

SREE NARAYANA GURU COLLEGE OF COMMERCE

Perspective Plan 2024 – 2029



Committee

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Executive Summary:

The Perspective Plan for Sree Narayana Guru College of Commerce charts a strategic course for the next five years, reflecting our commitment to excellence in education and alignment with UGC, NAAC, and NEP objectives. This comprehensive plan is designed to propel the college toward academic distinction, research prominence, and holistic student development.

Key Goals:

1. Academic Excellence:

- Enhance curriculum to meet industry demands and global standards.
- Implement innovative teaching methodologies and interdisciplinary courses.
- Foster a culture of academic rigor and continuous improvement.

2. Research and Innovation:

- Strengthen research infrastructure and support faculty in impactful research.
- Increase research output through publications and collaborative projects.
- Promote a research-oriented environment for both faculty and students.

3. Infrastructure Development:

- Expand and upgrade physical infrastructure to accommodate growing student numbers.
- Invest in cutting-edge technology for modernized classrooms and labs.
- Ensure a sustainable and inclusive environment for all.

4. Student Development:

- Integrate skill development programmes into the curriculum for holistic student growth.
- Establish a robust career guidance and placement cell.
- Encourage extracurricular activities and leadership development.
- Certificate courses on philosophy, human values and ethics.

5. Collaboration and Partnerships:

- Forge strong ties with industries for internships, projects, and placements.
- Explore international collaborations to enhance global exposure.
- Establish an industry advisory board for valuable insights.



Introduction:

Sree Narayana Guru College of Commerce, a prestigious institution run and managed by Sree Narayana Mandira Samiti was established in July 1986 at P.L.Lokhande Marg, Chembur (W), Mumbai 400089 in about 5 acres of land. The College enjoys a convenient and accessible location with excellent connectivity to public transport including local trains, buses, and autos from various destinations. The College is permanently affiliated with the University of Mumbai, recognized under Section 2(f) and 12B of the University Grants Commission (UGC) Act and Re-accredited by the National Assessment and Accreditation Council (NAAC) and participated in National Institutional Ranking Framework (NIRF). At Sree Narayana Guru College of Commerce, we strive to provide quality education and comprehensive academic programmes to our students. We offer a diverse range of 12 undergraduate and 4 postgraduate programmes, catering to different fields of study.

Sree Narayana Guru College of Commerce, situated in the vibrant neighborhood of Chembur in M Ward of BMC, plays a crucial role in serving the local community. The college is dedicated to fulfilling its social obligations by actively engaging with the residents of M Ward through various community initiatives. Recognizing the importance of social responsibility, the college strives to contribute positively to the well-being and development of the community. Whether through educational outreach programmes, skill development initiatives, or other community-oriented projects, Sree Narayana Guru College endeavors to make a meaningful impact. By fostering a spirit of collaboration and social awareness, the college exemplifies its commitment in creating a harmonious and empowered local community

Vision:

Empowerment through Higher Education to all strata of Society.

Mission:

Quality education to all irrespective of caste, creed, socio-economic status and uplift the poor and downtrodden.

Enhancing the personality by fostering moral and ethical values and to produce dynamic and able minded youth.



Objectives:

- Maintain good academic standards through innovative and effective teaching, learning methods.
- Focus on learner-centric teaching to make learning a happy, joyful and fruitful experience.
- Sensitize students on vital social issues raging across the globe and guide them to emerge as socially responsible citizens of the nation.
- Motivate students to achieve discipline, self-mastery and professionalism. Enable students to meet the needs, demands and challenges ahead and excel in life.
- To aim at all round development of students and groom their talents through meaningful co-curricular, extracurricular activities with an emphasis on integrity and ethics.
- To have a positive approach towards development and progress of youth, highlight their inherent powers and inspire them to realize their full potential.

Strengths

1. Transparency, diversity and inclusiveness in the admission process.
2. Majority of students are girls who come from educationally and economically deprived families and parents find our College more trustworthy because of discipline. This helps in contributing towards their upliftment.
3. Good Infrastructure and spacious campus with provision for further expansion.
4. Skill Development & Certificate Courses which run parallel to the Degree program is an additional facility for our students.
5. Remarkable contribution of N.S.S, Active Extension Cells etc.
6. Faculty Development is given importance (allowed to attend seminars/ workshops, paper presentations, publications etc.)
7. Several Initiatives towards Environmental Conservation.
8. Rich library with good number of reference books and journals.
9. Well-developed sports facility along with gymnasium and turf ground.
10. A good number of UG and PG programmes.
11. Different committees for active functioning of the college.
12. Remedial coaching for slow learners.
13. Book Bank facility for deserving students.



