT), Bachelor of Management Studies (BMS). Later four new courses were granted by the University of Mumbai which are, Bachelor of Accounting and Finance (BAF), Bachelor of Banking and Insurance (BBI), and Bachelor of Arts in Multimedia and Mass Communication (BAMMC).

The college is fully equipped with the latest infrastructure and provides ICT enabled classrooms, reading halls, a library, computer lab, canteen, indoor gymkhana, yoga room, placement room, incubation center, media lab, student council room, National Service Scheme (N.S.S.) room, Math and Robotics lab, audio visual room, multipurpose hall and all other required infrastructure facilities to support curricular and extra-curricular activities. Curriculum followed as stipulated by University of Mumbai with examination for the first two years being conducted by the college.

The academic calendar is published well in advance for each academic year which is divided into two terms. It is prepared as per the University of Mumbai term break circular. We continue to strive for academic excellence to achieve excellence in academic performances, capability of self-governance and enhancement in the quality of education by improvising our innate qualities, adopting innovative ideas and acquiring new skills for the benefit of the stakeholders.



II. ACKNOWLEDGEMENT

The teacher and student team's efforts in preparing the Perspective Plan over a five-year period are greatly appreciated. In order to prepare a realistic perspective plan that will aid in producing high-quality results, all the stakeholders have provided insightful comments that were very helpful. Their sincere and relevant comments were taken into consideration for making the perspective plan

III. PROCESS OF CREATING THE PLAN:

The Perspective Plan for the period of five years commencing from academic year 2023-24 to academic year 2027-28 has been prepared by the College by taking into consideration the quality parameters as per NAAC requirements. The Head of the Institution along with the Internal Quality Assurance Cell (IQAC) of the college, Heads of the Department, Faculty and Management representatives has taken initiatives in preparation of the prospective plan. Based on the challenges faced by the institution, a detailed plan has been worked out taking inputs from all the stakeholders.



IV. Vision

"To be a pioneer institution for the holistic development of students to empower them to become leaders of tomorrow possessing capabilities for nation building".

Mission

- To impart Quality Education by providing the best infrastructure combined with innovative pedagogy for an all-round development of individuals.
- To offer various academic undergraduate and postgraduate and doctoral level programmes in the city so as to provide an individual with an avenue for being professionally and globally competent.
- To harness leadership potential among students and provide a platform for holistic growth.
- To be a center for learning and technological awareness.

Motto

"Nurturing Tomorrow's Mind"



V. Programs Offered

College conducts the following Under Graduate Programs affiliated to the University of Mumbai

Courses Offered	Streams
Bachelor of Commerce	(B. Com)
Bachelor of Commerce in Accounting and Finance	(B.Com. A & F)
Bachelor of Commerce in Banking & Insurance	(B.Com. B & I.)
Bachelor of Arts in Multimedia and Mass Communication	(B.A.M.M.C.)
Bachelor of Management Studies	(B.M.S.)
Bachelor of Science in Computer Science	(B.Sc.C.S.)
Bachelor of Science in Information Technology	(B.Sc.I.T.)



➤ Stakeholders Expectation:

1. Students

- Career Oriented Courses
- Clubs and Associations to sharpen relevant skills
- Internships
- Alumni Mentoring
- Career Counseling and Guidance
- Placement

2. Faculty

- Career Progression (Participation in Swayam, MOOC, UGC & AICTE Courses)
- Compensation as per Industry standards
- Academic Freedom
- Incentives for Research and Incubation/ Innovation
- Paperless environment

3. Parents

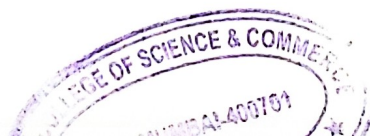
- Competitive Curriculum
- Quality teaching
- Extra-Curricular Activities
- High rankings
- Good Placements & Internships
- Start up Assistance

4. Industry

- Partnerships for designing curriculum
- Partnerships for internships and placements
- Sharpen market relevant skills in students
- Nurture entrepreneurial skills in students

