STRATEGIC PLAN 2020-25

RAM LAL ANAND COLLEGE
(DBT STAR COLLEGE)
UNIVERSITY OF DELHI
5, Benito Juarez Road, New Delhi-110021, India
URL: https://rlacollege.edu.in
Twitter: @RLAC_DU

ABOUT THE COLLEGE

Ram Lal Anand College was founded in the year 1964 by Late Shri Ram Lal Anand, a senior advocate in the Supreme Court of India, in response to the growing social demand in the sixties for providing educational opportunities at the university level. The college was initially managed by the Ram Lal Anand Trust and taken over by the University of Delhi in 1973 and thereafter has

been run by the University of Delhi as a University Maintained Institution.

The college is located in the picturesque surroundings against the backdrop of the Aravalli range in the neighborhood of South Campus, University of Delhi and several other educational institutions and is connected to Durgabai Deshmukh, South Campus metro station located on Ring Road.

It has a vast campus, spread over ten acres of land with green lawns and elegant buildings of much sprawling architectural merit. The college is Wi-Fi enabled with excellent infrastructure, state of the art Laboratories, Seminar Room, Amphitheatre, Library, Playground and Cafeteria. It is a multi-disciplinary, co-educational institution with more than 2500 students pursuing different programs in Humanities, Commerce, Management and Sciences. College is administered by a statutory Governing Body as per the University Ordinances and legislated by the Executive Council of the University of Delhi.

VISION

Facilitate development of youth as Nation-Builder through Higher Education

Inculcate Critical and Innovative thinking among Faculty and Students

Instil the principles of Democratic values, Tolerance, Empathy, Compassion and Sensitivity to make students Responsible Citizens

Provide Affordable and Quality Education to students from across all sections of the society

MISSION

Train students to develop critical thinking using interdisciplinary approach and other pedagogical methods

Encourage students to follow law of the land through institutional practices.

Equip students with adequate knowledge and skills to compete in the present employment setup using advanced learning resources

Sensitize students towards Environment, Gender, Human Rights and Social Justice by adopting several formal and informal modes of communication

Create an atmosphere of camaraderie and composite culture for effective integration of students coming from diverse regional and social backgrounds through various activities

We envision Ram Lal Anand (RLA) College where inclusiveness and excellence are seamlessly integrated into the scholarship and operations of the college. Over the years, RLA has established itself as one of the leading colleges in University of Delhi, driven by its rigorous academic programs, its socially inclusive approach to education, the research impact of its faculty, the ambition and creativity of its students and the successes of its alumni. RLA prides itself on not just keeping pace with the changing needs of education, but anticipating and contributing to that change through innovative research and education.

Today, more than ever, the national education system is being transformed by technological innovation, the ubiquity of learning materials, and the power of reforms. These same forces are turning the attention of policymakers toward problems that are outside the traditional boundaries of academic disciplines, requiring creative and interdisciplinary solutions. With our campus-wide strength and culture of collaboration, our college is uniquely positioned to provide intellectual leadership and practical solutions to these emerging problems and to educate the next generation, who will be the agents of change and value creators for business and society.

RLAC is committed to academic leadership in the Sciences, Social Sciences, Arts and Humanities, commerce and management, and to provide a learning environment that cultivates innovators, leaders, pioneers and entrepreneurs in all fields, and for all sectors of society. Our Strategic Plan demonstrates our commitment to positioning RLAC as the foremost institution of higher learning in University of Delhi and enhancing its academic profile. The plan aims to create opportunities for students and engagement across all departments and disciplines. The initiatives laid out in this document connect research and teaching with opportunities to solve real-world challenges of our day. This plan outlines programming and priorities related to academic exploration, diversity and collaboration—all vital components of our vision. Our Strategic Plan describes our ideals and articulates the present and future goals for academic programs, approaches to enriching equity and inclusivity, lifelong learning opportunities, ties to the communities we serve, alumni outreach and extra-curricular programs that advance these goals. By leveraging our expertise in Humanities and the Sciences, we can find innovative solutions, technologies and best practices to shape a better future.