Weakness

1. Absence of proper industry oriented syllabus.
2. Quality of students' input – Majority of students admitted with poor percentage of marks.
3. Most of the students are from Vernacular Medium. Hence they face difficulty in communication problems.
4. Lack of awareness about the academic programmes, skill and personality development programmes among parents.
5. Students from lowest economic strata – hence have limited exposure to technology and face problems in using them.

Opportunity

1. Generation of financial resources through collaborations and MOUs.
2. Enhance in necessary skills in students through Skill Development Program & Certificate Courses.
3. Availability of professional guidance from corporates (CSR activities)
4. To prepare students for competitive examinations for Government jobs.
5. Wide Scope for research especially in the local areas which can bring improvement in the local people's life.
6. More active Campus Placements.

Challenges

1. Bridging the syllabus gap as per requirements of industries.
2. Changing requirement of job market.
3. New colleges in the neighbouring area.
4. Minimum competency of students in use of online learning procedures.
5. Making students globally competent with special focus on communication and presentation skills.
6. Poor admission of students in innovative degree programmes due to poor awareness among students and parents.



Recommendations for Quality Enhancement of the Institution from NAAC Peer Team

- The college may strive for the autonomous status.
- Transport facilities be provided for students and teachers.
- The gym and Indoor games need to be augmented with latest equipment.
- The salaries of teachers of self-financing programmes are low. Their salaries need revision in order to sustain their interest in teaching. The Teachers and non-teaching staff of Aided category should be paid salaries in time.
- Entrepreneurship Development Cell should be setup and strengthened to encourage entrepreneurship.
- The college should inculcate the research culture among teachers and create a conducive academic ecosystem with more linkages and MoUs with industries.
- More system with relevant software may be acquired to enrich the learning through ICT. An exclusive language laboratory with self-learning tools may be set up.
- Internship and training may be made more extensive for the PG programmes.
- Alumni association may be strengthened and an online portal for durable linkages with overseas alumni may be created.
- The college along with management should make efforts to pursue to convert the self-financing programmes into Grants-in-aid.

After careful SWOC analysis of the College and considering the objectives of the UGC, NAAC and NEP, the perspective plan 2024-2029 have been proposed with the remarks of achievements of the plan made in the previous comprehensive plan 2017-2023.



Previous Comprehensive Plan (2017-2023)

Activity & Period	Persons to be involved	Purpose	Remark
Educational Master Plan & Strategic Plan (Period: 2018-2023)	<ul style="list-style-type: none"> • All faculty and staff • Management • Community leaders, students, alumni reps., industry partners 	To set long-term vision and priorities for the College	The perspective plan has been prepared. Educational Master Plan is based on University guidelines.
Strengthening Pre-Collegiate Education – May 2018	<ul style="list-style-type: none"> • Coordinators of all programmes • Faculty • Chief Coordinator • Students • Management 	To produce videos to document students' experiences with reading college messages	This Plan could not be implemented.
Learning Connection Academic Support Services – 2017-2020	<ul style="list-style-type: none"> • Tutors/Peer leaders to be hired to provide student assistance 	To provide effective, faculty-driven, research-based academic support services to students	MoUs has been made with TISS, Excell R, Prime IT, Satyam Institute of Tax Accountant, Vekheria Associates, etc. to provide skill development courses to the students and successfully completed the Certificate Courses.
Visits to/Consultations with colleges and Deemed Universities – 2017-2018	<ul style="list-style-type: none"> • Principal • Faculty Chief Coordinator • Management Lead 	To study and observe successful practices which demonstrate success with student learning outcomes	Visits took place by Principal and Coordinators and the suggestions like keeping separate notice boards, having shoe racks, introduction of own certificate courses, performance appraisal of the staff, etc. has been implemented. Management has introduced Gratuity Scheme for the staff.
Basic Skills Initiative Projects – 2017-2019	<ul style="list-style-type: none"> • TISS NUSSD team • Management Lead • Faculty team 	To pilot projects targeting improving basic skills instruction and learning	Through PAR (Programming Analysis and Research) the students got practical training.