5. Alumni

- Alumni Mentoring
- Wider professional network
- Connect with Community & Social institutions
- Giving Back opportunities



➤ Brief history of the institution:

Tilak Education Society was established in 1984 with the aim of promoting education in the city of Navi Mumbai. It was registered under the Societies Act and also registered as an Educational Trust under Public Trust Act 1950. The society was founded by two former government college lecturers Shri J.N.Kurup and Late Smt Sarada Kurup with an aim of providing quality education which would be affordable to the masses. They along with other academicians started this society with humble beginnings from a small room in the newly conceived satellite city of Navi Mumbai. It was their persistence against all odds and hard work that made society what it is today. Since the last 39 years, the society has been focusing on the holistic development of its students through its various branches. Today, the society runs 16 institutions in its four campuses in Navi Mumbai and Thane catering to the educational needs of over 10,000 students. The society provides courses from kindergarten to post graduation with schools and junior colleges with Maharashtra board and CBSE curriculum and graduation courses in arts, science and commerce affiliated to University of Mumbai. The society also runs a teacher training college, it is largely due to the efforts of staff and faith and support of our parents and well-wishers that Tilak Education Society is a trusted name in the field of education. Our consistent results and growth of our students bear testament to this fact.



➤ **Key Metrics:**

A) Practices

The college will continue the best practices of,

- Enrichment courses
- Mentoring of students
- Green initiatives
- Organize regular quality audits
- Evaluation of teachers by students
- Inculcation of research culture among students
- Establishment of MOU/linkages with other HEIs for students' upliftment
- Development of infrastructure to match the academic growth
- Annual best reader awards to the students
- Scholarship for economically underprivileged students & also for professional studies.
- Collection of faculty / staff performance appraisal
- Organize Faculty development programmes and staff training programmes
- Maintain a ragging free campus
- Total cashless transaction system

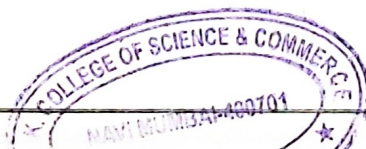


B) Faculty Profile

Faculty fulfills prescribed norms of qualification. Majority of the faculties have been acquiring Ph.D. guideship and are actively involved in research work. Our faculty members have authored several books of repute, are members of the syllabus revision committee, have been appointed as paper setters, moderators, resource persons, interview panelists, chairpersons, consultants and have been heading important committees at various levels. College has qualified teaching staff as per the prescribed norms of qualification of UGC. More than 6 teachers are pursuing Doctor of Philosophy. Faculty members are actively involved in research and book publications. Some of them are even part of the paper setting, resource persons, moderators for lower exams too. Few of them are from the industry background fostering the current need of education, which helps in bridging the gap between theory & practical aspects.

C) Research and Consultancy:

Research makes teaching more rewarding for academics and the same is forwarded to students. Research development cell of the college will conduct more workshops. Short term courses, refresher courses with UGC- HRDC for faculties. Time to time faculty development programmes will be held to upgrade and uplift the staff members with new amendments in the teaching arena. Institution provides the necessary support for encouraging quality and productive research. Faculty and student participation in research activities has increased. Student's participation in the Research Convention has increased and they are also bagging research awards. Research publications carry substantial weight in the faculty selection, promotions, increment as advised by the University Grants Commission (UGC). The institution provides the necessary support for encouraging quality research. We have a dedicated Research Development Committee to encourage research amongst students and staff.



D) Award and Recognition:

> Core Competencies

The College Competencies are developed to better map and coordinate the knowledge students gain and learn through their interaction with the institution. We aim to help shape students with versatile skills in an ever-changing environment that is increasingly being shaped by technology, globalization and quality. The institution has developed the following competencies and plans to improve on them so that students benefit from meaningful interactions with the institution. Institution plans for holistic development of the learners

- Adaptability to current trends in curriculum and teaching-learning methods
- Market Oriented Certificate courses
- Career Designing
- Industry/Global Exposure
- Incubation
- Research Skills
- Extra-Curricular Activities
- Leveraging Alumni Potentials
- Internships and Placements
- Social Education
- Human Value
- Professional Ethics
- Study Tours/ Field Visits / Industrial Visits
- Participation in Government of India Initiatives.



