SNDT Women's University

Mumbai

Vision 2022-26

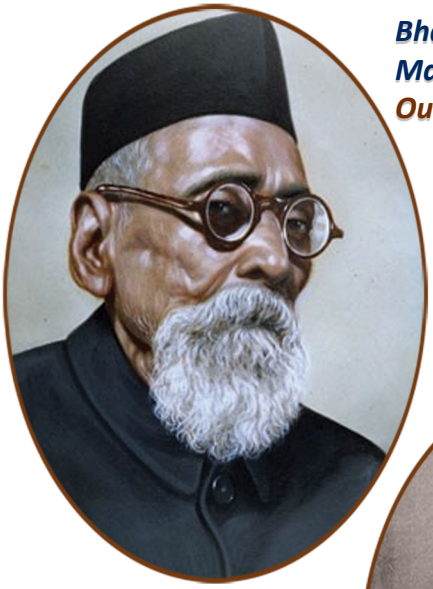
1, Nathibai Thackersey Road, Mumbai 400020

sndt.ac.in

एस्. एन्. डी. टी. महिला विद्यापीठ

* कुलगीत *

"संस्कृता स्त्री पराशक्ति" स्वर हमारा है
विश्व है परिवार, भारत घर हमारा है।
हम नहीं हैं दीन, कहता कौन हम अबला
है सबल संस्कृति हमारी, हम सभी सबला
ज्योती से जगमग हुआ, अंतर हमारा है।।
स्वप्न ठाकरसी हुआ साकार है इसमें
महर्षि कर्वे तपस्या - सार है इसमें
हम दिशाएँ और यह दिनकर हमारा है।।
"संस्कृता स्त्री पराशक्ति" स्वर हमारा है
विश्व है परिवार, भारत घर हमारा है।



Bharat Ratna
Maharshi Dr. Dhondo Keshav Karve
Our Founder and our Inspiration...

Sir Vithaldas Thackersey

संस्कृता स्त्री पराशक्ति

An Enlightened Woman is a source of infinite strength

Contents

- ◇ Preamble
  - Vision
  - Mission
- ◇ Current Status
- ◇ Goals of Vision Document
- ◇ National Education Policy 2020
- ◇ Academic Excellence
  - New Programmes and Courses
  - Innovative Pedagogy
  - Academic Bank of Credits
- ◇ Research
- ◇ Holistic Development
  - CHETNA
  - ASMI
  - WISE
  - Knowledge, Sanskrit and Yoga Centre
  - Atmabodh – SNDTWU Mindfulness Cell
- ◇ Digitization and Digitalization
- ◇ Examination and Evaluation
- ◇ Knowledge Centre
- ◇ Faculty
- ◇ Wellbeing of Administration Staff
- ◇ Alumnae
- ◇ Inclusion
- ◇ Distance Education
- ◇ Community Participation
- ◇ Publication
- ◇ Internationalization
- ◇ Autonomous and Affiliated Colleges
- ◇ Campuses

Dear Colleagues,

I feel privileged and grateful for leading the 106-year-old and the first Women's University of South-East Asia.

It is almost five months now since I joined the University in my capacity as Vice-Chancellor. I am engaged in interactions with you all to understand the working pattern and the deep nurtured values of SNDTWU. This strategic Vision framework of the University for the Next Five years is the outcome of this understanding. This document is also the extension of the existing perspective plan of the University prepared by the earlier team.

This Vision document presents the specific vision strategies which will work as a torch-bearer for the university in implementing the proposed Vision.

Since last decade, our university has succeeded in achieving reforms such as Credit-based semesterized curricula across all disciplines, innovative programmes and courses, robust IT infrastructure, learner-centred pedagogy and ICT training for all faculty, use of LMS, automation of student cycle and centralized accounting etc. Our faculty members have national and international recognition and have always strived hard towards women empowerment. Our administrative staff is committed to their responsibilities. Strengthening the existing reforms and foreseeing new transformation is a need of the hour.

The document envisions futuristic strategies in the light of National Education Policy 2020 in different areas. Curriculum reforms, additional professional and vocational programmes and courses, use of innovative pedagogy across the programmes, robust technology infrastructure available to all stakeholders, digitalization of academic, library and administrative processes, new infrastructure construction, refurbishment and renovations, new linkages with Indian and international organisations, etc. are a few of the identified areas towards holistic development of our young aspiring women learners.

Our collaborative efforts will manifest the vision into reality.

Dr. Ujwala Chakradeo

Vice Chancellor
SNDT Women's University

Preamble

SNDT Women's University (SNDTWU) is the first Women's University in India as well as in South-East Asia. The University was founded by Bharat Ratna Maharshi Dr. Dhondo Keshav Karve in 1916 for a noble cause of Women's Education. The first five women students graduated from this University in the year 1921. The University has its Headquarter at Mumbai- Churchgate and its three sub campuses at Juhu, Pune and Shriwardhan. For more than 105 years the University has provided access to multidisciplinary education through diverse professional, technical and liberal arts programmes from nursery to Ph.D. Catering to the commitment to the cause of women empowerment through access to education, the SNDTWU has hosted relevant programmes in the formal and non-formal streams.

Academic, spiritual and motivational strength of SNDTWU is unparalleled. To maintain it and further contribute meaningfully, an action plan and the focus areas have been proposed in this document.

