



Dnyanoday Prashikshan Sevabhavi Sanstha's

ID.No. PU/PN/C/371/2009

FORESIGHT

College of Commerce
Affiliated to Savitribai Phule Pune University



382 , YMCA Complex, New Rasta Peth, QuarterGate,Pune-411011 •Mob:9764445481• www.fccpune.com

Chairman: Chetan Rathod

Secretary: Shailesh G Mehta

PUNCODE: CAAP014880

AISHE CODE: C-41344

NAAC: B++

Strategic Plan

2020-2030



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Strategic Plan

Our college in order to fulfil its mission and vision

Foresight is committed to:

- Student Centric activities with focusing on their holistic development
- Empowering women to take their rightful place in society and the world, Providing World class education and research opportunities
- Training students to take on their larger responsibilities as informed citizens of this country.
- Focusing on enhancing decision making & critical thinking in young women.
- Developing a healthy body through NSS, sports and special training programmes.
- Enhancing students' appreciation and performance in arts and aesthetics.
- Raising consciousness of students towards protecting the environment.
- Nurturing imagination, innovation & thirst for knowledge in our students.

CORE VALUES

The college carries out its entire activities with the following core values as its pivotal base:

- Creative teaching and Learning
- Social inclusion
- Gender justice
- Inculcating a Green ethos
- Integrity and accountability
- Openness and communication
- Transparency, Accountability and Credibility



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The strategic goals are visionary and are meant to be accomplished over the next ten years. The goals and objectives such as:

- To implement and run NEP 2020 activities in an effective manner
- To Promote world class education through collaboration and linkages with national and international educational institutions
- To integrate research into the teaching practice more effectively
- To promote the concept of a "Diverse Classroom"
- To provide a platform for innovation and entrepreneurial initiatives among young women
- To provide more opportunities for developing leadership qualities among our students
- To emerge as a mentor organisation to smaller educational institutes in the locality

Vision

To promote intellectual development amongst the youth in order to enable them to be self-empowered, to serve the society with commitment, compassion and competence as dynamic future leaders and global citizens.

Mission

To impart education, enrich and empower the youth in academic excellence, spiritual growth and moral principles of life and services to become integrated leaders of the home and society.



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OUR MOTTO

Is to SERVE, LOVE and SHARE (SLS) with an overall view to:

- To transform the youth into men and women with character and wisdom.
- To mould the students in the world of service, care and share.
- To remodel and ignite the minds of youth with sparks of ethical aesthetic values coupled with intellect and elegance. and human compassion.
- To make them master tenets of commerce, Science and technology.
- To kindle and empower their hearts to become the leaders of the new world.
- To inculcate the spiritual order essential to lead the society.

Strategic Core Values of the College

Student Success and Completion: Meeting students' needs by developing a learning environment where they can achieve a range of objectives.

Excellence: Foresight College of Commerce is upholding a high bar for morality and performance in order to accomplish one's academic and professional objectives.

Collaboration: Getting suggestions from all areas of the community and college.

Diversity: Promoting a learning environment where the various values, objectives, and learning preferences of all students are acknowledged and supported.

Life-Long Learning: Encouraging enthusiastic, independent thinkers and students who are working to further themselves.

Integrity: Upholding moral principles in all dealings with others.

Technological Advancement: Using innovative technologies to improve learning and get children ready for success in life.



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Strategic Plan Committee

Mr. Chetan Rathod	Chairman
Mr. Shailesh Mehta	Secretary
Mrs. Nisha Mehta	Director
Dr. N. B. Shaikh	Principal
Asst. Prof. Heena Shaikh	IQAC Coordinator
Mr. Rajane Kishor Kailash	Director, Physical Education
Asst. Prof. Heena Shaikh	H.O.D. BCA
Asst. Prof. Armaan Shaikh	H.O.D. BBA & BBA(IB)
Asst. Prof. Armaan Shaikh	H.O.D. Commerce
Mr. Bhagwan Dayalu Gherade	Librarian

The college follows comprehensive strategic programmes are towards the following vital aspects and focussing on: -

1. Curriculum Enrichment
2. Teaching-Learning and Evaluation
3. Student Support
4. Effective Governance & Leadership
5. Research & Innovation
6. Infrastructure
7. Extensions & Collaborations
8. Promoting Entrepreneurial Culture
9. Environment Friendly Initiative
10. Gender Equity & Inclusivity

The management incessantly endeavour to make college a strong centre for academics as well as research.



