



जानकी देवी मेमोरियल कॉलेज JANKI DEVI MEMORIAL COLLEGE

(दिल्ली विश्वविद्यालय)/(University Of Delhi)

सर गंगा राम अस्पताल मार्ग, नई दिल्ली-110060
Sir Ganga Ram Hospital Marg, New Delhi-110060

दूरभाष/Tel. : 49876630, ई-मेल/E-mail : jdmcollege@hotmail.com, वेबसाइट/Website : http://jdm.du.ac.in

आइ एस ओ 21001 : 2018 व आइ एस ओ 9001 : 2015 प्रमाणित एवं NAAC प्रत्यायित A+ महाविद्यालय
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STRATEGIC PLAN (2022-27)

Vidya hi paramam jyoti
Knowledge is eternal light

The Strategic Plan of Janki Devi Memorial College, University of Delhi, is a road map for the evolving growth and consistent development of the college. It directs the path that the institution must follow in order to realize the vision and mission of the institution. It provides the strategies to achieve the goals, both long and short term and also the metrics associated with the performance indicators.

The term for the Strategic Plan 2017-2022 ended with a successful set of accomplishments. The IQAC team along with the Governing Body of the college charted out the course of action to be followed in the next five years.

The institution believes in developing quality culture and works towards quality enhancement and sustenance. The college plans to enhance quality in all domains of its functioning and ensure internalization of the quality culture.

VISION STATEMENT

Janki Devi Memorial College, University of Delhi was founded with the vision to empower women and enable them to contribute meaningfully to nation building through quality education. The college is committed to providing an educational journey for young women undergraduates which culminates in their ability to be self-reliant and to appreciate as well as negotiate with the complex socio-economic-political-cultural world that they inhabit. It is envisioned that the college will hone leadership qualities and a spirit of selfless service in its students through its academic programmes, the pedagogical methods employed by faculty members as well as through a vast spectrum of extra/co-curricular and outreach activities. The achievement and maintenance of excellence in all domains is embedded in the policies that frame the governance and the teaching- learning processes of the institution. The Gandhian principles of simplicity, tolerance, dignity of labour, harmony and inclusivity, compassion and service to the marginalized sections of society as propounded by the founding father of the college, Shri Brij Krishan Chandiwala, are an integral part of the vision of the college. To that end, the college is dedicated to creating an educational atmosphere that includes students from diverse economic, social and ethnic backgrounds. It pledges to be empathetic to young women from deprived sections of society and provide them the same opportunities as those who are privileged. Furthermore, the college is devoted to the task of facilitating cultural understanding as also the implications of change in society, politics, economy and technology through opportunities to study literatures, languages, commerce, cultures and the arts in a modern and



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conducive educational environment. It is also committed to encourage research and provide job and service opportunities to its students on and off campus. The college recognizes that education can transform individuals and communities and aspires to furnish students with all the elements that can use their full potential. Thus, the motto of the college, *Vidya hi paramam jyoti* or *Knowledge is eternal light* reflects in totality the vision of the college.

MISSION STATEMENT AND CORE VALUES

The egalitarian approach of the institution promotes the inclusion of all sections of the society. The institution is equally inclusive of all its constituencies, with their respective duties, responsibilities and achievements. The students and staff, belonging to diverse classes, castes, ethnic and religious groups, cooperate in a democratic environment to take the college to newer heights of excellence. The institution besides providing education, also serves as a platform for cultural expression and excellence, constantly reminding students of the primary importance of cultural diversity, national integration and tolerance, along with the need to be in harmony with the environment.

Janki Devi Memorial College is committed to the following core values:

- The foundational ideal is enshrined in the upanishadic motto of the college itself, '*Vidya hi paramam Jyoti*' - Knowledge is Eternal Light
- Gandhian philosophy of responsible citizenship and empowerment of women through education
- Imparting knowledge based on traditional values, yet with modern and global significance in an evolving academic world
- Education, in combination with technological skills, empowers the students both academically and economically, and proactively contributes to their brighter future

Therefore, the college creates a motivational environment to provide holistic education and personality development of the students, resulting in a synthesis of their career growth and ethical and responsible citizenship.