VI. Scope for Improvement



> **Teaching Learning:**

With NEP 2020 adaption, the institution aims at bridging the gap between academics and industry by introducing industry relevant courses and diploma programmes, which will give wider educational choices to the students and add to their employability quotient. There will be a lot of scope for industry-oriented skill development built-in into the system which needs to be exploited to give the students a placement edge in the market.

> **Training:**

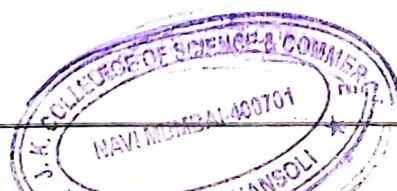
Linkages with the industry are a prerequisite for imparting training to students. College has a center for skill development which looks after bridging the gap between industry and academia. Institution is linking with industries where students can acquire training through internships. The institute is also making continuous efforts to provide teaching as well as non-teaching staff to upgrade professional skills such as research, publications, and promoting Ph.D., awareness on ERP software, Digital literacy, financial literacy etc.

> **Placement:**

College has an active placement cell. It will continue to conduct placement and internship drives. Relevant MoUs with various companies will be given a lot of importance. There is immense potential in tying up with more industries from different domains for Placement of students from varied streams.

> **Research:**

The Research Development Cell at the college conducts a number of activities to encourage students and staff into research. It is necessary to conduct quality research which can add value to the whole exercise. To aid quality research there may be a need for research collaborators, funding, access to equipment and materials etc. Funding agencies may sanction funds for selected research projects or ideas hence it may be imperative to identify relevant sources of funding to aid research.



➤ **Entrepreneurship:**

The Institute's innovation Cell has supported different start up ideas by students. The Alumni of the institution are also involved in a number of startup initiatives around Navi Mumbai. It is now imperative to network with other Incubation Centers to leverage expertise and also raise venture capital for supporting startups that incubate on the campus.

➤ **Alumni:**

Educational Institutions are changing the way they see and interact with their alumni community. The Colleges are becoming aware of the benefits an actively engaged alumni can have for the institution and its students. We have registered an alumni association, which conducts events on a regular basis for the alumni. Alumni are invited as experts to utilize their expertise for the benefit and progress of the present students. Mentoring by alumni for upcoming batches will be incorporated. However, we need to have a more active alumni organization which encompasses our alumni spread globally and is able to leverage their potential. They will also be engaged for fundraising & career support for our current students.

➤ **Extension:**

College has registered with NSS and DLLE as extension activities. The college consistently promotes participation of students and faculty extension activities. It aims to develop student sensitivity through their interaction with various challenges faced by the people in the nearby communities. Extension activities go beyond regular social activities to major drives effecting a major change and involving students in a bigger number. Tying up with NGOS for giving added thrust to any social initiative may need to be considered.



➤ **Green Initiative Campus:**

Going paperless offers multiple benefits to any educational institution as the collation of data and managing the data becomes easier and to that extent the burden of work is reduced on the staff. It is hence imperative to build a robust automated system to reduce the administrative burden on faculty. College has so far inculcated few green initiatives like E-waste management and alternate sources of power sustainability.

➤ **Skill Enhancement Lab and Digital Language Lab:**

In alignment with the NEP 2020 College is looking for establishment of a skill enhancement lab- Digital Language Lab. This will foster multidisciplinary education, Holistic development, Language proficiency, critical thinking, technology integration, multilingualism, and quality academic research. Skill enhancement Lab will serve as a catalyst for education transformation and prepare the students for the challenges and opportunities of the 21st Century.