SNDTWU has been striving for the cause of women empowerment with focus on Excellence, Expansion, and Inclusion since its inception in 1916. The onward journey and the progress of the University is an expression to the hopes and aspirations of the upcoming generations. The Unique strength of the university lies in providing opportunities to explore and adopt new initiatives that are directed towards self - strengthening their core skills for being the efficient women of the future. The University has provided educational opportunities for women across various districts of Maharashtra State, through its Affiliated colleges and Centre for Distance Education. The main aim of this effort is to increase the GER at the rate of 1% compounding per year.

The women belonging to all strata of society including the marginalized group from remote and tribal districts have now an opportunity to get educated.

Vision

"Today we visualize the SNDT Women's University as a world class university that continually responds to the changing social realities through the development and application of knowledge. The purpose of such engagement will be to create an inclusive society that promotes and protects the dignity, equality, social justice and human rights for all, with special emphasis on empowerment of women".

Mission

"SNDT Women's University is committed to the cause of women's empowerment through access to education, particularly higher education, through relevant courses in the formal and non-formal streams. Further the university is committed to provide a wide range of professional and vocational courses for women to meet the changing socio-economic needs, with human values and purposeful social responsibility and to achieve excellence with "Quality in every Activity".

Current Status

Our numbers

- Student strength: 43000
- 37 university departments, 4 institutes offering postgraduate and/or undergraduate programmes, 12 conducted colleges, 1 autonomous college, one Pre-School, 2 schools, 1 Special school, 4 Junior colleges managed by the University from its 4 campuses at Churchgate (incl: Girgaon), Juhu, Pune and Shrivardhan.
- 148 Affiliated Colleges in 7 States, viz. Maharashtra, Gujrat, Assam, Madhya Pradesh, Goa, Uttar Pradesh and Bihar and 2 autonomous colleges in Mumbai
- 41 Ph.D., 50 Postgraduate degree, 41 Bachelor's degree, 12 Post Graduate Diploma, 12 Diploma and 5 Vocational degree Programmes offered

Academic Initiatives

- All undergraduate and postgraduate programmes are semesterized, modularized and credit-based. All syllabi are well-designed with clear mention of Learning Outcomes and assignments. Continuous Comprehensive Evaluation is encouraged.
- Choice Based Credit System is introduced at postgraduate level and practiced at Juhu campus successfully.
- Internship and Research are essential components of postgraduate programmes. Internship component is incorporated even in some undergraduate programmes also.
- Online databases are available for students and faculty for teaching and research.
- Early Childhood Care and Education Centre for children, Sensory Garden for early age children, Aarushi centre for special children, Baya Karve Herbal Garden,

Teaching Learning Centre established by Ministry of Education, GoI for faculty training at Pan-India level, Maharshi Karve eLearning Centre, Legal Cell are some of the unique set-ups on the campuses.

- Women Innovation Startup Entrepreneurship (WISE) center, Ramkrishna Bajaj Consumer Food and Business Practices, Incubation and Entrepreneur Cell, Counselling Centres, Free Legal Aid Centre are established on the campuses.
- University has infrastructure in terms of ramps, lifts, hand rails, disable friendly bathrooms, etc. Department of Special Education guides students with various disabilities across the University and help them to cope with the academic pressures. The University library is equipped with JAWS software to enable students with visual challenge to access information from the internet.

Campus Initiatives

- Installation of Solar panel has contributed to significant reduction in use of conventional energy whereas Solid Waste Management System has reduced load of garbage and have added to green campus through composting.
- Rainwater harvesting at Churchgate campus has contributed to 'save water' initiative.
- Baya Karve Herbal Garden at Juhu Campus is an innovative project towards research and teaching in use of herbs in hu¬man health.
- All campuses are connected through fibre optics network en¬abling atomization of finance, student cycle, salary manage¬ment, internet connectivity through NKN. It has also contrib¬uted to inter-campus communication.
- To encourage students with financial support the University offers fellowships like Smt. Kamalatai Kakodkar Endowment Fund, Dr. Vijaya Mulay Scholarship, Specified Undertaking

of the Unit Trust of India Undertaking with Unit Trust of India (SUUTI), Bhaubeej Nidhi, and various government scholarship are a few in the list.

- The University was sanctioned INR 20 Crore through RUSA scheme. Infrastructural facilities such as ICT labs with latest computer systems, desktops for all postgraduate teachers, eLearning Centre with a professional Chroma studio, projec¬tors for classrooms, etc. are procured through the grant. Re¬search in Food Science and Nutrition, Computer Science and Pharmacy is supported through RUSA.

Goals of Vision Document

The vision document is planned in light of the following goals:

- To prepare young women empowered to be referred to as global citizens
- To achieve excellence in Academic and Research through experiential and multidisciplinary approach
- To provide an eco-system which will encourage learners to think beyond boundaries and generate new knowledge
- To facilitate and support students acquire skills for meeting the rapidly changing demands of the 21st century
- To nurture the overall development for an individual in academic, physical, emotional aspects of life to become a knowledgeable woman with wisdom
- To develop Sustainable conscious individuals for protecting Mother Earth

National Education Policy 2020

National Education Policy 2020 states:

> "A holistic and multidisciplinary education would aim to develop all capacities of human beings - intellectual, aesthetic, social, physical, emotional, and moral in an integrated manner. Such an education will help develop well-rounded individuals that possess critical 21st century capacities in fields across the arts, humanities, languages, sciences, social sciences, and professional, technical, and vocational fields; an ethic of social engagement; soft skills, such as communication, discussion and debate; and rigorous specialization in a chosen field or fields. Such a holistic education shall be, in the long term, the approach of all undergraduate programmes, including those in professional, technical, and vocational disciplines." (NEP, 2020)

SNDTWU aims at achieving academic excellence across all disciplines maintaining its focus on holistic development of women students to empower them to be respectable citizens of the country. Proposed strategic plan for the net 5 years is presented in different areas.

