



**SVKM'S NARSEE MONJEE COLLEGE OF COMMERCE & ECONOMICS
(AUTONOMOUS)**



INSTITUTIONAL DEVELOPMENT PLAN

Academic Year: 2024-25 to 2038-2039



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GENERAL PROFILE OF THE COLLEGE

- 1) Name and Address of the College: **SVKM'S NARSEE MONJEE COLLEGE OF COMMERCE & ECONOMICS (AUTONOMOUS)**
Swami Bhaktivedant Marg, Bhagubai Mafatlal Complex, Opp. Cooper Hospital
Vile Parle West. Mumbai 400056.
Mail id: nmcollege@nmcce.ac.in
Website: <https://nmcollege.in/>
- 2) Year of Establishment: 1964
- 3) Institutional Status: Empowered Autonomous
- 4) Award, Recognition, Accreditation: NAAC Accredited 'A', CGPA:3:42
- 5) Number of Programmes offered as per NEP2020: 11

Under Graduate: 8

i) Bachelor of Commerce	v) Bachelor of Commerce Honours Economics & Analytics
ii) Bachelor of Commerce Honours Accounting & Finance	vi) Bachelor of Commerce Honours Management & Finance
iii) Bachelor of Commerce Honours Financial Markets	vii) Bachelor of Commerce Honours Information Technology
iv) Bachelor of Commerce Honours Economics	viii) Bachelor of Management Studies

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Post Graduate: 3

i) Master of Commerce (Business Management)

ii) Master of Commerce (Banking & Finance)
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iii) Master of Commerce (Accounting & Finance)
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6) No. of sanctioned post (Teaching): 62

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ABOUT THE COLLEGE

Narsee Monjee College of Commerce & Economics is a leading college affiliated to Mumbai University. It was established in 1964 by Shri Vile Parle Kelavani Mandal (SVKM), a professionally managed trust with a large number of prestigious academic institutions, under its umbrella.

Shri Vile Parle Kelavani Mandal (SVKM), a professionally managed trust with a large number of prestigious academic institutions under its umbrella. SVKM is the brain child of leading industrialists and socially conscious philanthropists who wanted to contribute to the local area by founding educational institutions.

Shri Vile Parle Kelavani Mandal was established in the year 1934 for the purpose of providing school level education to the residents of Vile Parle and the surrounding areas. Twenty-five years later, as the Mandal celebrated its Silver Jubilee; suggestions were received from the members to make arrangements to provide college level education too. The absence of colleges run by Gujarati Managements in nearby suburbs compelled our students to go through daily commute to colleges in South Mumbai which was becoming more difficult day by day.

After giving careful consideration to the suggestions, the Managing Committee decided in principle to start, a Commerce College in the campus of the Mandal in the JVPD scheme area of Vile Parle. Narsee Monjee College of Commerce and Economics was thus established in 1964.

Although the college started by focusing on education to make learners self-reliant and to prepare them for careers in the commerce field, it gradually extended the scope of its activities to include the moulding of the overall personality of the learners. With greater competition in every walk of life it became a necessity to prepare the learners to shine in all areas. A college which started with an initial intake of 250 learners has now grown to have a total strength of approximately 5500 learners. It started with just one program of B.COM in 1964 and has added seven more programs including that is one interdisciplinary viz. Bachelor of Management Studies, Bachelor of Commerce (Accounting and Finance), Bachelor in Commerce

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(Financial Markets), Bachelor in Commerce (Management and Finance), Bachelor in Commerce (Economics), Bachelor in Commerce (Economics & Analytics) and one inter-disciplinary program Bachelor of Science (Information Technology). The college has also started post graduate course in Commerce with three streams Advanced Accountancy, Business Management and Banking and Finance. In its journey of 60 years the college has given many prominent Industrialists, Chartered accountants, film artists, singers, musicians, theatre personalities, fashion designers and sport stars to the country.

VISION

To provide affordable quality education, while equipping students with knowledge and skills in their chosen stream, inculcate values, identify hidden talents, provide opportunities for students to realize their full potential and thus shape them into future leaders, entrepreneurs and above all good human beings.

MISSION

To strive for quality education in keeping with the motto of the college, "**Excellence in Education**" and prepare young minds for imbibing knowledge, skills and sensitivity.

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IDP COMMITTEE

Serial Number	Committee Members	Name
1.	Principal	Dr. Parag Ajagaonkar
2.	Vice Principal 1 (HOD of Accountancy)	CA Dr. Savita Desai
3.	Vice Principal 2 (HOD of Management)	Dr. Heena Bhuvra
4.	Vice Principal 3 (HOD of Foundation Course)	Ms. Geeta Desai
5.	HOD of Commerce	Ms. Tessy Philji
6.	HOD of Economics	Ms. Sneh Choithani
7.	HOD of Business Communication/English	Dr. Jennifer D'souza
8.	HOD of Finance	CA Jinen Jadhav
9.	HOD of Mathematics & Statistics	Mr. Sunil Kadam
10.	HOD of Information Technology	Dr. Anupama Jawale
11.	HOD of Business Law	Dr. Deepa Chitnis
12.	HOD of EVS	Ms. Vaishali Kurhekar

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GOALS & OBJECTIVES

<u>Goals</u>	<u>Objectives</u>
1) To create a dynamic and inclusive higher education institution	<ol style="list-style-type: none"> 1. Enhance Stakeholder Engagement 2. Promote Innovative Learning 3. Foster Research and Development 4. Ensure Inclusive Practices
2) To create a dynamic academic framework that upholds high-quality educational standards	<ol style="list-style-type: none"> 1. Enhance Educational Quality and Standards 2. Promote Student Engagement and Well-Being 3. Empower Personal and Professional Growth 4. Foster Community and Societal Contribution
3) To develop a resilient financial infrastructure	<ol style="list-style-type: none"> 1. Implement Secure Payment Solutions 2. Cultivate Research Funding Opportunities 3. Adopt Data-Driven Financial Management Practices 4. Enhance Financial Resilience and Adaptability
4) To create a robust intellectual ecosystem that fosters ground breaking research and innovation	<ol style="list-style-type: none"> 1. Promote Innovative Research and Knowledge Production 2. Strengthen Intellectual Property Framework 3. Encourage Socially Valuable Activities 4. Support Entrepreneurial Endeavours

<p>5) To cultivate a vibrant and inclusive academic community</p>	<ol style="list-style-type: none"> 1. Enhance Emotional Well-being and Sense of Belonging 2. Promote Transparency and Mutual Trust 3. Advance Diversity and Inclusion 4. Cultivate a Culture of Accountability and Leadership
<p>6) To establish a dynamic human resource framework that harmonizes institutional autonomy with regulatory compliance</p>	<ol style="list-style-type: none"> 1. Promote Transparency and Stakeholder Engagement 2. Foster Flexibility and Innovation 3. Support Continuous Professional Development 4. Cultivate a Culture of Ownership and Accountability
<p>7) To establish a dynamic and enduring network of global partnerships and stakeholder collaborations</p>	<ol style="list-style-type: none"> 1. Engage with Diverse Stakeholders 2. Promote Knowledge Sharing and Mentorship 3. Secure Funding and Research Opportunities 4. Facilitate Lifelong Connections
<p>8) To develop and maintain a state-of-the-art, compliant, and sustainable physical infrastructure</p>	<ol style="list-style-type: none"> 1. Ensure Regulatory Compliance 2. Enhance Learning and Research Environments 3. Promote Sustainability Initiatives 4. Strengthen Institutional Branding
<p>9) To transform into a fully digital institution by leveraging Information and Communication Technologies (ICT)</p>	<ol style="list-style-type: none"> 1. Implement a Comprehensive Digital Infrastructure 2. Enhance Academic Delivery through ICT 3. Foster Data-Driven Governance 4. Promote Continuous Innovation and Agility

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QUALITY POLICY

To strive for global excellence in all of our endeavours, including teaching, research and continuing education, and to stay focused on our core and support functions while holding ourselves responsible to our stakeholders through embedded self-evaluation and incessant improvement processes.

Assurance of Quality at NM College

NM College leads in implementing the Assurance of Learning (AOL) Framework for their undergraduate programs, ensuring educational excellence through:

Curricular Revision: Continuous updates with inputs from academic and industry experts.

Innovative Pedagogy and Assessment: Use of Classroom Assessment Techniques (CATs) to integrate evaluation with session-specific offerings.

Holistic Development: Detailed session-wise teaching plans to enhance classroom delivery and support comprehensive student development.

External & Internal Reviews: Periodic Academic Audits involving internal & external reviewers to assess the effectiveness of the AOL program.

Faculty Development: Providing professional development opportunities to enhance faculty assessment skills.

Variety of Assessment Tools: Using Use a variety of assessment tools such as exams, quizzes, projects, presentations, visit etc.

