

**University of Mumbai**

**Youth Policy – 2013**

**Report  
Of the  
Expert Committee**

**July 2013**

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*I am a young person.....  
..... I too have a dream.*

Rajiv Gandhi  
7<sup>th</sup> Prime Minister of India (1984 to 1989)

## **Vision of the University**

An enabling and participative youth friendly environment in which the young people in Maharashtra, including the vulnerable and the disadvantaged, have free and full access to opportunities to fulfill their potential and aspiration, to be educationally equipped, economically productive and self-reliant, physically fit and healthy, emotionally and spiritually mature, socially useful, responsible and peaceful and finally to be the torch bearers of a democratic and secular polity, actively participating in nation building.

**Preamble**

As in India, adolescent and the youth of the University of Mumbai represent a vital and vibrant segment of the state population. Involving and engaging this critical human resource, in the process of development, is imperative. Simultaneously, it is also important to empower the Youth to develop their own potential in order to face the future without frustration or fear.

Youth empowerment happens only when Youth are enabled to live and grow in an understanding and supportive environment, have access to multiple choices in life, are able to take informed decisions and exercise their choices and are responsible for their actions resulting from the chosen choice.

Towards this end, it is the moral responsibility of the state and the civil society in Maharashtra, to create enabling conditions in which various segments of the Youth live in an environment of equality, peace and democracy in order to access health, education and training facilities, acquire knowledge, information, skills and competencies and aspire for participation in the decision making process.

**Preface**

Youth form a significant portion of the population in our country. We are also at the beginning of an age whose age structure is characterized by increasing numbers of youth. It is therefore necessary to involve our youth in the development process of the state & country while also plan for their overall development.

Keeping this fact in mind, the GOI had suggested in the National Youth Policy 2003 that every state will have its separate Youth policy. The University Mumbai has taken a proactive lead in defining a Youth Policy and an Expert Committee was formed in May 2013. While designing the draft policy, this Committee relied on suggestions made by experts as well as expectations of Youth.

Factors like the geographical conditions and the social environment in the University, the various opportunities at regional level, source of development have been kept in focus while preparing the Policy.

This policy unites all University policies designed to further development of Youth.

## **1. Introduction**

- 1.1.** We believe that Youth are the power of the nation and it is therefore necessary that this Youth power be molded in an all-round development process.
- 1.2.** This policy is based on our belief in our Youth, the need for social justice, desire of self evaluation and acceptance of our diversity, democracy, efficient administration and gender equality. The diversity in the state in terms of diverse caste, creed, religion, language, culture, tradition has been reflected in this policy. The policy also considers future challenges, needs of Youth and their expectations.

## **2. Definition of Youth**

- 2.1.** Physical & mental changes occur during these years as well a lot changes occur in the family & social roles. It is necessary to define Youth on the basis of geographical, sexual, social, cultural varieties and a fixed age group.
- 2.2.** As per the N.Y.P. 2003, the University has defined Youth as all people between the age group of 13 to 35 yrs.

## **3. Guiding Principles**

We want this policy document to inspire hope and give the University Youth a reason to dream; to set out on a path that leads to a promising and prosperous future.

We want the barriers and boundaries that arise from various differences to be destroyed. We want this policy document to enable the Youth to select life goals that will keep them happy, healthy and success oriented. To that intent the following principles have driven this policy:

- 3.1.** Gender Equality – Provide equal chance to all without prejudice to sexes
- 3.2.** Youth participation – Participation of Youth in projects supporting all round development of Youth.
- 3.3.** Totality – Equal chances for all, right to live with dignity, special focus on the underprivileged groups in the field of social, economical, political & cultural sectors.
- 3.4.** Respect for diversity – Respect for cultural, linguistic, regional & religious diversity.
- 3.5.** University – Co-ordination with nature while fulfilling the current demands and at the same time being sure that it will not decrease the ability to fulfill the future needs.
- 3.6.** Responsibility – The responsibility of Youth towards society and vice versa.

#### **4. Rights of Youth**

- 4.1.** Fundamental rights as listed in the Constitution of India.
- 4.2.** Participation in the decision making of schemes & programs related to social development.
- 4.3.** Obtain job specific education according to the individual interest, ability and availability of employment opportunities.
- 4.4.** Establish unions of students & non-students and to control & manage such unions.



- 4.5.** Healthy facilities, clean environment & shelter.
- 4.6.** Social security from manipulation, violence, inequality.
- 4.7.** Opportunities in the field of sports, physical education, arts, entertainment and adventure program.

