Patuck Polytechnic Trust's
PATUCK–GALA COLLEGE OF COMMERCE

INSTITUTIONAL DEVELOPMENT PLAN

Academic Year 2025–26
to
Academic Year 2039–40

CONTENTS

IDP

I. BACKGROUND OF THE INSTITUTION:

a. Institutional Profile

Name of the Institution	Patuck Polytechnic Trust's Patuck-Gala College of Commerce				
Head of the Institution	Dr. Meeta Seta				
Contact Details	**Email: patuckgala.degreeCollege @gmail.com**		Cell No. 9167232152		Office: 8828877021
College Website	**https://www.patuck.edu.in/degreecollege/**			AISHE Code: C-33736	
Name of the IQAC Coordinator	Mrs. Renita Vazirani		**Email: iqac@patuck.edu.in**		Cell No: 9920660522
Name of the NEP Coordinator	Mrs. Priti Surve		Email: priti.surve@patuck.edu.in		Cell No: 9987693843
NAAC Accreditation Status	1st Cycle: 1.72	Grade: C	2nd Cycle: 2.77	Grade: B++	3rd Cycle: 3.34	Grade: A+
NIRF Ranking	Participated in NIRF India Ranking from 2019				
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:	Autonomous Degree Granting College				

b. About the College

Patuck Polytechnic Trust's Patuck-Gala College of Commerce is governed by expert and experienced members of the Organizing Board. The College was established in 2002 with one Program of Bachelor of Commerce (B.Com.) During 2003, the College introduced Bachelor of Management Studies (BMS) and during 2008, Bachelor of Commerce (Banking & Insurance) [B.Com.(B&I)] was introduced. During the Academic Year 2024-25, the College opted for a Bachelor of Commerce (Management Studies). The College is affiliated to the University of Mumbai. The College offers undergraduate programs, including students who belong to a humble socio-economic background. The College has a Parsi religious Minority Status.

The College underwent the First NAAC Cycle (04/09/2010 - 03/09/2015) and secured C grade (1.72 CGPA). The College secured B++ grade (2.77 CGPA) during the Second NAAC Cycle (16/09/2016 - 15/09/2021), and A+ Grade (3.34 CGPA) during the Third NAAC Cycle (07/06/2022 - 06/06/2027).

The College adopts the academic framework of the University of Mumbai. The College participates in the University assessment and evaluation process. The College conducts value-added courses for students, such as Tally ERP 9, Personality Development, Foundation of Human Skills, etc. IQAC of the College undertakes capacity building programs and skills enhancement initiatives on soft skills, communication skills, life skills, ICT and computing skills.

The faculty members of the College have rich experience and enable effective teaching-learning processes. They follow student-centric methods, such as experiential learning, participative learning, and problem-solving methodologies to enhance students' learning experiences. The College campus has ICT-enabled classrooms, adequate computer labs, well-equipped library, auditorium, sports room, turf and a spacious playground. The curricular, co-curricular and extracurricular activities are conducted by the different Departments and Committees of the College. The students not only participate in these activities but also assist in organizing and conducting them. The College participates in extension and outreach activities. Our NSS unit and cultural performances have won many accolades for our outstanding performances at zonal and district levels. There is a vibrant and active Students' Council, where the College provides opportunities to students to take up leadership roles. The College has a registered Alumni Association. There is a Parent-Teachers' Association that links the students' parents with the College through regular meetings. The College interacts with several industry and business representatives to help students in career guidance and provide placement and internship opportunities. The College has formed a College Development Committee that looks into the overall development of the College by providing suitable suggestions and approvals. The IQAC of the College focuses on the quality enhancement and sustenance of the institutional academic and administrative activities. There is a Quality Policy that focuses on continuous improvement in quality management systems to bring delight to all its stakeholders. Thus, the IQAC conducts several internal and external quality audits. Every year, the Feedback Committee collects and analyses feedback, prepares action taken reports and posts it on the College website. The College has strengthened its collaboration by undertaking Memorandum of Understanding with prominent education institutions, NGOs, and corporates. In order to achieve flexibility and innovation in the institutional academic framework, the College undertakes initiative of autonomy. The NEP 2020 has been implemented for the First Year students and has benefited them. By achieving autonomy, the College will be able to align with NEP 2020 in aspects of designing courses that suit the employment market, innovate curricula, pedagogical approaches, and assessment and evaluation. The faculty can be introduced to several research initiatives in their respective fields.