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SWOC Analysis

STRENGTHS

- Clearly defined Vision and Mission and strong leadership.
- Strong Internal Quality Assurance Cell.
- Management support for development.
- Well-maintained facilities and technology supporting the learning and administrative environment.
- State of the art library providing physical and digital learning resources.
- A variety of academic programs.
- Strong ties with local communities and industries.
- Strong and trusted brand reputation.
- Highly qualified and dedicated faculty members

WEAKNESS

- Shortage of physical space
- No international collaborations so far.
- Fewer research projects.

CHALLENGES

- Competition from foreign Universities.
- Providing internship opportunities for all students.
- Adherence to dynamic policy changes.

OPPORTUNITIES

- Expansion of physical infrastructure
- Embracing online and hybrid learning models can expand reach and accessibility
- International collaborations and student exchange programs
- Research funding from UGC and corporates
- Potential for receiving donations and fundraising from Alumni and corporate partnerships.
- Policies like NEP promoting education reforms can offer support and funding.
- More vocational and skill based programs related to business and IT.
- Active Incubation centre providing entrepreneurship opportunity for all.

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IDP Framework-Major Components:

- A. Governance Enablers**
- B. Financial Enablers**
- C. Academic Enablers**
- D. Research, Intellectual Property & Supportive Enablers**
- E. Human Resource Management Enablers**
- F. Networking & Collaborations Enablers**
- G. Physical Enablers**
- H. Digital Enablers**

**INSTITUTIONAL DEVELOPMENT PLAN, SVKM'S NARSEE MONJEE COLLEGE OF COMMERCE & ECONOMICS
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A. Governance Enablers

Sr. no.	Type	Current Capabilities	Envisioned Goals	2024-2029	2030-2034	2035-2039	Plan of Action
1	Board Of Governance/ Senate/ Syndicate	<ul style="list-style-type: none"> • Governing Body • Academic Council • Board of Studies • College Development Committee • Finance Committee • NAAM (N.M. College Alumni Association Movement) • Compliance Officer 	<ul style="list-style-type: none"> • BOG comprising of Trustees, Compliance officer, In-house faculties from different background of Finance, Law, Commerce etc., representative from education sector, Alumni etc. 		✓		Appointment of Comprehensive BOG
2	Quality Assurance	<ul style="list-style-type: none"> • Internal Quality Assurance Cell (IQAC) • Standard Operating Procedures 	<ul style="list-style-type: none"> • Robust Internal Audit or Internal Control department • Robust Risk management department 	✓			Formation of Internal Risk Management Department Appointment of Internal Auditor
3	Financial Autonomy	<ul style="list-style-type: none"> • As per guidelines of UGC for autonomous colleges 	<ul style="list-style-type: none"> • Grants from other institute apart from government 	✓			Apply for grants from Non-Government Bodies/ Institutes
4	Leadership	<ul style="list-style-type: none"> • Organogram • Clear distribution of roles and responsibilities • Clear bifurcation between Academic and Administrative leadership 	<ul style="list-style-type: none"> • Task forces to address specific challenges, foster innovation, and collaborate across departments • Succession Planning • Redefining skillsets and it's measurement 	✓			Formation of a Special committee handling HR related issues and challenges across the Institute

5	Vision, Mission and Roadmap for the HEI	<ul style="list-style-type: none"> • Vision and Mission are listed on Website • Feedback from Student and Parents • Student Satisfaction Survey • Faculty Development Program (Faculty wise) • In-house professionally qualified faculties • External examiners • Allocation of duties to Vice-principals, Head of Department and Coordinators • Peer reviewers for Academic Audit • Review meetings conducted by Principal for each department 	<ul style="list-style-type: none"> • Data analytics and key performance indicators (KPIs) to measure outcomes and identify areas for improvement 	✓			Implementation of Data Analytics and KPIs at all levels of Management
6	Close monitoring by IT/ Web-based Management Information System	<ul style="list-style-type: none"> • Student Portal • Use of SAP for attendance • Use of Oracle for HR activities • Question Bank Management System (QBMS) • Result analysis with Software • Restricted entry – access through Biometric system 	<ul style="list-style-type: none"> • Centralized database for all NAAC related information • Data Centralization software 	✓			Procurement of Data Centralisation/Management software

7	Risk management analysis	<ul style="list-style-type: none"> • Medical Insurance for employees • Fire insurance (Students are also included) 	(1) Define Risk Appetite (2) Stakeholder identification (3) Identify and classify risk (4) Maintenance of Risk Register (5) Policy framework on: (i) What risks to be mitigated? (ii) What risks to be transferred? (iii) What risks to accept? (6) College level Risk Management Committee (7) Preparation of college level Crisis Management Plan (8) Event Insurance including accidental cover	✓			<ul style="list-style-type: none"> • Formation of Risk Management Committee at Institute level. • Providing Event Insurance Cover
8	External Advisory Boards	<ul style="list-style-type: none"> • Governance Body • Academic Council • Board of Studies 	<ul style="list-style-type: none"> • Alumni Association (it is already formed and active)** 	✓			
9	Student Feedback	<ul style="list-style-type: none"> • Student feedback system • Student Satisfaction Survey 	360 Degree Feedback System	✓			Feedback Committee to be assigned the responsibility of incorporating 360 Degree Feedback System for Teaching and Non-Teaching Staff

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B. Financial Enablers

Sr. no.	Type	Current Capabilities	Envisioned Goals	2024-2029	2030-2034	2035-2039	Plan of Action
1	Financial Policies	<ul style="list-style-type: none"> • Finance Committee in place • Revision of Current Year Budget and Budget for successive year is drafted 	<ul style="list-style-type: none"> • Budget for Short term, Mid Term 	✓	✓		Finance Committee should be assigned the role of preparing the said Budgets
2	Main sources of revenue to be developed	<ul style="list-style-type: none"> • Student Fees 	<ul style="list-style-type: none"> • Government Grants • Consultancy Income • Donations • Contribution from Alumni • royalties on intellectual property (IP)/ patents etc. 	✓	✓		<ul style="list-style-type: none"> • Application for RUSA Grants • Encourage the faculties undertake consultancy through the Consultancy committee • Seek Donations from Corporates • Reach out to Past Alumni for Their Contributions • Providing assistance to faculty for gaining IP Rights

3	Access to External Grants & Funding	<ul style="list-style-type: none"> • Salary Grants, Infrastructure grants from UGC 	<ul style="list-style-type: none"> • Research Grants • Technology Grants • Grants for Technology for creating online content 	✓	✓	<p>Apply for:</p> <ul style="list-style-type: none"> • Research Grants from UGC • Technology Enhancement grants from UGC • Funding for Incubation centre from UGC
4	Internal Revenue Generation	<ul style="list-style-type: none"> • Short term Certificate Course (Online, Offline, Hybrid) 	<p>Revenues from other sources like:</p> <ul style="list-style-type: none"> • Consultancy (Research and Business) • Online courses for students and professionals • Incubation services • Training and Development programs • Publication of journals and books • Collaborations (Industry and Academic) 	✓	✓	<ul style="list-style-type: none"> • Provide research services to corporates • Provide Business Consultancy • Plan Online courses which can be accessed worldwide • Incubation services • Organize Training and Development programs for students and professionals • Generate revenues from sales and subscription of published journals and books • Form Partnership with Corporates for sponsored projects, internships and research • Collaborate with other Educational Institutes for Joint programs and Exchange Initiatives
5	Staff providing financial services	<ul style="list-style-type: none"> • Finance Committee • Accountant • Data Entry Clerks • CA 	<ul style="list-style-type: none"> • Internal Auditor 	✓		Appointment of Internal Auditor

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C. Academic Enablers

Sr. no.	Type	Current Capabilities	Envisioned Goals	2024-2029	2030-2034	2035-2039	Plan of Action
1	Courses catering to professional/future requirements	<ul style="list-style-type: none"> • 8 UG and 3 PG Programmes providing choice of majoring in Commerce, Management, Accounting, Finance and Economics 	New programs which are not covered in the current programs				Developing the given programs in Collaboration with Industry
			<ul style="list-style-type: none"> • Bachelors Program combining areas of Finance, IT, Economics etc. 	✓			
			<ul style="list-style-type: none"> • Master's Program with focus on Finance/ Fintech/ Economics 		✓		
			<ul style="list-style-type: none"> • PG program in IT(M.Sc.IT) • Multidisciplinary program with major in commerce and business analytics 			✓	
2	Curriculum updated as per industry requirements	<ul style="list-style-type: none"> • Yearly updation of courses as per changing industry requirements. 	Continuous review and updating	✓			Industry collaborations for Projects
			<ul style="list-style-type: none"> • Industry linked/ internship/ embedded programs in areas link Finance, IT, AI etc. 		✓		
						✓	