VII. SWOT Analysis:

STRENGTH	<ol style="list-style-type: none"> 1. ICT enabled classrooms 2. Good infrastructure including playground gymkhana, well-equipped IT Labs, robotic lab, LED Lights. 3. Multilingual students' comfort. 4. Easy access and connectivity to railway station and highway 5. Assistance to students by scholarships in fee payments 6. Learners' engagement through community outreach and extension activity programmes like NSS & DLLE. 7. Qualified and experienced staff 8. Management initiatives to inculcate research culture and training to non-teaching staff. 9. Use of ERP for attendance and students' records 10. CCTV Surveillance, E-waste management 11. Alumni Engagement 12. Tie-ups and MoUs for Add-on Courses.
WEAKNESS:	<ol style="list-style-type: none"> 1. Lack of minor and major research projects by staff. 2. No postgraduate programmes 3. No funding/Lack of funding from Government 4. Curriculum rigidity due to non-autonomous status. 5. Less no of doctorate faculty. 6. No research participation by students 7. Majority of students are 1st Generation Learners. 8. Placement cell.
OPPORTUNITIES:	<ol style="list-style-type: none"> 1. With NEP, Promotion of blended learning, international tie-ups 2. More Tie-ups and collaborations with professional bodies for add on courses and skill-based courses. 3. Multidisciplinary Growth 4. Exploring research fundings from Industry and NGOs 5. More Industry-academia linkages and MoUs 6. Teachers on various boards of studies, editorial boards, syllabus framing at various autonomous colleges and university level. 7. Many teachers are expected to progress with thesis submission, journal publication.
CHALLENGES:	<ol style="list-style-type: none"> 1. To assist vernacular medium students to face writing and communication issues. 2. Increase research fundings from NGOs and organizations. 3. To handle multiple entry and exit of students through NEP by providing unique courses offered by institutions.



VIII: Structure of Perspective Plan (Criteria wise Planning)

I. Curricular Aspects	
Curriculum Enrichment	<ul style="list-style-type: none"> • Active participation of faculty members in curriculum designing and development process of affiliating University by becoming BoS members/CCS members of respective subjects. • Effectively communicating the curriculum design and faculty development by organizing subject / syllabus related workshops in which academicians and subject experts from other institutions and universities are invited as resource persons. • Offering additional add-on courses (Enrichment course) to enrich the students in various domains. • Initiating skill based vocational courses. <p>Introducing a mechanism to obtain feedback on curriculum, its scientific as well as systematic analysis/interpretation and communicating the feedback to the affiliating university for suitable modification of curriculum.</p>

II. Teaching Learning and evaluation process	
Teaching-Learning Outcomes	<ul style="list-style-type: none"> • The Programme Outcomes, Programme Specific Outcomes and Course Outcomes are communicated to all faculty and the students. • Carried out 'Diagnostics test' in the first semester to evaluate the learning ability of the newly admitted students. The analysis helps the faculty to prepare strategies to meet different needs of the learners and to bring them on a common platform. • Support the advanced learners and concentrate on slow learners in enhancing aspects like knowledge, attitude and skill. • Ensuring intensive use of ICT in teaching-learning process • Supporting proper infrastructural facilities for differently abled students (Divyangjan) students. • Organizing classes by eminent visiting professors. • Organizing students' visit programmes to various reputed HEIs/industry/laboratories. • Encouraging co-curricular activities to help creativity and leadership quality among the students.