Academic Excellence

The primary function of any University is to impart academic knowledge and skills. SNDTWU is envisioning the following steps towards academic excellence:

New Programmes and Courses

SNDTWU offers several programmes relevant to the need of the day and also regularly updates curriculum from time to time. Considering current needs of the country and society, we plan to design new degree and diploma level programmes as well

as certificate and short-term courses related to professional and vocational skills, entrepreneurship skills, performing arts. Institutes and departments will be strengthened and supported to design and offer such innovative programmes.

Innovative Pedagogy

Knowledge, skills, values cannot be imparted but need to be imbibed by the learner through her/his interactions with the learning environment. Sound and learner-centred pedagogy is encouraged by National Education Policy 2020. Though SNDTWU faculty uses learner-centred pedagogy with integration of innovative learning experiences and ICT integration to a great extent, all campus faculty will be involved in this academic ethos. Keeping 'Learner Engagement' and 'Pace of learning' as the focal points, Innovative pedagogy is defined as teaching-learning-evaluation strategies involving the following features:

- Active learner participation in the classroom through discussion, brainstorming, collaboration, etc.
- Creative ways of interacting with learners towards development of interest in the subject and ease of conceptualization
- User-generated (learner-generated) content through synchronous and asynchronous activities
- Peer interactions and support for acquisition of skills
- Constructivist and Cognitivist pedagogy such as Cooperative Learning Strategies, Problem-Based Learning strategies, as well as Problem Based Curricula design
- Collaborative activities with or without ICT support
- LMS support for easy access of resources and for teacher-learner, learner-learner interactions
- Continuous Comprehensive Evaluation through several activities and assignments with lower dependence on paper-pencil tests
- eContent repositories in multiple languages
- Encouragement to mass personalization through adaptive modes

Capacity building of teaching faculty for cognitivist-constructivist approaches and integration of ICT is planned. Conducive and learner-centred classroom infrastructure including flexible furniture and IT infrastructure will be in place in the next 5 years in the following phases.

Phase I:

All classrooms on the campuses will have wi-fi connectivity. Computer labs on all campuses will be ready with adequate computer systems and internet connectivity to be used by students of all disciplines, e.g. social science and humanities. eContent generation will be initiated. Blended learning mode will be adopted in some of the courses from at least 2 programmes.

Phase II:

At least 3 classrooms on Churchgate and Pune campus will be ready with flexible furniture for learner-centred classroom activities at postgraduate level. At least one classroom with flexible furniture will be available in all departments on Juhu campus. All conducted colleges will have at least 2 such classrooms.

eContent portal will be ready with resources in multiple languages. Blended Learning approach will be adopted in some of the courses from at least 5 programmes.

Phase III:

It will be assured that innovative pedagogy is used by at least 80% campus faculty across the disciplines. Blended Learning approach will be adopted in some of the courses from at least 10 programmes.

Academic Bank of Credits

Academic Bank of Credits (ABC) is a revolutionary initiative under National Education Policy 2020 and SNDTWU would like to venture in this initiative. The following stages will be followed in

this direction:

Phase I:

The first step would be to introduce Choice-Based Credit System (CBCS) in all undergraduate programmes offered by the SNDTWU. CBCS is so far implemented campus-wise in the postgraduate programmes. It is decided to practice CBCS across campuses with the support of online mode of teaching-learning-evaluation. Examination reforms and digitalization of result portal to accommodate student records of CBCS courses.

Phase II:

Examination system reforms, essential digitalization will be achieved to support the students enrolling themselves with ABC

Research

The SNDTWU has many domain areas in research mainly- Science, Applied Science and Social Sciences.

The University encourages a interdisciplinary and multidisciplinary approach to identified research problems, cluster of departments work towards the common problem in research, thus leading to holistic research.

Some of the main thrust areas of research of the University are mentioned below-

- Being a Women's University, main emphasis in Research is focused on Women –and different aspect of life and society.
- Research in the pharmacy field for better health in life.
- Research areas in Food Science and Nutrition address the problems of different aspect / stages of life.
- The Research areas in Language and Literature across different Languages contribute to documentation and development of its application in various fields.

- Multidisciplinary approach of Research across different specializations i.e. Media and Nutrition, Women and Sports etc.
- The important contribution of research in Music, Drawing and Painting besides Sports reflects the strong cultural and aesthetic aspect of society.
- The application of IT in various fields of research to speed up the process and reduce the steps in a process is well-known, besides providing better academic input.
- Experimentation in the integration of ICT in teaching-teaching-evaluation.
- Research in Learner-centred, problem-based curricula and pedagogy.
- Review of all areas related to different research problems across the disciplines.