Academic autonomy shall foster institutional academic excellence and enable continuous improvement in academic processes of the College.

c. Vision and Mission

Vision

"TO INNOVATE, ENHANCE. EMPOWER, AND EXCEL IN EDUCATION"

Mission

1. To make higher education accessible to all, particularly to socially weak students, enabling them to face challenges of life with a positive attitude.

2. To provide a conducive atmosphere for intellectual development and to impart authentic leadership training.

3. To give better facilities and total delight to all stakeholders.

4. To be at the forefront in all fields of education.

5. To promote effective use of information technology to ensure continuous improvement in imparting quality education.

6. To start courses and curriculum to meet market needs.

7. To promote global standards of professional education in an environment attentive to requirements of partner institutions.

8. To ensure that administrative and accounting records are up-to-date and reviewed regularly.

9. To make students responsible citizens of the country by stimulating social responsibilities through community-oriented programmes.

10. To provide facilities for overall personality development of students.

d. Objectives

1. To promote quality education among students by which an all-round and multi-faceted character is formed and to empower them to become good human beings in society.

2. To make higher education accessible to needy and socially weak students, so that they are able to face challenges of life with a positive attitude.

3. To stimulate social responsibilities through community-oriented extension programmes.

4. To imbibe quality consciousness among students.

5. To improve the academic performance of the students.

6. To continuously evolve and keep up with global developments in education.

7. To infuse technology in our methods of teaching.

e. Core Values

Focus on Quality

The quality of teaching-learning is given the highest importance. We provide academic freedom to our staff members to impart intellectual excellence to our students. We are committed to provide an enabling environment to our students with respect to physical infrastructure, cultural competency, employability and other life skills. We value our staff, students and other stakeholders and provide them a delightful experience in our campus.

Integrity

Our College is committed to transparency, equity social justice and respects diversity at the workplace. We engage in ethical and moral behavior and foster the same among our students.

Social Responsibility

Our constant endeavour is to develop students as responsible citizens of the nation. We are actively involved in community development and environment stewardship.

Teamwork

We believe that teamwork can achieve that a single employee cannot. We promote a cohesive and an effective team as it brings synergetic results.

f. Quality Policy

Our Quality Systems offer holistic education in commerce and management studies for empowering students from all strata of society by encouraging academic progression and employability. This is done by imbibing leadership qualities with moral and ethical values aimed towards social commitment. We achieve this with the inclusion of all the stakeholder through:

- Providing a congenial work environment to human resources and learning environment to students.

- Enhancing competence of the faculty by encouraging them to adopt innovative and updated methods of teaching based on the latest technology.

- Review and maintenance of facilities provided to the stakeholder.

- Evolving the institutional system based on the feedback obtained from stakeholders.

- Striving towards continual improvement of Quality Management Systems to ensure stakeholders delight.

II. INSTITUTIONAL SWOC ANALYSIS:

a. Strengths

- Conducts of Add on Courses to impart life skills to the students.

- Strong feedback mechanism from stakeholders.

- Publishes a peer reviewed ISSN Journal – "Insight: Management Review" where it invites articles and papers from teacher fraternity to present the research views.

- Publishes a Student Research Journal – "Prasuvidha" wherein the students contribute their research work under the guidance of teachers.

- Vibrant extension unit.

- Growing number of linkages with other educational institutes, corporate entities, and NGOs for providing practical exposure to the students.

- Good infrastructure with playground, turf, sports room, conference room, auditorium, automated library, ICT enabled classrooms and Wi-fi facility in the campus.

- Prominent location with good connectivity through public transport.

