



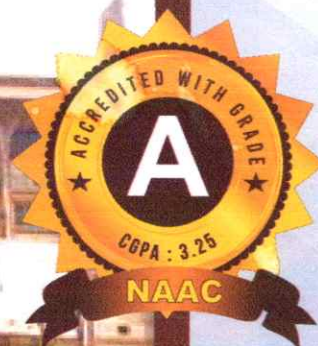
DAAR-UL-REHMAT TRUST'S
**A.E. KALSEKAR
DEGREE COLLEGE**

KAUSA, MUMBRA

Permanently Affiliated to University of Mumbai
Accredited by NAAC with A Grade
ISO certified 9001:2015

2023-28

**Perspective
Plan**



PERSPECTIVE PLAN FOR 3RD

CYCLE OF NAAC

(2023 - 2028)

Current Status of the College

General Profile:

(A) **Name and address of the College:** Drt's A. E. Kalsekar Degree College, Kausa-Mumbra-Thane, At-post Dawla, near 'Y' Junction.

(B) **Year of Establishment:** 2001

(C) **Website:** aekalsekarcollege.co.in

(D) **Institutional Status:** PG, Affiliated

(E) **Award and Recognition:** Accredited with an 'A' Grade (CGPA: 3.25) by NAAC in 2023.

(F) **No Academic Programs offered:**

UG: BA, B.COM, BSC, BBI, BMS, BAF, BSC IT,

PG: MCOM- Avance Accounting and Business Management

(G) **Skill Development Centre:** FICSI



About the college:

A.E. Kalsekar Degree College is established in the year 2001 by Daar-ul-Rehmat Trust at Kausa with the faculty of Arts and Commerce. The faculty of science was later introduced in the year 2004-05. The college is recognized by the Government of Maharashtra as both a religious and linguistic minority institution. It is permanently affiliated with the University of Mumbai. The College has a stunning campus with elevated buildings and state-of-the-art infrastructure.

The college is renowned for quality education, excellent academic results, and social commitments.

No College in the predominantly Minority Population of Kausa-Mumbra serves the growing needs of the students in the vicinity. Previously, the students of this area faced difficulties in getting admission to the colleges based in the town of Thane and the Mumbai region. Moreover, they suffered from daily commuting by the overcrowded trains. Many female students had to leave their education due to the absence of quality institutions in the vicinity for higher education. However, this institution has bridged a gap with its inception in the Mumbra-Kausa locality.

The establishment of our college in 2001 was the result and recognition of a dream of our selfless and devoted trustees. There was no College in the vicinity existing with a predominantly Minority Population. Students of the Mumbra-Kausa area faced snags in getting admission to the college since most of them were situated in the Thane-Mumbai region. Many female students had to drop out of college due to the lack of facilities for higher education in the locality. This lacuna was overcome by the establishment of this college.



College SWOT Analysis:

In the academic year 2023, as part of the preparation for the college's Self Study Report (SSR), the Institutional Quality Assurance Cell (IQAC) conducted a comprehensive SWOT analysis. The insights presented in this SWOT analysis are derived from the aforementioned report and the feedback provided by the National Assessment and Accreditation Council (NAAC) peer team during their 2023 reaccreditation visit to the college. The analysis highlights the college's strengths, weaknesses, opportunities, and challenges as follows:

Strength:

1. Ample room for future expansion of programs, courses, and skill-based curriculum.
2. Esteemed history and a positive reputation.
3. Harmonious relationships among stakeholders.
4. Inclusive and multicultural environment conducive to teaching and learning.
5. Robust student enrollment.
6. Effectual use of current infrastructure.

Weakness:

1. Limited application of ICT facilities.
2. Limited sports and games amenities.
3. Limited emphasis on courses for skill development.
4. Inadequate classrooms equipped with ICT facilities.
5. Need for strengthening the counseling cell and monitoring.
6. Inadequate emphasis on research activities among faculty members.
7. Lack of a globally accepted curriculum.



Opportunities:

1. Execution of job-oriented/Skill based/ employability inviting additional certificate courses.
2. Enhanced and effective utilization of e-learning resources.
3. Strengthening research facilities through the initiation of research projects/ Augmentation of funds from varied bodies.
4. Organization of faculty development programs.
5. Integration of interdisciplinary and Multidisciplinary education to delve into local to global culture.
6. Advancement of the college to a postgraduate research center institute offering a Ph.D. program.

Challenges:

1. To stop the migration of students to other institutes within the locality and district nearby and across the Mumbai region.
2. To tackle the challenges posed by private institutions around us.
3. To equip students to meet global challenges and improve their employability.
4. Nurturing a culture of collaboration, consultancy and research.