Holistic Development

Holistic development is achieved by creating a conducive ethos of the academic institutes through curriculum reforms, innovative and thoughtful curriculum transaction as well as activities planned and implemented across the campuses.
Apart from sensitization of faculty towards holistic development, five initiatives are proposed for students.

CHETNA चेतना: Centre for Holistic Education, Training and Novel Advancement

To ensure achieving holistic education goals across programmes offered on campuses for Multidisciplinary and Holistic Education CHETNA shall be established. Learning is no longer just about the acquisition of facts and knowledge, but the application to real-world situations. An education system should be well-balanced to produce active and productive global citizens. The

aim of holistic and multidisciplinary education is to development of all capacities of human beings. This calls for the provision of a centre concerned with the growth of a student's inner potentials and fulfils the students' unique needs. The centre shall act as a bridge between past and future by introducing programs based on our culture and heritage for a sustainable future.

Goals

- To create an optimal learning environment for students.
- To introduce innovative courses that respond to the ever-changing context.
- To facilitate running programs through national- international collaborations.
- To facilitate integration of programmes from different disciplines.
- To offer skills and the knowledge for lifelong learning.
- Facilitate the flexibility in curriculum, teaching learning and hands-on training.

Asmi: Centre for Students' Integrative Health and Development

The plan is to establish a center for students' care, wellbeing, development and uplifting. Asmi proposes to work on emotional, physical, intellectual, professional and overall support system for the holistic growth of students.

"Asmi" Centre for Students' Integrative Health and Development, is to be established across all four campuses of SNDTWU. Asmi will act as a catalyst and single window to address students' challenges at five levels, i.e., psychological, physical, sports, placement and safety of the students. "ASMI" Centre proposes to have the following wings of its functions/roles.

Psychological well-being

A counselling facility wing will support students to cope with various psychological concerns related to academics, life, career. In the multicultural academic context of the campus, the counselling facility will seek to develop healthy coping strategies and create a safe environment for the students. The students may seek counselling on various issues like academics, life, career.

Students Health Services

This wing of "ASMI" will provide patient-centred health care to SNDTWU students professionally and compassionately that directly contributes to the student's well-being and overall success. The services will be offered by physicians, nurses registered on the panel. The Centre will also collaborate with the local hospitals for extended services for the students.

Student Placement Services

The Student Placement Services wing of "ASMI" will be responsible for providing a placement service to community employers.

Sports and Disaster Management Services

Sports and Games are essential components of human resource development, helping to promote good health, comradeship and spirit of healthy competition which in turn has a positive impact on the holistic development of the personality of the student. The sports wing of "ASMI" will be responsible for encouraging participation in sports and fitness activities as well as supporting, coaching students for excelling at national sports tournaments. More Encouragement Disaster management events (e.g. Avhan, Adventure Camps, etc.) will be planned. Preparing students to join Indian Army is proposed.

Safety of Students

Student's safety is of prime importance. Various steps are planned to reinforce the existing strategy to have a safe environment for students.

Scaling up of WISE (SNDTWU Incubation Centre)

WISE is established with the aim to cherish synergy amongst academia, corporate and community by invigorating entrepreneurial spirit in young dynamic women. The centre will encourage and nurture innovation and ingenuity in these minds who would become self-reliant citizens of this country. They will create jobs for many other young aspirant women.

We thus, aim at establishing state-of-the-art Women Innovation Startup Entrepreneurship (WISE) center of excellence and supporting ecosystem to instigate and identify inventive ideas and nurture them to proclaim fortune and engagement through promising startups.

Knowledge, Sanskrit and Yoga Centres

India is home to rare scriptures and Sanskrit literature, which is a great treasure and source of rich knowledge. A dedicated pool of trained reserachers, manuscript conservers, academics is needed to preserve and study the overwhelming volume of manuscripts. Knowledge, Sanskrit and Yoga Centre is proposed at SNDTWU to sustain the rich cultural heritage and knowledge tradition unique to India in light of the NEP 2020.

The Centre will aim at

- focusing on collating, preserving and documenting the precious knowledge that is unique in the country,
- sustaining the Indian knowledge and cultural tradition through teaching, training and mentorship, and
- developing collaboration to promote Sanskrit, Indian Heritage and Culture.

Indian Vedic Tradition; policy, local governance and civic administration in ancient India; Vedic literature, culture and heritage; scripture and temple architecture; Urban Planning and architecture in Ancient India' Indian classical dance and music traditions; Sanskrit, oral traditions and practices; health, fitness and Yoga; wellness and traditional medicines, astrology, etc.

Atmabodh – SNDTWU Mindfulness Cell

The aim of the 'Atmabodh' cell is to be a Global Cell of Excellence for Mindfulness education and training. Mindfulness is rooted in Buddhist and Hindu teachings. It has been known to promote meta-cognitive awareness, improve emotional regulation and prevent many emotional and psychological issues. With self-awareness, peace and introspection being the need of the hour, the goal of the 'Atmabodh' mindfulness cell will be to cultivate a perspective on consciousness and identity that can bring greater peace mentally and relationally. The Centre will be beneficial to students, teachers, alumni and the general public.

The cell aims to train psychologists in the area of Workplace Mindfulness, Mindfulness based Cognitive therapy, Mindfulness-Based Stress Reduction programme and also educate and train masses and inculcate a mindset of bettering our own well-being.

