



SADHU VASWANI MISSION'S
ST. MIRA'S COLLEGE FOR GIRLS

[An Autonomous College Affiliated to the Savitribai Phule Pune University]

[ARTS, COMMERCE, SCIENCE, BBA, BCA]

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Dr. G. H. GIDWANI
Principal

PU/PN/AC/015/(1962)
College Code No. : 013

Institutional Strategic Plan (2017-2022)

St. Mira's College for Girls, Pune aims to scale heights through its inclusive strategic plan. The strategic plan has been chalked out by the Internal Quality Assurance Cell(IQAC), based on the College Perspective Plan (for the academic period 2017-2018 to 2021-2022) in consultation with different departments and committees of the College. This Strategic Plan is in alignment with the Vision, Mission Statement and Motto of the institution.

Vision

To develop into a Centre of Excellence providing quality education and empowering women to take their place in society.

Mission Statement

To empower and equip women students through an integrated education of the Head, Hand and Heart, to successfully meet the challenges of a competitive work life and inculcate in them the art of true living.

Motto

The Motto given to us by our Founder, Sadhu T.L. Vaswani and emphasized by our spiritual Mentor, Dada J.P. Vaswani is "Kindle the Light."

Core Values

- To equip women through a triple training of the Head, The Hand, and The Heart.
- To produce graduates, capable of independent lifelong learning.
- To ensure a holistic and seamless education with focus on academic rigor, skill development and value-based orientation.
- To nurture an environment in which staff and students can achieve their full potential.
- To foster a strong sense of belonging to the institution.



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FIVE YEAR DEVELOPMENT PLAN

St. Mira's College for Girls' has identified ten areas of the Perspective Plan which will be the focus areas of its Strategic Plan, for the five year period, commencing from June 2017.

These include:

1. Student Development through academic enrichment, skill enhancement and value based education.
2. Programmes for Faculty Development
3. Promotion of Research Culture of the institution
4. Initiation and Strengthening of Community Outreach Programs
5. Improvement in Industry – Academia Interface
6. Effective Institutional Governance
7. Infrastructure Upgradation
8. Implementation of Green Initiatives & Sustainability Measures
9. Increased stakeholder engagement and communication
10. Enhancement of Institutional Brand Image

1. Student Development

- To enhance theoretical understanding of subjects and fortify subject specific skills.
- To re-visit Curriculum Design and Development from 2019, for implementation w.e.f 2020-2021, by outlining Programme and Course based Outcomes and introduction of more specific skill building courses for inclusion as core courses of the Programme.
- To adopt innovative teaching tools, use of ICT and new pedagogies for effective student engagement.
- To make provision for a wider bouquet of Credit Courses, Certificate and Diploma Courses with focus on skill-based learning.
- To present students, opportunities for global interaction and learning.
- To improve student pass percentage in specific subject
- To offer flexible assessments patterns to cater to diverse capabilities, reinforce regular teaching with remedial coaching for slow learners and strengthen the Buddy System of Learning.
- To develop a comprehensive system of student counselling and student support.
- To enhance skills relating to employability & entrepreneurial development and other non-subject related generic skills.
- To broaden the scope of the Centre for Women Entrepreneurship in order to provide students opportunities to explore self-employment avenues.
- To establish a Civil Services Guidance Cell.



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- To continue on-going employment generating courses in linkage with other collaborating agencies.
- To create an awareness of physical activities and sports for healthy lifestyle, by including Sports and Physical fitness activities as a mandatory program requirement.
- To familiarize students with the Ethos, Mission Statement and Vision of the College and conduct an elaborate Student Induction Programme for new entrants to the College.
- To have a full time Mental Wellness Program on campus.

2. Faculty Development

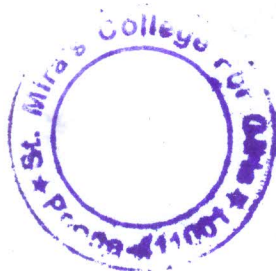
- To develop and promote Curriculum Excellence and facilitate Academic Audits.
- To introduce new and innovative teaching -learning tools for promoting pedagogical excellence.
- To design and develop more Skill Development Courses
- To contribute towards fulfilment of the Mission Statement and Vision of the College.
- To contribute towards the Corporate Life of the Institution such as co-ordinating and/or undertaking different and challenging responsibilities- both academic and administrative.
- To acquire representation on student and professional bodies for dynamic and intensive exposure to civil society, keeping in mind, the institution's Mission Statement.
- To undergo regular Performance Appraisal through a well-structured Performance Appraisal Mechanism.