## **5. Duties & Responsibilities of Youth**

- 5.1.** Peace, security & sense of social belonging.
- 5.2.** Develop self esteem & respect for all.
- 5.3.** Contribute in the creation of society which would be free from any violence, manipulation, crime and diversification.
- 5.4.** Ensure national integration by respecting our various cultures, languages, religions, regions, fundamental rights and independence of all sectors of society.
- 5.5.** Contribute in development of country & state through National services and social work by self inspiration.
- 5.6.** Respect National property & the property of others.
- 5.7.** Ensure environment balance & secure and preserve it.
- 5.4.** Comply with the fundamental duties mentioned in the Constitution of India.

## **6. Special Focus**

This policy focuses on the following Youth:

Tribal & Non-tribal Youth in distant areas, minority Youth , S.C., S.T., V.T., N.T., OBC, urban slums, non-residence Youth , school drop-outs, physically challenged, underprivileged, Youth in adverse situations.

## 7. Key Factors of the Policy

Youth empowerment is multi-faceted process related to the various factors of the life of Youth. This policy comprises the following factors:

<b>Sr No</b>	<b>Category</b>
1	Higher Education
2	Employment & Self Employment
3	Health & Life Style
4	Conservation of Environment
5	Sports & Recreation
6	Art & Culture
7	Science & Technology
8	Infrastructure
9	Faculty
10	Alumni
11	Social Awareness/ citizenship (gender sensitivity, ethics)

## **8. How to Read this Document**

This policy document is structured as follows:

The initial sections describe the overall vision of the state government along with the sections on definition of Youth and the guiding principles of this policy.

Each of the focus areas is described with a vision which guides the key result and the priority areas. These key result areas will be achieved through the objectives which have been assigned to the state government departments and non-government organisations which will collaborate on the achievement of these areas.

# Higher Education

## **Vision**

Education of Youth is a crucial factor in the development of the nation as the Youth have a major contribution to make in the development of a country. Youth develop their thinking & working abilities as well as a positive attitude towards a good future through education.

To ensure this, quality education should be equally accessible and affordable to all sections of Youth. Thus, Youth will be equipped through quality education to face new challenges in the modern era.

## **Key Result Areas**

- Quality Education for Youth from all segments of society
- Decreased drop-out rate
- Regular revision of curriculum
- Development of educational facilities throughout the University jurisdiction
- Empowered Teaching / Learning process.

## **Priority Goals**

- Ensure consistent quality across all segments of the University
- Promote a research culture resulting in increased number of patents
- Reduce drop-out rate, particularly amongst rural, tribal and women segments

## Statistics

Sr. No.	Objective	Department Responsible	Collaborators
1.	To ensure consistent high quality standards across all sections and segments of the University.	Academic council	Faculty and Colleges
2.	To encourage industry to collaborate with academic institutions to improve quality of education as well as employability of our students	Academic council/ BCUD	Industry
3.	To promote innovation clubs in association with leading industries leading to patentable products	BCUD	Industry
4.	To promote academic linkages with leading research institutes like TIFR, TISS, etc. in India as well abroad.	BCUD	Institutes of Excellence
5.	To provide equal opportunities for education to all. Scholarships, free education and hostels to be provided specially to the hitherto neglected segments of society.	DSW	Govt. and other Philanthropic organizations
6.	To provide alternative education and vocational programs to the Youth who have dropped out.	DSW	NGO and Vocational Guidance Centre
7.	To revise and update curricula at regular intervals through the Academic Council.	Academic Council	Faculty
8.	To design the syllabus to comprise education in life skills.	Academic Council	Faculty
9.	To create channels for providing education loans at nominal interest rates to students from overlooked sectors.	DSW	Banks and financial organizations, Philanthropic organisations

10.	To ensure education institutions arrange for counseling/guidance for employment and self-employment.	DSW	Vocational Guidance Centre
11.	To ensure key ingredients to quality education, viz, availability of qualified, full time faculty, adequate infrastructure, etc. are available in all affiliated institutions.	BCUD Through LIC	Colleges
12.	To encourage all affiliated institutions to be accredited by the concerned agencies and continuously improve their rankings.	BCUD	Colleges
13.	To launch e-mentoring project to better support young people in their choice of careers.	DSW	Alumni Association

# Employment & Self Employment



## Vision

In the era of globalization, enhanced Management skills and Personality development are the universally recognized skills for effective development of Young Persons. Currently, the formal education system is mainly based on knowledge and hence additional emphasis on development of professional views & learning new skills is essential.

