Maharashtra Education Society's

Garware College of Commerce (Autonomous)

Karve Road, Pune- 411004.
NAAC Re-Accredited (3rd Cycle) 'A' Grade-(CGPA 3.45)

VISION DOCUMENT

2023-2030

M.E.S.

GARWARE COLLEGE OF COMMERCE (AUTONOMOUS)

Empowering generations since 1967…

30, Karve Road, Pune – 411 004

Uni. ID No.: PU/PN/C/018 (1967)

NAAC Re-accredited – 'A' Grade

CGPA 3.45 on 7-point scale

Recipient of 'The Best College Award by SPPU'

VISION DOCUMENT
2023 - 2030

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(1) Preface:

MES Garware College of Commerce (Autonomous) with a glorious legacy of over fifty-six years, has carved a niche for herself as one of the premier commerce and management colleges with a view to provide holistic and inclusive education to students from diverse backgrounds. Keeping in mind the goals of NEP: 2020 and recent global developments, efforts are made to equip the students to face the evolving social and business challenges. The College focuses on inculcating and imbibing ethical values and contemporary skill sets among students to facilitate learning that can enable them to think independently and take rationally appropriate decisions for the well-being and happiness of all.

The Vision Document **2023 - 2030** is prepared to convey the vision of 'Team GCC' to all stakeholders of our institution for the upcoming seven years, along with the commitments which we wish to bring in reality. It is through the constant support and motivation of the stakeholders that we have had an ever-ascending graph of success since 1967. The Vision Document now sets new goals and objectives for 'Team GCC' in the years to come. In synch with the changes taking place in the business environment and the world economy, we wish to provide to our students the cutting-edge knowledge and strengthen their skill sets to enable them to take-off into the international market.

The parent body, Maharashtra Education Society, is also set to provide the state of the art infrastructure to the College, to achieve the targets set.

The College was re-accredited by National Assessment and Accreditation Council (NAAC) in 2016 with the Grade 'A' with Cumulative Grade Point Average (CGPA) of 3.45 on four-point scale. In 2021-22, upon being granted the Academic Autonomy, NAAC was pleased to declare the institutional privilege of being re-accredited at grade 'A' with Cumulative Grade Point Average (CGPA) of 3.45 on seven-point scale till 31st Dec 2026. Under this autonomy, we plan to design and conduct various courses in tandem with the needs and demands of the industry and groom and market our students as skillful, reliable and employable young task force for a promising future. We are committed to provide them a strong, constructive support system in this journey.

It was a pleasure to script this Vision Document for the College that is about to celebrate her Diamond Jubilee soon. The Document is an inspiration to 'Team GCC' to hold hands and move towards the realization of the shared vision and goals of the Institution.

(2) Vision:

As a well acclaimed seat of higher learning in the faculty of Commerce and Management, we are committed to educate and deliver to the future of the Globe, a file of performers who are competent, industrious, entrepreneurial and socially responsible human beings.

(3) Mission:

- To train, transform and empower the minds of our students by providing them high quality education.
- To impart to the students various Life Skills and Management Skills to acquaint them with academics and the application of knowledge for their betterment.
- To nurture and develop student entrepreneurial competence for gainful living and employability.
- To undertake quality academic research with utility value for the improvement in the quality of life and sustainable development.
- To teach our students to learn through their experiences, to think rationally to be ethically sound, socially responsible, nationally dedicated and globally committed professionals for the well-being of the society at large.

(4) Goals:

As we strive to fulfill this Mission, we aim to foster the young minds to achieve:

- Academic Excellence
- Professional Success
- Personal Happiness
- Social Peace and Harmony and last but not the least,
- Global Environmental Balance

(5) Objectives:

- To create an environment for effective teaching-learning.
- To induct highly qualified, competent, trained and motivated faculty and administrative staff.
- To establish excellent support facilities required for good education on continuous basis.
- To provide opportunities for updating knowledge and skills of faculty through faculty exchange programs from other premium institutions and industries.
- To establish the procedures and methodologies for regular monitoring and control of quality of existing and newly designed academic programs.
- To motivate the faculty to take initiative in all kinds of research having desirable applications and extension activities for sensitizing students for the social well-being and offering solutions to local problems of the society.
- To have active participation of Alumni in overall development of the College.
- To organize seminars, conferences and workshops for in-house faculty as well as from other colleges to provide guidelines for the societal well-being.
- To offer more relevant value-added courses, diplomas and degree programs to students.
- To collaborate with the Institutions/Universities of international repute and to offer quality education to the students from the countries from SAARC, BIMSTEC & ASEAN groups, to begin with.
- To establish a Research Chair in the field of Commerce and Management.
- To offer solutions to local problems of the society.
- To take efforts for development of incubation center.

- To attract more international students on the campus to disseminate the value of peaceful co-existence, socio-cultural harmony and tolerance through education.