3. Enhancing Research Culture of the Institution

- To encourage faculty to apply for various Minor/ Major research projects, and undertake Industry sponsored projects.
- To incentivize research by faculty of the self-financing courses to complete their doctoral degree, by providing financial support.
- To increase the number of Student Research Projects, Paper Presentations, Publications in reputed peer reviewed journals.
- To organise State/National /International Level Seminars and publishing the proceedings of the same.
- To provide financial assistance to faculty for participation in UGC/NAAC/Government/University sponsored research seminars / conferences.

4. Initiating and Strengthening Community Outreach Programs

- To participate in awareness rallies conducted by the different NGOs
- To widen social outreach activities of the College by collaborating with national and local community agencies.
- To focus on providing Internship to Students with local NGOs.
- To increase student participation in outreach activities.



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- To formalise long term MOU's with community agencies involved in social outreach activities.

5. Improving Industry – Academia Interface

- To build linkages with professional bodies to increase industry-academia interface.
- To offer internship programmes for students in collaboration with industries to tap future employment opportunities.
- To enhance employability skills of students by inviting corporates to train students depending on specific industry needs.
- To encourage faculty engagement in consultancy projects.
- To strengthen alumni relations through active involvement in curriculum development, internship opportunities, knowledge sharing, student aid and resource mobilisation.
- To formalise MOU's for setting up of an Incubation Centre so as to facilitate start up projects by the students.

6. Effective Institutional Governance

- To promote effective academic administration via Knowledge Management, Curriculum Design and Development, Learning Management System, Development of Internal Quality Assurance and Educational Standard, Academic Regulations and Practices, Decentralization and Participative Management.
- To develop and implement functional campus policies like the Policy on Financial Support to Faculty, the Policy on Staff Welfare, Funds/Loans, the Policy on E-Governance, the Admissions Policy, the Examination Policy, the Research Policy, the Intellectual Property Rights (IPR) Policy, the Consultancy Policy, the Information Technology (I.T.) Policy, the Sports Policy, the Library Policy, the Laboratory Policy, the Maintenance Policy, the Policy on the Rights of Persons with Disabilities.
- To introduce and implement Examination Reforms with respect to Monitoring and Evaluation i.e. Subject wise Result Analysis, Automation of Examination Management.

7. Infrastructure Development

- To explore possibilities of resource sharing with sister concerns.
- To re-allocate the available resources for optimum utilization.
- To initiate infrastructure upgradation with provision for AV enabled class rooms and Smart Boards (in 3-4 class rooms) which would facilitate an enhanced teaching-learning experience for students.



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8. Plans for Green Initiatives& Sustainability

- To establish a Green Club on campus which will focus on the principles of REDUCE, RE-USE, RECYCLE.
- To conduct regular Campus Cleanliness Drives.
- To encourage extra-curricular activities on contemporary, thematic issues like sustainability.
- To motivate all teachers and students to use digital platforms for teaching.
- To conduct awareness campaigns about waste management, energy and water conservation.

9. Improving Communication with key stakeholders

- To maintain open communication with faculty and students, via conduct of regular meetings.
- To secure a structured feedback from the key stakeholders of the Institution, viz. students, teachers, alumni, parents and employers.
- To initiate the process for registration of the nascent College Alumni Association.
- To organize events/activities under the aegis of the Alumni Association.

10. Enhancing Institutional Brand Image

- To participate in the Government recognized initiatives like NIRF and AISHE.
- To create a positive social media presence.
- To promote networking with Media & PR.



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Strategic Plan Deployment

(2017-2022)

1. Strategic Goal - Student development

- A. Innovative and student-centric teaching-learning
 - Curriculum design and development at regular intervals - program and course based outcomes introduced for implementation w.e.f. 2020-21
 - Flexible and innovative assessment and evaluation
 - Improvement of pass percentage
 - Creation of opportunities for global interaction and learning - Formation of MILE Centre
- B. Skill enhancement and Entrepreneurial development
 - Introduction and upscaling of additional credit courses- certificate and diploma courses
 - soft skills workshop for students once in a year
 - Entrepreneurial development and self employment avenues through CWE
- C. Overall well-being of students
 - Student counselling and support
 - Mental Well-being support on campus
 - Add-on course in Physical Education at F.Y. level to enhance awareness about physical well-being
 - SIP with a view to orient students in the institutional ethos and overall college functioning.