1. <u>Enhancing Accessibility to Education and Employability</u>

The rapid pace of structural reforms in national and international educational sectors, technological changes and innovation, changes in skill requirements of work organisations and shifting demographic trends in educational attributes place a huge challenge in front of public educational institutions such as RLAC. In the 21st century, accessibility to education is not limited to democratising learning, it also refers to developing curriculum and practices that integrate the new inter-disciplinary development in research with teaching. At RLA, we are committed to enhancing the learning outcome of students by encouraging our faculties to adopt and acquaint with the emerging pedagogical technologies and tools. Additionally, curriculum development, teaching, and research policy must also focus on the integration of employability factor and skills to learning outcomes.

Priorities:
- Develop new infrastructure that supports emerging education technologies, and enable personalised and connected learning for all students.
- Promote pedagogies that enhance creative and ethical potential and thinking of students.

- Steps to make the teaching learning process interesting by providing facilities to faculties to create educational models, animations or any other such resource.

- Encourage practical learning to enhance ability to understand complex concepts of curriculum with openness, compassion and passion.

- Use of technology to provide access to courses through digital mode i.e. recording of lectures and making them available to students so that those who have no or interrupted supply of network could understand the contents at the time of availability of resources.

- Enriching laboratories with multiple number of equipment and by regular up gradation so that each students has personal learning experience.

- Provide free access to e-resources to all its students by taking memberships of various libraries or the Government of India resources.

- Encourage students to join various National and International events of academic and Co-curricular Nature.

- Introduction of new Honours courses at the Undergraduate and Postgraduate levels to support our existing Honours courses in Humanities and Sciences.

- Launching of new add-on skill Development short term Certificate Courses to augment the curriculum and prepare its students for industry employment.

- Offer Job Oriented Skill Enhancement Courses from the curriculum with provisions of hands-on experience or field training.

- Provide sufficient choice to students to expose them to diversity of subjects or streams through General Electives and Discipline Specific Electives.

- Encourage faculties to organise international/national conferences, seminars, symposiums, webinars and department wise monthly lecture series to facilitate interaction with practitioners, policymakers and corporate sector. Our plan envisages developing a model to create a platform where students benefit and learn skills through these interactions.

- Provide corporate and public sector exposure to students along the IIM/IIT model. Our plan is committed to investing in tie-ups with corporate and public sectors.

- Enhance the understanding of students through educational/Field tours to specialized Institutes or the sites of economic, social, environment or historical importance.

- Recruitment of faculties by establishing a balance in faculty specializations.

- Encourage faculty to pursue various Faculty Development Programs/ hands-on-workshops/ refresher courses to update and specialize their teachings.

- Encourage fast learners to join online courses like Moocs and Coursera to learn little extra and augment the curriculum for better understanding.

- Workshops and add-on courses on writing skills and language understanding to improve upon their communication which is one of the most important criteria for employment in any sector.

- Organize coaching classes to enhance the success rate in CAT, GATE and various other job related examinations like POs or clerks in Banks, Civil Services, GLA, SSBs in various Central/state departments.

- Personality and soft skills assessment followed by workshops for further improvement

- Organize internship fairs to increase the understanding of the corporate culture and job requirements.

- Strengthen the campus placement mechanisms by increasing the tie ups with corporate and industry.

- Assessment of teaching learning outcomes on very regular basis and implementation of a robust mechanism to address poor teaching learning experience.

- Encouraging faculties to enhance their specialization skills through completing PhD.

