

Institutional Development Plan
Modern Education Society's
Ness Wadia College of Commerce, Pune.

Profile of the College

Ness Wadia College of Commerce established in 1969, is one of the prominent Commerce Colleges in India. The College is affiliated to the Savitribai Phule Pune University, Pune and has around 5000 students including foreign students from about 22 countries on its rolls. The College is managed by the Modern Education Society which was established in 1932 with a generous donation from the Wadia Family. The other institutions managed by the Modern Education Society are Nowrosjee Wadia College, Cusrow Wadia Institute of Technology, Neville Wadia Institute of Management Studies & Research, MES College of Engineering, D. G. Ruparel College, Mumbai and New Law College, Mumbai. Ness Wadia College of Commerce offers courses in B. Com., BBA, BBA-(IB), BBA-(CA), M.Com and B.Voc.(Banking, Finance and Insurance with Actuarial Studies), Post Graduate Diploma in Banking & Finance, International Business and Taxation Laws. The College is also a Research Centre approved by the Savitribai Phule Pune University, Pune for M.Phil. and Ph.D. students. The students of the college receive all round development inputs from competent and dedicated faculty members. India Today in its recent Nation-Wide Survey, ranked the College one among the Top 25 Commerce Colleges in the Country. Notwithstanding this, the college has been ranked one among the top 10 Business Schools in the Country for the Bachelor of Business Administration Course. The Savitribai Phule Pune University has conferred the “Best College Award” and the “Best Principal Award” to the College in the Academic Year 2005-06 and 2006-07 respectively. The College has entered into MOUs with organizations such as The Association of Chartered Certified Accountants (ACCA), UK, and Chartered Institute for Securities and Investments (CISI), UK.

Our Vision

To impart qualitative and value-based education in commerce and business studies, by blending creativity, curiosity and communication, leading towards a desirable socio-economic transformation of the nation impacting the world at large

Our Mission

The Mission of our College aims to bring the Vision into reality by harnessing its rich and physical human resources towards the development of 'students' considering them as the focal point in the following ways:

- **Delivering a High Content Curriculum:** To deliver a high content curriculum, which is market-oriented and contemporary, matching the requisite skill sets developed through industry-academia interface
- **Value Based Learning:** To inculcate a sense of ethical, moral and human values and social responsibility leading to the highest integrity and commitment to society
- **Creativity:** To impress an amalgamation of self and participative learning through innovative pedagogy tools and peer learning to hone analytical skills.
- **Curiosity:** To foster curiosity by creating an environment that encourages openness, independent thinking, questioning, reflection and learning together
- **Communication:** To promote effective communication skills by instilling divergent thinking and experimentation, embracing differences and building confidence
- **Holistic Development:** To promote the holistic development of students by nurturing them to become balanced and well-rounded individuals ready to succeed in a fast-changing world
- **Socio Economic Transformation:** To impart a quality education that can transform the lives of the socially, educationally and economically underprivileged and create a brighter future for the nation and the world at large.

Academic Strategic Plan

The college adopts holistic approach for the overall development of the students by focusing on the following areas:

- Curricular Aspects
- Teaching - Learning
- Research
- Extensions and Collaborations
- Innovations and Entrepreneurship
- Infrastructure
- Student Support
- Governance
- Environment and Student Friendly Initiatives
- Equitable and Inclusive Growth

The college strives to achieve excellence in academics, research and student development activities to make the students responsible citizens with adequate skills through requisite values so that they can make positive impact on the nation.

Core Values

- Quality Education
- Research Centric Environment
- Equal Opportunity
- Environmental Consciousness
- Sustainability
- Employability
- Social Welfare
- Ethical, Moral and Human Values
- Community Development
- Respect the Diversity
- Student Centric Approach
- Fraternity

Perspective / Strategic Plan Committee

- Prof. (Dr.) Vrishali S. Randhir, I/C. Principal and Head, Dept. of Business Practices
- Prof. (Dr.) Prakash N. Chaudhary, Vice Principal & Head, Dept. of Business Laws
- Prof. (Dr.) Manohar K. Sanap, Professor and Head, Dept. of Accountancy
- Prof. (Dr.) Ravindra S. Mhasade, Professor and Head, Dept. of English
- Dr. Mahendra R. Agale, Associate Professor and Head, Dept. of Business Economics
- Dr. Ramdas B. Sonawane, Associate Professor and Head, Dept. of Mathematics, Statistics and Computer Applications
- Dr. Pradnya B. Vhankate, Associate Professor and Head, Dept. of Cost and Works Accounting
- Dr. Laxman S. Baisane, Associate Professor and Head, Dept. of Banking and Finance
- Dr. Rajesh D. Raut, Assistant Professor and Head, Dept. of Marketing
- Dr. Bharat V. Rathod, Assistant Professor and Head, Dept. of Business Administration
- Mr. Manojkumar S. Thakur, Librarian
- Mr. Mithun P. Tribhuvan, Director of Sports and Physical Education

The committee has identified the following short term and long term goals on the following areas for the benefit of the students Community.