For this, along with education, it is necessary to introduce technical education & to develop the training & skill ability to ensure employment & self employment for the youth.

## Key Result Areas

- Increased availability of trained and skilled resources

## Priority Goals

- Establish The University of Mumbai Skill Development Society
- Design syllabuses specifically to cater to the women, tribal, handicapped & underprivileged Young Persons
- Collect and Display information of trained Young Persons on a website at district level to facilitate employment

## Statistics

Employment Promotion Programmes				
Employment Programme	Object	Year		
		2007-08	2008-09	2009-10
Employment Promotion Programme@	Training	10,849	10,995	11,420
Apprenticeship Training Programme@@	Training	33,500	35,943	35,296
Entrepreneurial Development Training Programme#	Youth Training	42,352	42,448	^ 8,774

Source: @ Directorate of Employment & Self-Employment, Government of Maharashtra (^ upto Dec 2009)  
 @@ Directorate of Vocational Education and Training # Directorate of Industries, Government of Maharashtra

<b>Sr. No.</b>	<b>Objective</b>	<b>Department Responsible</b>	<b>Collaborators</b>
1.	Develop mechanisms for continuous training of the Young Persons who have had the formal education & are in various professions.	DLLE	Industry and DSW
2.	Establish a University Skill Development Society which will be affiliated to the National Knowledge Commission and the proposed National Skill Development Society.	DLLE	colleges
3.	Community colleges will be set up in each taluka. These colleges will offer employment oriented short certification programs specific to local community/industry needs.	BCUD	Community Colleges
4.	For providing more opportunities, the possibility of partnership in the public sector along with the private Sector will be considered.	DLLE	Public/Private sector organizations, NGO's
5.	The Young Persons will be motivated to participate in skill development programs.	DLLE	Colleges and NGO's
6.	Considering the geographical variance, available resources, skill & industrial development; syllabuses will be designed to cater specifically to the women, tribal, handicapped & underprivileged Young Persons.	DLLE, Special Cell, NSS	NGO's, Government
7.	Special emphasis will be on providing skill training to female Young Persons.	DLLE, WDC, NSS	Government, NGO
8.	Plans will be developed to develop the skills like communication, self-awareness, negotiation skills team spirit, intelligence in the Young Persons.	DLLE, DSW, NSS	Colleges

9.	Voluntary organizations will be enlisted to develop various skill development syllabuses.	DLLE, NSS	NGO's
10.	Banks & other monetary agencies will be persuaded to provide financial assistance at minimum interest to the Young Persons who have successfully completed training or skill development and are ready to start their own business.	DLLE, NSS	BANKS and other Financial Institutions
11.	The information of trained Young Persons will be collected and displayed on the website at district level by the concerned department to facilitate the organizations which are ready to offer employment. This information will be regularly updated and for co-ordination the current system be strengthened.	DLLE	District Head Quarter and District Employment Exchange
12.	Registration of Young Persons having completed the training in the field of profession, skills, technology, services, etc. will be done. There will be an online profile of every trained Young Persons. This profile will be in Marathi, Hindi, English and other Indian Languages.	DLLE	Training and Placement cell (to be introduced in the university)
13.	The skill training may be given in Marathi, but considering the international language & opportunities of employment, the Young Persons should be motivated to learn English and other foreign languages.	DLLE	
14.	Relevant professional education and training programs from foreign countries will be translated in Marathi & will be made available to the Young Persons.	DLLE	

15.	As the maximum numbers of Young Persons are still connected with the rural area, the training to enhance employment in the agricultural sector will be given.	DLLE	
16.	The State will be requested to develop activities that promote vocational training and enable secondary students to learn more about trades, vocational and technical training and employment perspectives.	DLLE	Vocational Training Institute of GOM
17.	Disabled students will be supported in their transition from colleges to work life. The State will be requested to provide tax incentives and support to employers who hire persons with disabilities.	DLLE, Placement and Training Cell	GOM, Private Sector
18.	New and innovative courses will be encouraged. This list will be reviewed every year.	DLLE	

# Health & Life Style

## Vision

Promote and facilitate healthy lifestyle and good health in the youth of the University of Mumbai.