		<ul style="list-style-type: none"> • Programs to suit the industry requirements both in short term and for future readiness 	<ul style="list-style-type: none"> • Increased level of integration of project & experience based learning in the curriculum. 				
3	Curriculum embedded with Employability Skill	<ul style="list-style-type: none"> • Class activities, assignments, presentations and projects focused on skills such as Critical thinking and problem solving; Creative thinking and innovation; Analytical Thinking; Adaptive Thinking; Computational thinking; Decision Making; Conflict resolution and negotiations etc. 	Continuous review and updating <ul style="list-style-type: none"> • To incorporate assignments and projects focused on developing Digital skills, Design Thinking skills, Decision making and Problem solving skills. 	✓			Recommendation from NAAM for internship opportunities MOUs & Tie ups with SMEs & Organizations in close vicinity of the college
			<ul style="list-style-type: none"> • Embedding industry projects to enhance employability skills 		✓		
4	Curriculum embedded with Skill Enhancement Courses	<ul style="list-style-type: none"> • Soft skills and Life skills incorporated in the curriculum 	Increasing credits to soft skills and other skills based Certificate courses <ul style="list-style-type: none"> • Certificate programs for developing Digital skills in areas of specialization 			✓	Increasing soft skills training to the students in a phased manner as the semesters progress
5	Curriculum embedded with emerging technologies to be integrated with future of work	<ul style="list-style-type: none"> • The BSCIT students are given the following courses : 	<ul style="list-style-type: none"> • More labs to run the Courses • Lab Assistants 	✓			Recommendation for better infrastructure(labs)

		<ul style="list-style-type: none"> Data Science, Artificial Intelligence, Ethical Hacking, Python and Java Programming The Economics and Economics and Analytics programs offer R , Python, Power BI BCOM students are offered electives as Python, R ,SPSS and C programming 	<ul style="list-style-type: none"> SPSS, ANACONDA, JUPITER and updated MS OFFICE on all machines Advanced labs 				Budget for latest software
			<ul style="list-style-type: none"> Certificate programs for developing Digital skills in areas of specialization 	✓			
			<ul style="list-style-type: none"> More number of value added courses 		✓		
6	Centre for curriculum & Life skills Development (CCLSD)	<ul style="list-style-type: none"> We have Life skills department, and a course of Life Skills has been introduced across all Programs at FY LEVEL We have a designated skills officer 	<ul style="list-style-type: none"> Activity Rooms and Language labs Qualified personnel to run the courses 	✓			Collaboration with industry. Real life projects, internships, field visits for experiential learning
			<ul style="list-style-type: none"> More Value added courses, for example on ethics, industrial psychology, grooming etc. 		✓		
			<ul style="list-style-type: none"> Certificate Courses in areas of Life Skills 	✓			
7	Faculty/ Teaching staff	<ul style="list-style-type: none"> Qualified Teaching staff as per UGC Norms / professional degrees and research credentials 	<ul style="list-style-type: none"> Full time permanent staff on scale in place of contractual staff. 	✓	✓		Policy changes to be recommended
			<ul style="list-style-type: none"> Lateral entry for industry professional into academia 		✓		

8	Centre for Faculty Development	College has been organizing Refresher Courses and Faculty Development Programs & Research conferences on a regular basis	<ul style="list-style-type: none"> • Establish an in-house, self -aided faculty Development Centre 				Recommendation /Request to Management for support
			<ul style="list-style-type: none"> • To get Government funding for Faculty Development Centre under PMMMMNMTT , RUSA 		✓	✓	
9	Non-Teaching Staff	<ul style="list-style-type: none"> • Limited Administrative office staff considering the growing & dynamic nature of the institution 	<ul style="list-style-type: none"> • More non-teaching staff to provide a robust back end support • Programme specific administrative Assistant. 	✓			Requisitions to be sent to the Management.
10	Session Wise Teaching plan	<ul style="list-style-type: none"> • Departments decide the teaching methods, methodology and prepare teaching plan. In Departmental meetings for session wise teaching planning • Experiential learning in some courses not all. • Students feedback on syllabus and teaching 	<ul style="list-style-type: none"> • On line discussion with other University experts about the teaching pedagogy and session plan exchange of thoughts • Enhancing employability • Inviting peer for their inputs about teaching plan • Topic wise students 	✓	✓		<p>Regular Departmental meetings & session plan updates.</p> <p>Including new pedagogies by regularly auditing the existing session plans</p> <p>Create teams to modernize the curriculum, follow interdisciplinary approach while setting session plan taking in to</p>

			feedback-weekly/monthly				consideration, industry needs. Creating online resources for students help – pre read and post read etc. comparing with other universities
11	Learning Material like study books	<ul style="list-style-type: none"> • Binders • Digital library • Online Resources • Books and magazine 	• Small videos - topic wise from the course plan	✓			Planning the sessions Inviting experts from the industry.
			• Experts talks-videos/inviting them for sessions	✓			
			• Compiling videos and reading material for application-based topics.		✓		
12	Question Bank	<ul style="list-style-type: none"> • NO question bank is given • Students understand the topics with reference books & other E-Content available in the library 	<ul style="list-style-type: none"> • Focus on self & group study, notes making in the classroom, ample class work 	✓			<p>Online books study material on the topics covered in teaching plan</p> <p>Students can be motivated for flipped class room in which they can prepare the list of questions and answers.</p>
13	Assignments	<ul style="list-style-type: none"> • Questions and Answers • Case Studies • Project Papers 	<ul style="list-style-type: none"> • More Industrial Visit • Practical Usage of ERP Software • Guestimates 	✓			Online Study Material on Various Case Studies and Practical Assignments

		<ul style="list-style-type: none"> • PPT Presentations • Research Papers 	<ul style="list-style-type: none"> • Application of Offline Utility for Compliance 				AI enabled Tools to be made available
14	Assessments	<ul style="list-style-type: none"> • Internal Test • ICA • Class Participation • Project Evaluation • Classroom- Questioning & recapitulation 	<ul style="list-style-type: none"> • Public Speaking on Various Topics • Formative Assessment • Peer Assessment • Portfolio Assessment 	✓			<p>Incorporate Virtual Reality or Augmented Reality</p> <p>Assessment through Industry Experts on relevant Topics</p>
15	Value Added Skill enhancement Papers	<ul style="list-style-type: none"> • Skill Development Programs • Entrepreneurship Development • Internship and Work Placements • Projects/assignments • Workshops 	<ul style="list-style-type: none"> • Soft Skills Training • Industry Relevant Certifications • Foreign Language Courses (French and Spanish) 	✓	✓		<p>Industry Collaborations for Projects</p> <p>Planning to introduce New Course in Finance and Industry Relevant Skill.</p> <p>More Industry Visits</p> <p>Relevant Certificate Courses</p> <p>Focus on Research oriented Approach</p>
16	Pedagogy	<ul style="list-style-type: none"> • Smart Board • Online Resources • Current Affairs Discussions • Yoga/ Sports • Moot Courts • Flipped classrooms 	<ul style="list-style-type: none"> • Use of AI Tools for better Understanding • Use of Quizzes • Application of Software for Compliance • Industry Experts Guest Lectures 	✓		✓	<p>Exposure to Trading Platforms like Bloomberg</p> <p>Implementation of Industry Specific Software</p>

		Skits, role plays, debates					Use of Artificial Intelligence
17	Other activities as a part of learning	Various centre of excellence like:	<ul style="list-style-type: none"> • Experiential Learning & Certification Programs • Technological Integration & Social Media Outreach • Sustainability, Ethical Practices & Global Exposure 	✓			<p>Integrating sustainability and ethical business practices within the curriculum; introducing courses and projects addressing global challenges and corporate social responsibility.</p> <p>Developing strategies in new professional certification areas such as data analytics, artificial intelligence, and digital marketing with recognized bodies in those industries.</p>
		<ol style="list-style-type: none"> 1. Intent-Incubation and Innovation Centre 2. Investment and Finance Club 3. Insight, Arithmos, TedX, Techfest, Arthashastra, Rotofest 4. Planning Forum 5. Friends of Library 6. Computer Society 7. Advertising and Marketing Circle 8. Association of Accountancy 9. Brand Building Committee 10. Economics Association 11. NM Model United Nations 12. Consultancy Cell 	<ul style="list-style-type: none"> • Lifelong Learning Initiatives for alumni to ensure continuous education and skill enhancement. 		✓		
18	Earn while learn Facility and flexibility	<ul style="list-style-type: none"> • Internship Opportunities for UG and PG students 	<ul style="list-style-type: none"> • Expand Online and Flexible Learning: Increase online course offerings and develop flexible degree programs to help students balance 				Planning to make a team to review the proposal to create in house internship opportunity for students across the various

			work and study commitments.				departments and planning to introduce the hybrid based or online based courses to allow the students to earn and learn simultaneously
			Establish part-time campus jobs, such as research or library assistants, and strengthen industry partnerships to provide global internships and real-world experience.	✓			Create Teacher Assistant (TA) & Research Assistant (RA) paid positions by appointing deserving students
			Creation of Teacher Assistant (TA) & Research Assistant (RA) paid positions by appointing deserving students			✓	
19	Flexibility and Multidisciplinary	<ul style="list-style-type: none"> • Different Internal working groups were set up to understand the syllabus and pedagogy of NMIMS and Other colleges under SVKM • Syllabus were framed for autonomy in consultation with various departments across all the colleges in SVKM • Synchronisation of syllabus, course plan, 	<ul style="list-style-type: none"> • Part time or weekend courses • Project based learning- Integrate project-based learning where students from different disciplines collaborate on solving complex, real-world problems. 			✓	Encouraging departments to initiate & develop part time courses & dual degree programs
			<ul style="list-style-type: none"> • Dual degree program 	✓			Collaborate for dual degree programs with Foreign universities & other Indian universities

		paper pattern etc. across various colleges under SVKM					
20	International Exposure	-	<ul style="list-style-type: none"> • Student Exchange program 	✓			International collaborations to assist with student exchange programs & international internships with research opportunities.
			<ul style="list-style-type: none"> • Having a department dedicatedly looking after international opportunities for students & faculties in every area 		✓		Create a position for Officer/Director of International Linkages
			<ul style="list-style-type: none"> • International Internship and Research opportunities 				