(6) Vision 2023-2030

1. **Governance and Leadership:**

On the front of institutional development, we are now marching along the path of College Autonomy.

We believe that quality improvement is a journey in the field of education. The target is to have the quality enhancement with sustainability. The College has taken the efforts persistently to get high grade of accreditation throughout the years. MES GCC has completed three cycles of the Assessment and Accreditation process by NAAC. The brain storming sessions of the faculty members/ teachers along with the management/ parent body and the indicative suggestions made by the NAAC Peer team, the UGC, the University have led us to apply for the academic autonomy. The resultant academic flexibility is also invited due to the dire need to cater to needs of the students that remain unaddressed by the existing university affiliated course structures and syllabi. Academic autonomy is expected to provide the freedom to have tailor-made courses designed for the students considering the pressing demand of the business environment. As a result, MES GCC has taken the decision to go for Academic Autonomy. The Internal Quality Assurance Cell (IQAC) has played a very crucial role to draft the aims, objectives and modalities of autonomy, over a period of time.

Accordingly, following developments are envisioned in the area of governance and leadership in the forthcoming years, especially when the College would be completing sixty years of its establishment in the year 2026-27. It is but natural for the Institute to ponder over her raison d'être at this juncture and fine-tune her vision, mission, goals and objectives in order to stay fresh and relevant in the contemporary context.

MES GCC (Autonomous), thus, spells out the Institutional Vision ahead:

- The College is expected to complete the next cycle of NAAC Accreditation process for which the management of the College will be providing full support. During yester years the College realized the importance of quality enhancement, sustenance and the review under the IQAC of the College. As a result, NAAC re- accreditation process would be the natural outcome of the IQAC efforts.
- The IQAC had made an application and accordingly the College has got Autonomous status, thereby making number of changes in the syllabi and the framework of programs in tune with the National Education Policy (NEP): 2020.
- Launching of BBA (Design & Innovation), PG Diploma in Strategic Design & Innovation Management and BSc (Economics) courses will be the requirement of the hour. We also envision the additions such as Autonomous BMS (Bachelor of Management Science), BBA (Agri-business), Investors Education Program, Yoga Course and many more such courses.
- Considering the high demand ratio, the College plans to have one additional division of BBA, two additional divisions of BBA (IB) and one additional division of BBA (CA).
- The College is looking forward to launch the Employability Enhancement Program/ Courses in the fields of Banking, Finance and Computer Management to provide wider scope to the students.
- Launching of the competitive examination foundation course would be an initiative by the College for the purpose of empowering students in the field of competitive environment of the government, semi-government, private and voluntary organizations. These efforts would be

useful to impart the 21st century skills so that the students become placement - ready. It would get culminated into the attraction of national and international employers to MES GCC students. The College therefore suggests short duration courses such as soft skills and long duration courses such as Artificial Intelligence, Sports-Management/ Management of Sports Events, Women Empowerment and Waste Management. This will enhance the overall learning experience of the students. In addition to this, the College plans to launch some need-based credit courses where the emphasis is on the delivery of the package of skill sets plus ethics and national spirit. The tag line would be, **"भारत को जानो, भारत को पहचानो, भारत को मानो"** (let us keep faith in the concept of Great Bharat, let us understand the Great Bharat with that faith and let us make Bharat Greater).

The ultimate aim is to educate and deliver a file of performers to the nation with global humanitarian objective of **"सर्वे भवन्तु सुखिनः सर्वे सन्तु निरामय: सर्वे भद्राणि पश्यन्तु मा कश्चिद् दुख भागभवेत।"** (let all the people on this earth be satisfied and happy, let all the people be healthy and live long without any kind of unhappiness and sorrow).

- Launching all these courses is essentially in the larger interest of the global society and therefore the College envisions a rising number of international students on the campus, strengthening international relations through industrial and institutional tie-ups with number of countries. 50+ industries and institutions of international repute would be in the network of the College, out of which 20 institutions/ industries would be entering into functional MoUs. College plans to go for the articulation of educational programs with the international institutes in consultation with industries so that the students can take a leap forward in their career advancement.

- The college E-Cell has bloomed into Entrepreneurship, Innovations & Start-ups Cell (EIS Cell), adding a number of required dimensions. The College students have tremendous potential to become start-ups. The College keeps the faith in the industrious abilities of the students to create wealth for their own livelihood and also for the betterment of the society. As a result, the EIS-Cell of the College would be strengthening the incubation center, mentor-mentees relationship and looks forward to have angel funding.

- The College has also designed the 'Research Policy' which emphasizes the development of research culture on the campus and proliferation of research ethics and utility value of the research projects in order to solve number of social, economic, financial and managerial problems in day-to-day life of the society at large.

  We believe that a profound research culture needs to be inculcated from the UG level itself, for which the Department of Research, Innovations and Consultancy (DRIC) of the College is planning to work. The DRIC has an aspiration to conduct the research, keeping in view the international standards.

