

Strategic Plan 2023-2024

2023-2024 College Theme: "Transformation and Triumph for Shaping the Future"

1. NEP 2020 Implementation and Academic Excellence

- **Curriculum Development:**
 - Design and implement an NEP 2020 - aligned curriculum that is both intensive and expansive as per the directives of the University.
 - Focus on emerging areas in disciplines while ensuring a strong foundation in core concepts.
 - Embed student-centric methodologies, research-based learning, innovation, entrepreneurship, and the use of digital technologies.
 - Conduct workshops for faculty to adapt to the NEP framework effectively.
- **Academic Events:**
 - Celebrate national events such as Independence Day, Republic Day, Marathi Bhasha Diwas, College Day and other commemorations with academic and cultural relevance.
 - Integrate these celebrations into co-curricular activities to foster patriotism, awareness, belongingness and sensitisation.

2. Extension activities in collaboration for greater community outreach

- Motivate students towards extension activities, highlight their real-world benefits, such as skill development and career advantages.
 - Connect activities to students' personal interests, making them more engaging to sensitize them to the lesser privileged sections of society.
 - Offer diverse opportunities and recognize achievements to build a sense of accomplishment.
 - Allow student's input, providing them with ownership and leadership roles.
 - Foster a supportive environment with peer mentorship and collaborative work.
 - Make activities accessible through flexible scheduling and resources.
 - Promote a growth mindset, encouraging resilience and continuous improvement.
- **Partnerships with for extension with DHM and other centres:**
 - Continue collaborations with the Daughters of the Heart of Mary (DHM) Centres and centers which work in the space of socially and/or economically and disadvantaged sections in the urban, rural or tribal.
 - Organize workshops and skill development programs tailored to benefit underserved communities in remote DHM locations and NGO's.
 - **Inter-Institutional Collaboration:**
 - Strengthen partnerships with University departments, other colleges, and industry through joint events, seminars, and research projects.
 - Promote academia-industry interactions to enhance knowledge exchange and professional opportunities through collaborations, internships and on-the-job trainings.

3. Institutional Policies and Governance

- **Policy Adherence:**
 - Maintain and adhere to the Standard Operating Procedures (SOPs), review and share policies, and committee roles established in the 2020-21 academic year with all staff.
 - Periodically review and update policies to ensure relevance and effectiveness.

4. Research and Innovation

- **Encouraging Research:**
 - Organize research-focused events to develop a scientific temper among students and staff.
 - Support undergraduate students in undertaking research projects and publishing their findings.
 - Host and participate in various research conventions and participation innovation competitions.
- **Fostering Innovation:**
 - Create platforms for students to present innovative ideas, nurturing entrepreneurial mindsets.
 - Provide mentorship for student-led research initiatives.
 - Reviving the Research Reach – Journal of Home Science that was published by the College.

5. Student Development and Support

- **Skill Development through Involvement:**
 - Conducting leadership development workshops to prepare students for professional challenges.
 - Involving students in planning and executing events to enhance organizational, leadership, teamwork, and soft skills.
 - Encouraging participation in activities and inter-departmental events to foster knowledge sharing and teamwork.
- **Entrepreneurial Skill Development**
 - Encourage students to think creatively and solve problems in new ways.
 - Teach them to take calculated risks and learn from their mistakes.
 - Help them build communication and teamwork skills for collaboration.
 - Inspire them to set goals, stay determined, and take initiative.
 - Motivate students to design and develop products and services having commercial value, organising markets and entrepreneurial events.
- **Scholarships and Financial Aid:**
 - Strengthen financial support systems through need-based scholarships.
 - Identify and source funding opportunities from governmental and private organizations.
 - Availing Loans offered by the Alumni Association.
- **Competitive Exam Support:**

- Offer coaching, resources, and mentorship for students preparing for national and state-level competitive exams.

6. Teaching and Non-Teaching Staff Development

- **Professional Growth Opportunities:**
 - Encourage participation in Faculty Development Programs (FDPs), orientation courses, refresher courses, short term courses and workshops.
 - Facilitate inter-departmental collaboration to foster knowledge sharing and teamwork.
- **Workplace Inclusivity:**
 - Provide flexible work policies and support systems to promote work-life balance for teaching and non-teaching staff .

7. Infrastructure Development

- **Resource Upgrades:**
 - Utilize RUSA funds to enhance the college hall, laboratories, libraries, and digital infrastructure.
 - Integrate advanced tools and resources to support experiential learning and research.
- **Digital Transformation:**
 - Expand the use of online systems for administration and communication to improve operational efficiency using ERP.

8. Monitoring and Evaluation

- **Feedback Systems:**
 - Strengthen mechanisms for collecting feedback from faculty, students, alumni, and employers to ensure continuous improvement.
 - Use exit interviews and teacher assessment questionnaires (TAQs) to refine teaching and institutional practices.
- **Performance Tracking:**
 - Conduct periodic reviews of departmental and individual contributions to align with strategic goals.

Outcome Statement:

This strategic plan sets the roadmap for achieving transformation and triumph in the 2023-2024 academic year, empowering students, faculty, and the institution as a whole. By prioritizing innovation, collaboration, and inclusivity, the College of Home Science, Nirmala Niketan, reaffirms its commitment to shaping the future with resilience and purpose.