## Key Result Areas

Policies and programs for the youth of the University focusing on:

- Physical fitness and health
- Mental health
- Reproductive health
- Awareness about the risks and health implications of sexually transmitted diseases, alcoholism, smoking, tobacco chewing and substance abuse
- Maintaining good sanitation and hygiene
- Special health needs and concerns of the differently-abled

## Priority Goals

Advocating good health of youth students by focusing on:

- a healthy lifestyle (issues that underline a healthy life style such as maintaining proper sanitation and hygiene, fitness through regular exercise and a balanced and healthy diet);
- mental and emotional well-being (such as aspects of stress management, anger management, emotional literacy, bullying, self-harm etc.);
- healthy relationships and sex (including sexual awareness, handling early relationships, reproductive health, contraception and access to advice and services);
- substance use (the use of prescribed drugs, tobacco and alcohol as well as illegal drugs); and
- providing requisite facilities to the differently abled for maintaining their health and circumventing the challenges of disabilities (Viz. sports facilities, gymkhana facilities and toilets for students with vision, hearing and mobility disabilities).

## Statistics

## Work Plan

Sr. No.	Objective	Department Responsible	Collaborators
1	Provide health centers in all the campuses under the jurisdiction of University of Mumbai viz. Fort, Kalina, Thane, Ratnagiri	DSW, WDC, SPORTS	COLLEGES
2	Provide awareness and requisite training in maintaining fitness through exercise, recreational sports, yoga, pranayam, etc. Awareness on the need for balance diet, risk of anemia and vitamin and folic acid deficiencies, drawbacks of diet rich in trans fats and salt, risk of lifestyle diseases. Focus on regional endemic health concerns of the students, if any.	SPORTS, WDC	COLLEGES
3	Conduct stress management (viz. Exam related stress) and anger management programs in Institutes and colleges. Provide counseling to mentally disturbed students and students with suicidal tendencies in concert with social workers and trained counselors.	COLLEGE COUNSELLOR, SPORTS AND WDC	
4	Provide awareness programs on sex education, reproductive health, contraception, risks of sexually transmitted diseases, AIDS, HIV virus and its social and health impact. The materials prepared for the purpose should be culturally sensitive and take into account the lifestyle of the young people living in different social settings and belonging to different strata of society.	DSW, NSS, DLLE	COLLEGES. DEPT OF Health. GOM

5	Create awareness on need for maintaining good sanitation and hygiene.	NSS, DLLE	
6	Provide awareness and counsel on the perils of alcoholism, smoking, tobacco chewing, etc. Facilitating cessation/quitting drives.	NSS	
7	Establish on-going functional linkages with specialised agencies –government and non-government and international organisations - dealing with health issues and seek their support in terms of resources, training and educational materials and services of experts.		
8	Promote strategies that seek to involve young people actively in programs that are directed at improving the health and environment of the community in which they live.	Sports, NSS, DLLE	
9	Conduct annual health checkups to monitor the health of the students periodically through Health Services and other similar programs.	NSS, WDC	Hospitals and Dept. of Health, GOM
10	Conduct blood donation camps, provide free thalassemia screening and blood group determination facilities.	NSS	MCGM Hospitals
11	Set up panel and preparing guidelines for students with disabilities.	DSW	



# Conservation of Environment

## **Vision**

To orient the students of Colleges and Institutions affiliated to University for the conservation and preservation of ENVIRONMENT

## **Key Result Areas**

- Increase the awareness level of the students youth for the importance of Environment
- Participation of Students youth in the implementation of the Environment Conservation Projects
- Use of available resources for the betterment of the surrounding i.e. Environment

## **Priority Goals**

- Promote green and clean campus competitions
- Promotion of use of paper/ cloth bags
- Noise free campus – noise free celebrations of festivals
- Conduct the mock drill to prepare for disastrous situation
- Undertake a mass plantation through the students youth
- Rain water and roof water harvesting