III. Research, Innovations and Extension

Research Grants	<ul style="list-style-type: none">• Conduct regular meetings of the Research Cell to identify the research potential, promote the research and prepare the research proposals.• Applying for 2B & 12F affiliation.• Make continuous efforts to obtain research grants from funding agencies such as University of Mumbai, UGC, ICSSR, INSA etc. to undertake major/ minor project.
Conference & Publications	<ul style="list-style-type: none">• Encourage faculty to take up inter-disciplinary, collaborative and participatory research.• Promote publication of faculties in indexed research journals.• Encourage faculty to conduct research-based community development programmes.• Promote participation in national/international conference/ seminars/workshops/symposiums.• Depute the faculty members for attending research seminars / workshops and training.• Promote participation of staff members in FDPs like refreshers, orientation and short-term courses.
Knowledge Enrichment	<ul style="list-style-type: none">• Motivate faculty to apply for Patents.• Appreciate and recognize the teachers on successful completion of research projects, research degree programmes and research publications.• Provide exposure to students in various research areas where they are guided to handle research projects independently.• Set up educational linkages in terms of more MoU with premier institutions.• Organize awareness programmes on health, hygiene and sanitation, environment, cleanliness campaign and other social issues at neighbouring villages.• Provide academic infrastructure such as ICT facility, Library, and other requirements, as per needs for carrying out research activity

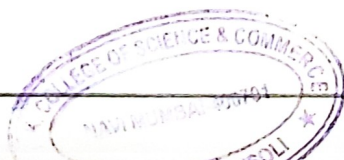


IV. Infrastructure and Learning Resource

Academic Infrastructure	<ul style="list-style-type: none"> • Initiate concerted efforts to upgrade infrastructure development. • Take proper steps for enhancement of sports facilities by establishing indoor stadiums, gymnasiums, etc. • Set up a Video Conference classroom to provide the exposure to faculty and students of the college through lectures of resource persons of national/international repute. • Develop a more interactive website for dissemination of information. • Establish Language Laboratory & Construct a well-furnished Conference room. • Take proper measures to reduce the electricity bill by use of LED bulbs and installation of more solar panels. • Frequent update of IT facilities
Safety	<ul style="list-style-type: none"> • Provide well secured firefighting facilities in strategic places.
Library	<ul style="list-style-type: none"> • Make complete automation of Library services. Procure more computers and provide computers in the laboratories, offices, Library, research centre and departments with LAN. • Procure more books, journals, e-journals, periodicals, reference books in the central library.

V. Student Support and Progression

Development and Progression	<ul style="list-style-type: none"> • Strengthen mentoring for students. • Counselling facility for students. • Organizing programmes on career counselling and soft skill development. • Make one doctor available in the health centre of the college. • Organize health checkups of the students with special emphasis on girl students. • Strengthen the Career Counselling and Placement cell. • Strengthen the remedial programs. • Special infrastructural facilities for specially challenged (Divyangjan) students • Organize hands-on training for students. • Provide financial assistance to economically challenged students. • Update the students about scholarships and freer ships provided by GOI/ Government of Maharashtra. • Organize workshops on various co-curricular activities. • Explore the possibilities of involving alumni in social causes. • Tap the potential of the alumni for mentoring and career counselling. • Adopt measures to give due recognition to the academically inclined students. • Provide easy access to various daily newspapers, periodicals, journals, e-journals, e-books, internet in the Central library. <p>Tie-ups with other libraries for exchange of books & information.</p>
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VI. Governance, Leadership and Management

Good governance and leadership

- Strengthen the teaching-learning process by engaging eminent educationists from other educational institutions and NGOs.
- Identify and set quality benchmarks and ensure attainment of the same.
- Digitization of academic and administrative activities.
- Strengthen networking between/amongst different institutions like, affiliating university, UGC and Govt. for smooth and efficient functioning.
- Maintain the institutional ethos and professional climate so as to sustain cordial relationships amongst stakeholders.
- Encourage the faculty for professional enhancement (research, publications etc).
- Encourages the faculty for attending courses under Faculty Development Programme (Orientation Programme, Refresher Course, Short Term Course, etc) organized by various UGC-HRDC and also organizes various such programmes in collaboration with national level institutions, like IITs.
- Arrange periodic quality audits, like, academic & administrative audit, energy audit, green audit, gender audit etc of the college.
- Enhance stakeholder relationships by involving them in feedback for continuous improvement.
- Continuation of participation in NIRF, AISHE and other recognized quality audits.
- Strengthen the self-appraisal system of teachers by regularly recording the API score of each teacher by the end of the academic year, which will enable them to realize their academic standard and engage them in various activities to excel in their academic performance.
- Preparation of the annual college budget.
- Promote decentralized administrative mechanisms with accountability.
- Promote participatory functioning in the institution involving all staff members.
- Uphold efficient Students' Council, Students' Grievance Cell, Anti Ragging Committee, Anti sexual committee etc having wide representation of staff and students in decision making.
- Improve the mechanism to obtain feedback from students, parents, alumni and its scientific, systematic analysis and interpretation.
- Update the institutional code of conduct for students, teachers, administrators and other staff and to disseminate the same by conducting various programmes.
- Additional CCTV cameras at the vital locations of the campus.



