

**S.P.Mandali's**  
**R. A. Podar College of Commerce and Economics (Autonomous)**

**Strategic Plan**  
**2022-27**

R A Podar College of Commerce and Economics (Autonomous) is committed to fostering academic excellence, holistic development, and a dynamic learning environment. R A Podar College of Commerce and Economics (Autonomous) has embarked on a transformative journey to chart a course for the future, encapsulated in this comprehensive strategic plan. This document outlines the strategic goals that will guide our institution over the next few years. Grounded in a commitment to develop students possessing all key graduate attributes, the plan sets forth a roadmap for advancing our legacy of providing quality education.

**STRATEGIC PLANS**

<b>Strategic Goals</b>	<b>Initiatives</b>	<b>2022-23</b>	<b>Envisaged by 2027</b>
<b>Equity: Make quality education affordable and accessible to all students.</b>	<ul style="list-style-type: none"> <li>• Establishment of Equal opportunity cells</li> <li>• Explore partnerships with organizations to provide educational resources and support.</li> <li>• Provision of scholarship and freship schemes for economically and socially challenged students</li> <li>• Schemes for special needs of tribal and disadvantaged groups</li> </ul>	<ul style="list-style-type: none"> <li>• Advisory committee for equal opportunity, Grievance Redressal Cell are in place. The College has a fully operational Women Development Cell, Internal Complaints Committee and Self Development Cell taking care of the needs of women and students welfare</li> <li>• Scholarships are provided to students through Government as well as Non-government schemes, NGOs and alumni</li> <li>• Scholarships, book banks, distribution of books , footwear and hygiene material for children in Barhanpur (Tribal village)</li> </ul>	<ul style="list-style-type: none"> <li>• Establishment of special cells for students from the excluded sections of society including transgender.</li> <li>• Skill oriented programme for the tribals in the adopted village</li> <li>• Financial literacy programme in adopted village.</li> </ul>
<b>Inclusive and Diverse Learning Environment</b>	<ul style="list-style-type: none"> <li>• Facilities for physically challenged students.</li> <li>• Efforts to attract and retain a diverse student body and faculty.</li> </ul>	<ul style="list-style-type: none"> <li>• Provision of Ramp , special rest room, railings on each floor.</li> <li>• Strengthening Mentor role to support physically challenged students and students</li> </ul>	<ul style="list-style-type: none"> <li>• Lift , Braille System</li> </ul>

		<p>with special needs. Encouraging students with special needs to use technology for completing their assessment.</p> <ul style="list-style-type: none"> <li>• Introduced software for visually challenged students to attempt the quantitative courses papers</li> <li>• Celebrating Vision day</li> <li>• Scholarship provided to blind students.</li> <li>• Implementation of inclusive recruitment practices, promoting diversity in curriculum and extracurricular activities, establishing mentorship programs, and actively addressing issues of bias and discrimination.</li> </ul>	
<p><b>Developing R&amp;D partnership with Industry</b></p>	<ul style="list-style-type: none"> <li>• Collaboration for industry consultancy</li> <li>• MoUs/ Collaborations with other higher education institute</li> <li>• Support to faculty for taking industrial projects</li> <li>• Support to students for taking industrial projects</li> </ul>	<ul style="list-style-type: none"> <li>• The college collaborates with the following industrial organisation for academic and research consultancy- BSE, NSE, ICAI, ICSI, TDM, IBS, Patanjali, MAPRO, JSW.</li> <li>• <u>International collaborations:</u></li> <li>• a)Ferdinand-PORSCHE</li> </ul>	<ul style="list-style-type: none"> <li>• Engagement with International bodies including foreign universities</li> <li>• Collaborations with foreign Universities in Canada and Spain.</li> <li>• Planning to tie up with foreign universities for partnership in</li> </ul>