Community Survey – 2017-2018	<ul style="list-style-type: none"> • 100 second year students • Community members • Employers surveyed 	To assess the community's needs and their perception about the College	N.S.S. has done many activities such as awareness about HIV/AIDS, Cleanliness, Education, RTI, RTE, NEP, etc.
Students' Learning Outcomes Committee – 2017-2018	<ul style="list-style-type: none"> • Coordinators of all programmes • Management representative 	To coordinate and formalise the development and use of student learning outcomes for assessing student learning.	The Mentoring system helps in knowing the challenges faced by the students and accordingly measures are taken.
Student Accreditation Survey – 2017-2018	<ul style="list-style-type: none"> • All Program Coordinators • All students 	To assess student experiences, attitudes and perception of the effectiveness of academic programmes and student services	Every year Students Satisfaction Survey is taking place with 21 questions (as per guidance of UGC and NAAC) the reports of the same are discussed and submitted to the Principal and Management for the further improvement.
Faculty/Staff Accreditation Survey – 2017-2018	<ul style="list-style-type: none"> • All faculty and staff 	To assess faculty and staff experiences, attitudes and perceptions of the effectiveness of the College.	Every year Faculty Feedback is taken on various aspects related to Academic and Administration. The solutions for challenges faced by the faculty and staff are discussed with Principal and Management to find out the possible remedy for the same.
Faculty Evaluation Committee (2017 onwards)	<ul style="list-style-type: none"> • Principal • Top Management 	To evaluate faculty efficiency with the help of student feedback and observations.	The feedback is collected from students through the meetings of Students Council. Principal and Management together
Correcting the ventilation issues in the building – 2017-18	<ul style="list-style-type: none"> • Students Welfare Committee • Management 	To provide a better air circulated suitable classrooms for the students to concentrate on studies	Exhaust fans has been installed to solve the issue to certain extent. However, the structure of the building is not permitting for proper ventilation of the class rooms.



<p>Adding more classrooms and learning infrastructure – constructing two additional floors in the existing building 2017-2019</p>	<ul style="list-style-type: none"> • Management • Principal • Chief Coordinator • Student representatives • Alumni 	<p>To provide adequate number of classrooms, computer labs, library, reading room and other facilities</p>	<p>Sufficient class rooms and computer labs are constructed in the new building for the new programmes.</p>
<p>Adding more computers, other teaching aids, and library resources – 2018-2019</p>	<ul style="list-style-type: none"> • Management • Principal • Chief Coordinator • Student representatives • Alumni 	<p>To provide adequate learning resources for better learning outcome</p>	<p>New Computer labs have been constructed with 73 computers. The library got equipped with 26 computers for students and faculties. Departmentwise laptops have been purchased and given to coordinators. Total 5 smart boards are installed in the class rooms and the rest of the classes are with projectors.</p>
<p>Introducing full-fledged software for all aspects of administration, learning and students support – 2017-2018</p>	<ul style="list-style-type: none"> • Management • Principal • Chief Coordinator • Student representatives • Alumni 	<p>To provide a complete ICT for all aspects of daily smooth functioning of the College with proper documentation.</p>	<p>MasterSoft has been installed and used from 2022 onwards. Before Mastersoft, QualCampus softwares was used.</p>
<p>Appointing adequate qualified teaching and non-teaching staff – 2018-2019</p>	<ul style="list-style-type: none"> • Management • Principal 	<p>To achieve all desired goals</p>	<p>The appointments have taken place every year with adequate work load.</p>