Digitization and Digitalization

Digitization of records and resources as well as digitalization of the following procedures are projected.

- ***Phase I:***

IT Infrastructure

A robust IT infrastructure to host and facilitate all digital services will be established. The existing IT infrastructure will be audited and strengthened to fulfil this vision. At least 40% of the campus institutes will be converted into smart institutes.

Student

Existing digitalization of Student Life Cycle (Admission to evaluation) will be further strengthened to facilitate student services such as access to library services and databases, LMS access, etc. Curation and creation of eResources for postgraduate subjects is to be initiated. Secured Wi-fi enabled campus is planned with student Cyber café on all campuses.

Faculty

Faculty Life Cycle (Appointment to retirement and beyond) is in process by incorporating functions such as service record management, leave management, salary records, etc. It is proposed to train and encourage at least 50% of PG teachers and 25% UG Teachers to use LMS.

Knowledge Resource Centre

Strengthening of Knowledge Resource Centre with robust IT support, hosting server and library resource management module is intended.

Administration

Digitization of all important documents, circulars, records; easy access of the digitized documents; accessible database for permanent employees' records in phases; intranet for internal work-flow and communication and partial automation of department-university communication is projected.

- ***Phase II:***

IT Infrastructure

More robust IT Infrastructure and Smart Campuses to support innovative pedagogies are planned.

Student Life Cycle

Online Question bank and online assessment, Curation and creation of eResources, ePortfolio of at least 50% campus students and BYOD spaces across the campuses are foreseen. Online report card maintenance with easy access to students is to be initiated.

Faculty

Service data management services will be improved during this phase making it more interactive and dynamic. At least 80% of PG teachers and 50% UG Teachers are predicted as LMS users.

Knowledge Resources Center

Knowledge Resources Centers on all campuses will be supported with learner-centred and faculty-centred comprehensive interactive portal.

Administration

Accessible Database of at least 80% significant documents, accessible Service record management of 100% permanent staff, automation of majority department-university communication

and automation of departmental services and procedures such as dead- stock records is projected.

Examination and Evaluation

Effective end-to-end use of ICT for reforms in examinations and evaluation processes is proposed for smooth functioning and for achieving quality.

- Question Bank Creation and Question Paper Generation (With multiple pattern)
- On-demand examination
- Digital Scanning and on-screen evaluation
- Online application processing for revaluation
- Ensuring Accessibility to Differently Abled Students-
  - ◇ IT Solutions compliant to WCAG 2.0- Web Content Accessibility Guidelines (WCAG) 2.0 Level A (Differently Abled Students including visual, auditory, physical, speech, cognitive, and neurological disabilities.)
  - ◇ Use of ICT to Empower differently abled students
  - ◇ Use of Screen Readers and online examinations, Use of Braille embosser or printers, etc.
- Dematting of Degrees and Certificates- dematerialization of certificates, to a technology-based solution that would ensure confidentiality, authenticity and fidelity, enabling online verification and easy retrieval of academic qualifications is envisaged
- Enhancement in implementation of Non-Credit/Certification Courses, Self-Certification, Extra Credits, MOOC, etc.
- Software deployment for Online Thesis submission and evaluation for Post Graduate and Doctoral Progrmmes

Knowledge Resource Centre

The Knowledge Resource Centre envisions to enhance database use by providing remote access to all the databases 24 X 7 from across the globe. Adequate resourcefulness with databases for e-journals, e-books, audio books, statistical data etc. is planned. It is proposed to initiate digitization of the rare books, out of print books, archival material and important university publications. The KRC will further strengthen the institutional repository of staff publications, in-house KRC publications, question bank, theses and dissertations, conference papers and project reports by faculty, etc.

The KRC desires to be customer centric by providing Library Services as below –

- **Phase I:**
  - RFID technology for self-issue and return of books, security, stock verification etc.
  - Establishment of Information Commons at the knowledge centre as a focal centre on campus where the students and faculty can meet, collaborate and share information and knowledge in a comfortable, informal and green surrounding.
  - Guidance and support to the libraries of affiliated colleges in enhancing their collection, services and use of online resources.
  - Development and offering of information literacy programmes to the students, faculty and distance learners supporting new modes of learning.
  - Outreach services by using social media and tools like facebook, etc.
  - Supporting publications of the faculty and research scholars by participating in the scholarly communication process and offering IPR and copyright advice.

Phase II:

- Computer system available at every student desk in the reading room for enhancing access to learning resources
- Provision of customized information packaging services
- Refurbishment of children's library to attract children from nearby locality and schools
- Development of dedicated library portal

Faculty

NEP-2020 emphasizes role of the teacher as facilitator. Facilitating effective and quality learning calls for adequate and skilled faculty. Achieving adequate number of faculty is an administrative responsibility of the university whereas inculcating positive attitude with various pedagogy skills is an academic responsibility. SNDTWU envisions achieving both.

It is intended to achieve all sanctioned posts filled in and acquire additional posts for strengthening teacher-student ratio as well as initiating more innovative programmes.

Faculty Development

Faculty development and scaffolding is being practiced across the campuses also involving faculty of the affiliated colleges. Ministry of Education, GoI established Teaching-Learning Centre (TLC) at SNDTWU in 2018 for faculty development at Pan-India level. Widening the scope and frequency of the Faculty Development is planned in light of the implementation of NEP 2020.