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D. Research, Intellectual Property Enablers

Sr. no.	Type	Current Capabilities	Envisioned Goals	2024-2029	2030-2034	2035-2039	Plan of Action
1	Quality Research	<ul style="list-style-type: none"> • Two Research Journals • Participation in Avishkar • Conduct of National level Paper Presentation competition • Seed money facility for faculty members • Research Policy 	<ul style="list-style-type: none"> • Recruitment of more faculty with strong research credentials 	✓			The requirements for meeting the targets will be identified and a policy will be formulated.
			<ul style="list-style-type: none"> • Increasing participation of students in research activity 		✓		
			<ul style="list-style-type: none"> • Undertaking quality research projects. 			✓	
2	Research-Oriented Experienced Faculty members	<ul style="list-style-type: none"> • Faculties with Ph.D. degree in different area 	<ul style="list-style-type: none"> • Prioritize research experience during candidate selection 	✓			Proposal and suggestions will be formulated and implemented.
			<ul style="list-style-type: none"> • Ranking system for faculty members based on research performance 		✓		

3	API-based Faculty Compensation	<ul style="list-style-type: none"> Promotion is available based on relevant rules and regulations (issued by Government of Maharashtra) under Career Advancement Scheme 	<ul style="list-style-type: none"> Extra monetary incentive should be offered based on API Score 	✓			The requirements for meeting the targets will be identified and a policy will be formulated.
			<ul style="list-style-type: none"> Implement a system to reward exceptional achievements such as top-tier publications, high citations, or significant research grants. 		✓		
4	Targeted Research & Collaborative Research	<ul style="list-style-type: none"> Seed money facility 	<ul style="list-style-type: none"> Inter college collaborative research 	✓			The requirements for meeting the targets will be identified and a policy will be formulated.
			<ul style="list-style-type: none"> Industry academia collaborative research 		✓		
			<ul style="list-style-type: none"> Exploring industry-sponsored research chairs to attract and retain top researchers 			✓	
5	More PhD & Post-Doctoral Research Scholars	<ul style="list-style-type: none"> PhD. Centre 	<ul style="list-style-type: none"> Increasing the number of Ph.D. Guides with the college Ph.D. Centre <p>Dedicated office space, research equipment,</p>	✓			<p>Increasing the number of Ph.D. Guides with the college Ph.D. Centre</p> <p>Dedicated office space, research equipment, presentation opportunities</p>

			presentation opportunities				
			Dedicated office space, research equipment, presentation opportunities		✓		
			Secure external funding through grant			✓	
6	More Faculty Members with PhD	There are Doctorate Faculty members engaging lectures across all departments of B.COM and SFC Programmes.	More weightage should be given to PHD candidates in recruitment process.	✓			Proposal and suggestions will be formulated and implemented.
			Offer mentorship programs pairing senior PhD faculty with junior faculty members		✓		
			Appointing more Doctorate Faculty members	✓			
7	Faculty encouragement for Book Publications, Research Publications and Patents	Faculties publish research papers in UGC Care list and Scopus journals. Two faculties bagged patents for research contribution.	Offering publication workshops and mentorship programs.	✓			The requirements for meeting the targets will be identified and a policy will be formulated. Facilities of this nature are likely to be made available at the new NM College building
			Partnering with industry to secure patents for commercially viable innovations.		✓		
			Creating a dedicated IP office to manage patenting processes			✓	

			and commercialization efforts				
8	More conferences (At least two conferences per year per College)	College has conference committee which conducts national and international conference.	Hosting international conferences to broaden reach and impact, attracting a global audience of researchers.	✓			The requirements for meeting the targets will be identified and a policy will be formulated.
			Exploring innovative conference formats, such as online workshops and webinars, to facilitate broader participation and knowledge sharing.		✓		
			Partnering with industry to host conferences fostering collaboration between academics and industry professionals			✓	
9	Student Involvement in Research	<ul style="list-style-type: none"> • Research Park, • Participation in Avishkar, • Student research journal, Envisage. 	Hosting International level Research paper presentation competition for students.	✓			<p>The proposal will be sent to higher authority for approval.</p> <p>Curriculum designing and passing through various academic body.</p>

		<ul style="list-style-type: none"> National Level research paper presentation competition (Research fair) 					Revision of courses and syllabi and passing through various academic body.
			Developing undergraduate research course.			✓	
			Integrating research into the curriculum	✓			
10	Industry & Institutional Collaboration & Consultation	<ul style="list-style-type: none"> Workshops and seminars with industry partners. Collaboration with Industries. 	<ul style="list-style-type: none"> More Collaboration with Indian and foreign institutes 		✓		Signing the MOUs with Industry to exchange knowledge. Proposal to be submitted to collaborate with industry. Curriculum designing and passing it through various academic bodies.
			<ul style="list-style-type: none"> Collaboration on joint research projects with funding from industry partners. 		✓		
			<ul style="list-style-type: none"> Partnering with Industry to develop industry relevant curriculum and training programs. 		✓		
11	Incubation Centres	<ul style="list-style-type: none"> Dedicated space. Registered with Institution's Innovation Council (IIC) Ecosystem for entrepreneurs for individual, Incubation. 	<ul style="list-style-type: none"> Maintaining and improving IIC rating through consistent conduct of activity. 	✓			Dedicated staff for Incubation centre
			<ul style="list-style-type: none"> Signing MOUs with entrepreneurship mentors and industry experts. 		✓		conducting activity as per the IIC requirements
			<ul style="list-style-type: none"> Business incubate graduates 		✓		Ideation workshop, mentorship focusing on MVP and prototyping
							Detailed Proposal to be

		<ul style="list-style-type: none"> Teachers' Committee to conduct the events as per IIC requirements 	<ul style="list-style-type: none"> Bigger space for incubation with infrastructure facilities like dedicated desk for incubates, and other office facilities. 			✓	<p>submitted to the management for their approval</p> <p>Facilities of this nature are likely to be made available at the new NM College building</p>
12	College Publication through its own press	<ul style="list-style-type: none"> Peer reviewed Envisage Journal for students, 	<ul style="list-style-type: none"> UGC care listed journal status 			✓	<ul style="list-style-type: none"> Recommending for appointing dedicated research staff.
		<ul style="list-style-type: none"> Publication of Research Bulletin 	<ul style="list-style-type: none"> Partnering with international research institutions for joint publications 			✓	<ul style="list-style-type: none"> Preparing the MOUs
		<ul style="list-style-type: none"> Nav-Manthan Journal for Teachers. Access to Turnitin software 	<ul style="list-style-type: none"> Developing an external members editorial board for college journals 	✓			<ul style="list-style-type: none"> Proposing the external experts
			<ul style="list-style-type: none"> Providing dedicated space for research committee 			✓	<ul style="list-style-type: none"> Recommending for providing dedicated space
13	College Publication & Citation Service	<ul style="list-style-type: none"> Peer reviewed Envisage for students Publication of Research Bulletin Nav-Manthan Journal for Teachers. 	<ul style="list-style-type: none"> UGC care listed journal status, Partner with international research institutions for joint publications 	✓	✓	✓	<ul style="list-style-type: none"> Recommending for appointing dedicated research staff.