## **Statistics**

<b>Sr. No.</b>	<b>Objective</b>	<b>Department Responsible</b>	<b>Collaborators</b>
1.	Encourage students to become responsible students of the University	NSS, College	College
2.	Ensure each student is an Ambassador of the University	DSW, NSS, DLLE	
3.	Create the clean and green environment in the campus of University and its affiliated Colleges and Institutions	NSS, DSW, DLLE	College, MCGM, District Administration
4.	Create awareness on conservation of Environment through the students of NSS/ NCC/ DLLE/ Students Council/ Sports/ etc.	NSS	Colleges
5.	Conduct the TOT for Teachers in large scale to train students youth	NSS, DSW	Colleges, MCGM
6.	Promote the paperless office work in University Administration, affiliated Colleges and Institutions	All Departments	
7.	Create the platforms for students youth to participate in the development process of the University and its Affiliated Colleges	DSW, Students' Council	Colleges,
8.	Encourage the students youth to use of non-conventional source of energy	NSS,DLLE	Dept. of Energy Resources
9.	Impart the Basic Disaster Preparedness Training to maximum of students youth of University and Colleges	NSS	NDRF, MGCM (Disaster management unit)
10.	Educate the students youth towards the environment friendly behaviors	NSS	
11.	Promote rain water and roof water harvesting	NSS	

# **Sports & Recreation**

## Vision

To be responsible for the practice of government policy and initiatives in sport and recreation; to play a key role in contributing to the healthy lifestyle of students, by increasing physical activity in the community through sport and recreation.

Sport and recreation makes an important contribution to society and we are committed to supporting the development of a sustainable sport and recreation system to encourage participation, develop talent and contribute to the health and wellbeing of individuals and groups.

## Key Result Areas

- Win laurels and medals at National sports meets
- Ensure 30% of students actively involved in sports at some level

## Priority Goals

- Encourage more students to be physically active.
- Strengthen the capacity of sport and recreation organizations.
- Support talent development & achievement in sport & recreation.
- Promote sound infrastructure planning and sustainable facilities.
- Provide affordable recreation camp experiences.

## Statistics

<b>Sr. No.</b>	<b>Objective</b>	<b>Department Responsible</b>	<b>Collaborators</b>
1.	Aspire to be an exceptional intercollegiate sports/games and physical education program by offering opportunity for all, valuing integrity in our actions, and providing quality service to all of our constituencies.	SPORTS	Colleges and Associations
2.	Enhance the quality of life of the students, by participating and achievement in sport and recreation.	Sports	Colleges
3.	Provide leadership and coordination for sport and recreation services.	Sports	Colleges and associations
4.	Involve clients in all aspects of service planning and execution.	Sports	Experts, International Players and associations
5.	Establish partnerships within the industry, across government and with other stakeholders.	Sports, DSW	Industry, CII, chamber of commerce
6.	Provide consultancy services and resource support to individuals, organizations and students, delivering sport and recreation.	Sports	Sports associations
7.	Offer certificate, diploma & degree in sports sciences in aerobics, aquatics, court sports, weight training/fitness, individual sports, skating, yoga, Sports and marketing, adventure sports ,sports sciences and Sports marketing/ Job Oriented programs.	Sports	Sports Associations

# **Art & Culture**

## **Vision**

In the midst of technological advances and fast pace of modern life, Arts & Culture play a vital role in enriching the quality of life of our Youth. The Youth of the University therefore needs to be exposed to India's rich and varied culture heritage.

For those who aspire for a career in Arts & Culture, the University will provide all facilities to achieve professional excellence.

## **Key Result Areas**

- The University will set up and maintain at least 2 colleges in each of its constituent districts
- The University will set up a corpus to act as a Patron to at least 5 students per year in the field of Arts & Culture

## **Priority Goals**

- To inculcate a love for various arts amongst the Youth
- To promote research in the field of Arts & Culture
- To establish a state of the art center for cultural excellence

## **Statistics**



<b>Sr. No.</b>	<b>Objective</b>	<b>Department Responsible</b>	<b>Collaborators</b>
1.	To provide facilities to Youth who wish to take up a career in the field of Arts & Culture	DSW	Colleges, Lok Kala Academy, Theatre Arts, Dept. of Music
2.	To provide a platform to students who wish to display their talents	DSW	
3.	To establish archives for various arts	Lok Kala Academy, Theatre Arts, Dept. of Music	DSW
4.	To revive and popularize dying arts forms of the state	Lok Kala Academy, Theatre Arts, Dept. of Music	DSW
5.	To hold festivals in all colleges to promote indigenous art forms	DSW	Colleges
6.	To encourage student participation in state, national and International level festivals	DSW	Colleges
7.	To hold special camps to promote Youth from tribal and rural areas	DSW	Colleges
8.	To encourage Youth to take up ancillary activities like event management, sound / stage management, choreography, etc. during festivals. This will serve as a training ground for their future careers in these professions.	DSW	Colleges
9.	To promote research in the field	Colleges	DSW

# **Science & Technology**

## Vision

Science and technology is one of the key pillars in building a strong and prosperous nation. There is therefore a need to develop scientific temper and an intellect of enquiry amongst young minds; which shall gear them towards taking up responsibilities to address newer areas in the fields of science and technology.

