



URAN EDUCATION SOCIETY'S COLLEGE OF MANAGEMENT AND TECHNOLOGY

[Affiliated to Mumbai University]

(Recognised by Maharashtra Government)

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Uran Education Society's College of Management and Technology

PERSPECTIVE PLAN



For the Period
Academic year 2018-19 to 2027-28



CONTENT

Sr. No.	Particulars
1.	INTRODUCTION OF COLLEGE
2.	VISION & MISSION
3.	STRENGTH, WEAKNESS, OPPORTUNITY AND CHALLENGES (SWOC)
4.	AN INTRODUCTION TO PERSPECTIVE PLAN 2018-19 TO 2027-28
5.	GUIDING PRINCIPLES OF PERSPECTIVE PLAN
	I. CURRICULAR ASPECT
	II. TEACHING, LEARNING, AND EVALUATION PROCESS
	III. RESEARCH, INNOVATION, AND EXTENSION
	IV. INFRASTRUCTURE AND LEARNING RESOURCES
	V. STUDENT SUPPORT AND PROGRESSION
	VI. GOVERNANCE, LEADERSHIP, AND MANAGEMENT
	VII. INSTITUTIONAL VALUES AND BEST PRACTICES



INTRODUCTION OF COLLEGE

Uran Education Society's College of Management and Technology is situated in Semi-urban area of Uran Taluka, Navi Mumbai, established on 18th July 2008. It was started with persistent efforts, dedication and help of Mr. Nagraj Sheth, Founder and Founder President of UES; Late Mr. Umesh Pradhan and Smt. Snehal Pradhan. In the academic year 2008-2009, the college introduced a three years' degree programme of B.Sc. (Information Technology) which is affiliated to the very Prestigious University of Mumbai. Subsequently three years' degree programme of

B.com was introduced in the academic year 2011-12 to satiate the rising demand from learners interested in higher studies in the subject of Commerce. The college has earned ISO Certificate in 2022-23, ISO 9001:2015 Quality Management System, 14001:2015, The environmental Management System, 45001:2018 Occupational Health & safety Management System.

Affiliating University: The College is affiliated to University of Mumbai.

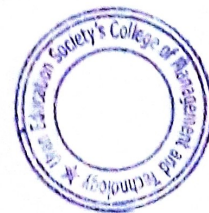
The affiliation is filed on a yearly basis.

Year of Establishment: 18th July, 2008

Status of Affiliation: Active

Courses offered: B. Sc. IT Unaided

B.Com Unaided



VISION & MISSION

Vision:

To become a premier educational destination that strives to provide an environment conducive for holistic development of ignited young minds and all related stakeholders.

Mission:

We strive to achieve:

- Academic excellence by providing enriching education coupled with industry-relevant courses that meet the requirement of our learner's diversity.
- Social excellence by instilling civic values, social consciousness and ethical behavioural practices among learners.
- Environmental excellence by making strong commitment towards environment –friendly practices and carbon neutrality.
- Holistic development of learners by providing them with a plethora of opportunities to explore their known/hidden talents.
- Faculty excellence by making available all the necessary resources required by our teaching staff for upgrading their professional and overall competencies as well as to achieve their desired career goals.
- Administrative excellence by ensuring full automation of and transparency in the administrative process as well as enhancing skills of administrative and support staff.
- Research excellence by developing research culture among learners and faculty members.
- Community excellence by undertaking initiative for development of the local community.



STRENGTH, WEAKNESS, OPPORTUNITY AND CHALLENGES (SWOC)

Institutional Strength

- Dedicated and creative management.
- Good infrastructure and large campus with the possibility of further expansion.
- A commitment for professional and skill development of students through MOUs with training organizations.
- Active DLLE and NSS unit in social and other activities.
- Student's participation and involvement in the decision-making process.
- Established Entrepreneurship development cell.
- A well –designed, green campus with a variety of plants and flowers.
- Well –developed computer Lab and Class rooms.
- A large library with a large collection of reference books and periodicals.
- College has a CCTV setup and high security.

Institutional Weakness

- Students from lower socio-economic backgrounds – less tech-savvy, etc.
- Quality of entry level candidates-A large number of candidates are admitted with low pass rates.
- Lack of focus and attention towards research activity.
- No regular Principal
- Unable to launch new courses due to lack of Accreditation.

