



# Nirmala Memorial Foundation College of Commerce and Science

Permanently Affiliated to University of Mumbai  
Accredited by NAAC, ISO 9001-2015 Certified  
Recognised under section 2(f) & 12(B) of the UGC Act 1956

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D.S. Road, Asha Nagar, Thakur Complex, Kandivali (East), Mumbai – 400 101. Tel.: 022 69436400

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**6.2.1 The institutional perspective plan is effectively deployed and the functioning of the institutional bodies is effective and efficient as visible from policies, administrative set-up, appointments, service rules, procedures, etc.**

- **Robust administrative set-up:** The IQAC proposes the plan to the Principal. Though there is a perspective plan of five years, an annual action plan and budgets are prepared to implement this plan developed at 3 levels namely 1) CDC, 2) IQAC level and 3) Individual Departmental Levels. ISO Committee parallelly sets the ISO Objectives for the departments, committees and the institution as a whole.

At NMFC, leaders at various levels including the board of trustees exhibit strong commitment. The non-teaching staff is trained to enrich their administrative skills.

- Organogram
- **NIRF:** The college administration aims for quality improvement through participation in NIRF ranking, ISO certification, 2f and 12 B recognition etc.
- **Alumni engagement:** The college leverages the industry expertise and the contribution of alumni by inviting them for guest lectures, conducting field trips, leading the college events etc.
- **Extention activities:** In line with the vision of the organisation and the perspective plan, the college engages with various stakeholders to boost extension activities including rural projects, conservation of the environment etc.
- **Enhancing students' support through inclusive and participatory approach :** NMFC involves stakeholders, such as faculty, staff, students, and external partners, in the planning and decision-making processes. For instance, an Ad-hoc committee formed for NIRVANA takes decisions, right from budgeting, sponsorships, inviting resource persons etc. Peer learning enhances student support so do privilege cards for advanced learners, and remedial lectures for slow learners.
- **Supportive Policies and Procedures:** As listed on the college website, various policies like e-governance, discipline rules, grievance policy, service rules, quality policy etc. guide various aspects, including recruitment, resource management, evaluation, and conflict resolution.



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- **Performance-oriented Culture:** The management rewards exceptional performance and encourages employees to strive for excellence and professional development through training, FDPs, and support for research activities.
- **Resource Allocation and Management:** For effective financial resource allocation, budgets are an integral part of major events happening at NMFC. Various physical facilities are used for multiple purposes throughout the campus for effective space management.
- **Monitoring and Evaluation Mechanism:** The institution implements ISO 9001:2015 standards for its functions. Teachers are trained and certified to conduct internal audits to ensure the accuracy and transparency of data. An external audit is conducted every year by TUV Nord. Energy audits, Gender Audits, and Green Audits also contribute to the effective deployment of the perspective plan.
- **Collaborative Partnerships:** The college has collaborated with premier institutes like St. Xaviers College, Andhra Loyola College, Andhra Loyola College of Engineering, Garware Institute of the University of Mumbai etc. to enable knowledge sharing through faculty and student exchange programs. The college also has tie-ups with NGOs to enhance its extension activities.
- **State of art and Eco-friendly campus:** Staff and students are encouraged to work paperless, LED bulbs, waste disposal measures, in-house plantation, and maintenance of facilities are taken care of.

Technological advancements like wifi enabled campus, the use of elevators for easy commuting, advanced laboratories, and an automated library also acts as important factor for the effective deployment of the perspective plan.