- Instalment facility to students in paying their fees.
- Management offers concession in fee for the deserving students.
- Transparent mechanism for timely redressal of students' grievances.
- The Management of the College believes in decentralization and participative decision-making.
- Teachers are dedicated, committed and professional in their approach. All teachers use ICT tools for effective teaching learning process. Student-centric teaching methods are adopted through case study, practicals and tutorials.
- College participates in NIRF.
- Conduct of requisite quality audits like AAA, Gender Audit, Library Audit and IT Audit.
- College has secured NAAC A+ Grade with 3.34 CGPA.
- Disabled friendly campus facilities for students with special needs.
- Eco-friendly campus with facilities like LED and sensor lights, solar power, rainwater harvesting, compost pit, etc.

b. Weaknesses

- Large number of students come from marginalized socio-economic background.
- Less students' enrolment in the First Year.
- Limited programs offered by the College.
- Limitation in drafting syllabus of the courses.
- Procedural delays in initiating any new UG and/ or PG programs.
- Paucity in research grants from government and non-government agencies for research projects.
- No grant-in-aid. The College is fully funded by the Trust.

c. Opportunities

- Obtain academic autonomy and flexibility.
- Commencing other professional UG and PG Programs.
- Increase the number of Add on Courses and Professional Courses.
- Increase applications for research grants to government and non-government agencies.
- Increase research publications in UGC Journals, Web of Science and Scopus indexed Journals.
- Increase in industry linkages for campus placements.
- More students can avail the government scholarship.
- Increase in guidance for competitive examinations for students.

d. Challenges

- Increase in competition from other higher educational institutions.
- Lack of flexibility in curriculum design and development since the College is affiliated to University of Mumbai.
- Increase in student strength for the Programs offered by the College.
- Difficulty in getting admission of minority students in the College.
- High student-teacher ratio.
- Improving students' academic performance since they come from humble academic and socio-economic backgrounds.
- Lack of funds to enable students' participation in cultural and sports activities at national and international levels.
- Difficult to keep a track of alumni students opting for higher education and/ or employment.
- Availing financial contribution from alumni.
- Limitation of fund mobilization for extensive implementation of e-governance.
- Limitation of funds to undertake augmentation of infrastructure.
- Problem in resource mobilization from different funding agencies and NGOs.

III. MAJOR COMPONENTS:

Patuck-Gala College of Commerce focuses on various components to ensure sustained growth and development of the Institution during the period of AY: 2025-26 to AY: 2039-40. The College has laid down short-term, medium-term and long-term plans to make an impact for creating high quality and excellent academic environment.

Short-term plans are the ones that the College would strive to achieve before AY: 2029-30; mid-term plans are from 2029-30 to 2034-35; and long-term plans are the ones after 2034-35 to 2039-40.

a. Curriculum Design and Development

Short-term Plans	Medium-term Plans	Long-term Plans
Obtaining academic autonomy	Introducing more UG programs, commencing PG programs and Research centre in Accountancy	Introducing more UG programs, commencing PG programs and adding another Research centre
Introducing more UG programs, commencing PG programs and Research centre in Management	Introducing 4-Year Degree (Honours) Program as per NEP, 2020.	Offering dual-degree programs as per NEP, 2020.
Offering more Certificate/ Add on Programs to meet the students' needs and as per the market trends	Offering Diploma Programs to meet the students' needs and as per the market trends	Offering International Certificate Programs to meet the students' needs and as per the market trends

Short-term Plans	Medium-term Plans	Long-term Plans
Integrating the principles of NEP 2020 in curriculum planning and development	Embedding the curriculum with skill enhancement that would include 21st century digital and technological skills.	Organizing curricular and co-curricular competitions for students at international-level.
Strengthening Industry Advisory Board (IAB)	Initiating reputed national-level collaboration for academic flexibility and multidisciplinarity	Initiating reputed international-level collaboration for academic flexibility and multidisciplinarity
Initiating reputed state-level collaboration for academic flexibility and multidisciplinarity	Organizing curricular and co-curricular competitions for students at national-level.	Engaging in faculty exchange and students exchange programs at international level
Embedding the curriculum with employability skills like soft skills, job readiness, problem-solving, entrepreneurship, universal values, etc.	Engaging in faculty exchange and students exchange programs at national level	Appointing more teaching and non-teaching staff members as per the requirements.
Strengthening Earn-while-Learn Scheme	Organizing conference for faculty at international level	-
Strengthening career guidance and placements for students	Appointing more teaching and non-teaching staff members as per the requirements.	-
Engaging in faculty exchange and student exchange programs at state level	-	-
Organizing curricular and co-curricular competitions for students at state-level.	-	-
Organizing conference for faculty at national level	-	-