Institutional Opportunities

- There is an opportunity to bring in more courses and programmes.
- Connectivity by train will lead to Urbanization and Industrialization leading to development of job opportunities for students.
- Need strong alumni in order to arrange funds for development of the college.
- Motivating students for competitive exams and higher studies



Institutional Challenges

- Change in mindset towards Research and Development.
- Availability of quality faculty interested in teaching.
- Attracting more companies for placement.
- Poor education background of the learners' parents has resulted in hindrance to study further or pursue jobs.
- Helping rural students to successfully cope up with Curriculum in English Medium.



AN INTRODUCTION TO PERSPECTIVE PLAN 2018-19 TO 2027-28

The Internal Quality Assurance Cell (IQAC) plays a pivotal role in upholding a culture of quality consciousness within an institution. Both NAAC and UGC entrust the IQAC with the crucial task of charting, supervising, and overseeing activities related to Quality Assurance (QA) and Quality Enhancement (QE) within the institution. Against this backdrop, the college's IQAC has embarked on the endeavour of formulating a Perspective Plan spanning ten years, commencing from the Academic Year 2018-19 through to the Academic Year 2027-28, with the aim of fostering balanced growth.

Drawing upon the Quality Indicators outlined by NAAC as the foundation, the IQAC has utilized these to construct Quality Radars and establish future milestones. In the development of this Perspective Plan, the college's IQAC has taken proactive measures to solicit input from all stakeholders, including the Governing Body, Principal, faculty, students, Alumni Association, parents, and other vested parties. Furthermore, the plan has been shaped by the expectations of stakeholders, the institution's management policies, as well as its vision and mission.

GUIDING PRINCIPLES OF PERSPECTIVE PLAN

- Principles of NAAC to ensure quality in higher education.
- The vision and mission statements that define the college's purpose.
- An in-depth SWOT analysis.
- Valuable input from stakeholders.
- Societal expectations placed on the college.

To enhance efficiency and oversight, the college intends to digitize various activities that are conventionally conducted. This transition will empower the college to evaluate achievements and fine-tune action plans as needed. It is anticipated that this shift will enable the college to recalibrate its course in order to meet the expectations of stakeholders effectively.

I. CURRICULAR ASPECT

As an affiliated college, U.E.S. College of management and Technology assumes a critical role as a teaching institution, bearing the responsibility for the effective planning and execution of the curriculum provided by the affiliating university. To ensure this, the following measures will be implemented:

Active Faculty Involvement in Curriculum Development:

Faculty members will actively engage in the design and development of the curriculum in their respective subjects by participating as members of the Board of Studies (BOS) or Curriculum Coordination Committees (CCS).

Enhanced Communication of Curriculum Design and Faculty Development:

Subject/syllabus-specific workshops will be organized to effectively communicate the curriculum design and facilitate faculty development. These workshops will feature distinguished academicians and subject matter experts from various institutions and universities as resource persons.

Enrichment through Additional Courses:

The college will offer supplementary courses, referred to as Enrichment Courses, aimed at providing students with a broader exposure across various domains, thereby enriching their learning experience.

Initiation of Skill-Based Vocational Courses:



Skill-based vocational courses will be introduced to equip students with practical, industry-relevant skills, enhancing their employability and readiness for the workforce.

Feedback Mechanism for Curriculum Improvement:

A structured mechanism will be instituted to solicit feedback on the curriculum. This feedback will undergo scientific and systematic analysis and interpretation. Subsequently, the findings will be communicated to the affiliating university for appropriate modifications to the curriculum. This iterative process ensures ongoing refinement and relevance.

These measures collectively ensure an engaged and proactive approach to curriculum development and implementation, fostering a dynamic and responsive learning environment for students at U.E.S. College of Management and Technology.

II. TEACHING, LEARNING, AND EVALUATION PROCESS

The college is dedicated to providing effective teaching-learning experiences that cater to students with diverse backgrounds and abilities. To achieve this goal, the following initiatives have been implemented:

Transparent and Merit-Based Admission Process:

The college employs a well-defined and transparent admission process based on merit, in accordance with the reservation policy of the Government of India (GOI).

Wide Dissemination of Merit-Based Admission Information:

Information regarding the merit-based admission process is extensively publicized through the college website, newspapers, prospectus, and prominently displayed sign boards at the main entrance of the college.

Publication of Category-wise Merit List:

Category-wise merit lists, in compliance with GOI norms, are prominently displayed on the college notice board and website, ensuring transparency in the admission process.

Communication of POs, PSOs, and COs:

Program Outcomes (POs), Program Specific Outcomes (PSOs), and Course Outcomes (COs) are effectively communicated to both faculty and students to provide clear learning objectives.



