

## *Ranchi Women's College, Ranchi*

### *Strategic Plan: Vision 2035*

Ranchi Women's College, Ranchi was started in 1949 with a vision to lead from “darkness to light” which is reflected in its logo also. With 11 students and 03 Teachers the Visionary Founder Principal, Mrs. Bhanumati Prasad started nurturing a seedling in the-then Mohsin Manjilat Circular Road, Ranchi in the propitious year 1949 (July) that has grown into multi-faculty Premier College 'Ranchi Women's College' enlightening the whole State as 'Capacity Builders for Women'.

As the strategic plan of an institution is foreseen as reforms. Our vision is to improve, enhance and thus reform the sphere of Academics, ICT and Outreach & Campus Development. To fulfil the stated vision and mission of the college, our strategic Plan is to focus on the following points:

- ❖ To Provide the Excellent Higher Education Environment at par with Global Standards through
  - ✚ Induction of highly talented, hardworking and dedicated faculty
  - ✚ Incorporation of ICT induced Teaching Learning Pedagogy
  - ✚ Infrastructural Development
  - ✚ Introduction of new courses
  - ✚ Upgradation of library with new books and target to make fully Digital Library
- ❖ To Promote and Sustain the Research Environment. Faculty development programmes, seminars and workshops will be conducted to enhance the research activities.
- ❖ To Build the Friendly Student Support System, which enable Student and also teacher to share maximum knowledge with practical applicability.
- ❖ Effective Organizational Infrastructure with maximum use of ICT, knowledge tools and skill /value based teaching-learning techniques.
- ❖ To start the new value-added courses which are suitable for job-market also.
- ❖ To Upgrade the Curriculum through periodical revision and updation of syllabus.
- ❖ To Conduct Valuable Training and Motivational Programmes for uplifting the Human Resource Development.
- ❖ Introduction of Personality & Soft Skill Development and Exchange Programmes.
- ❖ Modernization of Existing Laboratories. State of art instrumentation facilities would be created for the students.
- ❖ Book bank facilities in the library be introduced for the benefit of the needy and the poor students.
- ❖ To dispose off waste through best Solid Waste Management and E-Waste Management techniques
- ❖ Construction of More Girl's Hostel.
- ❖ To implement the NEP
- ❖ Upgradation of Ranchi Women's College to Ranchi Women's University

## **Strategic Plan: Execution Outline**

The Strategic plan of the college is multi-layered as well as multi-pronged that focuses on Expansion, Inclusion and Excellence (EIE). It includes short term, intermediate and long-term policies to cater the ever-growing number of Higher Education aspirants resulting in the enhancement of Gross Enrolment Ratio (GER) that will have positive impact on Human Development Index (HDI). By adopting following steps, the Strategic Plan will be executed to achieve the vision and mission of the College.

It is important for higher education institutions to supplement the curriculum to make students better prepared to meet industry demands as well as develop their own interests and aptitudes. Ranchi Women's College is committed to offer a wide variety of short-term certificate courses which would be conducted before or after class hours or during semester breaks. These courses would be conducted by professionals and industry experts and to help students stand apart from the rest in the job market by adding further value to their resume.

### **Objectives:**

#### **A. Curricular Aspects**

- Assessment of acceptability and time relevance of existing academic programme
- Identification of potential industrial partners who can effectively contribute to framing/

reforming of existing curricula and act as potential platform to offer internship/employment to college pass outs

- Thorough reformation of existing curriculum with more emphasis on skill development and self-employability
- Introduction of generic and program-specific certificate/ value added/ Skill based courses
- Development of facile feedback collection mechanism

#### **B. Teaching-Learning and Evaluation**

- Addition of more ICT enabled class rooms
- Achieving self-reliance for continuing Online support system for evaluation process
- Augmentation initiatives in teaching-learning modality with a focus on ICT
- Development of structured mechanism for attainment of performance outcome of

students and evaluative reforms

#### **C. Research, Innovations and Extension**

- Enrichment of Departmental Infrastructure and Research Support
- Research Capacity building and Development of overall policy for research activities
- Creation of thematic research areas based on college in-house expertise
- Identification of areas for financial provisions
- Sensitization and support activities for uplifting research capacities/infrastructure
- Mechanized consultancy activity
- Promotion and support IPR related activities

- Continuation of best practices in extension activities, preparation of comprehensive

Roadmap and effective implementation

- Promotion for Idea generation

#### **D. Infrastructure and Learning Resources**

- Creation and Renovation of Physical Facilities
- Establishment of Knowledge Resource Centre
- Enrichment of e-resources and e-learning environment
- Financial Provision for infrastructure

#### **E. Student Support and Progression**

- Development of an all-inclusive policy towards framing a student friendly, student owned campus and hostel
- Enrichment of campus facilities
- Development of student centric academic ambience
- Continuation of Mentor-Mentee mechanism to ensure a positive destination for every student
- Engagement of alumni and civil society in developmental activity
- Continuation of Remedial Classes and Personal Counselling for academically needy students in a more structured manner

#### **F. Governance, Leadership and Management**

- Creation of pathway towards good governance
- Preparation and deployment of strategic plan and continuous Review of effectiveness of strategic plans and subsequent modifications
- Identification of financial resources and effective utilization
- Empowerment of teaching and administrative staff
- Establishment of 'Equal Opportunity Cell'

#### **G. Institutional Values and Best Practices**

- Sensitization of students and staff for gender and social equity.
- Practicing initiatives of gender and social equity, social awareness for empowerment of women and socially disadvantaged groups
- Creating environmental consciousness and sensitivity towards sustainable development in society through extension programmes.
- Sensitization of students for human values and professional ethics
- Practicing human values and professional ethics initiatives

- Continuation of need-based individual support to students by faculty members.
- Waste management system shall be strengthened
- Identified villages will be adopted and gender and social equity initiatives prepared so far will be implemented
- Rain water harvesting, waste managements (solid / liquid) will be implemented.