  We believe that there is always a scope for improvement in the teaching-learning process and the general administration of the Institute. It is necessary to build student friendly systems for the purpose of teaching-learning, feedback, admissions, results, examinations, etc. New technology is also available for the purpose of 'ease of learning'. As a result, the College emphasizes the need of the organizing professional development programs for the stakeholders such as teachers, academic administrators and administrative staff. Hence, the College will be conducting number of such professional development programs.

In addition to the professional development programs, it is necessary to have a strong ERP system for the transparent, efficient, time saving activities of the Institution. The College plans to regularize the latest ERP system which has been installed recently.

In order to be with time, the College plans to upgrade all the existing classrooms to facilitate the state-of-the-art teaching-learning process.

After all, good inclusive governance and encouraging leadership are the foundation stones for the success of any institution. With such visionary plans, we target the areas like curricular, co-curricular and extra-curricular inputs to students, training of teaching and administrative staff and infrastructural developments for the quality sustenance and quality enhancement in our institution.

2. Curricular inputs to students - For any educational institution, her students are the most important stakeholders. In order to provide better curricular inputs and richer campus experience to our students, we plan to lay a major thrust on curricular inputs to students in the forthcoming years.

2.1 Curriculum Design & Development

- In the years to come, the College intends to introduce new courses at the PG level such as, PG Diploma in Strategic Design & Innovation Management and BSc (Economics). This is being done due to the status of Academic Autonomy for the College, conferred upon by the UGC and the University.

- Keeping in mind the need to take the students beyond the prescribed text books, we plan to develop some short-term add-on and certificate courses in areas like Tourism, Insurance, Office Management, Event Management, Soft Skills Development, Patents and Intellectual Property Rights (IPR), Marketing, Logistics Management, Disaster Management etc. On getting Academic Autonomy, the College has got the freedom to have necessary changes in the syllabus of the Programs and syllabi would be made practical oriented and more relevant. Reframing of the syllabi and introduction of the new areas of study and/or topics would be a continuous process based on the feedback from the stakeholders such as students, industrialists and businessmen, to keep the teaching-learning process updated and relevant. There is an added element of flexibility while framing the syllabi and designing the courses due to the NEP – 2020 implementation. The College, thus, plans to introduce several multidisciplinary courses to offer multiplicity of course-choices available to the students.

- The tool of Autonomy and the freedom of syllabus framing is expected to lead the students to acquire modern skill sets along with the enfoldment of their inner wisdom, as a joyful process which ultimately leads to the meaningful life for a student, his/her family, for the nation and for the whole world. The process is not expecting the person-centric circles such as a person cut from the family, the family cut from the society or the nation but we do emphasize inter-connectedness in between the person, the family, the society, the nation and the world as a whole. In this manner, we believe that the appropriate curriculum would endorse and impart the abilities of the generations having faith in "Integral Humanism". Therefore, syllabi will impart the holistic approach to the students.

- The College, now in the process of getting transformed into multi-faculty institution, is expected to launch the Course/Programs related to Economics, Commerce, Business, Management, Computers and Language abilities, Design, Innovations, Arts, Music, Yoga, etc. Accordingly, the College has a plan to launch following Courses/Programs –

I] New UG Programs:

1) BBA (Agri-Business)
2) BBA (CA - Artificial Intelligence)
3) BMS
4) BBA – Design & Innovation
5) BSc (Economics)

New PG Programs:

1) PG Diploma in Strategic Design & Innovation Management
2) PG Diploma in Economics

II] Add-on Programs: (60 + hours)

     Certificate Courses in:
         1) Investor's Education
         2) Basic Yoga
         3) Business Management
         4) Basic Accounting for MSMEs
         5) Research Methodology
         6) Indian Languages (Hindi/Sanskrit, etc.)
         7) Foreign Languages
         8) Spoken English

III] Value-added Courses: (30+ Hours)
         1) Competitive Exam Foundation Course
         2) Soft Skills Course
         3) Value Education & Business Ethics
         4) Certificate Course in Management of Sports Events
         5) Solid & Waste Management
         6) Spoken Marathi/Hindi
         7) Economic Pre-requisites for Businessmen
         8) Work-Life Balance
         9) Office Management
         10) Tourism
         11) Insurance
         12) Marketing

IV] Specially designed Remedial & Bridge Courses:
         1) Accountancy
         2) Entrepreneurship
         3) Communication Skills
         4) Computer Skills
         5) Mathematical & Statistical Skills

	Program	Existing Divisions	Additional Divisions
V]	BBA	2	1
	BBA (IB)	1	2
	BBA (CA)	1	1
	TOTAL	**4**	**4**

Additional Divisions of BBA, BBA (IB), BBA (CA):
 Considering the increasing demand for BBA Programs, the College plans
 to increase the intake capacity of students as follows:

2.2 Implementation of Curriculum:
 Implementation of Curriculum can be divided under three heads:
 a) Teaching:

- Methodologies to impart the knowledge is undergoing sea change. The College tries to adapt and adopt, invent and innovate, find and implement, modern and useful tools. Accordingly, the lecture method, demonstrations, industrial visits, field visits, role plays, simulation techniques, group discussions, debates, quizzes, PPTs, case studies, interviews, guest lectures, experiential learning, project reports are the methods which we are using extensively and as per requirement. What is more important is the receptivity of the students' group; the current skill sets which they have and the outcome of the teaching-learning process. The Teaching-learning process would be teacher-driven only to the extent that the teacher would act as a catalyst in the learner's process of intuitive learning and self-progression.
- College envisions the enhanced process of teaching-learning. Accordingly, teachers will learn to teach in such a manner that they will be teaching the students to learn. This we believe would be the real life-long learning. For this, we plan to implement bridge course at the F.Y. level for the benefit of students coming from diverse faculties of study. This will enable the students to have more flexibility & choice in their career path.
- Modern technology & Online teaching techniques will be proliferated further on the long-term basis for the students' support. The required enhancement of infrastructure is being undertaken.
- As a need of an hour and close mentoring of career advancement of students, the College has a plan to strengthen the class-guardian system with required changes in it.
- The College has also identified the increased competition and related stress especially on the students and therefore the College is trying to instill the counselling system so that the students become mentally strong to cope up with the increased stress and convert the competition threats into opportunities.

b) Learning:

- Learning is a multi-dimensional process which also includes 'learning what to learn' and 'what to unlearn' is to be decided by a student for which the College provides various opportunities of experiential learning. The College therefore plans to take a review of the process of learning by students and accordingly required changes in the tools, methodologies and activities under the headings of co-curricular activities, extra-curricular activities, student support and progression activities and extension activities. All these activities are of high utility for the overall personality development of students and make student independent, rational, strong and able to meet the challenges. Thus, this learning process makes students industrious and employable. At the College, learning process aims at imparting the ability to the students to

work, inculcate the willingness among students to earn their living through industrious attitude and make student employable so that they get the job/self-employment opportunities. We wish to have the high success rate to build an eco-system of learning so that MES GCC graduates would become self-reliant ('Atmanirbhar').

- College plans to cater to the different requirements of advanced and slow learners through the concrete activities such as 'Each One Teach One' i.e. each advanced learner will take the responsibility of one identified slow learner under the supervision of class guardian. Moreover, the industrial visits, institution visits of National and International level will be organized to provide inputs to both, advanced and slow learners. Interactions of students with successful entrepreneurs, industrialists, professionals including CEOs, Finance Managers, HR Managers would be organized through guest lectures, interview sessions, role-plays and panel discussions.

- Students would be motivated to make efficient use of various ICT based modes of learning, including the learning through the SWAYAM Platform.

- The College plans to strengthen the experiential learning modes such as organizing Research Competitions, Placement Fairs and Business Fairs. 'Learning by Doing' for the students are envisioned through the opportunities given to students in the administration of different activities and participation in the schemes like 'Earn and Learn'. It would lead to increased confidence of the students as they get an opportunity to earn while they learn and then to learn to earn. Moreover, the College intends to take increasing participation of the PG students as the assistant for UG teaching and the research projects.

c) Evaluation:

- The College believes that evolving innovative evaluation systems is a continuous task of the teachers. Accordingly, number of formal & informal continual evaluation systems are to be implemented henceforth. While doing so, it cannot be neglected that the earlier adopted innovative evaluation systems take some time for the institutionalization and therefore it is always necessary to have new systems along with the better implementation of earlier systems and have appropriate synchronization of these two by removing the parallax. The College aims to do the same, by following the path of 'Blooms Taxonomy', step by step.

- Since the College has entered in a phase of autonomy, it will implement effective Choice Based Credit System (CBCS) along with Continuous Comprehensive Evaluation (CCE). To identify different abilities of the students, different types of evaluation mechanisms or tests will be designed. The beauty of the systems is that the teachers, who know their students better, will be designing and implementing such evaluation systems. It will include subject-specific diagnostic tests, peer-learning modules, mock AGM, 'mock stock market', 'mock interview sessions' and many more.

- All such activities have got evolved in the form of online learning and testing during the period of COVID-19. The exploration of the online teaching-learning and evaluation mechanisms is also started by the College in the interest of students and is being utilized innovatively even after the pandemic situation is over.

- Since we are standing on the verge of introduction of New National Education Policy, the College has taken into consideration the modular form of progression (Certificate, Diploma, Degrees, Honours Degree and Post-Graduation) and accordingly the accommodative approach for the learning. College plans to impart learner-centric evaluation methods through the credit system.