		Access to Turnitin software	<ul style="list-style-type: none"> • Develop an external editorial board for college journals • Providing dedicated space for research committee. • Citation tracking system 				
							<ul style="list-style-type: none"> • Preparing the MOUs • Proposing the external experts • Recommending for providing dedicated space Proposal will be forwarded to authority
14	Target Patents claim for UG & PG Projects in professional subject areas	<ul style="list-style-type: none"> • Granted two patents 	<ul style="list-style-type: none"> • Organizing Workshops for developing patents • Policy for Reimbursement of Expenses carried out for developing patents • Patents filing support from college 	✓	✓		Proposal to be submitted to management

15	Faculty Ranking (Annual) System	Not available	<ul style="list-style-type: none"> •Developing clear criteria for each ranking category including research component •Allocating appropriate weightage to research, teaching and service based on institutional priorities 	✓	✓	✓	The requirements will be identified and a policy will be formulated.
16	Chief Technology Officer (CTO) for Research Monetization	Not available	<ul style="list-style-type: none"> •Appointing a Chief Technology Officer (CTO) with expertise in commercialization: •Developing strategies for research monetization - Facilitate collaboration between researchers and industry partners •Training programs to educate researchers and staff about research monetization and IP protection 	✓	✓	✓	Proposal will be forwarded to authority

17	Value-Added Skills Enhancement Papers	<ul style="list-style-type: none"> •Skill development-based value-added paper (course) as separate paper is taught by industry/ professional people in the field 	<ul style="list-style-type: none"> •Conducting surveys to identify current skills gaps and areas for improvement. 	✓			Plan of Action will be framed
		<ul style="list-style-type: none"> •We have a skills department and appointment of a Skills development officer •Teaching – learning pedagogy contains substantial amount of experimental learning part related to the student’s specialization through either real environment or different teaching pedagogies 	<ul style="list-style-type: none"> •Developing strategic plan outlining key initiatives for skill development and resource allocation. 				Proposal will be forwarded to authority
18	Other Activities as Part of Research Learning	<ul style="list-style-type: none"> • Research Association • Research Park • Mentorship • College Journals • Conference 	<ul style="list-style-type: none"> • Conducting International conference 				
			<ul style="list-style-type: none"> • Partnering with Industry for Research Project 	✓	✓		Proposal to be submitted to management

		<ul style="list-style-type: none"> • Committee • Internship • Field Visit 	<ul style="list-style-type: none"> • Patents filing support from College 				
19	Earn While Learn Facility and Flexibility	Not available	<ul style="list-style-type: none"> • Developing research assistantships: Offer paid positions for students to assist faculty with research projects 	✓	✓		<p>Policy will be developed.</p> <p>Necessary changes will be incorporated in Curriculum along with necessary approvals from academic bodies.</p>
			<ul style="list-style-type: none"> • Designing of curriculum for incorporating Earn While Learn Facility 				
20	Flexibility and multidisciplinary	<ul style="list-style-type: none"> • Choice based system in prevalent in college for selection of courses 	<ul style="list-style-type: none"> • Certificate programmes in Research and Innovation • UG & PG curriculum should allow students to work on their projects/research under the guidance of their research guide 	✓			<p>Certificate courses will be designed and placed for approval</p> <p>Necessary changes will be incorporated in Curriculum along with necessary approvals from academic bodies.</p>
21	Opportunities to Develop & Utilize Research & Innovative Thinking Skills	<ul style="list-style-type: none"> • Incubation Centre • Intent (Business Plan Competition) and other college festivals 	<ul style="list-style-type: none"> • Organising Hackathons and other similar competitions • Business Plan • Competition should be arranged at Inter College level 	✓			<p>Proposal to be submitted to higher authority</p>

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E. Human Resource Management Enablers

Sr. no.	Type	Current Capabilities	Envisioned Goals	2024-2029	2030-2034	2035-2039	Plan of Action
1	Student and learner enabler						
A	Holistic admission framework	<ul style="list-style-type: none"> • Transparent admission procedure which is displayed on the college website • Support of administrative and academic staff to facilitate smooth conduct of admission • Facility of online admission to outstation students • Separate quota for Sports, Ex-servicemen, PHLD & and students having some talent. 	<ul style="list-style-type: none"> • 24/7 support to handle admission process & related queries. 		✓		<p>To provide 24/7 admission support over next 10 years</p> <p>Digitalizing the admission process with 100% online support using chatbot and AI.</p>
B	Merit and equity based financial aid	<ul style="list-style-type: none"> • Scholarships are provided to - meritorious students - Students belonging to 	<ul style="list-style-type: none"> • Providing information about the norms for scholarship on 				By providing information about the norms for scholarship on website (in Student Support section)

		SC /ST - Students belonging to economically backward class	website and during orientation so that maximum students can avail benefit of it				
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C	Academic success programs	<ul style="list-style-type: none"> • Regular mentoring to resolve the students problems • Bridge courses to students from diverse background • Introduction of subjects like Dance, Drama , Sports and Music which helps students to harness their talents • Curriculum to meet the industry requirements • Certificate programs • Excellent placement 	<ul style="list-style-type: none"> • 360 degree feedback • Qualitative feedback to be included. 	✓			Annual feedback (Qualitative & Quantitative) from all the stakeholders and external experts.
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2	Staff empowerment enabler					
A	Competency based recruitment	<ul style="list-style-type: none"> Recruitment & appointment is done on the basis of SET/NET, professional qualifications & research performance. 	<ul style="list-style-type: none"> Relaxation of qualification for outstanding faculties (Industry experience/ professional qualifications) Design Competency Framework for ICT and Open; Learning (Refer UNESCO Framework) 	✓		<p>Lateral appointment of industry experts for selected courses.</p> <p>MOUs with industries for lateral appoint.</p> <p>Conducting qualitative and quantitative analysis of existing teachers' competency.</p> <p>Designing/ Implementing Competency Framework for Identifying & assessing LMS & blended learning skills. (Refer UNESCO Framework)</p>

B	Professional development and growth	<ul style="list-style-type: none"> • Reimbursement of publication fees for research papers • Felicitations of employees who have completed PhD • CAS promotion to employees 	<ul style="list-style-type: none"> • Sponsoring higher education study of faculties and also granting leaves for the same. • Making provision for professional upgradation of faculty members. 		✓	<p>Provision for leaves for attending/ participating in conferences/ programs of high repute (IITs, IIMs, foreign institutes etc.).</p> <p>Collaboration/MOUs with foreign Universities/ industries for research & skill development programs.</p> <p>Encouraging faculty members to pursue AICTE post-doctoral Fellowship program/ Scheme.</p> <p>Encouraging faculty members to pursue 'The Fulbright Specialist Program' for professional upgradation. https://www.usief.org.in/FIC-Institutional-Awards.aspx</p>
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C	Inclusive induction protocols	<ul style="list-style-type: none"> • Formal FDP for faculty of different subjects • Quality circle session for faculties • Workshops 	<ul style="list-style-type: none"> • Planning offsite visits and FDPs • Specific Training on E-Content Development and Assessment Methods. 	✓			<p>Scheduling at least 1 industry relevant offsite visits & 1 FDP in year by collaborating with local (5 years)/ global (10 Years) industries.</p> <p>Collaborating with PMMMT TLC centres for FDPs.</p> <p>Conducting at least one hands- on training for creating engaging videos and assessments.</p>
3	Faculty and researcher enabler						
A	Transparent recruitment and appointment.	<ul style="list-style-type: none"> • Recruitment & appointment is done on the basis of NET, professional qualifications & research performance. All the Government guidelines are followed in its true form. 	Rubrics can be designed to add transparency and move towards good governance.	✓			Add Rubrics based on competency mapping aligning with UGC regulations and University of Mumbai guidelines.

B	Continuous professional and pedagogical development	<ul style="list-style-type: none"> FDPs, workshops, Conferences & Quality Circles. 	<ul style="list-style-type: none"> Discipline specific, Multi-disciplinary & research workshops can be organised. 	✓			<p>Forming cross-functional/departmental quality circles for discussion on ideas/ problems.</p> <p>Encouraging usage of Swayam to learn on Design Thinking, AI, Qualitative studies etc.</p>
C	Tenure and promotion mechanisms	<ul style="list-style-type: none"> Provision of CAS & yearly increments are in force 	<ul style="list-style-type: none"> Progression related provisions for contractual staff members. 				Tenure and promotion as per UGC norms
4	Cross functional enabler						
A	Recognition and reward systems	<ul style="list-style-type: none"> Faculty members are facilitated and financial assistance is also provided for research assignments. 	<ul style="list-style-type: none"> Awards for best performers. Research, academics, industry assignments (consulting), contribution in curricular, co-curricular, social/cultural achievements etc. 	✓			To give awards (Annually) to best performers based on pre-defined criteria approved by higher authorities.

B	Resilience and wellbeing programs	<ul style="list-style-type: none"> • Workshop on mental health was organised by WDC (Women's Development Cell). • Counselling facility is available on campus. 	Workshops on mental health & stress management can be organised to make these initiatives more impactful.	✓			Organise at least one workshop on mental health/stress management every semester
C	Leadership and collaborative opportunities	Leadership and collaborative opportunities are regularly provided to faculties & students	By assigning Convenorship and leadership roles for several cross departmental teams/ and cross-functional projects.	✓			<p>Developing & nurturing mentor-mentee eco-system for teachers.</p> <p>Organize regular workshops focused on leadership skills, including conflict resolution, effective communication, and strategic planning.</p>
5	Strategic funding and emotional support enabler						

A	Innovative funding strategies	<ul style="list-style-type: none"> • MRP funding for teachers. • Reimbursement of conference fees 	Funding for design patents, Scopus publications etc.		✓		Adequate financial support with a condition of sharing the credit/ownership with the Institute.
B	Emotional intelligence and support networks	<ul style="list-style-type: none"> • Counselling facility for employees 	<ul style="list-style-type: none"> • Arrange offsite visits for faculties for team building, conflict management, negotiation, resilience building etc. 		✓		<p>Organize Workshops: Schedule regular workshops focusing on emotional intelligence (EI) skills, such as self-awareness, empathy, and emotional regulation.</p> <p>Invite Experts: Bring in EI professionals to facilitate training sessions and provide tools for teachers to enhance their emotional skills.</p> <p>Follow-Up Sessions: Offer follow-up sessions to reinforce learning and encourage ongoing practice.</p>
6	Enablers for pedagogical innovations						
A	Pedagogical excellence initiative	<ul style="list-style-type: none"> • Teaching Plans • Session Plans • Academic Audit 	Move towards blended learning and adoption of LMS system.		✓		Integration of LMS system such as MOODLE or create one in existing system.