b. Teaching, Learning, and Evaluation

Short-term Plans	Medium-term Plans	Long-term Plans
Integrating NEP in the teaching, learning and evaluation processes	Introducing Sustainable Development Goals (SDGs) and global citizenship as important components of the teaching learning processes	Integrating hybrid mode of teaching, learning and evaluation as an integral part the pedagogy
Encouraging teaching pedagogy like blended learning and flipped classroom	Teaching and learning through co-curricular and extra-curricular activities	Introducing corporate mentoring to students
Introducing English proficiency and one regional language .proficiency in teaching learning processes.	Focusing on employability and placements	Organizing students summits at national and international levels
Focusing on Outcome-Based Education (OBE)	Introducing alumni mentoring to students	Students placements and internships at reputed international organizations
Introducing sensitivity to social and ethical issues in teaching learning practices	Organizing corporate Summits for students	Faculty exposure to teaching, learning and evaluation at international level
Introducing faculty mentoring to students	Focusing on continuous learning from industry experts through internships	Encouraging self-learning and evaluation

Short-term Plans	Medium-term Plans	Long-term Plans
Inviting industry experts and alumni for practical exposure to students	Encouraging group and peer learning and evaluation	-
Augmenting library resources for better learning outcomes	Encouraging hybrid mode of teaching, learning and evaluation	-
Using digital learning platforms for students	-	-
Providing online learning resources to students.	-	-
Using ERP for teaching, learning and evaluation	-	-
Encouraging periodic assessments and evaluations	-	-
Registering the Institute for Academic Bank of Credits (ABC)	-	-

c. Research Development

Short-term Plans	Medium-term Plans	Long-term Plans
Commencing research centre for Ph.D. programs	Encouraging teachers to be Ph.D. guide	Focusing on action research
Introducing credit-based research projects for students	Encouraging students to take up research and publication activities	Undertaking collaborative research at international level
Strengthening the Institutional Innovation Cell	Undertaking collaborative research at national level	-
Increasing awareness on various intellectual property avenues	Encouraging students to write research based blogs	-
Organizing more research methodology workshops, and conferences	Encouraging teachers to file patents	-
Encouraging teachers to take funded research projects	Setting up incubation centre	-
Encouraging teachers to take up research and publication activities	Organizing Hackathons and similar competitions for students	-
Encouraging teachers to be resource persons at research seminars and conferences	-	-
Encouraging teachers to write research based blogs	-	-

d. Human Resource Development

Short-term Plans	Medium-term Plans	Long-term Plans
Appointing more teaching and non-teaching staff members as per the requirements.	Encouraging teachers to disseminate their subject expertise at national level	Encouraging teachers for the appointment of Board of Studies members of other HEIs
Organizing Professional Development Programs for staff members	Developing leadership programs for staff members	Providing collaborative opportunities to staff members at international level

Short-term Plans	Medium-term Plans	Long-term Plans
Deputing staff members for career enhancement and enrichment programs	Encouraging teachers to enrich their academic profile on digital platforms	-
Undertaking Career Advancement Scheme for teachers	-	-
Incorporating resilience-building initiatives and mental health support services for staff members	-	-
Embedding emotional intelligence training for staff	-	-
Encouraging team bonding events and developing esprit de corps	-	-