2. <u>Research, Innovation and Entrepreneurship</u>

The modern education system and emerging trends in fields outside of academia is largely centred on path-breaking research and research institutions. This requires investment in developing the research potential of educational institutions. Research and innovation are the key drivers and propelling forces behind the advances in education sector. From Humanities to Sciences and Economics to Political Science, the emerging inter-disciplinary research fields such as data-science, visualisation techniques, block-chain technologies, GIS are rapidly reshaping and pushing the boundaries of discipline-centric curriculum. Over the years, RLA has developed a very robust network of labs and secured many research projects that helped in enhancing our research profile. Our strategic plan outlines a series of proposals to foster research and engage diverse perspectives. Innovation, creativity and entrepreneurship are the key driving forces of emerging markets and

economies. The Government of India's boost to innovation and self-reliance has opened new vistas and opportunities to the youth through various schemes. It is the prime duty of Higher Educational Institutes to encourage youth to think out of box and to nurture their innovative ideas into products and train them to become successful entrepreneurs. The plan aims to make research, innovation and entrepreneurship an integral cultural value of RLA's academic vision.

Priorities:

- To develop college as an important research hub by investing in scholarship and fundamental research.
- Promote research based inquisitive teaching learning pedagogy.
- Provide an unhindered administrative and infrastructural support to undertake high quality and meaningful research.
- Develop collaborations and network with the industry and esteemed national and global research institutions.
- Encourage faculties to submit research proposals to Government and Non-Government Sources for generating extramural funding.
- Promote faculty and student research on issues of social concern, public health, rural empowerment, Environment, SC/ST/women empowerment through SC-ST Science and Technology Hubs, innovation and entrepreneurship.
- Encourage faculty to supervise PhD scholars to create research culture.
- Make provisions from college resources for funding of consumables and contingencies required in PhD research.
- Initiate publication of in-house research Journals of multidisciplinary and specialized nature. We will strive hard to acquire international reputation of these Journals.
- Undergraduate Student participation in research projects to prepare them for making wiser career decisions.
- Provisions for funding of small research projects from the college resources so that enough preliminary data is collected and a trend is analysed before submitting research proposals to outside agencies for funding.

- Increase the accessibility of research outcomes of the college through publications in High impact journals indexed in International databases like Scopus or Web of Science.
- Promote and support faculty and students to translate innovative scientific or community need based value added ideas into prototypes/models/policy and arrange funding for testing and incubation.
- Provisions for Seed Grants from college for initiating any new ventures/start-up ideas of students
- Establish a pre-incubation centre or incubators for value added translational ideas of students and faculty.
- Funding of IPR applications and payment of registration and maintenance fee of IPRs
- Incentivize the faculty and students for any IPRs arising out of the research conducted in the college.
- Organize workshops to train students on the various facets of entrepreneurship and business development and funding opportunities from Government and venture capitalists

3. **Diverse and Inclusive Growth with Social Outreach**

Education is an increasingly collaborative process that advances through contributions from diverse social groups, cultural engagements, communication and knowledge. Indeed, diversity and inclusion have been shown to improve the performance of an educational institution. It inspires scientific innovation through greater depth and scope of ideas, alternative perspectives, methods and approach. At RLA, we aim to make education accessible to all students and faculties, regardless of their social and cultural backgrounds stringently following the constitutional mandate in true spirit. In the past years, we have placed significant emphasis on creation and cultivation of diversity and inclusion. Our plan aims to sensitize students, foster solidarities, generate sensitivity among students and faculties and make college an inclusive place for all.

- Conduct regularly Remedial Classes to consider the special needs of students coming from diverse linguistic and social backgrounds who could not cope up the curriculum well.
- Dedicated state-of-art language lab to enhance the communication skills to prepare students for interviews and future job requirements.

- Expanding the scope of remedial classes and introducing courses on creative writing to enhance the cognitive and comprehensive ability of students.

- Special mentor-mentee programme strives to enhance communication between faculties and students; it helped many students cope with stress of remote learning during the Covid-19 pandemic. One to one teacher and peer group mentoring of PwBD and North East Students.

- Along with creating a *Divyang*-friendly infrastructure, college is also striving to adopt new technologies, subscribing to software and digital platforms, online libraries, repository to enhance learning outcomes of specially-abled students.