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1. Curriculum Enrichment

- To follow an academic calendar for right planning and implementation activities on time to time for the college which is created by the academic council.
- The Head of the Department should assign each teacher a specific syllabus based on their area of expertise. Every department should create a lesson plan that assigns topics to be taught over the course of a term. Each academic year or semester should begin with the preparation by faculty members of a semester-by-semester teaching plan for theoretical and practical.
- Teachers should run their classes in accordance with the schedule. Periodically, departmental meetings should be held to examine the finished syllabus. Department should incorporate classroom instruction with various ICT tools, field projects, student seminars, tutorials, question paper answering, field surveys, etc. to effectively transmit and deliver curricula.
- PPTs, models, charts, and different educational software should be used skillfully and successfully by professors to impart topic knowledge.
- For the efficient delivery of the curriculum, the college should arrange guest lectures, or expert lectures of renowned academicians. Under the Particular Guidance Scheme of remedial classes, the college also should offer special guidance to the slow learners. In addition to this, the college should include a mentoring programme for problems with academics.
- All internal exams and class assessments are to be used to determine if students have learned the material as outlined in the curriculum's learning objectives. Every exam should be administered in accordance with the academic calendar. Regular tutorials are held to check on the students' progress. Low achievers are to be given remedial/special/classes/deprived instruction.
- Offer add-on courses to the students to impart new skills among them and to open the doors of opportunities.
- Result oriented approach is in the core of all academic departments.
- Po's and Co's should be achieved and properly evaluated under OBE'S i.e. Outcome Based Evaluation.



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2. Teaching-Learning and Evaluation

- To encourage institutions to collect additional degrees.
- To encourage personnel to pursue doctoral and post-doctoral fellowships.
- To improve ICT-based instruction in the classroom.
- To create an Integrated Learning Management System (LMS)
- To motivate educators to participate in COURSERA, SWAYAM, NPTEL, and massive open online courses.
- To increase endowment money with assistance from management, alumni, and other stakeholders.

3. Student Support and Progression

- Support student exchange programmes to advance education and research
- Memorandum of Undertakings (MOUs) and joining hands with organisations at the national and international levels for educational, investigative, and outreach efforts.
- Arrange for students to receive training and financial aid so they can compete in the international competitions and events.
- To plan more recruitment efforts. Create more Industry association for the internship and placements
- Encouraging students to collaborate with intercollegiate activities.
- Provide assistance to clubs and forums for extracurricular and co-curricular projects.
- To provide financial aid to students who are not eligible for government scholarships.
- To encourage pupils to be health-conscious.
- To collaborate with the business world to launch a "Earn While You Learn" programme.
- Student assistance mechanisms include placement and guiding cells and welfare programmes.
- To enable Students Grievance Cell transparent and address every case meticulously.
- Ask students to go through the Exam Grievance Cell, for any exam related queries
- To improve the system of student mentorship.
- Encourage student participation in national pesticide-free farming initiatives.
- To make the Alumni Association more effective at supporting students, contributing to academic issues, and mobilising resources, both financial and non-financial.
- To make students aware about government scholarships and freeships available.



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- To encourage students to take benefit of relevant scholarships based on their suitable criteria's.
- To make awareness about Anti Ragging Cell and Anti Sexual Harassment Cell
- To implement Zero Tolerance Policy for sexual / ragging case
- Encourage students to use National Anti-Ragging Website

4.Effective Governance & Leadership

- To develop an electronic governance system in administration, accounting, finance, admission, and support for students.
- The use of quality management techniques in all areas of administration and instruction.
- Resource mobilisation and financial planning for maximum efficiency.
- Regularly conducted internal and external audits.

5.Research & Innovation and Extension

- Create a Central Instrumentation Facility (CIF) for cross-disciplinary research.
to boost faculty research guidance more than fifty percent.
- To inspire faculties to increase the frequency of publishing their research papers nationally and internationally
- To motivate academic staff to submit their research ideas to funding organisations like UGC, ICCR, TISS, DST, SERB, MOEF, and others. through our college's IEDC, strive for more ground-breaking inventions and inventive goods.
- To improve the links between academia and industry
- To encourage faculty and students to do socially meaningful research to find the solution of present and forthcoming problems.
- Personnel to provide consulting services to other institutions and the corporate sector.
- To investigate partnerships with businesses, organisations, and academic institutions that are relevant to the professional and social worlds.



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6. Infrastructure and Support Facility

- Free Wi-fi enabled for ease of faculties and pupils.
- To construct state of Art ICT-enabled classrooms.
- Use of environment friendly energy resources.
- To have a state of art seminar/conference hall.
- To set-up a studio for development of e-content.
- Inception of Language Lab.
- Use of ICT for academic and administrative purposes. Safe campus through CCTV.
- Optimum use of existing infrastructure and learning resources. Renovations of library and science laboratories.
- Availability of adequate number of clean washrooms for all with special provision of differently abled persons.