Curricular Aspects

- To introduce contemporary skills to cater the requirement of present world and start need based programmes like B.Voc. in Banking, Finance and Insurance with Actuarial Studies, BBA (Retail Operations) – Apprentice Embedded Programme and allied Add-On Courses.
- The Departments are encouraged to offer New Certificate / Diploma / Add-On Courses and collaborate with business / educational organisation to accomplish this goal.
- To offer value added courses pertaining to academics and life skills to help students to become employable as per industry requirement
- To contribute for framing new syllabi to various programmes for the holistic development of the students.
- To take efforts to inspire students to complete at least two Skill Based Courses / Add-on/Certificate Courses during the time of graduation / post-graduation.
- To increase the passing percentage up to 90% of all programmes.

- To promote industry academia linkage and provide facility to complete projects and internships in the various business organisations or industry.
- To strengthen the placement centre so as to make 75% placement for all programmes taught in the college.
- To add component of practical education to the students so that they can face the challenges of real world.

Teaching - Learning

- To inspire faculty members to acquire additional degrees or continue their self-development in the academic arena so as to remain competitive and contemporary in the present business world.
- To motivate teachers to complete their doctoral or post-doctoral degrees and complete research projects to promote research and enhance their research skills.
- To increase use of IT enabled facilities in teaching-learning and administrative work.
- To encourage the teachers to continue their education on platforms like SWAYAM, NPTEL etc. and other Online courses.
- To take efforts to constitute the endowment funds with the help of management / alumni / various stake holder.
- Students will be encouraged for wider use of learning resources in the library.

Research

- To motivate the research scholars to take inter-disciplinary subjects for their research work or research projects.
- To encourage the faculty members for submitting the research proposals to various funding agencies like ICCR, UGC, SPPU, Pune etc.
- To encourage faculty members and research scholars to go for quality based research publications.
- To strengthen industry academia linkage and venture for applied research.
- To promote socially relevant and problem solving research among staff and students.
- To encourage faculty members to write and present research papers at the national and international levels.
- To create an environment where faculty members would offer consultancy to the corporate sector and other institutions.

- To explore the collaborations with academic institutions / industries / other agencies of professional and social relevance.
- To create an identity of the college that recognises research as one of its prime areas of activity and creates a milieu that is conducive to research.

Extensions and Collaborations

- To initiate and continue social out rich programme.
- To conduct various activities for the benefit of community welfare.
- To strengthen the extension and outreach activities with the help of NSS, NCC, Youth Red Cross in collaborations with industry, community, NGOs, Government and University.
- To organise *rojgar melas* and strengthen placement activities to give better opportunities of employment to the students.
- To provide counselling in the area of psychological and mental wellbeing of faculty and students so as to create healthy academic environment in the college.
- To enter into MOUs with educational and industry partners to fill industry academia gaps and to make hands-on experience and internship opportunities for the students.
- To work and collaborate with NGOs to extend services to the community.
- To extent all kinds of support to various government bodies to carry out social activities for nation building.

Innovations and Entrepreneurship

College has a strategic plan to promote innovations in thinking, learning and teaching processes. It recognises the importance of innovations and entrepreneurship and hence committed to make Business Entrepreneurship subject as one of the most applied subjects and make students well equipped with relevant entrepreneurial qualities by giving them industrial exposure through organising Industrial visits, Guest lectures of Successful Entrepreneurs and conducting workshops on experience sharing by the Start-up entrepreneurs. It is also the plan of the college through its Start-up and Innovation Cell to inspire the students to be a job giver and not the job seeker. It's there on the agenda of the college to take help of the Alumni of the college in this endeavour.

Infrastructure

- To make Language Lab as a school of excellence in teaching-learning of the various languages by using IT enabled equipment.
- To make Fully Wi-fi enabled campus
- To renovate open-theatre and make it as a platform for the students who are looking Performing Art as a career
- To convert gradually all class rooms as state of the art ICT-enabled classrooms.
- To start an incubation centre for the budding entrepreneurs.
- To make a solar powered plant for the college campus.
- To increase the number of a state of art seminar / conference hall.
- To set-up a studio for development of e-content.
- To initiate the Use of ICT for academic and administrative purposes.
- To continue to monitor campus through CCTV to ensure safety of the stakeholders.
- To make optimum use of existing infrastructure and learning resources.
- To make Renovations of library and learning resources
- To continue to make available the adequate number of clean washrooms for all with special provision of differently abled persons
- To maintain lawns, rain water harvesting project, Bore well recharge and Floriculture garden
- To increase the floors so that adequate space will be made available for launching new vibrant programmes for the benefit of student's community.