- Following the *Beti Bachao, Beti Padhao* initiative of Indian government, we envision a gender-friendly college campus for students. Through their programmes, our college committees and societies stress the need for a safe-workplace for women, producing educated and financially independent female workforce, and socially empowered individuals.

- Concession for girls in merit for admissions at UG level to give them a fair chance in education.

- Scholarships and felicitations to all girl toppers of the class and streams.

- Create a friendly space for students where concerns of mental and psychological well-being of students are addressed properly. We have dedicated our resources and give utmost importance to our students and faculties. In this respect, NCC and NSS constantly highlight and organise programmes to cater to the physical and mental well-being of students. We aim to further expand the scope of our activities in this direction.

- Introduction of new courses that diversify the existing pool of students and faculties in college. These new courses will also support the existing academic programme in college.

- Organise various Faculty Development and skill-based teacher training to advance the skill of faculties coming from diverse social and academic background. With active intervention from college, the teacher training programmes will impart inter-disciplinary approach, inculcate alternative perspectives, upgrade technological skills and expand the spectrum of knowledge.

- Free coaching classes to prepare for various entrance and job related examinations.

- Sensitize students and faculty towards the need of all those students from diverse cultural and social backgrounds.

- Follow stringently the defined principles of gender, PwBD and Mentor-mentee policies.

- Provide entrepreneurial power through students to transform lives of people with little or no income with pride.

- Enhance outreach programs for society through NCC and NSS.

- Seek new partnerships and deepen our existing relationships with various organizations working to uplift and empower the socially and economically deprived communities.

4. <u>Infrastructure Augmentation and Sustainable Development</u>

Our strategic plan must be vigilant in ensuring that all academic and research spaces are magnets for student-faculty innovation that promotes problem-solving and creativity. However, such a plan can only be accomplished by investing in campus infrastructure and designing physical infrastructure that accommodates the goals of national education policy, educational reforms and student-centred space. Our plan proposal includes supporting existing programmes, launching new initiatives and developing sustainable infrastructure in college campus. While developing a student-centric physical and digital infrastructure, we are also committed to modelling an institutional pathway to a more sustainable campus.

- Focus on education technologies will be integral to the scaling of RLA infrastructure.
- Create new smart classroom and laboratory infrastructure that fosters the full potential of new educational technologies. We are committed to introducing more digital interactive platforms and transform 50% of our classrooms into smart classrooms by 2025.
- Introduce more digital libraries, journals, reading materials, knowledge repository. Digital augmentation plays a critical role in the learning outcomes of *Divyang* students and students coming from diverse linguistic backgrounds.
- Upgrade existing digital infrastructure platform such as SUGAM, N-List, Kindle, National Digital Library etc. Providing each and every student membership to these digital e-resources.

- Introduction of new courses in Humanities and Sciences would require opening of more laboratories. These labs will enhance the quality and capacity of our existing labs. For instance, our language lab caters to the needs of students from various disciplines.
- Further supplement *Divyang*-friendly physical infrastructure, developed over the years, with digital infrastructure.
- Introducing RLA Community Radio to improve communication skills of our students and provide hand's on training to students of BJMC.
- Creating a state-of-art studio-theatre in the college for practicing dance and drama.
- Installation of a solar power net metering system with a capacity to convert the campus into positive energy generator.
- Installation of sewage treatment plant to 100% reuse and recycle the used water.
- Regular up gradation of IT infrastructure.
- Creation of more IT Labs so that each student will get sufficient time to explore e-resources on the net.
- Creating the college a model campus for Disabled friendly barrier free access for PwBD students.
- Change of all light sources to LED by 2025 to reduce the electric load.
- Clean and Green campus with maximum green area and tree cover.
- Promote the usage of electric cars by making provisions for charging of electric cars of faculty at campus with permissible charges.
- Paper free office and administration with complete digitization of records.
- Paper free assessment of course outcomes through adopting various digital platforms like Google Class room, Doodle, etc.
- Promote and practice the 17 UN SDGs.