



Estd.: 1972

Reaccredited with 'A' Grade by NAAC (3rd Cycle 2016-2021)

MANIBEN NANAVATI WOMEN'S COLLEGE

CONDUCTED BY SHREE CHANDULAL NANAVATI WOMEN'S INSTITUTE & GIRLS' HIGH SCHOOL
(SINCE 1947)

VALLABHBHAI ROAD, VILE PARLE (WEST), MUMBAI – 400056.



INSTITUTIONAL DEVELOPMENT PLAN

2023-2024 TO 2032-2033

BASED ON NATIONAL EDUCATION POLICY 2020

Maniben Nanavati Women's College
Institution Development Plan
Implementation of the National Education Policy 2020
Academic Years 2023-2024 to 2032-2033

CONTENTS		
Particulars		Page No.
1	Institutional Basic Information	1-3
	1.1. Institutional Profile	1
	1.2. Institutional SWOC Analysis	2-3
2	Institutional Development Plan	4-10
	2.1 Vision	4
	2.2 Mission	4
	2.3 Goals and Objectives	4
	2.4 Executive Summary	4-5
	2.5 Towards a Motivated, Energised and Capable Faculty	5
	2.6 Towards Digitalisation in Teaching- Learning Systems	6
	2.7 Skill Development and Add on Courses	6
	2.8 Adding Academic Programmes in STEM, Humanities and Commerce & Management for Women	6
	2.9 Towards Innovations and Start Ups	7
	2.10 Research Development	7
	2.11 Towards the Holistic Development of Students	7-8
	2.12 Inculcating Human Values and Community Outreach Activities	8
	2.13 Industry-Institution Connects	8
	2.14 Towards an Environment -Friendly Campus and Beyond	9
	2.15 Towards Financial Autonomy	9
	2.16 Alumni Engagement	9
	2.17 Infrastructure Augmentation	10
3	CONCLUSION	10

1. Institution Basic Information:
1.1 Institutional Profile

Name of the Institution	Maniben Nanavati Women's College					
Head of the Institution	Dr. Rajshree Trivedi					
Contact Details	Email: principal@mnwc.edu.in		Cell No. 9820375069		Office: +912248251722	
College Website	mnwc.edu.in			AISHE Code: C-44338		
Name of the IQAC Coordinator	Dr. Twinkle Sanghavi		Email: iqac@mnwc.edu.in		Cell No: 9820461729	
Name of the NEP Coordinator	Dr. Anuja Deshpande		Email: anuja.deshpande@mnwc.edu.in		Cell No: 9820495667	
NAAC Accreditation Status	1 st Cycle: 78.5	Grade: B+	2 nd Cycle: 2.89	Grade: B	3 rd Cycle: 3.02	Grade: A
NIRF Ranking	2019-2020 Onwards to till Participating & Participated in Innovation in 2025.					
UCG Recognition	2(f)	Yes ✓	No	12 B	Yes✓	No
NBA accreditation	Yes		No✓			
Financial Status	Government /Aided: ✓			Self-Finance: ✓		
Under National Education Policy (NEP 2020), would your institute prefer to be:	i. Constituent college of the State University. - NO ii. Autonomous degree granting College. - YES iii. Part of Higher-educational institution (HEIs) cluster. - NO					

1.2 Institutional SWOC Analysis Strength, Weakness, Opportunity and Challenges (SWOC)

Institutional Strength:

With a history spanning more than 50 years, our institute caters to women's education having a stellar reputation owing to its selfless service, academic leadership, value-oriented education & transparent participatory governance. With having a visionary, proactive and progressive **Management** that provides support for smooth functioning, we have created an inviting, modern and user-friendly infrastructure. Our strengths:

- The Institute has well-equipped laboratories (Psychology, Food & Nutrition, 4Laboratories for Fashion Design & Language) Lab with state-of-the-art Equipment's updated to ensure rich learning experience for students.
- An excellent updated fully air-condition library to supports the teaching-learning and research programme of the institute. This fully digitalised library is well equipped with latest software e-resource and anti-plagiarism software & J-Gate, N-List databases.
- Sound ICT infrastructure -Smart-Classrooms, LMS & Computer Labs
- Highly qualified and dedicated Teaching-Faculty.
- Learner-Centric pedagogy and Academic Mentoring.
- AICTE Approved courses BMS & B. Des. (Fashion Design)
- Skill-Development courses: UGC's SWAYAM-NPTEL (we are a Local Chapter): UGC's National Skill Quality Framework (NSQF), TISS-NUSSD and others.
- UGC sponsored Gandhian Studies Centre for value education. The Centre has published an edited book *Gandhi For All Times*.
- Nanavati Innovation & Entrepreneurship Development Incubation Centre (NIEDIC) is currently at a pre-incubation state, registered with IIC, ARIIA (NIRF Innovation), NISP with Ministry of Education, Government of India.
- Research support to students and teachers at Smt. Kantaben Shah Research Centre for Multidisciplinary Studies.
- Huge demand for MA Psychology programme
- Teachers are actively involved in publications.
- Well-maintained infrastructure for sports, games, cultural events, seminars, conferences, exhibitions, fashion shows and performances.
- Customised Documentary Management Systems handled by highly efficient Administrative Staff.

Weaknesses:

The institute weaknesses lie in space constraints for starting new academic programmes. There is a reluctance among students for academic progression and towards taking up jobs. There is an absence of financial support for hiring teachers in Department of Commerce. The strength in BA Gujarati medium is declining because of decreasing number of Gujarati medium schools. The institution struggles with a low placement ratio, indicating challenges in securing employment for graduates.

- Lack of space inhibits the introduction of new academic programs & physical facilities.
- No Grant in- Aid Commerce teacher.
- Students economic status- socially disadvantaged background leads to poor turnover in academic progression.
- Low enrolment in Gujarati medium
- Placement ratio is very low.

Opportunities:

The institution has implemented New Education Policy giving way to opt for more academic flexibility. The Science, Technology, Engineering & Mathematics (STEM) courses for women can be promoted in institution. Fostering partnerships with industries will increase employability. More entrepreneurial ventures will lead to self-employment. Students to be encouraged for being job-givers rather than be job-seekers. Academic programmes to be made more market-friendly.

- To opt for academic autonomy and flexibility.
- To offer STEM relevant courses keeping in mind the NEP implementation.
- To increase many facilities for staff and student welfare.
- To start the Ph.D. Research centre in Psychology and Commerce under the Parent university S.N.D.T Women's University.
- To provide financial assistance for the faculty Development Programme and sanction leaves for the same.
- To have Industry-academia interface to bridge gap between the course & employability.
- To convert pre-incubation activities to full-fledged incubation centre.
- Industry oriented courses can be designed to ensure employability
- With having experienced staff, the institute has opportunity of motivating teachers for developing e-content.

Challenges:

The institution has been trying to get teaching, administrative and support staff posts sanctioned by Department of Higher Education, Maharashtra State. Efforts are put in by teachers to encourage and support students to continue their education beyond the undergraduate level, emphasizing the benefits and opportunities associated with advanced degrees. Funding for research, infrastructure augmentation and skill development in the absence of grants from government bodies to be availed from individual donors and philanthropic agencies.

- To obtain NOC from government to fill up vacant posts of teaching and administrative & support staff.
- Motivate students to pursue higher education.
- Competition from other institutions in vicinity.
- Resource mobilization from agencies apart from government bodies.
- Retention of the staff.

2. Institutional Development Plan

2.1. Vision:

Sa Vidya Ya Vimuktaye (Knowledge is that Which Liberates)

2.2. Mission:

Empowerment of Women Through Access to Higher Education

2.3. Objectives:

- **To facilitate knowledge and skills to lead to economic empowerment of students.**
- **To encourage holistic development of students and staff members.**
- **To foster and develop ethically conscious and socially responsible citizens.**
- **To encourage financially and academically weaker students for taking up higher education.**
- **To provide opportunities and platform to adult learners**
- **To sustain total quality management in academics and administration.**

2.4. Executive Summary

The Institution Development Plan is a robust, envisaging and result-oriented plan to take the College to higher scales of developmental growth and success. It has focussed on working towards achievable goals, sustaining the quality and excellence of the existing resources and projects undertaken by the College.

The Teaching Faculty plays a significant role in making the learning process interesting, innovative and inquisitive. Therefore, it is important to create a conducive environment for the teaching faculty in higher education institutions to keep pace with the changing times in the world of academics. In order to keep the faculty well motivated and energised, MNWC endeavours and remains committed to offer best facilities and ambience so that the teachers are encouraged to engage in research, innovations and digitally advanced technologies. Faculty Development Programmes, short term courses, workshops, seminars and conferences will continue to remain an essential part of Staff Study Circle at MNWC. Experts will be invited from time to time to keep the teachers updated with the subject know-how. Alongside, the emotional well-being and happiness quotient will continue to be an integral part of faculty development.