	<ul style="list-style-type: none"> <li>Registered trademark for our flagship event.</li> </ul>	<ul style="list-style-type: none"> <li>b)Gymnasium, PASCHE, Govt. of Germany,</li> <li>c) NASS technical consulting services Pvt..Ltd.,Canada</li> <li>d)University of Wisconsin Medison, USA</li> <li>e) University of Santiago de Compostela (USC), Spain</li> <li><u>National collaborations:</u></li> <li>a)VVM;s Shree Damodar College of Commerce and Economics, Goa</li> <li>b)Sree Saraswathi Thyagaraja College, Coimbatore</li> <li>Trademark: MONETA Type set, MONETA LOGO</li> </ul>	<p>educational program.</p> <ul style="list-style-type: none"> <li>To Develop patent rights for financially literacy programme.</li> <li>Copy right for financial literacy course material.</li> <li>Plan to develop e-learning courses under Swayam or MOOC and get protected under Intellectual Property Rights</li> </ul>
<b>Community Engagement and Social Responsibility</b>	<ul style="list-style-type: none"> <li>Strengthen Academic and Social engagement</li> <li>Develop the sense of civic responsibility among the students by enrolling them for value education course</li> </ul>	<ul style="list-style-type: none"> <li>Academic and Social engagement is achieved through collaboration with BMC, Barhanpur Gram panchayat, Local Police Station, Swaach Bharat Abhiyan Govt. Scheme, etc. while organizing various events.</li> <li>Introduction of mandatory courses on life enrichment and disaster management to imbibe the attributes of a smart</li> </ul>	<ul style="list-style-type: none"> <li>Formal linkages to be established with Government Hospital and nearby hospitals with the objective of guiding and helping patients from marginalized community</li> <li>To establish linkages with international bodies like WHO and UNICEF</li> </ul>

		and responsible citizen.	
<b>Development of skills and entrepreneurship</b>	<ul style="list-style-type: none"> <li>• Formulate and implement new programs at both under graduate and post graduate level in accordance with the industry needs and dynamic career prospects.</li> <li>• Encourage students to take up internships to gain first hand experiential knowledge</li> <li>• Strengthen the research and entrepreneurial attitude by providing facilities for technology dissemination and incubation by establishing innovation centres</li> <li>• Provision of campus placements through the college's placement cell</li> </ul>	<ul style="list-style-type: none"> <li>• Greater Academic choices were provided to students.</li> <li>• 3 new programs were implemented at undergraduate level titled as follows: <ul style="list-style-type: none"> <li>• B. Com (Financial Markets)</li> <li>• BBA (Shipping and Logistics management)</li> <li>• BSc (Data Science and Analytics)</li> </ul> </li> <li>• 3 new programs were implemented at postgraduate level titled as follows: <ul style="list-style-type: none"> <li>• M.Com (Business Analytics)</li> <li>• M.Com (Behavioural Finance)</li> <li>• M.Com (International Business)</li> </ul> </li> <li>• Internship opportunities are provided through placement cell of the college. Around 250 students take up internship every year.</li> <li>• The college has Career Guidance Forum, Entrepreneur Development Centre, Language Lab, innovation and incubation centre to foster research and entrepreneurial attitude</li> <li>• Placement Cell of our College is</li> </ul>	<ul style="list-style-type: none"> <li>• Simulated stock training centre</li> <li>• Training centre for Capital market activities. Placement cell to be made more vibrant to encourage self-employment options by involving alumni entrepreneurs and inviting angel investors</li> <li>• Continuing with Career Katta – fair and exhibition</li> <li>•</li> </ul>