Diagnostics Test for New Admissions:

In the first semester, a diagnostics test is administered to evaluate the learning abilities of newly admitted students. The analysis aids faculty in devising strategies to address varying learner needs and bring them to a common proficiency level.

Support for Advanced Learners:

Special attention is given to advanced learners, with a focus on enhancing their knowledge, attitude, and skill set.

Mentoring System:

A mentoring system is in place to provide individualized support and guidance to students, fostering their personal and academic growth.

Integration of Information and Communication Technology (ICT):

The college emphasizes the intensive use of ICT in the teaching-learning process to enhance educational delivery and accessibility.

Accessibility for Differently Abled Students:

Proper infrastructural facilities are provided to ensure accessibility for differently-abled students (Divyangjan), creating an inclusive learning environment.

Promotion of Participatory Learning:

The college actively encourages participatory learning through activities such as seminars, quizzes, debates, group discussions, poster competitions, model competitions, etc.

Guest Lectures by Eminent Professors:

Eminent visiting professors are invited to conduct classes, providing students with exposure to diverse perspectives and expertise.

Educational Visits to Reputed Institutions/Industries/Laboratories:

Students are given opportunities to visit esteemed Higher Educational Institutions (HEIs), industries, and laboratories, facilitating practical exposure and industry-relevant learning experiences.

Fostering Co-curricular Activities:

Co-curricular activities are actively encouraged to stimulate creativity and develop leadership qualities among students.

These initiatives collectively contribute to an enriching and dynamic learning environment at the college, catering to the diverse needs and aspirations of its student body.



III. RESEARCH, INNOVATION, AND EXTENSION

To elevate the calibre of research and extension activities, the college is poised to implement the following initiatives:

Conduct Regular Research Cell Meetings:

Organize regular meetings of the Research Cell to identify research potential, foster research initiatives, and formulate research proposals.

Pursue Research Grants from Funding Agencies:

Strive for consistent efforts to secure research grants from esteemed funding agencies like UGC, DST, DBT, ICSSR, INSA, etc., enabling the execution of major and minor projects.

Establish Specialized Research Laboratories:

Set up dedicated research laboratories for various science disciplines to facilitate specialized and advanced research endeavours.

Promote Interdisciplinary and Collaborative Research:

Encourage faculty members to engage in interdisciplinary, collaborative, and participatory research ventures, fostering innovation and holistic problem-solving.

Encourage Faculty Publication in Indexed Journals:

Foster a culture of research dissemination by promoting faculty publication in reputable indexed research journals, thereby contributing to the academic discourse.

Facilitate Research-Based Community Development Programs:

Inspire faculty members to conduct research-based programs aimed at community development, addressing pertinent societal issues.

Motivate Faculty for Patent Applications:

Encourage and support faculty members in patent applications, acknowledging and protecting their intellectual property.

Promote Participation in National/International Conferences and Workshops:

Actively promote faculty participation in conferences, seminars, workshops, and symposiums at the national and international levels, fostering academic exchange and networking.

Provide Adequate Research Infrastructure:



Allocate necessary academic infrastructure, including instruments, laboratories, ICT facilities, libraries, and other requisites to support research activities.

Facilitate Faculty Attendance at Research Seminars/Workshops/Training:

Facilitate faculty members in attending research seminars, workshops, and training sessions, enabling exposure to cutting-edge methodologies and practices.

Empower Students in Research Endeavours:

Provide students with exposure to various research areas, guiding them to independently undertake research projects.

Conduct Research Methodology Classes for Students:

Arrange classes on Research Methodology to equip students with essential skills in writing project reports and dissertations.

Forge Educational Alliances through MoUs:

Foster educational linkages by establishing Memorandums of Understanding (MoUs) with premier institutions, facilitating academic exchange and collaborative initiatives.

Cultivate Partnerships with Other UG Colleges:

Establish linkages with other undergraduate colleges, promoting faculty and student exchange programs to broaden academic horizons.

Forge Organic Connections with Secondary and Higher Secondary Schools:

Cultivate organic connections with neighbouring secondary and higher secondary schools, enabling college faculty and students to conduct classes and share expertise.

Strengthen NSS and NCC Units:

Bolster the National Service Scheme (NSS) and National Cadet Corps (NCC) units of the college to instil a sense of civic responsibility and leadership among students.

Organize Awareness Programs on Social Issues:

Conduct awareness programs addressing vital concerns like health, hygiene, sanitation, environment, cleanliness, and other pertinent social issues in neighboring villages.