- As per Swami Vivekananda, 'Education is the manifestation of the perfection already present in man'. The knowledge acquired by the students needs various types of evaluation mechanisms and techniques which are indicative enough to the students in order to concentrate on their studies and bringing out their qualities. Therefore, the College plans to employ and deploy following evaluation techniques in the coming future more effectively:- Class tests, open book

exams, individual group projects, group discussions, presentations, peer-learning modules, viva-voce, MCQs Tests, online exams, elaborative tests, etc.

- On the basis of the examination department of the College, a plan is being prepared to conduct more disciplined, fair, un-biased examinations. The College also assures the smooth conduct of examinations on the basis of modern technology to understand the students for the purpose of betterment of their career ahead. The system would be such that no student gets demoralized and the College will ensure that sufficient inputs are given to them while appearing for the assessment and fulfillment of learning objectives.

2.3 Feedback on Curriculum:

The above-mentioned teaching, learning and evaluation process is expected to get culminated into the provision of Industry-ready students. For this purpose, 'Industry-Academia Interface' is a must. Then only the gap between these two will get bridged and the journey of education will become more joyful, targeted and meaningful. This is possible only when the appropriate feedback from the stakeholders such as industrialists, alumni, employers is properly sought. The expectations of the students, teachers, parents, academic/subject experts would be fulfilled only if the demand of skill-sets gets reflected appropriately through the feedback mechanism. College will install appropriate mechanism for feedback analysis; accordingly, the Board of Studies will design the programs/courses and thus the tailor-made supply of the course and programs will be made. The learning time, abilities and price for learning should not go in vain and should be gainful to all the stakeholders for the sustainable development of the economy.

The College hopes that the designing of the new curricula of different subjects based on the analysis of the feedback from different stakeholders would be a modern, scientific, participative approach in a democratic set-up. The aspirations of the younger generations would get reflected in the syllabus and the process of designing the programs & syllabi would not remain lop-sided and ultimately the College will be supporting the decentralized mechanism of equitable distribution of income, power and social status. As it is expressed, **"जागृत जनता के केंद्रोसे, होगा अमर विकास"** meaning the autonomous college would be the centre of power for the vigilant people from the vicinity and on the basis of their feedback, the College would try to understand the problems, find out the probable solutions & try to implement number of action plans giving solutions to the identified problems. This would lead to 'sustainable development' **("अमर विकास")** of the state and the nation. The very purpose behind taking the feedback lies here.

2.4 Curriculum Enrichment

In order to keep pace with the changes in the economy in general and in business, industry in particular, it is necessary to give quick response to such changes through the adoption of new curricula. The College plans to change the frequency, amplitude and wavelength of the designing of the curricula, introduce new programs and courses as per the demand of the time and also winding-up the obsolete contents, courses, programs whenever necessary. Thus, adoption of the changes filters out irrelevant elements and we are of the opinion that it will lead to the enrichment of the curriculum.

It would be an art to go for enrichment of syllabus because we need to give confidence to the masses of students that they have an ability to go through and master the enriched syllabus.

As a natural outcome of the thought process of curriculum enrichment, the College plans to have:
1) Frequent changes in the on-going syllabus.

2) Introduction of new programs.
3) Enrichment through collaborative efforts.
4) Introduction of add-on courses.
5) Introduction of value-added courses.
6) Designing and Implementation of Bridge Courses.
7) Modifications in the syllabus to introduce Sandwich Courses, Internships and On-job-training.
8) Organisation of summer schools.
9) National and international level twining courses and collaborative courses.
10) Post graduate courses based on Research/ by Papers.

Enrichment of curricula also means the enlarged variety or choice to the students, on the lines of "Cafeteria Approach" where different modules are introduced and students go on earning credits step by step.

College plans to make available enriched programs to larger number of students by adding number of divisions and making available choice to the students. Thus, the curriculum enrichment, a quality aspect, would be taken care of by the College to offer it to relatively larger number of students. This act of the College emphasizes the value of inclusiveness in the current scenario.

2.5 Curriculum Progression:

In the changed scenario, we understand curriculum progression in two ways. Firstly, it is the natural progression from one class to the next while completing the Under Graduate (UG), Post Graduate (PG) and research courses. Secondly, the curriculum progression which accepts and approves the knowledge coming from different walks of life or from different faculties/streams of studies and also from formal and informal, theoretical and practical lines, will be taken care of.

As per the natural growth opportunities to be provided to the students, College offers B.Com, BBA, BBA (IB), BBA (CA) under graduate courses leading to M.Com in this College and/or MBA/MCA run by the sister concerns. The College also offers Ph.D. Research facilities in Commerce & Management.