Faculty development of the university faculty towards Quality Education, Evaluation and Research, Outcome based Curriculum Design is proposed, related, but not limited to the following areas:

- Outcome based Curriculum
- Choice Based Credit System (CBCS)

- Learner-centered pedagogy
- Outcome based Evaluation
- Problem Based Curriculum Design
- Continuous Comprehensive Evaluation
- Open Educational Resources
- Online and Blended Learning
- ICT-Integrated Teaching-Learning
- Assistive technologies
- Inclusive pedagogies
- Multidisciplinary curriculum and research
- eAssessment
- Recent Trends in Subject Domain
- Research methodology
- Data analysis and interpretation
- Scientific writing

Support systems for Faculty

eLearning Centre is established on the campus to facilitate eContent and interactive learning material development with guidance and support from skilled instructional designers.

Enthusiastic and future-oriented faculty will strive to explore and experience innovative pedagogy and ICTs in a closed secure environment before implementing the same on a larger scale.

Experience Centre with infrastructural and ICT facilities alongwith support staff such as studio manager, lab assistants, instructional designers and educational technologists will facilitate such experiences for the faculty. e.g. implementing cooperative learning, creating own content and allowing user-generated content, using ICT tools for collaboration and learner engagement can be experimented in the Experience Centre.

Faculty will be encouraged and supported to develop MOOCs for SWAYAM as well as video programmes for the educational TV channels to reach students in different languages.

Wellbeing of Administration Staff

Implementation of any Strategic plan requires strong support for execution. University systems, though majorly oriented towards academic and research excellence, strive to execute every plan with quality and with a dimension of success attached to it.

Wellbeing of all employees working towards achieving excellence is a crucial area. Digitalization of processes, effective use of ERP will help reduce procedural workload and stress of meeting several deadlines on the staff of various administrative sections, leaving more time for more productive and creative work.

Basic facilities such preventive measures of safety and security, health related facilities are essential. A few value additions towards pleasant and conducive work environment, will help in creating a positive work ethos. Building quality and healthy relationships among all employees, teaching as well non-teaching, will be aimed during the coming years through several planned events.

Alumnae

Alumnae are significant stakeholders of the university who can contribute to the overall progress of the University. They can be considered as a major feedback channel in the quality assurance process. They can contribute to the economy of any university by means of start-ups, donations, collaborations with their work-places, etc. The following vision steps are proposed to strengthen alumnae network and communication with the University.

Alumnae involvement in the following areas is visualised:

- eMembership to the registered Alumnae Association of SNDTWU through multiple channels which will facilitate ease of communication and ongoing upgradation of the alumnae database.

- Ongoing activities for alumnae such as meetings, informal get-togethers, webinars, panel discussions, felicitation and projection of alumnae for their outstanding achievements, lifelong learning opportunities through workshops for senior citizen alumnae, etc. will establish strong relationship and long-term association with them.
- Contribution of alumnae is envisioned through expert guidance, counselling, support to the existing students for start-up, academic achievements, learning process, research, development, community extension, etc. Alumnae can arrange activities such as field visits, organize conferences, webinars, placement camps, joint ventures for the current students.
- Institutionalization of Alumnae Association, establishing its regional chapters in India and abroad in the long run is envisioned.
- Dashboard and online alumnae management system is proposed to ensure smooth functioning and execution of all activities.

Inclusion

SNDT Women's University is committed to implement NEP 2020, based on the pillars of Access, Inclusion, Diversity and Equity.

Various targeted measures will be taken in the next five years to ensure that socially and economically disadvantaged groups including those with disabilities can access and excel in the higher education system. SNDT Women's University will continue to evolve as a community which firmly holds a belief system deeply founded on the principles of inclusion. Various targeted measures will be taken in the next five years to ensure that socially and economically disadvantaged groups including those with disabilities can access and excel in the higher education system.

Faculty Development Programmes for inclusive pedagogies and orientation workshops for sensitization of the students, teachers, non-teaching staff will be organised. Architectural barriers for increasing accessibility to all facilities. A committee is proposed to look into the concerns and challenges faced by students from marginalized backgrounds and corrective measures and solutions would be provided.

A plan is to have a hub for dissemination of related information, access to need based teaching learning materials and a centre for educational assessment equipped with latest assessment tools. Guidance and counselling would be provided to more and more students and their parents.

Distance Education

SNDTWU consists of Centre for Distance Education (CDE) to provide learning opportunities through the distance mode. CDE is committed to and visualises itself achieving the following visionary steps:

- Make Distance Education socially relevant and inclusive in all respect,
- Provide education facilities to women to look upon education as lifelong activity,
- Deliver affordable and accessible quality education for enhancing the academic value and skills of higher education aspirants.
- Provide seamless student support services that complement distance, learning and address students' needs.
- Ensure quality instruction in distance learning through effective course design and assessment.
- Develop certificate and degree programs that are relevant to student interests and job market demands.

Community Participation

Community Participation is a significant area which connects academia and community. Women empowerment and inclusion are the focus areas of SNDTWU. Research and development for the enrich

- Increase in enrolment in departments and affiliated colleges from the remote areas bringing education to the unreached
- Empowerment of women from social and economically disadvantaged groups through creating awareness about health and wellbeing, disability, safety, etc.
- Equal Opportunity Cell for ensuring equity
- Placement Cell for alumnae

Nearby villages/community will be under intervention and close interactions. Mutual learning between students and community may take place. Sensitizing students towards social issues and mapping entrepreneurial skills is envisioned.