GOALS

- To strengthen physical and digital **infrastructure** and to provide the best possible infrastructure to facilitate the teaching learning process
- To set and achieve higher benchmarks for **academic excellence and facilitate learner-centric environment**
- To ensure hundred percent **ICT literacy** for faculty, non-teaching staff and all associated with the college
- To facilitate the implementation of **NEP** in its true spirit
- To increase **inclusivity**, improve support for **differently-abled** students and expand the net of financial assistance to needy students



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- To strengthen the **research** ecosystem for faculty as well as students
- To expand the range of academic and skilling **courses** to suit diverse interest and aptitudes; and initiate need-based approach.
- To expand placement and internship opportunities
- To strengthen **entrepreneurial initiatives and incubation programme for students** to become economically independent in the future; which the government has been encouraging through its 'Atma Nirbhar' policy
- To strengthen **its Career Opportunity Cell** to provide better placements and internships to the students
- To expand the range of disciplines being offered by the college and include **Science programmes**
- To intensify our efforts towards community and social welfare through **extension and outreach** activities such as adopting more villages and strengthening outreach activities in the existing villages
- To ensure that all aspects of the **administrative machinery** are constantly enhanced for smooth functioning
- To expand our network of **international collaborations** and provide a global exposure to students
- To emerge as a **mentor institution**
- To provide platforms for **professional growth of faculty**
- Enhance **green practices** of the college
- To build **responsible and aware citizens** who serve the country as it develops in the 75 years following Azadi ka Amrit Mahotsav
- To improve the **quality of overall student experience at JDMC**
- Strengthening the **Feedback system** from various stakeholders
- Strengthening **student and staff welfare measures**
- To **adopt best practices** in various domains
- To expand the network of **E-governance and** streamline maintenance of **institutional database and documentation**
- To focus on brand building to improve **public perception** towards the institution
- To ensure **quality consciousness** through different accreditation processes such as ISO and NIRF

STRATEGIES

The college aims to augment **physical and digital infrastructure** in the following ways:

- Create a new academic block housing all computer labs
- Purchase new computers to replace the existing ones.
- Improve indoor and outdoor sports facilities



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- Increase the number of Smart Classrooms
- Improve research facilities
- Undertake regular maintenance, upkeep and consolidation of the infrastructural facilities
- Establish strong and robust Wi-Fi network in college
- New classroom furniture
- Sensor lights in classrooms and toilets
- Lift from the ground floor to the seminar room can be installed
- Purchase an ERP software to ensure seamless documentation
- Purchase payroll software keeping in mind the arrears in DA and TA
- Create an inclusive environment in which individuals from marginalized communities or with a disability are a part of the corporate life of the college
- To make all spaces and college facilities accessible to persons with disability

The college will strive to set and achieve **higher benchmarks** for **academic excellence** and facilitate **learner-centric environment** in the following ways:

- Create an academically stimulating atmosphere
- Strengthening improvements in curriculum planning and delivery to ensure attainment of Programme Outcomes (graduate attributes) POs, Programme specific outcomes (PSOs) and Course Outcomes (Cos)
- Increase use of innovative and student-centric pedagogies
- Catering to student diversity in intellect - Providing remedial classes to weak learners and more challenging resource material to advanced learners
- Mentor students on a regular basis
- Monitor academic progression while also offering remedial classes
- Increase efficiency in teacher-student processes
- Invite distinguished academics to deliver talks and encouraging interaction, holding national and international seminar and conferences
- Upgrade library resources, improving library facilities and ensuring that books required by students are available in college

The college has set the goal of establishing **ICT Based Teaching Learning** for people in all aspects of the college from teaching to non-teaching in the following ways:

- Development of ICT in teaching and learning
- Introducing more ICT based pedagogies
- To ensure 100% ICT literacy for faculty
- To ensure 100% ICT familiarisation from the gate to the classroom
- To familiarise all faculty with newer ICT based pedagogies
- To understand the role of ICT in assessment practices
- To introduce short term courses on ICT capacity building for students



