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Estd. 1937
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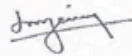RUIA COLLEGE
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**PERSPECTIVE PLAN**

**2019– 2024**

**Issued by**

**the IQAC, of**

**Ramnarain Ruia Autonomous College**

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RAMNARAIN RUIA AUTONOMOUS COLLEGE

Matunga, Mumbai 400 019

PERSPECTIVE PLAN

2019-2024

Effective Date: 1st August 2019

Signature of IQAC Coordinator

(Dr. Jessy Pius)

Signature of Principal

(Dr. Anushree Lokur)

I/c **Principal**
Ramnarain Ruia Autonomous College
Matunga, Mumbai - 400 019.

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# Background

Ramnarain Ruia Autonomous College was established in 1937 by the Shikshana Prasaraka Mandali, Pune. It was the first institution to be started by an indigenous private organisation, in the city of Mumbai. Shikshana Prasaraka Mandali, an education trust registered under the Societies Registration Act of 1860, was established in 1883 by a small group of dedicated school teachers, with an inclusive motto **'Education for All'.** Ramnarain Ruia College is one of the 36 institutions managed by the S.P. Mandali, Pune and is known for its pursuit of excellence, quality and global recognition in the field of higher learning and training. Ramnarain Ruia College, since its inception, has been striving for all-round growth of learners through various innovative academic, co-curricular and extra-curricular programs.

Ramnarain Ruia Autonomous College has earned a position as one of the premier educational institutions through its holistic and value-based approach to education. Each one of its endeavours is infused with a rich culture of innovation and creativity. Ruia consistently works towards building an environment that nurtures different kinds of intelligence, and equips its students with life skills to engage with all that the world has to offer them.

The College takes due consideration of all its stakeholders (students, parents, alumni, industry partners, prospective employers, faculty and staff the society at large) in its activities and programs.

## *Vision*

To lead as a globally acclaimed Centre for Advanced Knowledge Creation, Research and Innovation with inclusivity and human values at its core and contribute to nation building by transforming students into life-long learners to meet the challenges and demands of the global society

## *Mission*

To institutionalise practices that create a conducive environment where innovation flourishes; interdisciplinary and trans-disciplinary knowledge is created and productive research is supported to cater to diverse educational needs and inculcate universal human values.

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To foster generic and life skills that facilitate multi-dimensional growth of students to become informed global citizens capable of adapting and contributing to societal and global needs

# Milestones reached

- **DBT Builder Grant (2021)** Received DBT Builder Grant of Rs 180 lakhs
- **Signatory to the UN's Sustainable Development Goals (SDGs) (since 2020)** one of the first 6% of colleges world over that signed the UN Accord in 2020
- **'India Centre for LBT' (2020)** the very first institute in India to offer a recognised Certification in Logic-Based-Therapy and Consultation
- **RUSA Grant Component 8 (2018)**
- **NAAC Accreditation (4th Cycle): A+ Grade (Year2017)** with CGPA 3.70 valid up to October 2024
- **Autonomous Status (since 2017-18)** for a period of 6 years
- **DDU Kaushal Kendra (2015)** only College in Mumbai that enjoys the privilege of being recognized as a DDU KAUSHAL Kendra
- **College of Excellence' by the UGC (2014)**
- **'Best College' in the University of Mumbai (2007-08)**
- **DBT STAR College (2014)** accorded the status of 'Star College' by the DBT

## Scope of Education at Ruia College

The College primarily caters to the student population of Mumbai region and Western Maharashtra. It currently offers all contemporary Programs at the undergraduate, postgraduate and doctorate levels in Arts (UG & PG- 12 Subjects; Ph.D. 4 Subjects) and Science (UG & PG - 13 Subjects; Ph.D. 9 Subjects).

Under the aegis of the DDU-KAUSHAL Kendra, the College offers BVoc in Greenhouse Management, Tourism and Travel Management and Pharma Analytical Sciences.