The College proposes to launch BMS, BBA (Agri-business), BBA (Design & Innovation) and BSc (Economics) in the coming future. In addition to the patterns mentioned above, since the College is in the initial process of the autonomous status the curriculum progression will take us to the inclusion of multi-disciplinary courses of short and long duration and also the modular forms of certificate/diploma, degree, degree with honours and post graduate degree with research courses. In this case, the College perceives, 'progression' in such a manner that the students willing to gain knowledge would be getting such opportunities taking them to the higher steps on the learning ladder of flexibility with respect to their priorities. This type of curriculum progression will make them happy, simultaneously getting empowered for the day-to-day life with the help of skill sets imparted. Thus, their journey of learning becomes a joyful experience through the provision of the 'cafeteria approach'. The whole process will give the results that 'drop-outs' as such would be negligible and the broader goal of inclusiveness in the field of higher education gets fulfilled. The unfolding National Education Policy:2020 is also endorsing the same.

The ultimate culmination of the whole educational process at this College, in the light of new National Education Policy:2020, would be of the establishment of an independent University. This is being envisioned here at the College level (GCC University) or at the parent body level (MES University).

2.6 Research - as a key progression

In the modern techno-savvy world the changes are taking place with high speed. Technological research has created a big challenge in front of the education community in particular and to the society at large in general. Interestingly, the answer to the question - how to cope up with the challenges also lies in the research. As a result, the young minds should be oriented and exposed to research methodologies for which the College has established the research department called 'Department of Research, Innovations and Consultancy' (DRIC). As the title suggests, the DRIC is expected to go for discoveries, inventions and innovations in the interest of all the stakeholders to give the probable solutions to the challenges faced mainly by the field of commerce, management, administration and economics. For this purpose, we plan to design and deliver the programs related to research for UG students such as:

1) Exposure to the concepts of Research and Research Methodologies.
2) Research oriented assignments.
3) Research Competitions.
4) Paper-reading sessions, case studies.

For the PG students, we plan to launch 'Research Assistantships', M.Com (By Research) and the Research Centre would find out the relevant areas of research which would be of the utility.

For Ph.D. research students- 'Teaching assignments to Research Fellows', 'Research Assistantships' in the Business-Lab of the College are expected.

The College Research Department is desirous to take short and medium-term research work projects from different government, semi government and voluntary organizations through which the consultancy is also provided to the respective agencies. This will be continuously galvanizing the researchers from the department and the College will remain more relevant in the world of research and consultancy.

With the self-initiative, we plan to take up identified small and medium projects of research in the interest of business, industry and the society at large.

3. Co-curricular and Extra-curricular Inputs to students

In our Vision Statement, we have mentioned our aspirations that we would transform our students into 'competent, industrious, entrepreneurial and socially responsible human beings'. We have been aware that only bookish teachings cannot achieve this. The plethora of co-curricular, extra-curricular and extension activity units in our College have been toiling hard towards such transformation. In the forthcoming years we plan to target enhancement in the following specific areas -

3.1 Student Support and Progression

Learning of students is mainly based on the prescribed curriculum. It is very essential but not sufficient base of studies unless and until the number of skill sets are not imparted to the students. The employability enhancement is of utility to students, only if the overall personality development of the students take place. Personality development has number of facets to be taken care of and for this purpose the College has number of activity units to impart skills and talent sets.

a) Academic Support

Today's students are much more career oriented, focused and clear about their goals as compared to the yester years. It is our duty to provide all the possible support to these aspiring youngsters. Commerce & Economics Association & Business Laboratory and Languages Association provide the activities to students due to which the learning becomes more live and interesting and therefore effective. These activities also enable us to throw light on the current

affairs in the different areas of the studies in Commerce, Economics and Administration and the studies become more relevant. Student's ability to relate their curriculum with the day to day happenings gets enhanced. Our aim is to bring about the desired change in the abilities, initiatives and attitude of students towards their duties so as to make them fit in the changing business life.

b) Personal Empowerment

Appropriate development of mind, body and soul will boost the confidence level of students which is a must. For this purpose, various activities are planned considering different requirements of the students. Some students are of rural background, some need inputs for communication skills, some students need development of soft skills, Spoken English, international students need exposure to the national culture, and girl students need enhanced level of comfort, security and equality on the campus. Accordingly, the College has designed a policy to introduce and/or wind up different cells of activities. Soft Skills Development Cell, Vidyarthini Manch, Student Development Committee, Anti-sexual Harassment Cell, Cyber Awareness Cell, Environmental Awareness Course are the few examples. International Students' Centre is a new addition so as to increase the comfort level of the international students on MES GCC campus. All such Committees/Cells are expected to get additional strength in the coming future leading to students' empowerment.