DRAFT PERSPECTIVE PLAN 2024-2029

Year	Plan	Persons to be involved	Justification
(2024-2025)	Upgrading of class rooms with modern teaching aids and technologies	<ul style="list-style-type: none"> • Management • Principal • Vice Principals • Coordinators 	The integration of modern teaching aids and technologies is essential to create an interactive and engaging learning environment. Upgrading classrooms will enhance the overall educational experience for students, making the learning process more dynamic and aligned with contemporary teaching methodologies.
(2024-2025)	Developing dedicated research & development center.	<ul style="list-style-type: none"> • Principal • Vice Principals • Coordinators 	A dedicated research and development center will serve as a hub for academic innovation. It will provide a platform for faculty and students to conduct impactful research, fostering a culture of continuous learning and contributing to the advancement of knowledge in the relevant fields.
(2024-2025)	Collaboration with Industry experts and professionals.	<ul style="list-style-type: none"> • Management • Principal • Vice Principals 	Building strong ties with industry experts and professionals is crucial for bridging the gap between academic knowledge and industry requirements. Collaborations will provide students with practical insights, networking opportunities, and potential avenues for internships and employment upon graduation.
(2024-2025)	Introducing interdisciplinary courses to enhance students' skill sets.	<ul style="list-style-type: none"> • Principal • Vice Principals 	Interdisciplinary courses are essential in preparing students for the complex challenges of the modern workforce. These courses will enable students to develop a versatile skill set, encouraging creativity, critical thinking, and problem-solving across different domains.
(2024-2025)	Fostering partnerships with companies for joint research projects	<ul style="list-style-type: none"> • Management • Principal • Vice Principals • Coordinators 	Joint research projects with companies will not only enhance the college's research profile but also provide students and faculty with real-world problem-solving experiences. These collaborations can lead to innovative solutions and potentially result in the development of marketable products or services



(2024-2026)	Maximum participation in Cultural & Sports competitions at various levels.	<ul style="list-style-type: none"> • Committee in-charges • Coordinators 	Grooming the students for extracurricular activities is one of the aspects of higher education. Sports and Cultural activities are prominent areas where there is lot of scope for the overall development of personality of the students. It has been identified to send the students for all feasible tournaments or competitions at various levels by identifying the capable students by committee in-charges and providing the required training for the same.
(2025-2027)	Introduction of new programmes by conducting a feasible survey for the demanding programmes.	<ul style="list-style-type: none"> • Management • Principal • Vice Principals 	Conducting a feasible survey ensures that the introduction of new programmes is aligned with the demands of the job market. This proactive approach ensures that the college remains relevant and meets the evolving needs of students and industries.
(2025-2027)	Making thorough survey for application for Autonomous status of the institution.	<ul style="list-style-type: none"> • Management • Principal • Vice Principals 	Seeking autonomous status demonstrates the commitment to academic excellence and institutional autonomy. This status allows for more flexibility in curriculum design, evaluation methods, and overall governance, empowering the college to adapt swiftly to educational advancements
(2025-2027)	Establishment of industry advisory board to provide insights into curriculum development.	<ul style="list-style-type: none"> • Principal • Vice Principals • Coordinators 	An industry advisory board will play a crucial role in keeping the curriculum aligned with industry trends. The insights provided by professionals will ensure that students graduate with the skills and knowledge necessary for successful careers in their respective fields.
(2025-2027)	Establishment of mentorship program connecting students with industry professionals	<ul style="list-style-type: none"> • Principal • Vice Principals • Coordinators 	A mentorship program creates a bridge between academic learning and real-world application. Connecting students with industry professionals provides valuable guidance, career advice, and networking opportunities, contributing to the holistic development of students



(2028-2029)	Establishment of governance structure for autonomous functioning	<ul style="list-style-type: none"> • Management • Principal • Vice Principals • Coordinators 	A well-defined governance structure is essential for the efficient and effective functioning of an autonomous institution. This structure ensures transparent decision-making processes, accountability, and the ability to adapt quickly to changing educational landscapes
(2028-2029)	Exploring International collaborations for exchange programmes.	<ul style="list-style-type: none"> • Management • Principal • Vice Principals • Coordinators 	International collaborations broaden students' perspectives and provide exposure to diverse cultures and educational systems. Exchange Programmes foster cross-cultural understanding, enriching the overall educational experience and preparing students for a globalized workforce
(2028-2029)	Facilitating opportunities for students and faculties to participate in global conferences and workshops	<ul style="list-style-type: none"> • Management • Principal • Vice Principals • Coordinators 	Participation in global conferences and workshops enhances the academic and professional growth of both students and faculty. It provides a platform for networking, sharing research findings, and staying abreast of the latest developments in the respective fields
(2028-2029)	Upgrade and expand infrastructure to accommodate the growing student population	<ul style="list-style-type: none"> • Management • Principal • Vice Principals 	As the student population grows, upgrading and expanding infrastructure become imperative to ensure a conducive learning environment. This includes facilities such as classrooms, laboratories, libraries, and recreational areas, supporting the overall well-being of students and faculty



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