In keeping with the ethos of the NEP 2020, the College has one Class Division where the medium of instruction is Marathi. Besides this, the College has a Foreign Language Centre which offers courses in Spanish, Japanese, Spanish, German, French and Chinese.

The College has a *'Cell for Students with Special Needs'* catering to the special requirements of the differently-abled students and a 'Centre for Mindfulness and Wellbeing' to impart valuable life skills to the students and faculty.

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The College encourages research at both UG and PG levels, financially supporting its research activities through funding agencies of the Government (UGC, DST, DBT, RUSA) and several industries. The College has active research collaborations with other reputed institutions and organisations at local, regional and national levels.

The College has been recognized as a **Scientific and Industrial Research Organisation** by the Department of Scientific and Industrial Research (DSIR), Government of India, for its **Research Consultancy projects**.

The College encourages innovative thinking through the Institution's Innovation Council.

Ruia College has signed MoUs with foreign Universities:

For Higher Education Academic Partnership with the Commonwealth of Pennsylvania (2014), Westchester University (2016)

Harrisburg University (2017), Indiana of Pennsylvania (IUP 2019), Logic based Therapy and consultation Institute, USA (2020).

## SWOC:

### Strengths:

- Proactive management, dedicated faculty and support staff
- Reputation gained through 86 years of academically enriching, research oriented, social, cultural and value based education
- 13 PhD programs, 31 Ph. D Guides and 60+ research students, 13 well equipped research labs, State-of-Art common instrumentation centre
- Academic national recognitions such as Autonomy, BUILDER Grant, RUSA Grant, College of Excellence (UGC), Star College Status (DBT), and DDU – Kaushal Kendra (UGC)
- Cell for Students with Special Needs
- A strong 'Ruia College Alumni Association' supporting the alma mater
- Smart class rooms
- Automated Library
- Wellness & Fitness Centre (GYM)
- Well equipped sports Centre
- Centrally located (in Mumbai City), clean and well maintained college campus convenient to reach by all modes of transport

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## Weaknesses:

- Very limited scope for expansion of the campus in Mumbai. Also being a load bearing building, no scope for vertical expansion
- Retirement of experienced faculty
- No non-salary grants available from the government

## Opportunities:

- More industry participation in curricular designing and offering internships to students
- More collaborations in research with concept of co-guide/ Professor of Practice
- Additional sub-campus
- Introducing new programs with greater emphasis on Post Graduation/ Post graduate Diploma in Arts faculty
- Exploring more interdisciplinary and multidisciplinary academic activities
- Introducing more certificate/ diploma courses

## Challenges:

- State Government delay in the appointment of regular teaching staff and support staff
- Making available intellectual and physical infrastructure in keeping pace with fast changing local as well as global scenario
- Financial self-sufficiency to make all activities sustainable
- To attract students towards basic sciences
- Enrolment of students from other states and countries for enhanced diversity
- To increase the employability and entrepreneurship prospects of students with the rising competition and demand in the outside world

# Goals, Objectives and Key Activities for College Development

Considering its focus, opportunities and projected development, the College has laid down a Development Plan with defined Goals and Objectives, and Key Activities to achieve the Goals. The strategy for deployment of all activities and expected outcomes are described below.

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## Goals:

- **Provide modern learning opportunities through diversity of Programs:** To develop and conduct academic programs that enhance competencies in learners for inquiry, research, problem solving and communicating effectively

- **Research endeavours for National Development:** To collaborate with regional and global premier research institutions, organizations and businesses to strengthen the education and research culture

- **Embed inclusivity for nation building:** To provide high quality, affordable and inclusive education to all sections of society including various differently privileged groups

- **Institutionalising human resource capacity and career building:** To facilitate capacity building of learners and the teaching fraternity by encouraging creativity, adaptability and collaboration. To inculcate skills amongst learners and support their career building towards successful employment / entrepreneurship

- **Inculcating ethics and professionalism in all activities and actions:** To educate and create awareness amongst the learners about their ethical responsibilities and empathy towards family, society and environment and make them conscious global citizens and leaders of the future.