Recommendation of the last NAAC PEER TEAM- October 2023

NAAC is a national-level external agency tasked with ensuring quality enhancement and sustenance in higher education within the country. The commitment to quality is regarded as a process of self-realization, hence, our Institute relies on the recommendations provided by the NAAC peer committee on October 11th and 12th 2023 visit for reaccreditation. These recommendations serve as the footing for achieving sustainability and enhancing the overall quality of our institution.



The recommendations are as follows:

1. Boys' and girls' common rooms ambience should be enhanced.
2. A canteen facility with an affordable price in a hygienic condition should be provided.
3. ICT infrastructure should be further strengthened by providing LCD projectors to all the classrooms
4. Institution should obtain autonomous status for academic flexibility.
5. Re-organization for the departments as per the programs.
6. Necessary measures should be taken to attract and retain qualified faculty.
7. The language lab has to be strengthened with the necessary hardware and software
8. Offer more PG programs
9. Placement and career guidance activity should be strengthened with a dedicated faculty to improve placements and internships.
10. Qualified physical education teachers should be appointed.

Perspective plan for the academic years: 2023 to 2028:

The Internal Quality Assurance Cell (IQAC) plays a pivotal role in the perpetuation of a continuous awareness of quality within the institution. Both NAAC and UGC commend IQAC for the accountability of planning, guiding, and monitoring Quality Assurance (QA) and Quality Enhancement (QE) initiatives within the institution. In line with these directives, the college's IQAC has worked on the formulation of a Perspective Plan spanning five years, from the Academic Year 2023 to the Academic Year 2028, aimed at nurturing the composed progress of the institute. The Quality Indicators established by NAAC across seven criteria serve as the substance for developing Quality across the institute and setting achievable goals for the next five years.



In framing the Perspective Plan, the Internal Quality Assurance Cell (IQAC) has proactively worked on the initiatives to collect insights from all the stakeholders, including the Governing Body, the Principal, Vice- Principals, HODs, faculty members, existing college students, the Alumni Association, parents, employers, and other relevant parties. The devising of the Perspective Plan combines the prospects of the stakeholders, our management policies, as well as the college's vision mission, and objectives in serving as an initial outline.

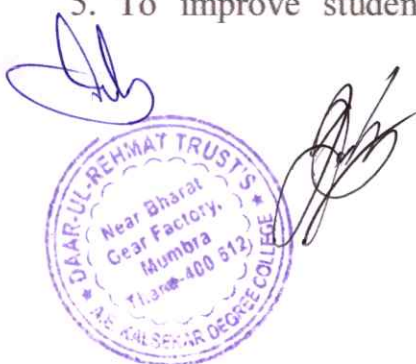
The perspective plan is prepared based on the following principal points:

1. SWOT Analysis
2. Quality policy of the college.
3. Vision, and mission statements of the college.
4. Inputs from the stakeholders.
5. NAAC guidelines in ensuring the quality enhancement and sustenance in higher education.
6. NAAC recommendations for the last cycle of 2023.
7. Society's expectations from the college.

Quality policy of the college:

A. E. Kalsekar Degree College is committed to pursuing excellence in education with the overall development of the workforce and to contributing to the nation's development. We try to achieve this by incessantly refining our quality management system through:

1. Adopting innovative teaching-learning methods.
2. Providing creative and enriching learning experiences.
3. Staff development programs.
4. Continuous review of systems and processes to ensure quality assurance.
5. To improve student's progression, employability, and students 'centric



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methods with expected outcomes.

6. Dealing promptly and fairly with grievances.

Our Vision:

عَلِّمْنَا زِدْنِي رَبِّ

“O My Lord!
Increase me in Knowledge.”
(Surah Taha 20:114)

صَدِّرِي لِي اِشْرَحْ رَبِّ

“O Rabb
Open for Me My Heart.”
(Surah Taha 20:25)

Our Mission:

Achieving academic excellence by providing self-development opportunities, inculcating the right moral and social values, and developing responsible citizenship.

Quality Objectives:

- To impart quality education that would prepare the student to face challenges with confidence.
- To impart moral & human values of truth, righteousness, discipline, hard work, and team spirit.
- To support education that would be secular, liberal, and progressive yet respect the cultural plurality.
- To develop a spirit of inquiry, scientific temperament, and pursuit of knowledge among students & faculty.
- To sensitize the student and create a sense of responsibility towards social and environmental conditions.



The NAAC guidelines serve as the standard for quality benchmarking in higher education, hence our perspective plan.

Core values of NAAC:

1. Contribution to National Development.
2. Cultivating Global Competencies in Students.
3. Instilling a Value System in Students.
4. Advocating the Utilization of Technology.
5. Pursuit of Excellence.