At the same time there is also a need to continually assess the relevance of high technologies in dynamics of change for faster, sustainable and inclusive growth

The youth should be provided access to training and education facilities in areas that are consistent with the new emerging possibilities in research and careers in the industry.

## Key Result Areas

- Establish research institutes in basic and applied sciences
- Enthuse youth to take up careers in the field of science and technology
- Aim for access to globally competitive technologies through various market mechanisms
- Foster use of innovations from both strategic and non-strategic sectors of research

## Priority Goals

- Promote research in critical areas like agriculture, climate variability and change, communication, energy, environment, health, materials and water management
- Promote interdisciplinary research
- Support innovation incubators
- Capture Aspirations in Universities
- Promote Excellence and Relevance
- Attract Private Sector investments into R&D

## Statistics

India is the leading country for offshore outsourcing. The offshore outsourcing industry started in India and it has been able to grow the IT and BPO export sector to \$47 billion and capture more than half the offshore outsourcing industry.

### Research and development expenditure (% of GDP)

East Asia & Pacific	1.54%	2009
Euro area	2.11%	2010
European Union	2.03%	2010
Europe & Central Asia	1.00%	2010
Latin America & Caribbean	0.78%	2009
OECD members	2.51%	2009
South Asia	0.75%	2007
World	2.21%	2009

<b>Sr. No.</b>	<b>Objective</b>	<b>Department Responsible</b>	<b>Collaborators</b>
1.	Leverage traditional knowledge through science	Academic Staff College	Faculty
2.	Support business models innovators through education, training and mentoring	Deans of Science and Technology	WRIC
3.	Set up regulatory systems for data sharing	DLLE	

4.	Discuss ethical, social and economic dimensions of emerging technologies	DLLE	
5.	Make careers in Science & Technology attractive for the youth	Deans of Science and Technology	Public and Private Sector organisations
6.	Collaborate with high end research institutes like BARC, TIFR, ISRO, DRDO, etc.	BCUD	University Departments
7.	Set up an effective science communication and deployment network on the line of the National Knowledge Network	BCUD	University Departments
8.	Conduct regular academic audit by Science Academies for assessing the development and dissemination of scientific and technological knowledge in the University	BCUD	University Departments
9.	Ensure training for Teachers to use Technological aids for innovative teaching methodology.	Academic Staff College	Faculty
10.	Introduce interdisciplinary Courses for P.G./ Research	Academic Council	Faculty
11.	Continually review the syllabus according to needs of the Industry	Academic Council	Faculty

# Infrastructure

## **Vision**

University believes adequate infrastructure is a cornerstone of education. Use modern technology to support education will be encouraged. We will work towards providing best possible infrastructure including libraries, laboratories, classrooms, research facilities, common rooms, digitized knowledge-ware etc.

This should facilitate better percolation of knowledge to the student community.

## **Key Result Areas**

- At least one learning center per college covering library, research facility, reading rooms, etc.
- At least one digital classroom per college
- Hygienic restroom facilities at the rate of 1 restroom for every 20 students

## **Priority Goals**

- 100% compliance of norms for space for classrooms and common rooms
- Establish a linked data base of all library resources across the jurisdiction of the University accessible to all
- Improved infrastructure for physically challenged students
- Greater use of ICT in classrooms

## **Statistics**

<b>Sr. No.</b>	<b>Objective</b>	<b>Department Responsible</b>	<b>Collaborators</b>
1.	Establish a regular process of review and audit to ensure continued compliance with space norms	Affiliation	
2.	Ensure adequate ramps and other facilities available for physically challenged students	Affiliation, DSW	
3.	Encourage Wi-Fi campuses in all colleges	Affiliation	
4.	Organise annual programs for faculty in the use of modern teaching aids	Academic Staff College	
5.	Ensure colleges provide adequate laboratories in terms of equipments based on the subjects covered and number of students	Affiliation	
6.	Establish a common database of all assets in libraries across all the colleges. Use and exchange of these assets across all the colleges should be encouraged	Library and Affiliation	
7.	Ensure all colleges move to 100% digitized classrooms in the next 3 years	Affiliation	



# Faculty

## Vision

The teaching faculty of the various affiliated colleges of the University of Mumbai is committed to the pursuit of teaching and research excellence. Their aim is to provide a stimulating academic environment which involves an association of the real world with the theoretical one, and evolve innovative and student-centered methods of teaching. They appreciate that informed by current research; the ability to disseminate knowledge is enhanced. The intent is to create a generation that can adapt to rapidly changing environments in the national and international arena and to adopt new skills and knowledge throughout their careers.