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F. Supportive - Facilitative Enablers

Sr. no.	Type	Current Capabilities	Envisioned Goals	2024-2029	2030-2034	2035-2039	Plan of Action
1	Accessibility/ Proximity to leaders	<ul style="list-style-type: none"> • Mentors for each class • Welfare committee 	<ul style="list-style-type: none"> • Podcasts • Tedtalks 	✓			Collaborate with Alumni and other stakeholders to create podcasts.
2	Rich Communication	<ul style="list-style-type: none"> • Magazines • Notices and other information on college website 	<ul style="list-style-type: none"> • Active presence on social media • College Application 		✓		Collaborate with Alumni and other stakeholders to create podcasts.
3	Role Model	<ul style="list-style-type: none"> • Directory of successful Alumnus 	<ul style="list-style-type: none"> • Wall of Fame 	✓			Establish a wall of fame with physical and digital displays.
4	Institutional values (Core Values)	<ul style="list-style-type: none"> • Code of conduct 	<ul style="list-style-type: none"> • Employee contribution to institutional vision and management • Workshops • Value Lab 	✓			Launch the Value Lab to encourage employee contributions through workshops.
5	Vision	<ul style="list-style-type: none"> • Vision statement 	<ul style="list-style-type: none"> • Reframe the vision statement to include technology and relevance 	✓			Collaborate with key stakeholders to draft a revised vision statement.

6	Trust among stakeholders and outsiders	<ul style="list-style-type: none"> • Grievance redressal committee • Disciplinary committee 	<ul style="list-style-type: none"> • Orientation for parents • Updates regarding exams 		✓		Parents can be kept informed and updated through development of college application
7	Institutional Tradition Rituals	<ul style="list-style-type: none"> • College fests (Umang) • Celebrating milestones at Annual Day • Publication of achievements in the magazine 	<ul style="list-style-type: none"> • Celebrating institutional values and employee individual milestones 	✓			Organize a monthly recognition event where employees are acknowledged.
8	Alternative strategy & Support network	<ul style="list-style-type: none"> • Student welfare committee 	<ul style="list-style-type: none"> • Online support through college application 		✓		Develop an online support portal on the college app itself.
			<ul style="list-style-type: none"> • Consultation meetings (inter-departmental) 	✓		Schedule regular inter-departmental consultation meetings	
			<ul style="list-style-type: none"> • Repository of content for teachers 		✓	Build a digital content repository where teachers can upload, share, and access lesson plans, teaching resources, and best practices.	

9	Goal setting in every student	<ul style="list-style-type: none"> • Goal setting activities conducted for students under the course of life skills 	<ul style="list-style-type: none"> • Goal Boards • Display for achieving milestones • Guest lectures • Practical tools for setting goals 	✓			<p>Create interactive goal boards in common areas.</p> <p>Design a prominent display area that highlights individual and group milestones.</p> <p>Organize a series of guest lectures featuring professionals from various fields to help students create actionable plans and track their progress effectively.</p>
10	Safety & Security	<ul style="list-style-type: none"> • CCTV • Fire escape • Anti-ragging committee • Grievance cell • Mentors for each class 	<ul style="list-style-type: none"> • Safe entry points • Evacuation plan in case of emergency 		✓		<p>Develop and communicate a comprehensive evacuation plan.</p>
11	Search for proximity (Local friends. Local food, local culture)	<ul style="list-style-type: none"> • Linguistic associations (GSM, HSM, MSM) • Celebrating various days 	<ul style="list-style-type: none"> • Formation of buddy committees for outstation students • Promoting local cuisine 	✓			<p>Establish buddy committees by recruiting volunteers (existing outstation students) to mentor and assist newly joined outstation students in acclimating to campus life and local culture.</p>

12	Legacy of the system	<ul style="list-style-type: none"> • Associations like Alumni • Annual Day • Fests • Convocation (Certificate distribution) • Transparency of process on the website 	<ul style="list-style-type: none"> • Annual events in collaboration with Alumni for celebrating institutional legacy 	✓			Conduct annual alumni gatherings
			<ul style="list-style-type: none"> • Coffee table book 				Success stories to be collated and published yearly in a special edition book/magazine.
			<ul style="list-style-type: none"> • Class 3&4 employee satisfaction survey • Student satisfaction survey 				Conduct employee and student satisfaction survey.
13	Openness in terms of information	<ul style="list-style-type: none"> • Bulletin boards on college website 	<ul style="list-style-type: none"> • College Application 		✓		Information and news related to the college can be passed on to the students and faculties through development of college application
14	The Ability of the institution to deliver on promises	<ul style="list-style-type: none"> • Redressal Committee • Information on various committees on the website 	<ul style="list-style-type: none"> • College Application 		✓		Information and news related to the college can be passed on to the students and faculties through development of college application

15	Accountability measures	<ul style="list-style-type: none"> • Compliance Policy and Standard Operating Procedures 	<ul style="list-style-type: none"> • Regular feedback loop for all the stakeholders 	✓			Establish a structured feedback system that includes surveys, focus groups, and suggestion boxes.
16	Mental Health	<ul style="list-style-type: none"> • Counsellor • Mentors for each class 	<ul style="list-style-type: none"> • Formation of mental health club 	✓			Recruit interested students and faculty to establish the club, organize activities focusing on mental health education.

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G. Networking & Collaborations Enablers

Sr. no.	Type	Details	Current Capabilities	Envisioned Goals	2024-2029	2030-2034	2035-2039	Action Plan
1	Strategic Collaborations	<ul style="list-style-type: none"> • Integrated Partnerships: Forge partnerships across industry, academia, and communities through MOUs. •Diverse collaboration for research, curriculum design, and community engagement initiatives 	<ul style="list-style-type: none"> • 5 existing MOU with Industry & NGO <p>(Renewal of those which are expired and soon to be expired)</p>	<ul style="list-style-type: none"> • New MOU with Government Bodies/ Institutions/Agencies & NGO. (Opportunities for Internships, R&D, Exchange Programs) • More engagements and programs with International Universities (Dual degree in Commerce and Management Disciplines) • Association with International Bodies (Trade and Commerce) 	✓	✓	✓	Identify key partners such as government agencies, NGOs, and international universities. Develop proposals for MoUs, collaborative programs, and international recognition. Initiate contact to present these proposals and negotiate terms. Formalize agreements and launch initiatives, then promote achievements and evaluate the impact of the collaborations.

2	Academic and Research Excellence	<ul style="list-style-type: none"> • Cross-Institutional Synergy: Pursue academic • collaborations for co-research, shared curricula, and inter mobility of students, enabling dual degree programs and joint use of facilities. 	<ul style="list-style-type: none"> • Received Empowered autonomy in 2024 • In pipeline MOU with George Washington University for Dual degree 	<ul style="list-style-type: none"> • Incorporate Research hrs in Teachers Timetable • More integration with Sister colleges • Inter-mobility of students among sister colleges • Joint degree with foreign universities 	✓	✓	✓	Identifying the feasibility of inclusion of teaching hours. Give recommendation to the management for more integration with sister colleges and to take leads from NMIMS for joint degree programme.
		<ul style="list-style-type: none"> • Research Collaboration: Create consortia for shared databases, library access, and co-authored research to drive innovative outcomes and participate in international research projects. 	NMIMS Mithibai	<ul style="list-style-type: none"> • International Universities Joint Research Program (Interdisciplinary Focus) • Fully funded international research initiatives (Interdisciplinary Focus) • Dual degree with research component (Interdisciplinary Focus) 	✓	✓	✓	To take guidance from NMIMS in terms of process, requirements and other aspect.