Aims and Objective of this plan:

Considering the rich history of our institution, which is dedicated to providing high-quality education in Arts, Commerce, Science, and Professional courses fields, the IQAC of the college has outlined the all-encompassing objectives of the perspective plan as follows:

- Establishing a conducive academic environment for students characterized by sincerity, discipline, and assurance.
- Executing a continued quality system deeply rooted in conscious, consistent, and involuntary actions.
- Determining individuals into compassionate citizens of our nation.
- Cultivating a skilled workforce through the active use of evolving technical tools and linking the gaps between social needs and higher education.



PERSPECTIVE PLAN:

1. Curricular Aspect:

Our college is affiliated with the University of Mumbai. It functions primarily as a teaching unit and bears responsibility for the effective planning and implementation of the curriculum provided by the affiliating university. To ensure this, the following measures would be undertaken:

1. Encourage the Faculty members to actively participate in the curriculum designing and development process of the affiliating University in the capacity of members in the Board of Studies (BOS) or Syllabus sub-Committees for their respective subjects.
2. To facilitate the effective communication of curriculum design and faculty development aligned with NEP through the organization of workshops focused on subjects and syllabi. These workshops feature academicians and subject experts from various institutions and universities as resource persons.
3. Enriching students' skill development in several domains will be achieved through the provision of supplementary add-on courses, certificate courses, entrepreneurship programs, research programs, and multidisciplinary knowledge-based activities.
4. Skill-based vocational courses will be introduced to enhance the practical skills of students.
5. A feedback mechanism is already implemented to gather inputs on the curriculum from stakeholders. This includes a systematic analysis and interpretation of the feedback, which will be then communicated/recommended to the affiliating Mumbai University for appropriate modifications to the curriculum as well as implementation.



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2. Teaching, Learning, and Evaluation Process:

Our college's teaching-learning structure is planned to cater to students with varied backgrounds and skills by providing effective learning experiences. Abundant initiatives are executed to achieve these goals.

1. Promoting the merit-based admission process through extensive publicity on the college website, in newspapers, prospectus, and sign boards at the main entrance of the college.
2. Displaying category-wise merit lists, adhering to Government of India norms, of selected candidates for admission on both the college notice board and website.
3. Communicating Program Outcomes (PO), Program Specific Outcomes (PSO), and Course Outcomes (COs) to all students and faculty aligned with NEP.
4. Conducting a 'Post Admission Test' in the first semester to measure the learning ability of newly admitted students. The analysis helps faculty in formulating tactics to address diverse learning needs and bring students onto a common platform.
5. Providing support for advanced learners and focusing on enhancing the knowledge, aptitude, and skills of such learners.
6. Implementing a mentoring system with outcomes and enrichment of students.
7. Facilitating the intensive use of Information and Communication Technology (ICT) in the teaching-learning process.
8. Facilitating appropriate infrastructural amenities for differently-abled (Divyangjan) students.
9. Arranging classes/ Guest lectures conducted by eminent visiting professors.
10. Inspiring co-curricular activities to foster creativity and leadership qualities among students.



11. Organizing students' visits to various renowned Higher Education Institutions (HEIs), industries, and laboratories.
12. To encourage staff with reasonable monetary returns for retention.
13. To encourage Staff for higher qualifications and attend professional development programs.

3. Research, Innovation and Extension:

To enhance and inculcate a conducive research environment and temperament both amongst the students and teachers, our college would take the following measures:

1. To conduct regular meetings of the Research Cell/Committee to identify and harness research potential, facilitate research promotion, and develop research proposals.
2. To follow persistently for research grants from revered funding agencies like UGC, DST, DBT, ICSSR, INSA, etc., for both major and minor projects.
3. Encourage students and faculty members to undertake interdisciplinary, collaborative, and participatory research.
4. To foster the publication of faculty research in Scopus, Thomas Reuters, Francis and Taylor, Springer, Rutledge, and UGC Care listed journals.
5. To inspire faculty to apply for patents.
6. Facilitate active involvement in national/international conferences, seminars, workshops, and symposiums.
7. Provide necessary academic infrastructure, including instruments, laboratories, ICT facilities, libraries, INFLIBNET, N-List, and other resources, as needed for research activities.
8. Delegate faculty members to attend research seminars, workshops, conferences, and training sessions with financial aid.
9. Encourage staff participation in Faculty Development Programs (FDPs) such



as Refreshers, Orientation, and Short-Term Courses.

10. Encourage students to various research areas, guiding them to autonomously handle research projects.
11. Conduct programs/ sessions on Research Methodology for students to assist them in writing project reports and dissertations.
12. Establish educational linkages through more Memoranda of Understanding (MoUs) with premier institutions, NGOs, Industry, and corporations.
13. Sign linkages/Collaboration with other undergraduate colleges for faculty/student exchange.
14. Organize awareness programs on health, hygiene, sanitation, environment, cleanliness campaigns, and other social issues in neighboring/adopted villages.