The institutional strategy towards becoming an illustrious centre for modern global education is to strengthen the human resource (teachers and students) across all areas, such that over the next few years, the College will become an Institute of Eminence.

To achieve the above, the College has set the following Objectives.

| Area of Focus: Teaching, Learning & Implementation of the Indian NEP 2020 | | | |
|---|---|---|---|
| **Objective** | **Specific Objective** | **Activity** | **Expected Outcome** |
| To facilitate students to take up one / more specialised areas of interest | Flexible Teaching learning (this will enable creative combinations), Emotion - friendly learning environment. Interdisciplinary/ Multidisciplinary curriculum. | Workshop on Introduction to Innovative Pedagogies, Training for creating an emotion friendly environment by Pradnya Parisar Prakalpa, preparation of outcome based CBCS for UG and PG with interdisciplinary Discipline Specific Electives for PG. | Teachers will be able to implement innovative pedagogies in regular teaching learning. Trained Teaching, non-teaching staff and students by Pradnya Parisar Prakalpa will be able to train further groups. Trained teachers will be Master trainers for the program |
| | To synchronize general education with skill education (offer creative combinations of disciplines) | Framing the syllabus for OE/GE, SEC which is cross faculty , several skill based certificate courses | New courses will be prepared as per NEP guidelines including cross faculty courses |
| To initiate New Courses | To initiate the process of starting post-graduation in Humanities | Designing the curriculum for PG courses in Psychology, Political Science, Philosophy and in other humanities | Will be starting PG courses in Political Science immediately and Psychology and Philosophy later |
| To promote Indian Knowledge systems, languages, culture and Values | To introduce the modules in conventional courses (UG and PG) | Prepare modules on IKS, MIL, culture and values in FY, SY and in PG courses | Modules prepared with India's rich, diverse, ancient and modern culture and knowledge systems and traditions. and will implement from next academic year |

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| | | | |
|---|---|---|---|
| To undertake Intensive professional development and leadership. | Upskilling and Capacity Building Workshop for faculty in: (i) Digital Pedagogy (ii) Leadership (iii)Syllabus Framing<br><br>Creating e-courses/ content for all units of syllabi to facilitate self-learning in students.<br><br>Designing projects that will involve critical thinking by students | Training for e-content development Workshops on leadership management / syllabi framing<br><br>Student-Faculty exchange | Each faculty with an e content developed. Capacity building of faculty Reformation in evaluation. National / International Student- Faculty exchange. |
| Starting a centre for Skill based courses | To include all skill-based certificate courses under this centre | To conduct all approved certificate courses under the centre | Increase in student enrolment to these courses |
| Setting up a mechanism to identify special learners and provide suitable additional training to achieve learner equity | To identify special learners based on (i) academic performance and (ii) psychometric testing (Intelligence; Aptitudes and Skills; Personality) | Conduct structured mechanism to identify special learners and give additional training to achieve learner equity | Will achieve learner equity |

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## Area of Focus: Research, Innovation and Entrepreneurship

| Objective | Specific Objective | Activity | Expected Outcome |
|---|---|---|---|
| Setting up of Innovation Centre & Strengthening Innovation, Incubation and Start-up Programmes | Promoting innovative thinking through the curriculum | Special sessions for faculty and students on innovative thinking and also incorporate in curriculum | Innovation centre will encourage startup programs |
| | Strengthen Entrepreneurial ecosystem in the campus | Conduct activities through Institution's Innovation Council Entrepreneurial activities and preparation of module for Entrepreneurship | Institution's Innovation Council will strengthen Entrepreneurial activities |
| | Conduct training programmes / workshops / events /competitions focused on Innovation and Entrepreneurship | Conduct trainings/ workshops to encourage students and motivate them to participate in competitions focused on Innovation and Entrepreneurship, provide them with mentorship | Students will be encouraged towards becoming entrepreneurs |
| Strengthen the Research Profile of the College | Professors of Practice Guiding Research Student | Will initiate the process of selection of Professors of practice | Appointed Professors of Practice will guide the students and College in different capacities |
| | Each department to have at Least One Minor/ Major Research Project and MoU | Encourage the departments to sign MoUs for internship/ placements. Also apply for research projects and to provide support through seed money, provide mentorship for effective project proposal designing | Each department will have a project /Collaborative work/ MoU |