		<p>functional and operational for more than 20years. It has a dedicated website to disseminate information of job opportunities. Approximately 200 students are benefitted annually by the way of placement</p> <ul style="list-style-type: none"> <li>Nearly 947 students completed additional 12 credits in Ability Enhancement, Core Competency, Emotional and Physical Development, Liberal Arts and Skill Enhancement.</li> <li>Mentors were appointed to induct and onboard students admitted in new programs to facilitate industry- academia interface through guest lectures, IV and internships</li> </ul>	
<p><b>Making the College a cultural powerhouse in a region</b></p>	<ul style="list-style-type: none"> <li>Inclusion of courses offered in liberal, fine and performing arts, tourism and hospitality</li> <li>Centres set up for preservation, study, appreciation of local culture, history and art forms</li> <li>Student clubs/groups set up for practice/promotion of local, liberal, fine and performing arts</li> </ul>	<ul style="list-style-type: none"> <li>The existing curriculum encourages participation in fine and performing arts through Youth Festival and other inter-collegiate events. Students learn event management skills and learn team building.</li> <li>Centres set up for preservation, study,</li> </ul>	<ul style="list-style-type: none"> <li>Full fledge course with credits to be introduced as part of curriculum, when the college acquires autonomous status.</li> <li>With the help of R.A. Podar College Alumni Association plan to form groups in the respective</li> </ul>

		<p>appreciation of local culture, history and art forms:</p> <ul style="list-style-type: none"> <li>○ Marathi Literary Circle (Ganeshotsav, Powada, Bhondala, Lavani)</li> <li>● Hindi Literary Circle (Kavya Vachan, Storytelling),</li> <li>● Gujarati Literary Circle (Garaba, Navratri, Conversational class, Food festival),</li> <li>● Tamil Literary Circle (Navratri, Golu display and Rangoli),</li> <li>● English Literary Circle (Storytelling, book reading,)</li> <li>● Hobby Circle (Warli painting)</li> <li>● Artist Guild is established more than 50 years.</li> </ul>	<p>cultural domain and enhance the commitment towards preserving our rich culture and heritage.</p> <ul style="list-style-type: none"> <li>● Conducting programmes featuring traditional art every month on a public platform</li> </ul>
<b>Focus on students' welfare</b>	<ul style="list-style-type: none"> <li>● Establishment of career counselling and guidance centres</li> <li>● Establishment of self-development centre to develop awareness on mental health</li> <li>● Establishment of centre for training in competitive examinations</li> <li>● Conduct induction program for students</li> </ul>	<ul style="list-style-type: none"> <li>● Career counselling and guidance centre is operational and functional for more than 20 years. More than 500 students are benefitted every year.</li> <li>● Conduct of workshops and seminars for various stakeholders to create awareness among faculties, students and parents regarding the importance of mental health</li> <li>● UPSC study circle for reserved category.</li> </ul>	<ul style="list-style-type: none"> <li>● In collaboration with R.A. Podar College Alumni Association conducting workshops with leading professionals in and outside college</li> </ul>

		<ul style="list-style-type: none"> <li>• Presence of Career katta</li> <li>• Student induction program was conducted to facilitate a seamless integration of students into the new educational context, guiding them in exploring their potential and fostering their individual strengths</li> </ul>	
<b>Achieving excellence in sports</b>	<ul style="list-style-type: none"> <li>• Facilitate participation in local, national, and international competitions to expose athletes to different levels of competition.</li> <li>• Organize sports events, awards, and ceremonies to recognize and appreciate athletes' efforts and accomplishments.</li> <li>• Develop and maintain modern sports facilities, including well-equipped training grounds, gyms, and sports science facilities.</li> </ul>	<ul style="list-style-type: none"> <li>• Students have participated in sports events at all levels. Facilities are provided to students to balance sports activities with academics.</li> <li>• Annual athletic meet is organized every year. The college organizes events in association with the University and national level authorities.</li> <li>• Organised sports Competition like Volley Ball on behalf of the University.</li> <li>• Augmentation of gymnasium and college playground was carried out.</li> </ul>	<ul style="list-style-type: none"> <li>• Continue with effort for excellence in sports activities</li> </ul>
<b>Develop a research ecosystem</b>	<ul style="list-style-type: none"> <li>• Strengthening Linkages with International/National/State level institutes/agencies</li> </ul>	<ul style="list-style-type: none"> <li>• Details of Engagement with agencies at various levels:</li> </ul>	<ul style="list-style-type: none"> <li>• Motivate Faculty members to apply for ICSSR/ UGC/ RUSA/</li> </ul>