7. Extensions & Collaborations

- Launch various programme for rural development.
- Start community welfare programmes.
- Extension and outreach programmes will be strengthened with the aid of the NSS, NCC, Red Cross, and Youth Red Cross (YRC) in partnerships with business and neighbourhood non-profit organisations.
- Provide a programme to create jobs in rural regions.
- Social consulting and counselling in slum communities/ rural areas
- To sign MOU'S with academic and commercial partners in order to close industry-academia gaps and gain practical experience.
- Cooperate and work with NGOs to provide more community services.
- To work together with diverse governmental organisations to fulfil social missions

8. Promoting Entrepreneurial Culture

- Establishing an incubator to support innovation in future
- To strengthen Start Up and Innovation Club.
- Providing various courses to plant the seed of self-employment among students.
- Motivating pupils to be job creators in-spite of job seekers.
- Establishment of an ecosystem with activities for knowledge generation and transmission.
- Financial assistance and training to encourage student entrepreneurship.
- Organising talk shows with successful business entrepreneurs to boost the counts of future entrepreneurs



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9. Environment Friendly Initiative

- Various papers on environmental and sustainability topics, such as ecological degradation, climate change, and sustainable development, are included in the UG curricula. It is explained to the students what sustainability is.
- Through tree planting, water conservation, blood donation, village cleaning, plastic-free drives, and protests on various environmental issues, NSS, and student programs Foresight College promote environmental awareness.
- The college has made efforts in the management of organic waste through a number of demonstrations.
- In order to conserve energy and reduce environmental pollution, the college is using LED lighting.
- Students and staffs are directed not to use private vehicles at least one day in every month.
- Emphasis on paperless administration/office

10. Gender Equity & Inclusivity

- Promote programmes that celebrate regional, cultural, and multilingual diversity.
- Initiatives relating to self-defence.
- Raise aspirations of girls
- Programs for empowering women.
- Make education gender sensitive
- To begin a programme for mentoring international students.

11. Faculty Empowerment

The college teaching faculty has to play a greater role in the planning, decision-making and Implementation of college policies. They are to be offered greater autonomy, confidence and Freedom in making decisions making the system democratic in nature.

This will empower them to work comfortably with all their colleagues and be responsible to their assigned duties without any follow up or supervision. The confidence acquired by the teachers in such a setup will help provide varied learning experiences to the students with ease and happiness. The empowerment of the faculty is to be achieved through:



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1. The process of planning and decision-making to involve the faculty members.
2. Timely dissemination of information through regular meetings, official communications etc.
3. Apprising of latest updates in the policies and demands in the higher education sector to be Achieved through seminars and group discussion sessions. In the light of these, sessions on the plans, mission and goals of the college is also to be included.
4. The college work environment has to be conducive and competent to provide self
5. fulfilment, satisfaction and promoting the inner drive.
6. To ensure reliable performances of routine works, feedback from the faculty may be taken whenever and wherever possible.
7. The faculty members who are interested in attending research related events such as
8. seminars, conferences, symposia, workshops etc. which is being conducted outside the
9. college, in the same city or any other location in India would be reimbursed complete/partial Registration fee, transport allowance (T.A.), dearness allowance (D.A.) as applicable. This will be subject to the following conditions:
 - i. The request for permission and sanction of reimbursements (of registration fee, T.A., D.A. as
 - ii. applicable) is to be submitted in advance. The proposal would be sanctioned after due
 - iii. proposal feasibility evaluation/recommendation by the Principal.
 - iv. After the return from successful attendance at the event and subsequent submission of its report, the amount would be reimbursed.
 - v. In case of any faculty member being interested in attending an event being organized in the college itself, then subsidy in the registration fee would be offered. However, no T.A./D.A. would be applicable in such case.



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7. In the wake of imminent and challenging societal changes, the mission of the college has to be realized at all cost. To impart consistency in such issues, special brainstorming sessions may be arranged.
8. Teachers to be encouraged for perpetually upgrading their teaching and learning methods preferably by using the latest ICT tools available.
9. The infrastructural facilities being the skeletal of the college, adequate care is to be taken in propping up timely addition, renovation and maintenance.

12. Green campus/plastic free campus.

13. Scribes for examination

Facilities to Differently Abled Students in Examination

As per the G. R. of Government of Maharashtra / Higher and Technical

Education/G R Number: Sankirn-2016 / Pr. No. 302 / vishi-3, dated: 4th March 2017 and Savitribai Phule Pune University Ordinance: exam/203, dated: 22nd Feb 2018, the Institution provides the facilities to the physically challenged students for writing the exam. Details are as under:

- 1) An extra time of 20 minutes per hour is provided in each subject / paper.
- 2) Writer as per the need is made available.
- 3) Separate seating arrangement is made for them on the Ground floor.
- 4) Necessary steps are taken to avail the Additional Grace marks of 3% (of Grand Total) by forwarding the letter to the university.