### **Action Plan**

#### **a) Improving employability of graduates**

- Identification of commercial market to support entrepreneurial acumen and excellence: Mechanism will be developed for commercializing the product outcome of courses such as Fashion Technology, Zoology (Vermin Compost), Soil testing, Biotechnology (Tissue culture), CA/IT (Graphic designing), Commerce & BBA, MBA (GST Solutions) in market. This will provide a fertile ground for developing expertise, competition, self-employment, revenue generation and brand equity of college
- Workshops will be organized to improve language proficiency/ competitive exam proficiency-knowledge-alertness among students
- Providing Training programmes/ certificate courses such as,
  - Dot Net & Visual Basics
  - Advanced Web Technology
  - English Language Lab Training
  - Certified Course in MS-Office Specialist
  - Certified Course in Tally
  - Certified Courses in Tally with GST
  - Certified Programme in GST
  - Web Designing
  - Tally and Accounting Packages
  - Business Correspondence and Report Writing
  - Insurance
  - E-commerce
  - AutoCAD in Geological Applications
- Language proficiency with the help of Language laboratory,
- Soft skill training to improve employability and Translation as a part of curriculum shall continue
- Certificate Courses undertaken by different departments shall be started on the basis of job market survey

- Short term training programmes leading to direct employment or entrepreneurship at ultra-micro-scale/ microscale will be started as pilot projects under self-financed courses
- Organization of Workshops in collaboration with NGOs, Premier Educational Institutions, Industry Commercial Enterprises to improve employability of students

#### **b) Increased learning outcomes of the students**

Educational Facility Upgradation:

- Books/Journals for Knowledge Resource Centre: Continuous improvement in knowledge base is required to cater the demands of changing curricula and changing world. Learning and research outcome would be further enhanced
- E-resources: Continuous Upgradation of information at horizontal level research as well as global perspective of teaching learning needs to be at the hands of the students 24 X 7. Creativity of students will be enhanced to ensure better research and academic output.
- Classroom Upgradation (PCs/ Projectors/Document Cameras/Smart boards for technology enabled classrooms) - Technology enabled classrooms are call of the day.
- LMS and Online Internal Examination Software for better management of administration, academics and evaluation for further improvement in Online College examination, web based teaching-learning process and feedback process
- Lab equipment including Language Lab (UG/PG Lab augmentation): Most of the UG/PG laboratories are needed to be upgraded in tune with revision of curriculum. At the same time, language departments are needed to be augmented with language laboratories.

#### **c) Implementation of academic and non-academic reforms:**

##### **Academic**

- Establishment of more ICT enabled Smart classrooms
- Training to Faculty members to deal with challenges posed by ICT supported teaching methods.
- Focus on Skill development & Employability in Curriculum: As most of the students enrolled in the college campus are from rural, socially disadvantaged class of the society, they eventually lack in soft skill which create hindrance in their overall development. Developing confidence, personality and communication skills in students will increase their employability.
- Departmental Skill enhancement trainings for Communication & Soft Skill
- Department specific Programmes to be organized under Faculty Development Programme for Knowledge Upgradation in the given specialized areas.
  - Teaching skill enhancement in Entrepreneurship Development & e-commerce knowledge enhancement for Management Courses
    - Introducing new Courses on Journalism/Mass communication, Environmental Science, Fine Arts (Painting, Sculpting, etc.), Beautician Course, Photography & Digital Film Making, Education Management and Tourism Administration etc. with a focus on skill development and employability

- Organization of workshop on Music & Dance under the leadership of renowned artists with an aim of Knowledge enhancement for students as well as faculty.
- Workshops and Motivational programmes for Stress-management for both students and members of faculty.
- Career-Counselling for students by invited Experts

### **Non-Academic**

- Computer Training Programme for Better Skills in Computer Operations – 1 week
- Training Programme in e-governance for Enhancement in Skills in implementation of e-resources – 1 week
- Training Programme for Administrative Officers for Enhancement in Administrative Skills – 1 week
- Intensive Training Programme in Accounting for Enhancement in Accounting Skills
- Training Programme on Personnel Relations for Enhancement in approach dealing with stakeholders – 1 week
- Training Programme on RTI for Enhancement in capabilities for handling RTI cases – 1 week
- Training Programme on Stress Management – 1 week
- Organization of periodical programmes throughout the year by Equity Cell for sensitization on various issues of Equal opportunity to all stakeholders, Uplifting of all sections of the society equity, inclusion, social justice and related socio-economic issues

#### **d) Improving interaction with industry:**

- The institution plans to sign MOU's with local industry for research, training and employing the students.
- Value Added Courses: To bridge the gap between the academic and industry need, Value Added Courses (VAC) will continue to be conducted regularly in our College.
- Students are encouraged to collect data of industry's functioning in the area.
- Students are encouraged to do projects in the nearby industries

#### **e) Enhancement of research and consultancy activities**

- A functional research cell will be set up in the institution to Plan and organize seminars and workshops to provide information about research methods and techniques to both students and teachers.
- Upgradation of library and laboratories to meet research requirement
- Setting up a new and upgraded psychological laboratory with all standardized and modern amenities to provide consultancy services.
- To develop network with other universities for faculty and student exchange program

- Promotion of research and entrepreneurial activities
- To provide consultancy services in teaching spoken English & grammar, Hindi Spoken & Grammar and basic Computer courses.
- Promote industry academia partnerships
- Focus R & D on improving present technologies, developing indigenous one and enhancing production and productivity.