	<ul style="list-style-type: none"> <li>• Facilitate the dissemination of research findings to the wider academic and public community.</li> <li>• Invest in databases, archives, and repositories that contribute to the accessibility and reproducibility of research.</li> </ul>	<ul style="list-style-type: none"> <li>• International Universities/Institutes – California University, Wisconsin University, Santiago University, Spain, Stuttgart , Frankfurt , Maxmuller – Goethe Institute</li> <li>• National Universities/Institutes – Sastra University, Pune University, Mahatma Phule University</li> <li>• RUSA – Faculty development programme, Refresher Courses, Short-term coursework</li> <li>• UGC– ERP, CRM, Project Management, Communication Skills</li> <li>• Issue of Podar Prabodhan. Support provided for publication of original unpublished research works</li> <li>• Subscription in databases like J-Gate, indiastat, etc. Subscription in URKUND software for maintaining authenticity of research work.</li> </ul>	University minor or major projects
<b>Implementation of NEP 2020</b>	<ul style="list-style-type: none"> <li>• Establish a dedicated committee responsible for overseeing the implementation of NEP 2020 comprising representatives from</li> </ul>	<ul style="list-style-type: none"> <li>• Creation of NEP core committee and sub-committees for implementation of NEP 2020</li> <li>• 4-year Credit structure and</li> </ul>	<ul style="list-style-type: none"> <li>• NEP syllabus framing in progress</li> <li>• IKS syllabus framing keeping in mind the culture and</li> </ul>



	<p>various departments and stakeholders to ensure comprehensive planning.</p> <ul style="list-style-type: none"> <li>• Review and redesign the existing curriculum to align with the flexibility and multidisciplinary approach advocated by NEP.</li> <li>• Conduct workshops and training programs for faculty to familiarize them with the key principles and changes introduced by NEP.</li> <li>• Implement the concept of an Academic Bank of Credit to facilitate the transfer of credits between institutions</li> </ul>	<p>curriculum was prepared for first year by committees</p> <ul style="list-style-type: none"> <li>• Introduction of various bridge courses to foster multidisciplinary and interdisciplinary approach</li> <li>• Workshops were conducted by parent body with teacher representation from college.</li> <li>• Students were oriented to open Academic Bank of Credits account and credits were transferred under the framework of Digilocker.</li> </ul>	<p>traditional of the country</p> <ul style="list-style-type: none"> <li>• Plan to register all students for Academic Bank of Credit</li> </ul>
<b>Technology Integration</b>	<ul style="list-style-type: none"> <li>• Upgrade and maintain technological infrastructure to support modern teaching and learning.</li> <li>• Integrate cutting-edge technology into the curriculum to enhance the educational experience.</li> <li>• Provide training and professional development for</li> </ul>	<ul style="list-style-type: none"> <li>• Establishment of Faculty Facilitation centre, video conferencing room for e-content development.</li> <li>• Provision of digital podiums and projector in every classroom.</li> <li>• Inclusion of courses like Python programming, R-Software, Power BI, Tableau to enhance the educational experience with</li> </ul>	<ul style="list-style-type: none"> <li>• Incubation center - Pod @ Podar ongoing</li> </ul>

	<p>faculty to effectively use technology in their teaching.</p>	<p>technological upgradation.</p> <ul style="list-style-type: none"> <li>• Two day FDP was conducted on ‘Statistical analysis with Jamovi’ in the month of February 2023.</li> </ul>	
<p><b>Alumni Engagement and Support</b></p>	<ul style="list-style-type: none"> <li>• Seek alumni involvement in career guidance, industry networking events, and fundraising initiatives.</li> </ul>	<ul style="list-style-type: none"> <li>• Alumni participates actively in college activities by providing scholarships, sponsorships for events, career development opportunities</li> </ul>	<ul style="list-style-type: none"> <li>•</li> </ul>