3	Practical Exposure and Experience	<ul style="list-style-type: none"> •Hands-On Learning: Integrate practical skilling with theoretical learning through industry consultations, usage of shared workshops, and live project opportunities. 	<ul style="list-style-type: none"> •More than 30 associations with multiple fests •Guest Seminars •Experiential learning activities 	<ul style="list-style-type: none"> •Industrial Visit National and International Level •Students Exchange Program •Establish partnerships with local industries to provide students with real-world problem-solving opportunities. •Develop shared workshops and labs equipped with industry-standard tools and technology. •Encourage collaboration between different departments to use these facilities for interdisciplinary projects. (Commerce-Economics, Management-Psychology, Commerce-Environment Studies, Commerce-IT) •Partner with companies (Finance , Marketing , IT domain) to provide 	✓	✓	✓	<p>Create MOU's with Industrial and corporate bodies in terms of internships. Exchange program, industrial visits.</p> <p>Collaborating with Research organisations.</p> <p>Generating funds through alumni support.</p>
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				<p>internships and co-op programs that count towards course credit</p> <ul style="list-style-type: none"> • Establish innovation and incubation centres where students can work on start-up ideas and innovative projects with industry support. 				
		<ul style="list-style-type: none"> • Earn While Learn Initiatives: Establish programs that allow students to engage in live projects and hybrid learning models to gain professional experience while studying. 	<ul style="list-style-type: none"> • KVIC student project • Compulsory internship in some programmes 	<ul style="list-style-type: none"> • Internship hrs to be included as credits • Implement "Earn While Learn" programs enabling internships aligned with their academic curriculum. (Program Specific) • Compulsory "Earn While Learn" initiatives in professional programmes enhancing partnerships with industry for professional development opportunities integrated into the academic experience. 	✓	✓	✓	<p>Inclusion of Internships, Industry projects and assignments in the credit structure.</p> <p>MOU's with Companies and Industry association.</p>

				(Program Specific) <ul style="list-style-type: none"> Expand "Earn While Learn" to all the programmes, enhancing partnerships with industry for professional development opportunities integrated into the academic experience. (Program Specific)				
4	Community Engagement and Service	<ul style="list-style-type: none"> Social Integration: Collaborate with NGOs and social service organizations for rural outreach and fieldwork, participating in government programs like Unnat Bharat Abhiyan for societal development. 	<ul style="list-style-type: none"> Association and activities under Rotaract Club NSS DLLE Enactus Umang and Insight 	<ul style="list-style-type: none"> Department wise and All association to incorporate Community Engagement and exposure to all students. (Departmental Collaborations with NGOs) Collaborate with NGOs (Regional) and social service organizations annually for rural outreach and fieldwork, actively participating in government programs like Unnat Bharat Abhiyan to impact local communities. (Supporting Government Initiated Social Programmes) Expand partnerships to engage with NGOs annually, 	✓	✓	✓	Identify NGOs, create partnership agreements, develop engagement programs for students, promote opportunities, and assess outcomes to ensure effective collaboration. Focussing on government initiated social ventures and programmes as to provide support to the achievement of objective.

				<p>regional ,national scaling rural outreach and fieldwork efforts under government initiatives, promoting sustainable societal development through collaborative projects. (Taking lead positions)</p> <ul style="list-style-type: none"> • Adoption of a village to enable them in social and economic upliftment 				
		<ul style="list-style-type: none"> • Civic Partnerships: Engage with local bodies and communities to foster sustainable development and implement field-based educational programs. 	<ul style="list-style-type: none"> • Faculty members are members of associations such as ICAI , ICWA etc. 	<ul style="list-style-type: none"> • Form collaborations with local government bodies, non-profits, and community organizations. • Student contribute, in financial literacy programs, local business development, and sustainability projects • Integrate community service and civic engagement into the commerce curriculum. • Launch field-based programs where students can work directly with local 	✓	✓	✓	<p>Research and list potential local bodies and community organizations for partnerships. Reach out to stakeholders to propose collaborative efforts and discuss mutual interests. Formalize agreements through MOUs or partnership agreements detailing roles, responsibilities, and goals.</p>

				<p>businesses and communities.</p> <ul style="list-style-type: none"> •Expand partnerships to include regional and national organizations. •Establish a Community Development Centre on campus that serves as a hub for civic engagement activities. •Create internship and fellowship programs with local government and non-profit organisations •Develop global partnerships for civic engagement, allowing students to work on international projects. 				
5	Professional Development and Employment	<ul style="list-style-type: none"> •Placement Networks: Build networks with various industry sectors for internships and job placements, leveraging placement cells for 	<ul style="list-style-type: none"> •Full time Training and Placement officers. •Skills Department 	<ul style="list-style-type: none"> •Integration of Training and development (Skills) as a part of overall timetable for all the programmes. 	✓	✓	✓	Build and strengthen placement networks with diverse industry sectors through strategic partnerships, host networking events, leverage placement cells for proactive

		networking and employment opportunities.		<p>Converting TNP (Training and Placement) Cell to TNP office with full time employees.</p> <ul style="list-style-type: none"> •Compulsory internship for all. (Program Specific) 				outreach, develop internship and job placement opportunities, and track success metrics to ensure effective employment outcomes for students.
		<ul style="list-style-type: none"> •Faculty Consultancy: Promote faculty-led consultancy to enhance industry-institute relationships and ensure faculty remain current with industry practices. 	<ul style="list-style-type: none"> •FDP's Industrial Visits 	<ul style="list-style-type: none"> •Establish a structured program with guidelines and processes for faculty consultancy engagements. •Recognize and Reward Faculty for Successful Consultancy Work •Create platforms for faculty to connect with industry professionals and identify consultancy opportunities. •Develop Strategic Industry Partnerships for Long-Term Collaboration 	✓	✓	✓	

6	Quality and Credibility	<ul style="list-style-type: none"> •Accreditation and Certification: Secure recognition from national and international accreditation bodies, enhancing the institution's brand value and ensuring a commitment to educational excellence. 	<ul style="list-style-type: none"> •NAAC accredited, Empowered Autonomous Status 	<ul style="list-style-type: none"> •Focus on NIRF Ranking •NAAC Re- Accreditation •International accreditation 	✓	✓		<p>Focussing on securing higher NAAC grade.</p> <p>Appointment of Quality Compliance officer.</p>
		<ul style="list-style-type: none"> •Quality Assurance: Adopt quality assurance frameworks from recognized agencies to improve internal standards and learning outcomes 	<ul style="list-style-type: none"> •NAAC AQAR 	<ul style="list-style-type: none"> •Create a Global Impact Through Innovative Educational Models. •Achieve Top Global University Ranking 			✓	<p>Focussing on holistic institutional development .</p>
7	Innovation and Entrepreneurship	<ul style="list-style-type: none"> •Start-up Ecosystem: Establish incubation centres, funding avenues, and 	<ul style="list-style-type: none"> •Incubation Centre established 	<ul style="list-style-type: none"> •Atal Incubation centre •Host a Major Annual National Start-up Conference 	✓	✓	✓	

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		ideation networks to support start up initiatives and foster a vibrant entrepreneurial ecosystem.		<ul style="list-style-type: none"> •Host a Major Annual International Start-up Conference 				
		<ul style="list-style-type: none"> •Digital Infrastructure: Provide a strong digital backbone to support start up activities, including access to digital resources and networks. 	<ul style="list-style-type: none"> •Multiple IT labs with various software's 	<ul style="list-style-type: none"> •Digital Platforms and tools: Start-up Management Platform •Network Infrastructure. Assess to various digital resources of global repute. •Training and Support Team for daily website update and data management •Use of AI for enabling better digital infrastructure. •Continuous Technology upgradation supporting up-to-date digital infrastructure. 	✓	✓	✓	<p>Appointment of panel of experts for creation, training and handling digital infrastructure.</p> <p>Recommendation to the Management</p>

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H. Physical Enablers

Sr. no.	Type	Current Capabilities	Envisioned Goals	2024-2029	2030-2034	2035-2039	Plan of Action
1	Smart Campus	<ul style="list-style-type: none"> • Smart taps • LED lamps 	<ul style="list-style-type: none"> • Smart lights • Smart AC system 		✓		Facilities of this nature are likely to be made available at the new NM College building
2	Green / sustainable building	<ul style="list-style-type: none"> • Rain water harvesting • Central air-conditioned high-tech building 	<ul style="list-style-type: none"> • Electronic waste disposal system 	✓			Collaborated (MOU) with Threco- the recycling company for e-waste recycling
3	Administrative Block (Admissions & Counselling area)	<ul style="list-style-type: none"> • Administrative office • Counselling room 	Full time Academic & Psychological Counsellor on campus		✓		Facilities of this nature are likely to be made available at the new NM College building

4	Library / Digital resource centre	<ul style="list-style-type: none"> • Library with stock area • Reading room • Access to Online digital resources on website 	<ul style="list-style-type: none"> • Adequate in books / journals stock area • Adequate reading room for students (10% capacity of total students) • Staff reading room • Cyber café *Printing facility with charges automated through SAP ID and digital valet. 		✓		Facilities of this nature are likely to be made available at the new NM College building
5	Lecture complex, classrooms	<ul style="list-style-type: none"> • Classrooms 	<ul style="list-style-type: none"> • Meeting/interaction rooms for students 		✓		Facilities of this nature are likely to be made available at the new NM College building
6	Tutorial rooms	<ul style="list-style-type: none"> • Counsellor Room, Staff room. 	<ul style="list-style-type: none"> • Meeting/interaction rooms for teachers to guide/tutor students 		✓		Facilities of this nature are likely to be made available at the new NM College building
7	Examination Branch	<ul style="list-style-type: none"> • Separate examination branch • Strong room 		✓			
8	Facilities to faculties	<ul style="list-style-type: none"> • Staff room 	<ul style="list-style-type: none"> • Faculty lounge room & recreation area with pantry 		✓		Facilities of this nature are likely to be made available at the new NM College building
9	Meeting rooms	<ul style="list-style-type: none"> • Conference room 	<ul style="list-style-type: none"> • Adequate space with presentation equipment and sitting capacity for 30 to 50 people 			✓	Facilities of this nature are likely to be made available at the new NM College building