IV. INFRASTRUCTURE AND LEARNING RESOURCES

Ensuring the optimal use of available facilities is imperative to uphold the quality of academic programs within the campus. The college is committed to expanding its infrastructure to meet future requirements. Key strategies include:

Optimal Space Allocation per Student:

Ensuring an adequate average area of infrastructure per student to facilitate a conducive learning environment.

Efficient Utilization of Available Facilities:

Ensuring the maximum utilization of existing infrastructure and learning resources to enhance the overall educational experience.

Maintenance of Infrastructure and Resources:

Implementing robust maintenance protocols to uphold the integrity and functionality of infrastructure and learning resources.

Pursuit of Grants for Infrastructure Development:

Proactively seeking grants and funding opportunities to support the development and expansion of critical infrastructure.

Enhancement of Sports Facilities:

Initiating measures to improve sports facilities, including the establishment of an indoor stadium, gymnasium, yoga centre, etc.

Integration of ICT-Enabled Classrooms:

Providing additional ICT-enabled classrooms to enhance the use of technology in teaching and learning.

Revamping Laboratories to Meet Current Needs:

Upgrading and modernizing laboratories to align with current educational and research requirements.

Creation of State-of-the-Art Auditorium Hall:

Establishing a well-equipped auditorium hall with modern audio visual facilities to facilitate presentations, lectures, and events.

Construction/Renovation of Adequate Toilet Blocks:

Undertaking the construction or renovation of sufficient toilet blocks for the convenience of students and staff (both male and female).



Development of a Well-Furnished Conference Room:

Creating a well-appointed conference room to facilitate meetings, seminars, workshops, and other gatherings.

Adoption of Energy-Efficient Measures:

Implementing measures to reduce electricity consumption, such as the use of LED bulbs and the installation of solar panels.

Ensuring Fire Safety Measures:

Providing well-secured fire-fighting facilities at strategic locations to ensure the safety of students, staff, and infrastructure.

Automation of Library Services:

Transitioning towards complete automation of library services to enhance accessibility and efficiency.

Augmentation of IT Infrastructure:

Procuring additional computers and establishing LAN connections in laboratories, offices, the library, research centre, and departments.

Expansion of Library Holdings:

Procuring more books, journals, e-journals, periodicals, and reference materials to enrich the central library's resources.

Regular IT Facilities Update:

Ensuring a continuous update of IT facilities to stay aligned with technological advancements and meet educational needs.

V. STUDENT SUPPORT AND PROGRESSION

The college is committed to facilitating holistic development and advancement for its students, aiming to equip them for higher education pursuits and gainful employment. To achieve this, the following initiatives will be implemented:

Mentoring Reinforcement:

Strengthening the mentoring system to provide personalized guidance and support to students.

Counselling Services:

Establishing a dedicated counselling facility to address students' academic, personal, and emotional needs.



Career Counselling and Soft Skill Development:

Organizing programs focused on career guidance and the development of essential soft skills for the professional world.

Enhanced Career Counselling and Placement Cell:

Strengthening the Career Counselling and Placement Cell to provide comprehensive support for students' career aspirations.

Reinforcement of Remedial Programs:

Strengthening remedial programs to provide additional support and resources for students who require extra assistance.

Special Infrastructure for Differently-abled Students:

Creating specialized facilities to ensure inclusivity and accessibility for differently-abled (Divyangjan) students.

Practical Training for Science Students:

Organizing hands-on training sessions for science students to supplement theoretical knowledge with practical skills.

Financial Aid for Economically Challenged Students:

Providing financial assistance programs to support students facing economic challenges.

Regular Updates on Government Scholarships and Fellowships:

Keeping students informed about various scholarships and fellowships offered by the Government of India.

Workshops on Co-curricular Activities:

Conducting workshops focused on enhancing students' co-curricular interests and skills.

Exploration of Alumni Association Formation:

Exploring avenues to establish a registered Alumni association to foster connections between past and present students.

Utilizing Alumni for Mentoring and Career Guidance:

Tapping into the potential of alumni to serve as mentors and offer career guidance to current students.

Recognition of Academic Excellence:

Implementing measures to acknowledge and reward outstanding academic performance.



Easy Access to Information Resources:

Ensuring students have convenient access to various information sources, including daily newspapers, periodicals, journals, e-journals, e-books, and the internet in the Central library.

VI. GOVERNANCE, LEADERSHIP, AND MANAGEMENT

Efficient leadership and governance are pivotal in translating the institution's vision and mission into tangible outcomes. With this in mind, the college proposes the following measures:

Engage Eminent Educators and NGOs:

Enhance the teaching-learning process by involving distinguished educators from other academic institutions and non-governmental organizations.