Different Pedagogy for community participation is suggested. Activities such as University-Industry linkages, adoption of villages, collaboration with National and International level institutes and centres with University departments will be encouraged.

Publication

'SNDT Women's University Press' is proposed towards resourcefulness and value-addition through research and development.

Self-development among women, awareness of women's issues and right with a rational outlook towards society. To achieve excellence in the academic disciplines, research and extension activities, there is a need of 'Press and Publication Cell' to

disseminate and connect society.

The University's publication cell is proposed to be an independent body and must be resourceful. The cell shall publish books, journals, newsletters etc., and help authors / researchers of the university to do scholarly publications. In this aspect, cell would offer regular training and guidance to the author to publish their work in high impact journals. In turn, SNDT Women's University would gain higher research visibility and high ranking in research and publication.

Objectives

- To establish independent resourceful publication cell of SNDT Women's University
- To follow publication process ethically (includes process related to registration, ISBN, ISSN, UGC Care list, Scopus, etc.)
- To arrange guidance and training for authors
- To spread awareness of the cell and do marketing of the publications
- To maintain records / documents, budget, and audited statements of the publication cell

Phase I:

- Awareness on training and guidance to authors
- eNewsletter / Publishing books / Journal Publication
- Registration of Publication Cell as 'SNDT Women's University Press'

Phase II:

- Continuation of publishing eNewsletters, books and journals
- Incorporating Journal Publications in UGC Care list, Scopus, Web of Science

Phase III:

- Continuation of publishing eNewsletters, books and journals in UGC Care list, Scopus, and Web of Science. Marketing and publicity globally through online book stores
- Sustainability of the Publication activity
- Open Access Policy (for identified publications)
- Copyright policy implementation
- Collaborations

Internationalization

Globalization is one of the keys of today's parameter of success. Revolutionary ideas emerge and get implemented out of collaboration initiatives. If such collaboration is achieved by crossing boundaries of the nation, it enables exchange of diversified ideas, global perspective and synergy of multi-national, multi-cultural knowledge sharing. SNDTWU have had many international MOUs during the past several years and exchanges even before or without signing such MOUs. Many of the campus students have done their internship abroad or even from India in online mode, way back before pandemic. Student and staff exchange is well-practiced at SNDTWU. The university now envisions all possible phases of internationalization in the light of NEP 2020. Strengthening international cell will be achieved.

Academic programmes

Joint certification, twinning programmes are envisioned in the long run enriching both the academic environments. Common curricula can be identified, revised and/or designed collaboratively. Credit transfer will be proposed and executed in such collaboration.

Student and Staff Exchange

Students staying abroad for a few weeks as interns will be encouraged for all possible programmes enabling them to broadens their perspective, think globally and build confidence. Online internships are simultaneously proposed so as to make the students confident and skilled in working in the networked environment.

Students from other countries will be welcome and encouraged for such academic and cultural exchange enabling students of SNDTWU and abroad exchange ideas, views, perspectives and knowledge.

Staff exchange in several capacities such as mentor, visiting faculty, researcher, etc. is envisioned for academic exchanges between both the countries. Higher education faculty can teach a common group of students from both the ends.

Satellite Centres

The next phase will be of establishing Satellite centres in other countries to offer SNDTWU courses across the globe.

Autonomous and Affiliated Colleges

NEP 2020 states:

> 10.12. The new regulatory system envisioned by this Policy will foster this overall culture of empowerment and autonomy to innovate, including by gradually phasing out the system of 'affiliated colleges' over a period of fifteen years through a system of graded autonomy, and to be carried out in a challenge mode.

All colleges currently affiliated to a university shall attain the required benchmarks over time to secure the prescribed accreditation benchmarks and eventually become autonomous degree-granting colleges.

All colleges need to attain NAAC accreditation within the next 8-10 years irrespective of their year of establishment. Appropriate consultation, guidance, scaffolding and support is envisioned for these colleges to proceed with NAAC Accreditation. Faculty training and orientation of admin staff will be initiated in this direction.

Collaboration among the affiliated colleges is aimed to empower and support each other towards quality education and NAAC Accreditation

Plan for Initiating Autonomy

The next step would be attaining academic autonomy. The NEP guidelines will be followed to support and guide maximum affiliated colleges attain autonomy in the coming 10 years.

Strategies for hand-holding of affiliated institutions to upgrade their status will be formulated. Three existing autonomous institutions would take a lead in this venture and join hands with SNDTWU. Rigorous training and handholding not only in autonomy processes, but in curricula development, innovative teaching-learning-assessment, flexibility in offering courses. etc. will be provided to the faculty.

Campuses

Safe, gender-friendly and eco-friendly campuses is a central focus in infrastructure development of all campuses. Student's safety is of utmost importance. Being women's university, gender safety and gender-friendliness is always our focus. SNDTWU aims at further strengthening and ensuring gender friendliness on all university campuses.

Revitalizing campus infrastructure to ensure utmost eco-friendliness and developing more confidence in the girl students to move with free mind and confidence is envisioned. Appropriate guidelines and organizational setup to manifest this policy will be setup.

It is envisioned to make all SNDTWU campuses self-sustained in terms of electricity and water by the means of solar power, rain harvesting and water recycling.