How these facilities can be availed by physically challenged students?

These facilities are publicized on the institutional websites. Students are advised to write an application addressing the Principal, Foresight College of Commerce, Pune, with Medical Certificate from authorized Doctors.

After approval from the Principal, CEO makes the necessary arrangements.



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14. Policy Statement for Differently Abled students

The National policy in the Constitution of India ensures equality, freedom, justice and dignity of all individuals including persons with disabilities. It recognizes that the **persons with Disabilities** are valuable human resource for the country and seeks to create an environment that provides them equal opportunities, protection of their rights and full participation in the society,

In the same this policy statement is made on behalf Foresight College Of Commerce for Differently abled academic community'

Mission: To enable all differently abled students to participate in the academic, social, and cultural life of the college campus. Benchmarks to cop up with the Mission:

1. To make total environments secure, accessible and user-friendly for the differently abled.
2. To allow 50/o relaxation in eligibility criteria of UG/PG admissions with respect to differently abled students. To generate resources to provide tuition assistance and special equipment, educational counselling to the differently abled. To construct at least one toilet in each building this is accessible to persons using wheelchairs.
5. To equip the Library with a collection of e-texts, tpe recorders or cassettes, sufficient reading materials and aides for the orthopedically challenged.

15. Environment Sustainability, Waste Management and Green Initiatives

The college is dedicated to implement, maintain and improve environmental management processes in the campus in order to reduce its carbon and environmental footprint. Consciousness about ecological balance and impact of its disorder on sustainability is deep rooted in the ethical framework of the institution.

1. The college is committed to improvement of the natural environment by pollution prevention and control, eco-friendly disposal of waste (specifically electronic waste) and green initiatives for sustainability and survival. Any biodegradable, recyclable initiative has to be encouraged giving utmost priority.



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2. As per the directives of the central and state government in environment related matters, all policies, procedures defined by the government has to be scrupulously followed.
3. Wherever possible, use of toxic, hazardous and environmentally unfriendly substances is to be avoided or reduced to minimal whereas use of sustainable resources is to be maximized.
4. The biodiversity of the campus has to be protected and improved by all available means.
5. Development and implementation of sustainability related research and teaching initiatives should involve practicality.
6. The college is committed to maintain a very strict and eco-friendly waste management mechanism and abide by the principle of green protocol.
7. The college acknowledges its responsibilities and obligations to contribute its share in the resolution of local and global environmental issues by minimizing its environmental impact.
8. The college subscribes to Reduce, Reuse and Recycle initiatives and encourages all its stake holders to reduce individual waste generation as an ethical commitment.
10. All institutional activities have to revolve around the principles of plastic reduction and lesser waste generation.
11. The waste management measures introduced by government departments and scientific agencies are to be implemented in the campus wherever plausible.
12. Efforts to be continually made to ensure that all the college stake holders are aware of the college waste management strategy policy.
13. Wherever possible, waste items to be identified for reuse either internally or in association with third parties.
14. Programs which nurture the environment quality and biodiversity protection throughout the region are encouraged to be introduced. Environment Sustainability, Waste Management and Green Initiatives
15. Targets of achieving environmental performances to be set in the areas of green initiatives.
16. Efforts to be continually made to make the campus plastic free to a maximum extent. Use of alternative items instead of plastic to be promoted and make the institution abide by the principle of green protocol.
17. Steps to be taken for harnessing of solar energy to its maximum by installation of solar energy panel as an alternative source of energy, in the open areas of campus.



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18. Minimal use of paper to be practiced by using electronic platforms for academic and administrative purposes.
19. Composting, bio-manure and other onsite treatment options to be implemented in the campus wherever possible. Construction of compost pit so as to utilize the dry waste generated due to fallen leaves, etc. and vermicomposting to avoid use of chemical fertilizers.
20. Rainwater harvesting plant to be installed for collection and use of rainwater in an efficient manner.
21. To design and implement horticulture and medicinal plant gardens to add to the college green cover. Plantation of plants that release higher amount of oxygen in the atmosphere thereby helping in air purification.
22. No Vehicle Day to be practiced at least once a month to reduce air pollution.
23. Implement energy efficiency by way of decreasing greenhouse gases emission and carrying out of low carbon activities/methods in the campus.
24. To identify and replace equipment/gadgets such as printers, scanners, etc. which are old, outdated and are heavy power consuming.
25. Replace incandescent bulbs and tube lights and replace them with energy efficient light bulbs and tubes which consume very less electrical power thereby helping in keeping energy efficient campus. Continuously track and monitor energy usage in the campus by conduction of energy audit and implement ways to increase energy efficiency wherever possible.