Establish and Maintain Quality Benchmarks:

Identify and set rigorous quality benchmarks, ensuring their attainment to uphold academic standards.

Digitize Academic and Administrative Operations:

Implement digital solutions for both academic and administrative functions to streamline processes and enhance efficiency.

Strengthen Inter-Institutional Networking:

Foster robust connections with various entities including the affiliating university, UGC, and government bodies for seamless and effective operations.

Preserve Institutional Ethos and Professional Climate:

Maintain the organizational culture and professional atmosphere, fostering positive relationships among stakeholders.

Promote Faculty Professional Development:

Encourage faculty members to engage in professional development activities, including research and publications.

Facilitate Faculty Development Programs:

Encourage faculty participation in programs like Orientation, Refresher Courses, and Short Term Courses organized by institutions such as UGC-HRDC, in collaboration with esteemed organizations like IITs.



Conduct Periodic Quality Audits:

Carry out regular audits encompassing both academic and administrative aspects, including academic, energy, and environmental audits, to ensure compliance with established standards.

Strengthen Stakeholder Relationships:

Engage stakeholders in providing feedback for continuous improvement, thereby fostering stronger relationships.

Participate in Recognized Quality Audits:

Actively participate in recognized quality assessments such as AISHE, aligning the institution with national benchmarks.

Enhance Self-Appraisal System for Faculty:

Strengthen the self-appraisal system for teachers by annually documenting the API score of each faculty member, empowering them to recognize and improve their academic performance.

Prepare Annual College Budget:

Formulate and implement an annual budget for the college, ensuring effective allocation of resources.

Promote Decentralized Administrative Mechanism:

Advocate for a decentralized administrative structure that emphasizes accountability and efficiency.

Encourage Participatory Governance:

Promote a culture of participatory decision-making involving all staff members in the institution's functioning.

Foster Efficient Student Representation:

Establish and support a proficient Students' Council, Students' Grievance Cell, Anti-Ragging Committee, Anti-Sexual Harassment Committee, with broad representation from both staff and students.

Implement Feedback Mechanism:

Introduce a structured feedback mechanism involving students, parents, and alumni, followed by a systematic analysis and interpretation of the received feedback.

Institute Institutional Code of Conduct:

Develop and disseminate an institutional code of conduct for students, teachers, administrators, and other staff through various awareness programs.



Sustain Existing Institutional Initiatives:

Ensure the continuation of existing initiatives like GIS and B.N. College Thrift and Credit Cooperative Society for the benefit of the staff.

Install CCTV Surveillance:

Implement a CCTV surveillance system at strategic locations across the campus to enhance security and safety measures.

VII. INSTITUTIONAL VALUES AND BEST PRACTICES

“Women Empowerment.”

Objectives-

- To advocate for a society that values and treats women equally.
- To arrange seminars and workshops to spread awareness of the resources and tools available.
- Organizing leadership training programs or sessions to help girl students develop their leadership skills and support their pursuit of entrepreneurship in a variety of industries.
- Fostering a supportive environment through educational programs that encourage peer learning, quality circles, and flip learning, allowing girls to realize their full potential for learning and problem-solving on their own.
- To inform them about the Supreme Court's rules and ensure that sexual harassment is viewed as a socially undesirable act inside the organization and in society.
- Free primary medical care is provided for women with gender-related health issues by female doctors, and the student council works to raise awareness of the value of sanitation, personal hygiene, and the prevention of seasonal diseases like malaria and dengue. Girl student participation in the Swatch Abhiyan conference and outreach activities are encouraged.

“Unity in Diversity”

Objectives:

- To promote unity in diversity amongst everyone.
- To inculcate moral rules
- To develop the religion and spiritual qualities
- To develop the sense of equality
- To conserve the ancient Indian culture



“Skills and Talent Development Programs”

Objectives:

- Ensure benchmarking of sufficiently high quality, globally recognized qualification standards.
- Teaches students to understand through experiential learning and a hands-on approach.
- Improves students' skills by applying their knowledge to face and solve real-time challenges.
- Discover and hone the hidden talents of students by challenging them with various tasks.
- Accelerates students' decision-making in various fields with speed and standards.

“Raising environmental awareness”

Objectives:

- To Raise environmental awareness among college students and staff
- To realize various environmental protection areas on the campus.
- To raise environmental awareness among the residents of the surrounding area.



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