One of the meanings of empowerment is the development of the ability of the students to derive personal happiness simultaneously with the inculcation of value of social peace and harmony. For this purpose, the College also shall organize the courses or activities related to Yoga and Meditation. We believe that the abilities of students should grow in such a manner that they catch the speed of very fast upcoming life and do not forgo ability of their mind to reach to the other end of the pendulum of calmness & stability and peace; which is real empowerment.

c) Career Guidance & Placement Support

In day-to-day life, students are surely the aspirants of their dream career and excellent placements. What is more important is to teach them to dream, follow the appropriate path with smart efforts and reach the destination. These achievements of every single student in our college are likely to come true when he/she enrols in the following Cells or Departments:-

1) Entrepreneurship, Innovations & Start-ups Cell (EIS Cell) - To fulfil the dream of becoming an entrepreneur or

2) Placement Cell - To develop the skills to get direct campus placement because
   of enhanced employability or

3) Competitive Examination Centre - To get guidance for recruitment in Government/ Semi-Government, Private, Co-operative and Voluntary Organizations or acquiring the skill sets to pursue further education or course. The centre will play a catalytic role enabling students to clear professional examinations such as CA, CS, CMA and CFA etc.

The natural thinking process and the aptitude of the students are pointed towards certain careers. The Career Guidance and Placement Cell supports the students to think and decide on their own the desirable career path. Freedom given to students with required inspiration would encourage them to find out new career avenues leading towards start-ups and will enable the College to contribute in the process of developing "Atma-Nirbhar Bharat".

d) Alumni Support

We are very proud to have our Alumni providing leadership roles in different walks of life such as Business, Industries, Trading Concerns, Banks & Financial Institutions, Semi-Government & Government Organizations and Professions like CA, CS, CMA, CFA, Lawyers, Teachers, Consultants, Artists, Sports Persons, Public Policy Makers, Researchers, Social

Leaders and many more. They are really demonstrating the work culture of 'GCC' and creating a brand image of the College.

Our Alumni is functioning in the role of the catalyst to offer solutions to the local problems of the society. We expect them to become 'Vocal for the Local' to face the global challenges. In the forthcoming years -

• The College wishes to continue to strengthen bonds with its alumni and keep supporting their group endeavours.

• We plan to create a platform for our alumni and our current students for a healthy symbiotic relationship which would be of great help to the current students for their career advancement. Accordingly, with the help of alumni, College foresees a situation where all the current students get internships. This would be preferably done with the help of the creation of e-platform.

Through this process, we expect our alumni to become role models for current students.

e) Student Progression Mapping

We perceive student progression mapping in two ways: firstly, during the UG study program and secondly after the study program.

During the UG or PG program every student is expected to get appropriate guidance and mentoring including psychological and career counselling through the well-established system of the College. With the help of technological assistance, the College will build a system to track the progress of individual student from his/her entry point in the College till he/she passes out.

Some students would undergo remedial lectures and some will get additional inputs for advanced learning. Depending upon the requirement and based on the segmentation made by the College, on the basis of logical analysis, students would be motivated to choose from the menu of number of value-added courses.

Once a student passes out from the College, he/she is expected to become mentor for the current students. What is required is to have appropriate system of tracking the career advancement of the passed students which is being taken care of by the Alumni Association under the purview of College. The College has an informal system based on the personalised student-teacher contact, which we wish to formalise with the help of communication technology for the purpose of quantification.

3.2 Personality Development

Personality Development through social work is a good thing to achieve. Through the extension activity units, College aims towards all round personality development of students. But creating very clever isolated personalities cannot be a dream of an educational institution. College believes that any given personality is a part and parcel of the given national society and ultimately of the world community. MES GCC has designed number of activities to have this broader vision to make students aware about the interdependence, interconnectedness and interrelationship in between a person, the national society and the nature (व्यष्टी, समष्टी, सृष्टी). Realization of this interconnectivity is a must in order to protect this beautiful earth when we are marching ahead on the path of sustainable development. The College extension activities are designed in such a manner that there would be realization of this to the students and they become active on the different fronts for the upliftment of the downtrodden, protection of the environment while searching the path for sustainable development. Because of this, the journey of a student which starts from the College becomes joyful and gets culminated into the role of responsible and happy citizen. Such students are expected to think globally and act locally.

4. Infrastructural Development

Infrastructural facilities provide appropriate learning base to the students. Under the autonomous status of the College, there are some specific additional requirements such as creation of special classrooms for the purpose of Skill Enhancement Courses/Papers, completely WIFI enabled campus considering the enhanced allowance of 40% of SWAYAM Courses to be opted by the students, flexibility to the students to adopt multi-disciplinary courses/papers etc. These are the upcoming needs of the students and fortunately the National Education Policy:2020 supports the flexibility through the required framework to which MES GCC is willing to give appropriate response by all means, including the augmentation and maintenance of infrastructure.