The teaching faculty aspires to enhance the job readiness of the students through their own continuing education, personal and professional growth. They recognize the role of engaging themselves in training programmes, research, seminars and conferences in disciplinary and interdisciplinary areas to attain this goal. They purport to allotting time, giving feedback, and guidance to the student youth to reach their full potential. Ethical reflection, principles of access and equity, openness to cultural differences and diversity as well as lessons in humanity and compassion will form an integral part of the educational process.

## Key Result Areas

1. Teach assigned curriculum using appropriate methodology so as to correlate to the real world. In the process the students should get a clear message of the relevance of the syllabus.
2. Identify emerging areas of business, job opportunities, and services in our country as well as those overseas through conduct of workshops and exhibitions. The student youth can be better informed of the same to choose a programme and on completion of the programme.
3. Participate in research activities through minor/major research projects, paper presentations at seminars and conferences and presenting the findings to students.
4. Enroll for- short term courses related to their field; workshops on teaching methodology; courses that enable usage of the internet more effectively for precise information and so on.
5. Reserve 5-7 minutes of lecture time everyday for interaction with students on topic discussed or any current issue.

6. Display timing at which students can approach for one-to one discussions, queries and feedback.
7. Convey to students in the course of teaching the subject the need to adopt ethical practices, the need for hard work and the consequent positive results though examples from stalwarts in the respective field.

## Priority Goals

1. Provide a stimulating academic environment which involves an association of the real world with the theoretical one by evolving innovative and student-centered methods of teaching.
2. Conduct various workshops and exhibitions to disseminate information on emerging areas of business, service and job opportunities

## Statistics

### (To be collected)

- -No. of permanent faculty in all affiliated colleges (*to determine whom the policy is directed to*)
- -No. of temporary faculty ( *to determine to what extent the vision will be diluted since these faculty will be a floating one. However to salvage the situation each college can conduct a short term-3days- induction programme.*)
- -No. of visiting faculty/resource persons from the non academic arena ie industry, research institutes, Governmental bodies, NGOs, etc (*to determine the exposure students will get at UG and PG levels*)
- -Educational qualifications-No. with PG, M.Phil, Ph.D. etc with highest qualification
- - Geographical location of the college and broad Socio-economic background of students( *to determine the need for providing national and international exposure to students via faculty* )

<b>Sr. No.</b>	<b>Objective</b>	<b>Department Responsible</b>	<b>Collaborators</b>
1.	Hold Workshops on innovative teaching methodology for every subject on a continuous basis. All permanent faculty members to be deputed for the same. Resource persons should have knowledge of teaching methodology adopted in well known universities across the globe.	Academic Staff Colleges	Principals, University and ASCs
2.	Request Colleges to suggest names of popular teachers, teachers who use novel means of illustrating and simplifying complex topics and /or have organized virtual sessions /simulation of an existing procedure, academic festivals, etc.	Academic Staff Colleges	Principals, University and ASCs
3.	The above workshops to include a module on emerging areas of business, service and job opportunities in the respective field. This needs to be regularly updated.		
4.	Provide Online access to case studies compiled by other institutions/universities.	University of Mumbai to provide link through its website and each affiliated college can have a login id to access the same.	University and Colleges
5.	Trained and professional counselors on a permanent basis to be made available at the University Campus, Sub-centres	University of Mumbai	

	(when they come up) and at certain designated colleges from each cluster/zone to provide information on career options. Such appointments/outsourcing will have to be made by the University. These may be paid services so as to ensure quality but waivers/discounted rates may be offered to students who are economically disadvantaged.		
6.	Each college to organize at their level bi-monthly open-house sessions where the faculty from any subject can present their research findings. Students from any stream including those from the vicinity may be permitted to attend the same. Information regarding the same may be displayed on the website of all the participating colleges	Affiliated Colleges	
7.	The Board of Studies of each subject to ensure a 5-7 minutes slot for daily discussion, summing up by students etc.	BoS	Departments in each college
8.	The faculty of all affiliated colleges to display timings for the students for one-to one discussions, queries and feedback. In case a separate department is not available, a room can be designated for the same.	University of Mumbai	University and Colleges

# Alumni

## Vision

For any University a strong functional alumni Association stands as a most important backbone. It is through these alumni the University is known to the outer world. The University of Mumbai has globally recognised alumni like the Ambanis, Amir Khan, Lord Megnad Desai, Dr. Chidambaram, etc. to utilise them as the USP's of the University.