Student Support

1. To take endeavours to Endorse International Student exchange programs for academic and research promotion
2. To make MOUs and collaboration with National and international organizations and agencies for academics, research and extension activities.
3. To plan training and financial support for students to participate in international events and competitions.
4. To organize more placement drives and make efforts to bring good companies to the campus

5. To continue to Support various Students Associations and Forums for co-curricular and extracurricular initiatives.
6. To financially support needy student who cannot avail government scholarship
7. To financially support students who do not have adequate resources to continue their higher education.
8. To promote health consciousness among students.
9. To have a tie-up with the corporate sector to strengthen an "Earn While You Learn" scheme.
10. To make capacity building of various students' cells, placement cell and provide Welfare measures to support students.
11. To strengthen the student mentoring system and provide opportunities for Slow and advanced learners.
12. Involve student community towards the goal of Sustainable development
13. To Motivate the students to participate in inter and intra, state, national and international level college activities.
14. To strengthen the Alumni Association for its contribution in academic matters, student support as well as mobilization of resources - both financial and non-financial and create healthy bond of Alumni with the college to help the young students.

Governance

1. To implement e-governance system in administration, finance, accounts, student admission, support and examination.
2. To adopt quality management strategies in all academic and administrative aspects.
3. To take endeavours for Planning and optimum utilization of finance as well as mobilization of resource.
4. To continue to have Regular internal and external audits.
5. To define roles and responsibilities effectively so as to harness better results from the employees and give them the sense of satisfaction during their employment in the college.

Environment and Student Friendly Initiatives

1. To make Green and eco-friendly Campus
2. To make a Plastic-free Campus
3. To conduct Green Audit regularly

4. To promote production of eco-friendly products
5. To Promotion of organic farming at homes through innovative ways
6. To organise No Vehicle Day on certain days
7. To frame Green Policy for eco consciousness
8. To take efforts for paperless administration
9. To make digital information boards in the campus for effectively sharing information with the students
10. To make well designed parking facility for the students and the guests or visitors
11. To start at various strategic locations in the college the students facility Centres
12. To make adequate provisions for the lunch rooms for the students

Gender Equity and Inclusivity

1. To Promote Multilingual, cultural and regional diversities programs
2. To take Initiatives for Self Defence for women
3. To organise Women empowerment programs
4. To run effectively an international student mentoring program
5. To organise programmes for the students to sensitise on the issues of gender equity
6. To facilitate the underprivileged students with better opportunities for learning and motivate them through various ways to be there in the main stream of the Society.
7. To apply for academic Autonomy and work towards achieving the ideals of NEP,2020
8. To make a college as a Centre with potential for excellence (CPE).

Policy Document for setting Benchmark at MES's Ness Wadia College of Commerce, Pune

Scope of Document: Academics, Admissions, Sustainability, and Employability and Entrepreneurship Ability.

Academics:

- **Academic Autonomy**
- **Multidisciplinary/interdisciplinary Approach:**

Commencement of Interdisciplinary/ Multidisciplinary and Apprenticeship Embedded courses like BBA in Hospitality Management, BBA in Retail Operation, BBA in Rural Development, BBA in Hospital Management, UG/PG Programs in Mass Media, Computer Applications, Financial and Actuarial Mathematics, Financial and Actuarial Economics, Performing Arts, BBA/B. Voc. in Financial Accounting and Taxation, Software Development, Digital Marketing, Business Analytics, Data Analytics, Entrepreneurship Development

To have MOUs with international universities/institutes to offer joint degree programs (college had MOU with University of Adelaide, Austrelia)

Feasibility Analysis: Feasible and possible because other institutions have started these courses

Minor Constraints- MES permission

Major Constraints- Getting necessary approvals and affiliation from State Government and Affiliating University.

- **Research and Development Programs**

Promote faculty to undertake major/minor research projects funded by Government Institutions like; ICSSR, DST, UGC, University, etc. and international funding agencies.

Our Institute may start funding minor Research Projects to promote research and address social challenges through research.

Conduct Faculty development programs for teacher and staff training programs for class III and IV employees

Feasibility Analysis: Feasible and possible

Minor Constraints- MES permission to give grants for Research

Major Constraints- NIL

- **Skill Development Programs:**

Commencement of various **add-on and value-added courses in the field of Banking, Insurance, Marketing, HR, Finance, and Technology** to bridge the knowledge and skill gap.

Admissions

- Facilitation centre with single point of contact may be established to ease the process
- The process may be expedited so as to have higher ranked students
- A separate admission cell may be established to attract Foreign Students as tuition fees collected from these students is five times more than domestic students and their quota is over and above to the sanctioned intake.

Employability, and Entrepreneurship Ability

- To start the Incubation centre for entrepreneurship development.
- **Experiential Learning Programs** through Rigorous internship programs to gain real-life, Practical, and experiential knowledge to increase employability and to develop an entrepreneurial Mindset.
- **MOU with Industries** to develop industry-academia partnership
- **Field Visits** for understanding real-life situations of the business and industry
- **Upskilling and Reskilling Programs** through Industry Experts
- **Organising Various Intercollegiate/ Intra-Collegiate/ State / National Level Business Plans/ Start-up idea Competitions** to develop entrepreneurship ability.
- To have MOUs with Governmental and Non-Governmental organisations for Internships and placements

Feasibility Analysis: (Incubation Centre) Feasible and possible

Minor Constraints- MES permission.

Major Constraints- University Permission