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## Area of Focus: Digitization of Institutional Processes

| Objective | Specific Objective | Activity | Expected Outcome |
|---|---|---|---|
| ICT & Infrastructure support for Teaching and Learning | To provide Smart/ Digital Classrooms with latest ICT facilities and sound technical support | Install devices that facilitate latest ICT (Wi-Fi enabled campus) | College with ICT based innovative and hybrid pedagogies |
| | Digitisation of Library's Rare Resources | Digitisation of rare books and manuscripts, Computerisation of the library procedures | All library services will be computerized |
| Digitisation of administration processes | Digitisation in the core administrative & financial functions | Training sessions to be conducted for administrative staff | Core administrative & financial functions will be digitised |

## Area of Focus: Energy Efficient & Green campus

| Objective | Specific Objective | Activity | Expected Outcome |
|---|---|---|---|
| Total Solar Power & Total Green Campus | To conserve energy and water, have a plastic free campus, paper free documentation. To recycle all types of waste generated | Increase the number of solar panels and energy saving electronic devices, go for vertical garden, make the campus plastic free, continue/ enhance the methods of paper waste, organic waste, glass waste, and electronic waste | Reduction in electricity bill

Reduction in carbon footprint

Clean Energy and Green Campus |

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## Area of Focus: Evaluation & Audits

| Objective | Specific Objective | Activity | Expected Outcome |
|---|---|---|---|
| Evaluation and Audits | Exam reforms Creating online tests using MCQs and MEQs, especially for CIE | On Screen Marking for PG To start online CIE for PG | Increase in efficiency, accuracy, and consistency of the evaluation process. |
| | Conduct the following audits to evaluate and improve the policies, strategies, operations and functions of an institute | Conduction of 1) Academic and Administrative audit 2) Energy Audit 3) Green Audit 4)Environment Audit 5) Structural Audit 6)Examination Audit 7) Gender Audit 8) Library Audit 9) Website Audit | Identify areas of improvement, ensure compliance with regulations and standards. Provide valuable insights for overall continuous improvement. |
| | | Autonomy renewal process | Extension of autonomy status |

| Objective | Activity | Academic year | | | | |
|---|---|---|---|---|---|---|
| | | 2019-20 | 2020-21 | 2021-22 | 2022-23 | 2023-24 |
| **Area of Focus: Teaching, Learning & Implementation of the Indian NEP 2020** | | | | | | |
| To facilitate students to take up one / more specialised areas of interest | Workshop on Introduction to Innovative Pedagogies | ▩ | ▩ | ▩ | ▩ | ▩ |
| | Training for creating an emotion friendly environment by *Pradnya Parisar Prakalpa* | ▩ | ▩ | ▩ | ▩ | ▩ |
| | Preparation of outcome based CBCS for UG and PG with interdisciplinary Discipline Specific Electives for PG | ▩ | ▩ | ▩ | ▩ | |
| | Preparation of syllabus for OE/GE (cross faculty), SEC, VSC | | | ▩ | ▩ | ▩ |
| | Several skill based certificate courses | ▩ | ▩ | ▩ | ▩ | ▩ |
| To initiate New Courses | Designing the curriculum for PG courses in Psychology, Political Science, Philosophy and in other humanities | | | ▧ | ▧ | ▧ |
| To promote Indian Knowledge systems, languages, culture and Values | Prepare modules on IKS, MIL, culture and values in FY, SY and in PG courses | | | | ▨ | ▨ |