The ultimate goal would be to create a data base of former graduates to provide them with greater opportunities and improve overall wellbeing of the University.

## Key Result Areas

- 60% of the graduating students to be enrolled as members of the alumni network
- Establish a strong alumni association within the next academic year
- Update record of various alumni
- Establish International chapters of alumni association
- Sponsorships be sought for the purpose of development of University infrastructure both in terms of physical and human

## Priority Goals

- To establish a strong Alumni Association.
- To organise more meetings and open the frontiers of opportunities for Research and employment.
- To establish an Alumni Fund for the development of the University.
- To encourage the alumni to take up/sponsor developmental activities for the University both infrastructural and other needs.

## Statistics

<b>Sr. No.</b>	<b>Objective</b>	<b>Department Responsible</b>	<b>Collaborators</b>
1.	Enroll maximum number of graduating students as alumni members	Examination and DSW, NSS	All Colleges and if need be to outsource
2.	Continually add value to alumni	DSW	Colleges
3.	Create a data base of alumni from various Colleges as we follow affiliated system	DSW,NSS, DLLE, Sports	Colleges
4.	Organise specialised alumni meets i.e. specific to industry or faculty	DSW	Industry and Faculty
5.	Facilitate alumni student interaction. This would work as identifying best employees/researchers for the organisation	DSW	Colleges and Research Institutes
6.	Promote a new program entitled giving 'back to the University'	DSW	Faculty
7.	Recognize contribution of illustrious alumni	PVC office	Faculty
8.	Encourage the alumni to adopt a Student/Researcher	DSW	Departments on the campus
9.	Facilitate reunions abroad for alumni settled overseas, particularly in regions of high concentration	PVC office, DSW	Outsource
10.	Establish Alumni clubs wherein the current students learn from the successful alumni as apprenticeship	DSW	Colleges and outsource
11.	Conduct high profile events once a year including celebrity cricket matches, alumni dinners, etc.	DSW, NSS, Sports, DLLE	Event management firms and outsource



# **Social Awareness/ Citizenship (gender sensitivity, ethics)**

## Vision

As a part of their holistic education, there is a need to develop qualities of citizenship and dedication to community service amongst all sections of the Youth in the University.

## Key Result Areas

- All students to be exposed to process of democratization and good citizenship during their 1<sup>st</sup> year in the University
- Students to relate to social and economic development through one social project

## Priority Goals

- To promote civic sense amongst the Youth
- To encourage students to take up their social responsibilities

## Statistics

<b>Sr. No.</b>	<b>Objective</b>	<b>Department Responsible</b>	<b>Collaborators</b>
1.	Design training programs in the area of good citizenship and social awareness		
2.	Organise guest lecturers for all freshers		
3.	Convene National level Seminar and Symposium		
4.	Recognize youth who have shown outstanding qualities of good citizenship	DSW	Colleges
5.	Organise Model Parliaments in every district	DSW	Colleges

## **Implementation**

Once the policy has been adopted by the University, each of the stakeholders would have to evolve detailed Plan of Action (POA) with financial and human resources required to implement this policy.

In order to implement this policy, the various stakeholders will have to work in a coordinated manner. These stakeholders would span across University departments and non-government organizations and form part of an Interdepartmental Committee.

This Interdepartmental Committee will be composed of representatives from departments and agencies that work to implement this Policy. It will enable the follow-up and harmonization of implementation and participate in its assessment. It will also take note of successes and difficulties encountered during the implementation and application of policy instruments in order to suggest appropriate follow-up measures.

The Assessment Committee stems from the Interdepartmental Committee. Composed of assessment experts from government departments, this Committee will participate in all facets of the implementation evaluation. In particular, committee members will be responsible for collecting information related to policy instruments for their department. They will then help prepare a progress report and a final report.

A three-tier monitoring mechanism will be set up to ensure timely implementation of this policy. This mechanism will have monitoring mechanisms at University-level, district-level and college-level.

Each of the KRAs in the twelve focus areas would be monitored at least once a year and the entire policy reviewed every three years.