4. Infrastructure and learning resources:

Efficient utilization of the existing facilities within the college is crucial for sustaining the quality of academic and other programs on campus. Furthermore, the college will enhance its facilities to meet future demands and expectations.

1. Improve the use of existing infrastructure and learning resources.
2. Maintain infrastructure and learning resources in proper condition.
3. Undertake intensive efforts to secure grants for infrastructure development such as PM- USHA.
4. Enhance sports facilities by establishing an Indoor Stadium, well-equipped gymnasium, yoga center, etc.
5. Develop a more cooperative website for efficient information dissemination.
6. Upgrade laboratories as per the current requirements.
7. Construct or renovate an adequately equipped auditorium hall with modern audiovisual facilities.



8. Renovate and furnish the existing conference room.
9. Provide well-secured firefighting facilities in strategic locations.
10. Procure more books, journals, e-journals, periodicals, and reference books for the library upgrade.
11. Regularly update IT facilities.

5. Student Support and Progression:

To support the comprehensive development and advancement of students, the college offers essential assistance to enable meaningful learning experiences, progression to higher education, and successful employment. The following measures are to be implemented in upcoming assessment years:

1. Improve the mentoring/ monitoring system for students.
2. Expand counseling services for students.
3. Conduct enhanced programs on career counseling and soft skill development.
4. Ensure the presence of a medical professional in the college (health center).
5. Conduct regular health checkups for students, focusing on female students.
6. Strengthen the Career Counseling and Placement cell.
7. Implement special infrastructural facilities for differently-abled (Divyangjan) students.
8. Organize hands-on training programs for science students.
9. Provide financial assistance to economically challenged students (management scholarship).
10. Disseminate information to students about scholarships and fellowships offered by the Government of India and other relevant bodies via orientation, and flashing items on displays.
11. Connect the potential of alumni for mentoring and career counseling.
12. Implement measures/Mechanisms to duly recognize outstanding students for future guidance.



6. Governance, Leadership and management:

The realization of the institution's vision and mission is brought to fruition through effective leadership and governance. With this in mind, the college proposes for following plans:

1. Strengthen the teaching-learning process by involving distinguished educationists from other institutions and NGOs.
2. Establish and uphold quality benchmarks, ensuring their successful implementation and achievement.
3. Digitize both academic and administrative activities.
4. Encourage faculty to attend courses under the Faculty Development Programme, organized by UGC-HRDC, PMMMNT, and other institutions, and also conduct similar programs in collaboration with national-level institutions.
5. Conduct periodic quality audits, including academic and administrative audits, energy audits, green audits, Environmental audits, etc.
6. Enhance stakeholder relationships by involving them in feedback processes for continuous improvement.
7. Strengthen the self-appraisal system for teachers by constantly recording the API score of each teacher by the end of the academic year, facilitating cognizance of their academic standards, and engaging them in activities to excel in their performance.
8. Promote a decentralized administrative mechanism with accountability.
9. Maintain effective Students' Council, Students' Grievance Cell, Anti-Ragging Committee, Anti-Sexual Harassment Committee, ICC, etc., with wide involvement of staff and students in decision-making.
10. Implement a feedback mechanism from students, teachers, alumni, and employers followed by systematic and organized investigation and clarification.



11. Develop and disseminate an institutional code of conduct for students, teachers, administrators, and other staff through various programs.
12. Continue the operations of A. E. Kalsekar College staff welfare association for the staff.

7. Institutional values and Best Practices:

The college is attentive to the growing challenges and issues within the country, taking responsibility for contributing to wider progress. The institution is committed to addressing significant issues, such as Gender Equity, Environmental Awareness, Sustainability, Inclusivity, and Professional Ethics, through various programs and activities. Some of these measures include,

1. Encourage Gender Equity through the execution of varied events.
2. Undertake Gender and Women's Safety Audits for continuous improvement.
3. Offer accessible physical facilities, such as Wheelchairs, software facilities (e.g., Braille), restrooms, and exam support like scribes for Divyang individuals.
4. Propose specialized skill development courses for Divyang people.
5. Preserve a clean, hygienic, and eco-friendly campus environment.
6. Minimize paper usage in organizational activities.
7. Conduct regular audits, including Green Audits, Energy Audits, and Fire Audits.
8. Device scientific plans for effective Waste Management.
9. Conduct programs that celebrate diversity, encompassing cultural, regional, linguistic, communal, and socio-economic aspects.
10. Celebrate events to commemorate important National and International days.



Best Practices of our College:

1. Quality Circle
2. Earn and Learn
3. Management Scholarship
4. Village adoption
5. Medical camps for both teachers and students
6. Voter ID awareness program
7. Pulse Polio Drive by college students



PRINCIPAL
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MANAGEMENT