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| Objective | Activity | Academic year | | | | |
|---|---|---|---|---|---|---|
| | | 2019-20 | 2020-21 | 2021-22 | 2022-23 | 2023-24 |
| To undertake Intensive professional development and leadership | Training for e-content development / syllabi framing / leadership management | ▓ | ▓ | ▓ | ▓ | ▓ |
| | To start online CIE for PG , | | ▓ | ▓ | ▓ | ▓ |
| | Student-Faculty exchange | | | | | ▓ |
| Starting a centre for Skill based courses | To conduct all approved certificate courses under the centre | | | | | ▓ |
| Setting up a mechanism to identify special learners & provide suitable additional training to achieve learner equity | Conduct structured mechanism to identify special learners and give additional training to achieve learner equity | | | | ▓ | ▓ |
| **Area of Focus: Research, Innovation and Entrepreneurship** | | | | | | |
| Setting up of Innovation Centre & Strengthening Innovation, Incubation and Start-up Programmes | Special sessions for faculty and students on innovative thinking and also incorporate in curriculum | ▓ | ▓ | ▓ | ▓ | ▓ |
| | Conduct activities through Institution's Innovation Council Entrepreneurial activities and preparation of module for Entrepreneurship | ▓ | ▓ | ▓ | ▓ | ▓ |

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| Objective | Activity | Academic year | | | | |
|---|---|---|---|---|---|---|
| | | 2019-20 | 2020-21 | 2021-22 | 2022-23 | 2023-24 |
| | Conduct trainings/ workshops to encourage students and motivate them to participate in competitions focused on Innovation and Entrepreneurship, provide them with mentorship | | | | | |
| Strengthen the Research Profile of the College | Will initiate the process of selection of Professors of practice | | | | | |
| | Encourage the departments to sign MoUs for internship/ placements. Also apply for research projects and to provide support through seed money, provide mentorship for effective project proposal designing | | | | | |
| Area of Focus: Digitization of Institutional Processes | | | | | | |
| ICT & Infrastructure support for Teaching and Learning | Install devices that facilitate latest ICT (Wi-Fi enabled campus) | | | | | |
| | Digitisation of Library's rare books and manuscripts | | | | | |
| | Computerisation of the library procedures | | | | | |
| Digitization of administration processes | Training sessions to be conducted for administrative staff | | | | | |

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| Objective | Activity | Academic year | | | | |
| --- | --- | --- | --- | --- | --- | --- |
| | | 2019-20 | 2020-21 | 2021-22 | 2022-23 | 2023-24 |
| **Area of Focus: Energy Efficient and 'Green' Campus** | | | | | | |
| Total Solar Power & Total Green Campus | Increase the number of solar panels and energy saving electronic devices, go for vertical garden, make the campus plastic free, continue/ enhance the methods of paper waste, organic waste, glass waste, and electronic waste | ▓ | ▓ | ▓ | ▓ | ▓ |
| **Area of Focus: Evaluation & Audits** | | | | | | |
| Evaluation and Audits | On-screen Marking for PG | ▓ | ▓ | ▓ | ▓ | ▓ |
| | To start online CIE for PG | | | | ▓ | ▓ |
| | 1) Academic and Administrative audit | ▓ | ▓ | ▓ | ▓ | ▓ |
| | 2) Energy Audit | | | ▓ | ▓ | |
| | 3) Green Audit | | | ▓ | ▓ | |
| | 4)Environment Audit | | | ▓ | ▓ | |
| | 5) Structural Audit | | | ▓ | | |
| | 6)Examination Audit | | ▓ | ▓ | ▓ | |

| Objective | Activity | Academic year | | | | |
|---|---|---|---|---|---|---|
| | | 2019-20 | 2020-21 | 2021-22 | 2022-23 | 2023-24 |
| | 7) Gender Audit | ███ | ███ | ███ | ███ | ███ |
| | 8) Library Audit | | | | | ███ |
| | 9) Website Audit | | ███ | | | |
| | Autonomy renewal process | | | | ███ | ███ |