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The college is committed to facilitate the implementation of **NEP** in its true spirit in the following ways:

- Perform its designated role of Cluster College
- Facilitate active teachers' participation in various forums
- Upgrade teachers' skills by organizing FDPs/facilitating teachers to attend FDPs for newer courses
- Provide sufficient choices to students
- Organise regular orientation programmes to make students aware of the optional papers
- Organise seminars on assessment practices
- Organise pedagogy workshops to orient teaching as per NEP courses

To strengthen the **inclusive and equitable learning atmosphere** by improving support for **differently-abled** students in the following ways:

- Provide more and better assistive devices
- Ensure study material in the required format is provided to PwD students in time
- Provide ICT training
- Conduct career guidance workshops
- Collaborate with specialized agencies to provide best facilities and guidance to our students
- Create an inclusive environment in which individuals from marginalized communities or with a disability are a part of the corporate life of the college
- To make all spaces and college facilities accessible to persons with disability

The College aims to **strengthen Research ecosystem** for faculty and students in the following ways:

- Finance research projects within college and facilitating research projects being offered by other organizations
- Encourage faculty research projects, student research projects and projects by students mentored by teachers
- Hold regular talks by experts to educate faculty and students about research methodology and other related areas
- Encourage more students to join Students wing of Research Centre- *KHOJ*
- Encourage faculty to publish in UGC-CARE/Scopus indexed/ Web of Science journals and to increase their visibility by registering on various portals such as Inflibnet
- Ensure quality research papers get published by PERSPECTIVES- the E-journal of JDMC



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- To organise discipline specific as well as interdisciplinary sessions
- To formulate a Research Advisory Board for excellence in research
- To ensure smooth and efficient disbursement of funds
- To conduct seminars to understand Ethics in Research and IPR
- Encouraging departments to initiate research journals
- Facilitate publications which are an outcome of research projects

The college aims to help students **enhance their skills**, learn from outside the curriculum and become more employable in the following ways:

- To introduce on demand add-on courses
- Offer govt sponsored/ certified courses and courses in collaboration with National Skill Development Corporation (NSDC)
- Streamline Add-on Courses
- Offer a wide range of cost effective add on courses that cater to subjects of interest to the students and are not part of the curriculum
- Offer skill-oriented add-on courses and workshops
- Organise skill-related talks by experts
- Conduct student surveys to help assessing students' needs and preferences
- To establish the college as a designated Skill Development Centre of the University of Delhi

The college plans to strengthen **entrepreneurial initiatives and incubation programme** in the following ways:

- Encourage and facilitate entrepreneurial activity and startups so that students can earn while they learn
- Facilitate an entrepreneurial mindset
- Establish more entrepreneurship activities
- To work towards establishing an incubation centre
- Hold talks and workshops to train and develop entrepreneurial abilities to help them carry forward business initiatives upon graduating
- Strengthen offline/online marketing outlet

The college plans to strengthen **its Career Opportunity Cell** to provide better placements and internships to the students in the following ways:

- Provide more internship and placement opportunities
- Invite more and better companies through the COC
- Strengthen linkages with industry
- Provide more skill-based internships



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To expand the range of disciplines being offered by the college and include **Science programmes. The college proposes to:**

- Expand the range of disciplines being offered by the college and include **Science programmes**
- Financial approvals awaited from the UGC for three new science courses approved by the University.