SNDTWU has been functioning from 3 main campuses: BharatRatna Maharshi Karve Vidyavihar at Churchgate (1931), Mumbai which is SNDTWU's headquarters, technology focused Sir Vithaldas Thackersey Vidyavihar at Juhu (1976), Mumbai and Maharshi Karve Vidyavihar at Pune (1920) where Maharshi Dr D.K. Karve started a school for women and started the first women's university to enable women students to graduate.

SNDTWU was allotted land by GoM at Srivardhan (2011) where Maharshi Karve Model College was established with the assistance from RUSA. The fourth campus thus emerged.

BharatRatna Maharshi Karve Vidyavihar, Mumbai (Churchgate Campus)

The headquarters is situated in the heart of the city. It consists of three buildings connected in C-shape on the 1.49-acre land out of which one is 6-storied and two are 7-storied. FSI of this campus is exhausted not leaving scope for further expansion.

Strengthening 90+ year old structures of this campus is the major visionary strategy. It is envisioned to focus on the reforms towards revitalization such as structural and energy audit, construction of identical gates, renovation of the hostel, refurbishment of classrooms, landscaping, green audit, solar energy installation and usage on this campus. SNDTWU is proud to host Patkar Hall auditorium on the campus which is proposed to be renovated as the state-of-the-art auditorium.

SNDTWU is also proud of its heritage building where Kanyashala was functional till 2015. JSW Foundation funded for this Restoration of the building safeguarding and enhancing its heritage beauty. Today, it hosts Jindal Centre for the Arts alongwith the department of Drawing and Painting, SNDTWU.

Sir Vithaldas Vidyavihar, Mumbai (Juhu Campus)

The 22.3-acre campus is situated in the heart of the city closer to the Juhu beach. It consists of a composite building designed by the renowned Indian Architect Charles Correa and many other small buildings hosting several departments and institutes.

The campus faced restrictions due to proximity to Juhu Beach and to the Airport, but fortunately as per the revised guidelines, the campus does not fall under the Coastal Regulation Zone (CRZ). FSI of this campus leaves an ample scope for further expansion. Hostel expansion and new constructions to strengthen existing postgraduate departments and to introduce new programmes and courses are proposed on this campus.

Solar energy installations and rainwater harvesting is achieved on this campus, scope of which will be further expanded and strengthened.

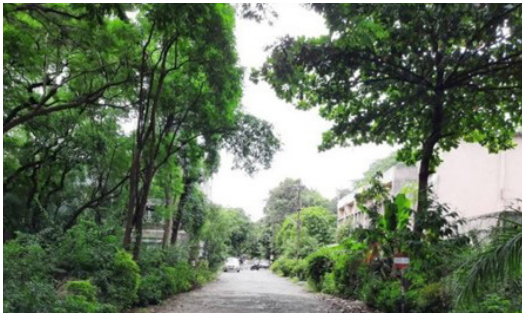
Big auditorium is a huge infrastructure, revitalization of which is the vision as big as the structure. Structural audit of this building is achieved through RUSA scheme.

Reconstruction and renovation of this magnificent architecture is the dream vision of SNDTWU.

Further reforms towards revitalization such as structural and energy audit, green audit, landscaping, creating reservoir, are envisioned for this campus.

Maharshi Karve Vidyavihar, Pune

This 102-year-old 17.9-acrecampus is the place of esteem and gratitude forthe university. Scope of expansion due to available FSI, scope for landscaping and technology infrastructure are strengths of the campus.



Structural audits, new constructions such as hostel buildings, academic buildings for new programmes and courses, extension of buildings such as JDBIMSR, guest House, hostel, revamping of the existing structures, renovations and refurbishment of the buildings are envisioned.

Reforms towards revitalization such as structural and energy audit, construction of identical gates, landscaping, green audit, sustainable green energy, solar energy, rainwater harvesting are to be achieved even for this campus.

The campus is in proximity of the new Metro rail route and hence station on the name of the University is not only envisioned but being pursued with the authorities.

Shrivardhan Campus

Govt. of Maharshtra allotted 23.9 acre land at Srivardhan under Model College scheme and the Maharshi Karve Model College started at our fourth campus. Bachelor level programmes in Computer Applications and Commerce are already on offer.

The local needs are surveyed and the vocational courses based on the needs of the rural youth are being identified. It is envisioned that young women in the nearby rural regions and also other taluka places will join these courses to enhance their skills in various job-oriented fields.

New construction of the college building is in plan and the same is being pursued under RUSA funds. Design of master plan, execution of the first building as per master plan is in progress.

Palghar Campus

The 3-acre land owned by SNDTWU is envisioned to be utilized for tribal girls' education by establishing the fifth campus of the university. It is proposed to establish a Polytechnic college on this campus to enhance skills of the nearby tribal regions. The proposed hostel facility will enable needy and aspiring girls from other regions to come and stay on the campus to fulfil their dreams of quality and vocational education through this polytechnic.

Auditorium at Juhu Campus
JDBIMSR at Pune
Shrivardhan Campus
Shreemati Nathibai Damodar Thackersey Women's University
Churchgate Campus
PG at Pune Campus
Solar Panels
Kanyashala, Girgaon
Kanyashala at Pune Campus
Patkar Hall at Churchgate Campus