Digitalisation in Teaching- Learning systems is an integral part of academic programmes. Efforts to strengthen them will be the major focus. Equally important is the need for acquiring global job skills and strengthening subject knowledge. Add on courses for expanding the realms of subject know-how are to be in pipe-line.

MNWC remains committed to bring new academic programmes in various disciplines by starting a Ph.D. centre. Along with it, there are plans to offer courses related to research and establishing linkages with research bodies.

With the changing needs of employment market, the college has plans to encourage students to be more of job givers rather than being job seekers. The College has plans to encourage start ups based on innovations. Along the side, the Placement Cell activities also need to be more robust and enriching. The industry-Institution Interface will be strengthened.

The College is aware of its responsibilities to create an environment of holistic development of students. Skill development is the need of the hour. Sports, Fitness, Yoga, cultural expressions and preservation of art, tradition and Indian Knowledge Systems will be given full coverage.

Inculcating human values like compassion, peace, harmony and sensitization towards the need of others has been a valuable part of College's mission to empower women. The Community outreach activities at MNWC have been of topmost priority. The college is also conscious of its responsibility of preserving the environment. Through various projects undertaken by National Special Service, NCC. Green Club and other units of the College, the extension activities will be increased. The College will adopt more initiatives to save electricity and sustain an eco-friendly campus.

The College seeks to engage and involve more alumnae on the campus. Financial autonomy is a target that needs a lot of planning, networking, budgeting and investment. There will be infrastructure changes required to be undertaken as per the changing needs of the hour. Considering all the envisaged plans, MNWC looks forward to attaining heights of growth and success.

2.5. Towards a Motivated, Energized and Capable Faculty

Short Term (2 Years):

1. To introduce Annual Self- Appraisal System for all Teaching Faculty from Self-Financed sections.
2. Monetary & Non-monetary Incremental Incentives for Teaching & Non-Teaching Staff from Self-Financed Sections,

Medium Term (5 Years):

1. Research Travel Grant for teachers to present papers reputed foreign university for teachers.
2. Advanced Professional courses for Non-Teaching Staff.

Long Term (10 Years):

1. Encourage and Fund Doctoral/ Post-Doctoral Research for Teaching Faculty.
2. Academic progression for Non-Teaching Staff.

2.6. Towards Digitalisation in Teaching -Learning Systems

Short Term (2Years):

1. Encouraging students to be ready for more use of technology in their everyday learning.
2. To train students to be well versed with advanced use of technologies

Mid Term (5 Years):

1. Integration Artificial Intelligence in with traditional teaching- learning methods.
2. Augmenting the existing Learning Management Systems and teachers to be encouraged to prepare modules based on technologies.

Long Term (10 Years):

1. Adopting new technologies in Teaching-Learning systems.
2. Teachers to prepare AI based modules that are student-friendly.

2.7 Skill Development and Add On Courses

Short Term (2 Years):

1. Register with government schemes for skill development courses.
2. Departments preparing credit-based Subject-Related Add On courses.

Mid Term (5 Years):

1. To apply to government for College to establish skill training centre.
2. To introduce diploma courses in various subject disciplines.

Long Term (10 Years):

- 1.To tie up with international bodies for skill development courses,
2. Tie ups with international bodies for Add On courses.

2.8 Adding Academic Programmes in Science, Technology, Engineering & Medicine (STEM), Humanities, Commerce & Management for women

Short Term (2 Years):

1. Introducing Academic Autonomy to start Undergraduate programmes in Data Sciences, AI and other fields.
2. To start Ph. D. Centre in Psychology and Commerce & Management.

Mid Term (5 Years):

1. To establish Centre for Indian Knowledge Systems
2. To start Gender Studies Centre for offering academic programmes.

Long Term (10 Years):

1. To tie up for twinning programmes with foreign universities.
2. Preparing for deemed university.

2.9 Towards Innovations and Start Ups

Short Term (2 Years):

1. To upgrade Nanavati Innovation & Entrepreneurship Development Incubation Centre into a full-fledged Incubation Centre.
2. To work diligently and steadily towards reaching to 5 Stars at Institution Innovation Council portal.

Mid Term (5 Years):

1. To increase grades at National Institution Ranking Framework (NIRF)- Innovations.
2. To incubate startups.

Long Term (10 Years)

1. To support establish Section 8 companies.
2. To make NIEDIC a resource and fund generating body to support new batch of incubatees.