The college will endeavour to build a community spirit and intensify **its extension and outreach** activities in the following ways:

- Further develop the Extension and Outreach Centre by planning events involving all stakeholders in contributing to the welfare of the community through extension and outreach activities
- Further assess and conduct need-based activities to make a positive contribution to the lives of people in the villages adopted by the college
- Expand the scope of our extension and outreach activities including adoption of more villages and working with institutions under the Vidya Vistar scheme of the University of Delhi
- Strengthen welfare schemes for needy students to assist them financially
- Encourage departments to conduct extension and outreach activities
- Enabling the NSS, NCC and all other students to contribute to welfare activities of the local community and neighbourhood

The college will promote a **transparent system of functioning** and work to decentralize and democratize the **administrative machinery** as well as ensure that there is smooth functioning in all domains in the following ways:

- Enhance skills of the non-teaching staff and motivate them to join courses that will make them more professionally productive as well as help them to in their career prospects
- Involve all stakeholders (students, parents, faculty, non-teaching staff, governing body) in the IQAC of the college so that constructive ideas for improving the college come in from all quarters and there is a sense of collective responsibility
- Ensure that there is an effective mechanism for grievance redressal, feedback, audit (of academics/accounts/ administration/library etc) and compliance with suggested measures



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The college plans to expand its network of **international collaborations** and provide global exposure to students in the following ways:

- Establish and strengthen of the Centre for International Programmes
- Explore international HEIs for long-term MoUs for linkages such as student-exchange, research etc
- Explore short-term collaborations for conducting seminars and conferences
- Organise lectures and talks by international speakers to give the students the requisite exposure

The college plans to emerge as a **mentor institution** in the following ways:

- Serve as an exemplary mentor for collaborated institutions under Vidya Vistar Scheme and District Sustainability Mentor
- Explore other areas of mentorship at the level of faculty as well as institution

The college aims to enhance **green practices** in the following ways:

- Spread awareness about environment consciousness
- Minimize generation of waste on campus
- Better solid and water waste management systems
- Conduct audits and take follow-up action
- Strengthen green practices
- Label the entire green belt of the college and along with a brief detail through their QR codes

The college will continue with its endeavour to build **responsible and aware citizens** who serve the country as it develops in the 75 years following Azadi ka Amrit Mahotsav under the flagship of Centre for Universal Values and Ethics. It will work to:

- Organise sensitisation workshops and campaigns
- Ensure maximum student participation in all activities

The college plans to improve the **quality of overall student experience at JDMC** thereby raising the benchmarks of **student satisfaction** by expanding the range of opportunities for skill enhancement, capacity building, leadership roles, research, entrepreneurship etc. It will achieve these goals through the following ways:

- Mentor students for their academic, extra and co-curricular interests, career related queries and physical/mental health
- Engage with more organisations that provide career opportunities and internships to students



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- Coach students to prepare for job related and competitive exams as well as for higher studies
- Provide e-resources as generated by E-Resources Centre
- Train students to emerge as leaders
- Encourage students to run add on courses and play mentorship roles
- Provide a platform for such Clubs/ Societies/Associations etc that hone leadership traits

The college plans to provide platforms for **professional growth of faculty**. It proposes to:

- Encourage faculty to enhance their pedagogic skills by offering FDPs
- Motivate faculty to be intellectually active by encouraging them to publish, present papers, research guidance and research projects
- Encourage teachers to offer consultancy in the areas of specialisation

The college plans to improve quality by **strengthening feedback systems**

- The systems have been formalized in the previous years.
- Revision in questionnaire as per evolving needs
- Improve follow-up action

Strengthen **student and staff welfare measures**

- Increasing financial support to students
- Increasing financial and other modes of support to faculty for research, attending FDPs, presenting papers, Taking up membership of professional bodies etc

The college plans to **adopt best practices** in various domains in the following ways:

- Learn from peer institutions- carefully studying practices in most acclaimed institutions
- Identify good practices within the institution and scaling them up
- Internalise quality culture by institutionalizing best practices

The college aims to expand the network of **E-governance** by streamlining maintenance of **institutional database** and **documentation** in the following ways:

- To expand the network of e governance in the college
- To make IQAC e enabled
- To ensure that all aspects of the administrative machinery are enhanced
- To streamline maintenance of institutional database



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The college plans to take up the task of brand building to improve **public perception** towards the institution by increasing the institutional visibility on both social and print media
To focus on brand building of the college proposes to:

- Improve perception by organizing University level and International Programmes
- Improve Media and Publicity
- Promote efficient use of social media handles



Swati Pal

PROF SWATI PAL

PRINCIPAL