2. Strategic goal - Faculty Development

- A. Opportunities to develop academic inputs
 - Curriculum enhancement through periodical academic audit.
 - Encourage faculty to use new and innovative teaching-learning tools for achieving pedagogical excellence
 - Encourage faculty to design and develop more Skill Development Courses
- B. Opportunities to contribution in the functioning of the Institution
 - Enhance active participation of faculty in college committees
 - Active participation of faculty in Sadhu Vaswani Mission activities
- C. Opportunities to contribute to the professional community
 - Enhance active participation of the faculty in various professional bodies such as BOS
 - Encourage faculty to be associated with NGOs and other civil society organizations
- D. Enhanced inputs to improve overall performance
 - Regular Performance Appraisal through a well-structured Performance Appraisal Mechanism.

3. Strategic goal - Enhancing Research Culture of the Institution

- Encourage faculty to apply for various Minor/ Major research projects, and undertake Industry sponsored projects.



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Principal Incharge
St. Mira's College for Girls

- Extra support to research by faculty of the self-financing courses to complete their doctoral degree.
- Increased number of Student Research Projects, Paper Presentations, and publications.
- Organise State/National /International Level Seminars and publishing the proceedings of the same.
- Financial assistance to faculty for participation in UGC/NAAC/Government/University sponsored research seminars / conferences.
- Initiate establishment of Research Centres.

4. Strategic goal - Initiating and Strengthening Community Outreach Programs

- Enhanced participation of students in outreach activities and awareness programs conducted by different NGOs
- Increase number of collaborative activities with national and local community agencies.
- Focus on providing Internships to students with local NGOs.
- Formalise long term MOU's with community agencies involved in social outreach activities.

5. Strategic goal - Improving Industry – Academia Interface

- Increased number of internship programmes for students in collaboration with industries to tap future employment opportunities.
- Increased number of training workshops by corporates to orient students depending on specific industry needs.
- Encourage faculty engagement in consultancy projects
- Strengthen alumni relations through active involvement in curriculum development, internship opportunities, knowledge sharing, student aid and resource mobilisation.
- Formalise MOU's for setting up of an Incubation Centre so as to facilitate start up projects by the students.

6. Strategic goal - Effective Institutional Governance

A. Promote effective academic administration

Knowledge Management, Curriculum Design and Development, Learning Management System (2018) Academic Regulations and Practices, Decentralization and Participative Management through

college committees, BOS, Academic Council, Examination Cell,

B. Policy framework for effective governance

Development and revision of functional campus policies like the Policy on Financial Support to Faculty, the Policy on Staff Welfare, Funds/Loans, the Policy on E- Governance, the Admissions Policy, the Examination Policy, the Research Policy, the Intellectual Property Rights (IPR) Policy, the Consultancy Policy, the Information Technology (I.T.) Policy, the Sports Policy, the Library Policy, the Laboratory Policy, the Maintenance Policy, the Policy on the Rights of Persons with Disabilities, Gender Policy, Sustainability policy



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C Regular upgradation of the Examination process through practices such as Subject wise Result Analysis, Automation of Examination Management - use of online examination software, paper picker software and cloud-based system of digital.edu

7. Strategic goal - Infrastructure Development

A. Optimum utilization of resources

- Promote practices such as classroom mapping, and utilization form for A.V. room and Auditorium.

B. Infrastructure upgradation

- Provision for AV enabled class rooms and Smart Boards (in 3-4 class rooms)
- Enhanced use of digital and E-library resources

8. Strategic goal - Plans for Green Initiatives & Sustainability

- Formation of Green Club on campus which will focus on the principles of REDUCE, RE-USE, RECYCLE.
- Regular Campus Cleanliness Drives.
- Increased number of extra-curricular activities on contemporary, thematic issues like sustainability.
- Motivate all teachers and students to use digital platforms for teaching.
- Increased number of awareness sessions about waste management, energy and water conservation.


9. Strategic goal - Improving Communication with key stakeholders

- Development of structured feedback from the key stakeholders of the Institution, viz. students, teachers, alumni, parents and employers.
- Initiate the process for registration of the nascent College Alumni Association.
- Organize events/activities under the aegis of the Alumni Association.

10. Strategic goal - Relocating Institutional Brand Image

- Create a positive social media presence.
- Promote networking with Media & PR.




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