2.10. Research Development

Short Term (2 Years):

1. To strengthen the activities of the existing Smt. Kantaben Shah Research Centre for Multidisciplinary Studies.
2. Including more disciplines under the Centre.

Mid Term (5 Years):

1. Making the Centre revenue generating body to support research scholars
2. Undertaking research projects to reach out to public welfare.

Long Term (10 Years):

1. To establish linkages with international research bodies for collaborative research.
2. Expansion of Research Centre to the changing needs of academics, society and industry.

2.11 Towards the holistic development of Students

2.11 A - Sports, Yoga, Fitness and Well Being

Short Term (2 Years):

1. Twice a week for two hours for all students.
2. Hiring coaches and introducing more games and sports

Mid Term (5 Years):

1. Establishing a Sports and Yoga Academy.
2. Encouraging and training students to play for state and national levels.

Long Term (10 Years):

1. Coaching students for higher levels of performances.
2. Making the Academy fund generating.

2.11 B- Cultural and Social Development

Short Term (2 Years):

1. Introducing Indian Classical dance and music courses.
2. Coaching for theatrical events.

Mid Term (5 Years):

1. Short term certificate courses in Indian art.
2. Preservation and Revival of Traditional craftsmanship.

Long Term (10 Years):

1. Advanced courses in Indian art forms.
2. Organising Art Festivals.

2.12 - Inculcating Human Values and Community Outreach Activities

Short Term (2 Years):

1. To strengthen the activities of NSS, Green Club, Youth Red Cross and Gandhian Studies Centre.
2. To register for Unnat Bharat Abhiyan scheme and adopt areas for women development initiatives.

Mid Term (5 Years):

1. Focus on thrust areas in serving community under NSS, Green Club, Youth Red Cross and Gandhian Studies Centre.
2. Women Development programmes in adopted areas under Unnat Bharat Abhiyan.

Long Term (10 Years):

1. Adopting more government schemes for creating a better world order.
2. Establishing Women's Studies and Support Centre.

2.13 Industry- Institution Connects

Short Term (2 Years):

1. To invite experts to impart soft skill and global job skills to students,
2. Establish linkages with industries in the form of MOUs and agreements.

Mid Term (5 Years):

1. Invite Industry experts to design courses for job-friendly purposes.
2. To increase placements in multifold numbers than the existing counts.

Long Term (10 Years)

1. To introduce academic programmes (UG & PG) based on industry requirements.
2. Invite multinationals to tie up for academic programmes.

2.14 : Towards an Environment friendly Campus and Beyond :

Short Term (2 Years):

1. To install more solar lamps in the ground.
2. To label all the trees and create their QR code identities on the campus.

Mid Term (5 Years):

1. To install solar panels and replace the conventional energy systems into eco-friendly systems
2. To adopt a barren area to convert it into a green belt.

Long Term (10 Years):

1. To install water and sewage treatment plants on campus.
2. Towards a more green environment around the campus by adopting municipal buildings for tree plantations.

2.15 Towards Financial Autonomy

Short Term (2 Years):

1. Budgeting on pro-rata basis.
2. Introducing new programmes for revenue generation.

Mid Term (5 Years):

1. Applying for more government backed schemes.
2. Exploring Corporate Social Responsibility (CSR) possibilities for fund generation.

Long Term (10 Years):

1. building corpus to be self-sufficient.
2. Safe and Secured investments and returns on corpus.

2.16 Alumni Engagement

Short Term (2 Years):

1. To invite their expertise for sharing knowledge and experience with students on campus.
2. To take their support in facilitating employment.

Mid Term (5 Years):

1. To take their support in funding projects of the College.
2. To seek for more support for startups.

Long Term (10 Years):

1. Membership on Advisory Boards of centres in college.
2. Towards establishing more associations to expand the scope of college activities taking help of NRI alumnae.

2.17. Infrastructure Augmentation

Short Term (2 Years):

1. Renovating the campus building.
2. Upgrading Computer Labs and classrooms.

Mid Term (5 Years):

1. Increasing Sports facilities on campus.
2. Renovation and Revamping as per new academic programmes.

Long Term (10 Years):

1. Towards more space management and restructuring physical facilities.
2. New classrooms and laboratories on campus.

CONCLUSION

The College has planned a short, medium and long term plan for each and every important segment. The main purpose is to create, offer, sustain and accelerate the developmental growth of the college to make an ace institution for high quality and excellent academic programmes.

.....