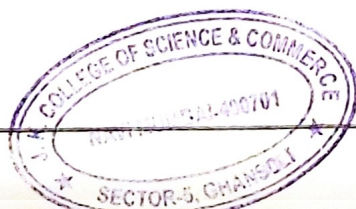
VII. Institutional Values and Best Practices

Emerging Challenges	<ul style="list-style-type: none"> • Ensure the promotion of gender equity by initiating various activities • Provide the related infrastructure, like, day care centre, safe girls' common room, etc • Organize gender audit, women safety audit, etc. • Provide physical facilities, Upgraded Software facilities, scribes for examination for Divyangjan. • Offer special skill development courses for Divyangjan • Ensure clean, hygienic and eco-friendly campus • Minimum use of paper for administration. • Take initiative in conducting regular green audits, energy audit, fire audit, etc. • Undertake scientific methods for waste management & e- waste management • Organize programmes related to various diversities like, cultural, regional, linguistic, communal, socio-economic, etc. • Organize/celebrate important national and international commemorative days
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IX. Strategy Implementation & Monitoring -

Once the strategic plan is approved by the governing council the next step is implementation. After its implementation IQAC measures the progress from time to time.

Research, Consultancy and Extension	
Teacher Quality. research promotion	<ul style="list-style-type: none"> • To have faculty development programmes and to organize seminars and workshops • To encourage undertaking minor and major research projects, organize more workshops and seminars
Consultancy	<ul style="list-style-type: none"> • To extend IT consultancy to neighbour organizations.
Extension Activities	<ul style="list-style-type: none"> • To encourage all departments to promote extension activities at villages • To involve students more in extension and outreach programmes through NSS.
Collaboration	<ul style="list-style-type: none"> • To have MOUS with NGOs, Skill Development authorities/ organizations /Research Collaborations and for Holistic Growth of Institution.



Infrastructure

Physical Facilities	<ul style="list-style-type: none"> To equip Audio Visual rooms with adequate latest equipment and enhance ICT based teaching using latest educational technologies.
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Student Support and Progression

Academic Performance	<ul style="list-style-type: none"> To improve academic performance
Alumni Association	<ul style="list-style-type: none"> To participate more alumni students
Mentoring Programs	<ul style="list-style-type: none"> To help first generation learners and hail from socially and economically deprived sections and from villages
Placement Programs	<ul style="list-style-type: none"> To promote placement and internship opportunities among learners

Governance Leadership and management

Academic Audit	<ul style="list-style-type: none"> To strengthen internal academic audit.
Financial Management	<ul style="list-style-type: none"> To get sponsorships from corporate bodies

Innovative and Best Practices

Best Practices	<p>To inculcate moral and ethical values among students. To strengthen stakeholders' relationships. To reach to unreached via Institute Social Responsibility (ISR) in coming 5 years by connecting</p> <ul style="list-style-type: none"> LGBTQI Senior Citizens Street vendors & Train vendors Slum Locality Around Us Orphanage To achieve green initiative <p>To encourage current students to become active future alumni. To promote more eco-friendly activities.</p>
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PRINCIPAL

