



B.M.S. EDUCATIONAL TRUST
B.M.S. COLLEGE FOR WOMEN
An Autonomous Institution
Affiliated to Bengaluru City University
NAAC Accredited "A" Grade

STRATEGIC PLAN

(2022-2030)



VISION

Envisions to create competent and confident women leaders to meet the challenges of the changing world through holistic learning.

MISSION

- Continue the legacy of women's empowerment
- Promote a lifelong passion for scholarly pursuits
- Inculcate qualities of empathy and inclusiveness for an enlightened society
- Be the torch bearers of our cultural heritage and ethos

OBJECTIVE

- Facilitate advanced, skill-based, career oriented education/learning
- Foster innovation and research culture in students and staff
- Mentor students to be quality conscious, socially responsible, morally upright and environmentally conscious citizenry
- Motivate students to be enterprising, independent and invincible

Preface

B.M.S College for women (Autonomous), Bengaluru, is proud of its long tradition and rich legacy. The Strategic Plan- Roadmap to the future aims at providing institution a vision and direction for the next few years.

The strategic plan for the Institution was drafted after discussions in IQAC, Planning & Evaluation Committee & HoD's of all departments.

BMS College for Women drafted out its strategic plan which draws out action plan for achieving the institutions Vision & Mission. A Strategic Plan Advisory Committee (SPAC) was constituted in the year 2022 with the following Members:

1. Dr. Vasundhara D E- Principal
2. Smt. Gayathri B- Vice Principal
3. Dr. Rita Bhattacharjee – Dean Academics
4. Dr. N. Raghu Kumara - IQAC-Coordinator
5. Lt. Dr. Geethashree. M- Deputy Dean Academics
6. Dr. Shubha M- IQAC Co Coordinator

Important areas for the future of the institution (Short term & Long Term) were identified and they constituted the key pillars goals for the institution. The key pillar goals are:

- 1. Institutional growth & Academic system.**
- 2. Improving Teaching/ Learning Experience.**
- 3. Strengthening the Research domains.**
- 4. Extending the Social work domains.**

Institutional growth & Academic system

FOCUS AREA

1. Enhancing Brand Value
2. Recruit, develop and retain faculty.
3. Enhancement of teacher competence and expertise.
4. Expand the global footprint by having students from around the globe enrolling in BMSCW
5. Enhance the outreach through increased collaboration with reputed Institutions.
6. Develop more opportunities for placement and entrepreneurship for students.
7. Strengthen Alumni engagement.

Improving Teaching/ Learning Experience

FOCUS AREA

1. Enhancement of ICT enabled teaching –learning measures
2. Coaching and Exposure programs for career development
3. Create strong extension activities that touch a large spectrum of stakeholders.
- 4 Introduction of new courses/ programs in emerging areas
5. Increase the usage of online databases and development of e-content.

Strengthening the Research domains

FOCUS AREA

1. Allocation of a specific budget to ensure proper research output from various departments.
2. Foster research culture in the institution by acquiring research grants through alternate sources of funding.
3. Encourage inter-departmental collaboration in research and publication.
3. Enhance the opportunities and support for young researchers.
4. Augment the linkages with different reputed Institutions.
5. More departments to become research centers

Extending the Social work domains

FOCUS AREA

- 1 Enhance industry-academia collaborations.
2. Discharging Institutional Social Responsibility through adopting schools in the neighborhood for sharing knowledge and skills.
3. Services of the faculty to be extended to other institutions in a faculty exchange Programme.
4. Enhance in Number of outreach programs, Internship and Community engagement services

SHORT TERM GOAL (2022-2026)

I. Institutional growth & Academic system

FOCUS AREA

1. Enhancing Brand Value

- The visibility of the college should be increased at the national level to get enrolment from other states.
- Build a brand promise based on academic offerings, student experience, and prestige. Identify and implement programs and value added courses for skill development, entrepreneurship and employability.
- To be counted as one of the most highly reputed higher education Institutions in India by performing well in NIRF India Rankings, obtaining highest grade in NAAC reaccreditation by 2026.

2. Recruit, develop and retain faculty.

- Preference given to PhD candidates for faculty recruitment.
- The faculty will be trained to teach to diverse group of students
- .Faculty development programs for faculty for enriching technology-enhanced teaching.
- Enhance incentives for paper publication in Scopus indexed/Web of Science Journals.

3. Enhancement of teacher competence and expertise.

- The percentage of PhD holders should reach 75% by 2026, and BMSCW will ensure that there is a resource pool of faculty members who have a high caliber of research and teaching.
- Encourage the recruitment and retention of quality faculty resource by committing greater rewards for excellence in teaching and research.
- Recruit faculty with Ph.D. and encourage existing faculty members to complete their doctoral degree to have 75% faculty members having their doctoral degree by 2026.

4. Develop more opportunities for placement for students.

- Enhance placement facilities at UG and PG levels with specific training, starting with introductory and focusing on need-based development.
- Training with the help of professionals and specific needbased training before each interview.
- Attract and make negotiation with companies.

5. Strengthen Alumni engagement.

- BMSCW aims to foster strong bonds between its alumni and the College Community We will expand and strengthen opportunities for alumni to give their "time, treasure, and talent" to their alma mater.
- Create Directory of Alumni.
- Conducting Alumni events annually for connecting students to alumni, alumni to alumni, and even College to alumni

6. Coaching and Exposure programs for career development

- Specific plans to enhance the number of students qualifying for the competitive exams. Different types of professional training would be given to students, so as to qualify in different competitive exams like Civil Service Exams, JAM, GATE, NET, JRF etc
- LMS platforms will be introduced & will be effectively made use of.
- To augment Career Counselling, Academic Counselling along with Personal Counselling that will result in self-confidence, assertiveness, self-esteem and stress management.

7. Create strong extension activities that touch a large spectrum of stakeholders.

- BMSCW advocates for academic research benefiting students, industry, and society.
- BMSCW promotes action-oriented activities & research with maximum impact for society's benefit.

8. Introduction of new courses/ programs in emerging areas.

- At least 2 Value added courses in each program. Identify atleast two best ValueAdded Courses for each program.
- Promotion of MOOCs and usage of blended learning for value added courses.
- Incorporating the skill-based training as envisaged by NEP, through value added courses.

9. Strengthening the Research domains

- Specific orientation given to the teachers for doing research.
- Enhance seed money for research annually.
- Consultancy initiatives including training and infrastructure will be strengthened.
- Ensure publication research articles in top journals. The h-index of the institution is targeted to be beyond 5

LONG TERM GOAL (2026-2030)

FOCUS AREA

1. Expand the global footprint by having students from around the globe enrolling in BMSCW

- Goal of BMS is to make to make a hub for higher learning. Over the last decade, the institution has made progress in admissions of International students.
- To achieve & expand this number of MOUs Signed, Active Relationships, Number of exchange programs will be introduced.

2. Enhance the outreach through increased collaboration with reputed Institutions.

- To focus on building relationships with reputable universities around the world.

Industry academia

- We will increase collaborative activity with business, industry, academia and other external organization.
- To expand our industry engagement approach to encompass more diverse partners and models.
- Continue to improve the breadth and depth of industry / academia engagement through events and programs delivered through multiple mechanisms.

Expand linkages with major institutions and industries.

- To conduct seminars / workshops/ conferences in collaboration with globally and nationally registered industries.

Zero drop out

- Strengthening the mentor - mentee relationship, special coaching given to the weaker students.