e. Networking and Collaboration

Short-term Plans	Medium-term Plans	Long-term Plans
Collaborating with other educational institutes for sharing and enhancing resources for students and faculty.	Integrating academic collaborations for shared curricula	Building networks with corporates to promote faculty consultancy
Collaborating with industry for curriculum development, internships, and apprenticeships	Developing network with various skill sector councils for integrating their expertise in curriculum design, internship and placement	Securing recognition from international accreditation bodies to ensure commitment to academic excellence
Integrating academic collaborations for co-research	Building networks with corporates to promote faculty training and mentoring to be relevant with the market trends	Obtaining institutional membership with international agencies to get access to their network and events
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Integrating academic collaborations for co-research	Building networks with corporates to promote faculty training and mentoring to be relevant with the market trends	Obtaining institutional membership with international agencies to get access to their network and events
Collaborating with NGOs and service organizations for rural outreach and fieldwork for societal development	Developing strong alumni network that contributes to mentorship and funding	Undertaking research collaboration for international research projects
Engaging with local bodies and communities to foster sustainable development and implement field-based educational programs	Securing recognition from national accreditation bodies to ensure commitment to academic excellence	Implementing Faculty Exchange Program at international level

Short-term Plans	Medium-term Plans	Long-term Plans
Collaborating with recognized agencies to improve internal standards and learning outcomes	Obtaining institutional membership with national agencies to get access to their network and events	-
Obtaining institutional membership with regional agencies to get access to their network and events	Implementing Faculty Exchange Program at national level	-
Implementing Student Exchange Program at national level	-	-

f. Physical Infrastructure

Short-term Plans	Medium-term Plans	Long-term Plans
Renovating campus building	Renovating classrooms	Availing hostel facility for students
Creating dedicated parking facility	Adding additional computer lab facility	Adding additional auditorium facility
Air-conditioning of classrooms	Better space management for divyangjan friendly and inclusive campus	Providing for guest accommodation
Developing language lab	Better space management for faculty cubicles, medical support and counselling area	Providing for staff chambers as restrooms for staff members to relax and reside whenever required
Better space for students extra-curricular activities	Setting up of convenience shops for students and staff to purchase essential items	Creating department libraries
Renovation of exam room and canteen	Labelling trees with QR code identities	Providing spacious library with open access facility
Strengthening rain water harvesting	-	Developing recreation hall for staff and students
-	-	Adopting zero-plastic campus

g. Digital Infrastructure

Short-term Plans	Medium-term Plans	Long-term Plans
Strengthening ICT enabled facilities at the campus	Setting up digital library	Adopting paperless office
Adopting online admission	Obtaining plagiarism software	Adopting paperless exams
Strengthening e-learning facilities for teachers and students	Undertaking online evaluation	-
Using ERP for good governance	Adopting secure digital academic depository solution	-
Strengthening institutional website	Providing for video recording facility / Multi-media studio	-
Improving social media infrastructure for institutional promotion	Installing of additional CCTV for security and surveillance	

Conclusion

Patuck-Gala College recognizes that all the above components can be realized successfully when the institution has a good plan for resource generation. The resource generation plan for the College is stated as under:

- Forming a Finance Committee to manage and supervise financial matters of the College.

- Formulating financial policies for resource mobilization and application of funds.

- Defining income heads like fees, specific grants, endowments, donations, CSR funds, etc.

- Defining expense heads like salaries, utilities, maintenance, etc.

- Preparing annual budgets, short-term budgets, medium-term budgets and long-term budgets.

- Preparing capital budget and recurring budget.

- Preparing departmental budgets.

- Approval for revisions to budget.

- Utilizing funds and tracking expenses as per the budget.

- Developing sources of revenue – students' fees, government grants and subsidies, grants from other agencies, consultancy fees, sponsorship for research projects, philanthropic contributions, royalties on intellectual properties/ patents, etc.

- Identifying and applying for funds to government, corporates and other external funding agencies.

- Decision-making on investment and re-investment of funds.

- Appointing staff members to undertake the tasks of financial services, which includes appoint of clerks, senior accountants, chartered consultants, auditors, consultants, etc.

The Institutional Development Plan of our College provides a strategic roadmap that elevates academic standards, fosters research excellence, champions inclusivity, and embraces technological advancements. It empowers our College to navigate on a long-term basis towards growth and sustainability. It enables our College to move to the various stages towards excellence in higher education with a concomitant ethos of continuous improvement, refinement, feedback and review based on our collective experience in the years to come.