We have several plans of infrastructural expansion - extensive and intensive and we try to provide state of the art infrastructure and learning resources to fulfil the dreams of our students in particular and of the society in general. Some of the future directions in this context are mentioned below:-

1. **Physical Infrastructure**
   - New 2 big classrooms for Compulsory Subjects
   - New 4 small classrooms for Skill Enhancement Courses
   - Construction/Creation of Students Recreation Hall
   - Re-development of Hostel Facilities which will include sufficient Parking, Canteen, Mess Facilities, Recreation facilities and Study Halls
   - Provision of larger Canteen Facility
   - Making available well-equipped Guest Rooms
   - Face-lifting of the Main Commerce Building including the Basement Floor
   - Face-lifting of the Main College Gate.
   - Provision of independent and isolated space for the Examination Department with appropriate Security Measures and Equipment
   - Addition of 2 well-equipped Meeting rooms
   - Renovation and Air-conditioning of Assembly Hall
   - Appropriate Facilities for Central Assessment Programs.
   - Creation of 'Ideation Room'.
   - Repairs and Maintenance of Wash-rooms.
   - Creating of Spill-over spaces for students
   - Small Pantry on the Terrace Floor.
   - Installing Open Gym Equipments on College Campus
   - Equipping 12 more Classrooms with required Audio-Visual facilities
   - Rain Water Harvesting Facility, Horizontal and Vertical Gardens, Walk-ways and Campus Beautification.
   - Air-conditioning of Computer Labs.
   - Air-conditioning of Examination Department
   - Air-conditioning of Administrative Office
   - Conducting Green Audit, Energy Audit and Water Audit

2. **Teaching, Learning & Evaluation facilities**
   - Purchase of Comprehensive ERP system
   - Increasing the availability of Desktops/Laptops for teachers, as 1:1.
   - Introduction of 'Consultancy Desk' with required facilities (paid research assistance)

3. **Knowledge Resource Centre**
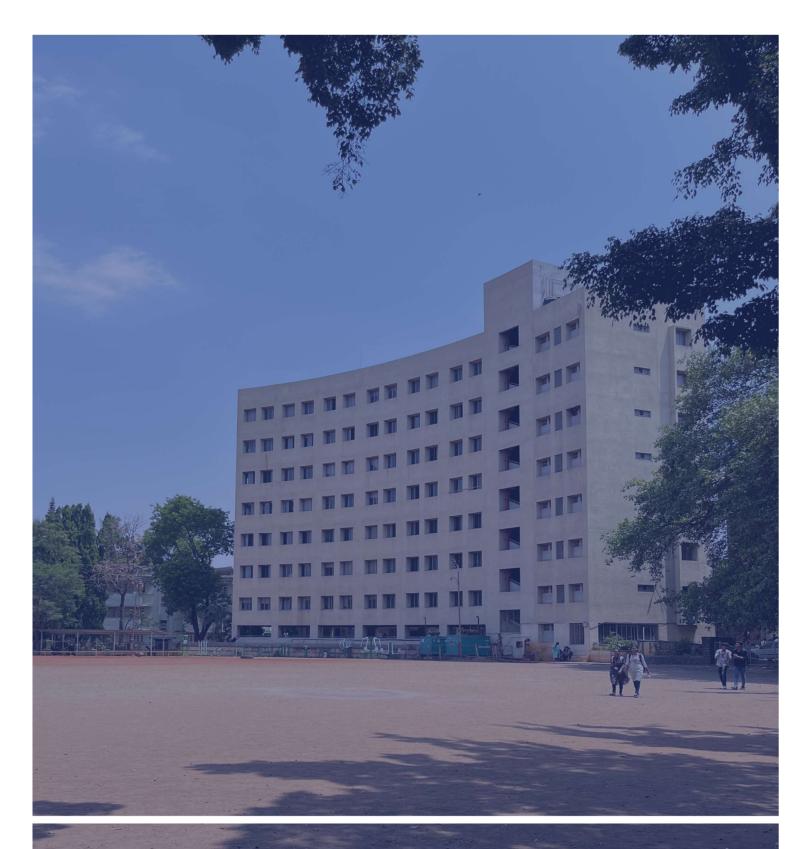   - Complete digitization of library activities

4. **Sports Infrastructure**
   - Development of sports grounds including Cement-Cricket Pitch with Net, Kho-Kho Court, Kabbadi Court and Jogging Track with appropriate Fencing/Chain Links.

5. **Information Technology facilities**
   - Enlargement of E-Learning Resources
   - Establishment of well-equipped Computer Lab on the 6th Floor of BBA building.
   - 100% WIFI enabled College campus.

(7) Concluding Note:

This Vision Document is a Systematic and Strategic Plan of the improvements at all levels. The brainstorming that has gone into churning out this document has been a galvanizing process for us. We are committed to keep this fervour alive. Hence, there would be annual retrospective and introspective brainstorming at our IQAC forums. Accordingly, there would be periodical reviewing, refocusing and fine-tuning of these plans and execution. As the Vision Document takes this concrete shape, a sense of responsibility kindles our zest to bring our dreams to reality in the forthcoming years. The step-wise implementation of this Vision Document, we believe, will enable our institution to carve a niche as one of the distinguished seats of higher learning in Commerce and Management in the national education scenario.

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