10	Office room	<ul style="list-style-type: none"> • Separate room for office staff 		✓			
11	Laboratories and Research Centres	<ul style="list-style-type: none"> • Laboratories • Research Centres • Online digital information resources 	<ul style="list-style-type: none"> • Department libraries • Research Centres for IT • Commerce & Accountancy Labs 		✓		Facilities of this nature are likely to be made available at the new NM College building
12	Computer centre/ Multimedia Studios	<ul style="list-style-type: none"> • Computer labs 	<ul style="list-style-type: none"> • Cyber café for students • Multimedia Lab 		✓		Facilities of this nature are likely to be made available at the new NM College building
13	Cafeteria/Dining room/Mess	<ul style="list-style-type: none"> • Cafeteria 	<ul style="list-style-type: none"> • Staff dining room • Pantry on each floor 		✓		Facilities of this nature are likely to be made available at the new NM College building
14	Games and sports facility	<ul style="list-style-type: none"> • Gymkhana 	<ul style="list-style-type: none"> • Gymnasium with necessary equipments. • Outdoor sports facilities 	✓	✓		Facilities of this nature are likely to be made available at the new NM College building
15	Auditorium and conference rooms	<ul style="list-style-type: none"> • Auditoriums • Conference rooms 	<ul style="list-style-type: none"> • Mini auditorium 		✓		Facilities of this nature are likely to be made available at the new NM College building
16	Hostels	<ul style="list-style-type: none"> • SVKM's Shared Hostel facilities 	<ul style="list-style-type: none"> • Reserve rooms in nearby hostels (Basic requirement) 	✓			Facilities of this nature are likely to be made available at the new NM College building

17	Parking	<ul style="list-style-type: none"> Partially on campus 	<ul style="list-style-type: none"> Parking space for all 		✓		Facilities of this nature are likely to be made available at the new NM College building
18	Exhibition Hall	<ul style="list-style-type: none"> Seminar cum Exhibition 	<ul style="list-style-type: none"> Exhibition hall 		✓		Facilities of this nature are likely to be made available at the new NM College building
19	Guest accommodation	<ul style="list-style-type: none"> Availability in nearby Hotels 	<ul style="list-style-type: none"> Guest House – reserved service rooms nearby (Basic requirement) 	✓			Send recommendation to SVKM
20	Commercial shops/ Centres	<ul style="list-style-type: none"> Photocopy facility on the premises 	<ul style="list-style-type: none"> Small convenience shop/stationery store 		✓		Facilities of this nature are likely to be made available at the new NM College building
21	Health and well-being	<ul style="list-style-type: none"> Dispensary Nearby hospitals Doctor on call 		✓			Facilities of this nature are likely to be made available at the new NM College building
22	Students recreation facilities	<ul style="list-style-type: none"> Ladies common room Gents common room 	<ul style="list-style-type: none"> Indoor Games Meditation & Yoga Room Dance/Drama practice rooms 		✓		Facilities of this nature are likely to be made available at the new NM College building
23	International Students Centres	<ul style="list-style-type: none"> LOR issues to students 	Establishing International Student centres		✓		Facilities of this nature are likely to be made available at the new NM College building

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24	Incubation Centre and Research Park	<ul style="list-style-type: none"> • Incubation Centre • Research Cell 	<ul style="list-style-type: none"> • Room for research Cell • Room for Incubation Centre and maker space 		✓		Facilities of this nature are likely to be made available at the new NM College building
25	Botanical park/ Garden	NIL	<ul style="list-style-type: none"> • Collaborative tree plantation 	✓			Regular activities in collaboration with NGOs
26	Vocational Education, Training and skilling infrastructure	NIL	<ul style="list-style-type: none"> • Lab for vocational education/ training • Rooms for skilling • Language Lab • EVS Lab 		✓		Facilities of this nature are likely to be made available at the new NM College building

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I. Digital Enablers

Sr. no.	Type	Current Capabilities	Envisioned Goals	2024-2029	2030-2034	2035-2039	Action Plan
1	Internet usage	Yes 100 mbps for teachers and 35 for students	Consistent upgrades for scalability, Future-proofing with next-gen networks	✓			Implement infrastructure enhancements to support future technologies like 5G and fiber-optics.
2	Website	Yes Website that is maintained in-house	Implement dynamic features, Integration with AI-based services, dedicated staff for maintenance	✓			Integrate AI-driven services, including dynamic dashboards and personalized academic tools. Appint dedicated web developer for web based tools
3	Online Messaging for Stakeholders' Groups	No	Introduce integrated messaging services, AI-driven personalized messaging		✓		Create unified messaging platforms with AI-driven personalized notifications and responses.

4	Online Blogs & Sites for Every Course	No	Integrate with Learning Management System, Continuous content update with AI tools		✓		Implement API integrations for LMS and AI to ensure continuous content refresh and recommendations.
5	Wi-Fi Campus	Yes	Maintenance and performance improvement, Implement next-gen Wi-Fi technologies	✓			Improve performance by adopting advanced Wi-Fi standards and regular system audits.
6	Online Study Material	No	Enrich with multimedia & interactive tools, Integration with VR/AR for immersive learning		✓		Use AR/VR to provide interactive learning environments and enhanced multimedia content delivery.
7	Digital Library	Yes	Expand access to research databases, AI-driven knowledge discovery	✓			Provide broad access to databases using AI tools for more efficient and thorough research.
8	Digital Publication	Yes (2 Journals)	Enhance collaboration features, Integrated academic social network	✓			Build academic social networks for collaborative research and shared learning experiences.

9	Paperless Office	Partially	Expand digital processes, Full integration of AI for office tasks			✓	Automate office processes using AI to streamline administrative tasks and decision-making.
10	Paperless Exams	No	Full digital exam implementation, AI proctoring and assessment analysis			✓	Implement AI tools for online proctoring and real-time exam performance analysis.
11	Online Evaluation	Yes	Introduce automated grading, AI-based analytics for student performance		✓		Use AI to automate grading and analyse student performance trends over time.
12	Website-Based Result Announcement	Yes	Automate data uploading from ERP, Advanced analytics for result trends		✓		Automate ERP data integration to perform advanced analytics on student results and academic progress.
13	NAD Marks cards Facility	No	Complete paperless marks cards, Block chain-based secure records		✓		Transition to fully digital marks cards with block chain for secure and verifiable records.
14	Online Admission Test	No	Expand capacity for remote admissions, AI-based test analysis			✓	Use AI to enhance remote admissions capacity and analyse entrance test results.

15	Education ERP	No	Add modules for finance, HR, etc., AI-driven ERP for predictive analytics			✓	Implement AI-powered ERP modules for predictive insights in finance, HR, and operational management.
16	Plagiarism Software Facility	No	Introduce deep learning tools, AI-assisted plagiarism detection			✓	Utilize deep learning for plagiarism detection in academic submissions.
17	Online Digital Magazine & Student Publication	No	Expand content formats, AI-based curation of student articles			✓	Use AI to curate and recommend academic articles based on student interests and academic progress.
18	Online Placement (Project, Internship, & Final)	No	Automate matching with employers, AI-driven placement suggestions			✓	Use AI to match students with employers based on their skills, preferences, and job openings.
19	Video Documentation of Each College	No	Expand to multimedia documentation, VR-based virtual campus tours			✓	Provide immersive virtual campus tours and multimedia documentation for prospective students.
20	Video Documentation on Public Platforms	No	Continuous engagement with public, AI-powered content recommendations			✓	Use AI to deliver personalized content and engagement strategies to public stakeholders.

21	Use of ICCT (AI, BA, CC, DS, MB, OC, VR & AR)	No	Integrate ICCT across courses, Full adoption for teaching/research		✓		Fully integrate ICCT (Information and Communication Technology) across teaching and research platforms.
22	Studio for Video Online Classes	No	Improve studio capabilities, Full-scale professional-grade studio			✓	Upgrade studio facilities for professional-grade content creation, such as lectures and tutorials.
23	Video Conference Facility	No	Enhance capabilities for hybrid learning, Full adoption of VR for virtual meetings			✓	Leverage VR for hybrid learning and enhance virtual meeting platforms for a seamless experience.
24	Online Open Publication System	No	Expand access for global collaborations, AI-assisted peer-review system			✓	Digital platform service purchase

Thank You