

Annual Report 2024-25



College of Social Work (Empowered Autonomous)

Nirmala Niketan Institute

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FOREWORD



The College of Social Work (Autonomous), Nirmala Niketan, proudly celebrates 70 years of dedicated service to the nation. Over the years, the College has consistently made significant contributions to community development through its field action projects and educational initiatives, thereby furthering the achievement of the Sustainable Development Goals.

The Academic Year 2024-2025 has been a memorable one for the College, as it continued to contribute, collaborate, and contextualize the field of social work, as well as social science education in India. The Annual Report for 2024-2025 stands as a testament to the unwavering commitment of our teaching faculty, non-teaching staff, students, and management in advancing academic and social development initiatives.

We extend our heartfelt gratitude to the donor agencies, the members of statutory bodies such as the Governing Board, Academic Council, Board of Studies, College Development Committee, Internal Quality Assurance Cell, as well as our partner organizations, alumni, parents, and students, whose support has been invaluable. We also express our sincere appreciation to the University Grants Commission (UGC), Rashtriya Uchchatar Shiksha Abhiyan (RUSA), Maharashtra, the University of Mumbai, and the Social Welfare Department of the Government of Maharashtra for their financial support, guidance, and encouragement.

With best regards,

Prof. (Dr.) Lidwin Dias

Principal

Section 1: Curricular Aspects

Regular Programs:

Bachelor of Social Work

The mission of the BSW program is to prepare graduates for generalist professional practice and to contribute to the achievement of the College of Social Work's mission and vision within the context of its core values. BSW students have selected a career path that prepares them for professional practice. BSW graduates possess a wide range of knowledge and skills and employ them within the values of the social work profession. Each graduate is prepared for practice and has undergone a supervised internship in the field. 60 students are enrolled in the first year of the programme. Students are placed in institutions, urban, rural, and tribal settings.

Master of Social Work

The Master of Social Work (MSW) program provides students with advanced critical analysis, problem-solving and research skills. MSW students in the College of Social Work are trained to help people cope with and overcome problems in their lives. At the master's degree first year level, students are generally required to take courses that cover a range of social work topics, including history of social welfare, social policy, social work methods, social science foundations and research methodology. At the second year level, MSW can select electives. The programme also offers them specific skills in the final semester which includes skills in management of NPOs, etc. 60 students are enrolled in the first year of the programme. Students are placed in institutions, urban, rural, and tribal settings.

MA (Social Innovation and Entrepreneurship)

MA (Social Innovation and Entrepreneurship) is a two-year masters' programme designed to enable students to develop and use business skills to address complex social problems especially in the context of India. The expectations from the students is that they will be able to demonstrate the role of social innovators and entrepreneurship in creating innovative responses to critical social needs (e.g., hunger, poverty, inner city education, global warming, etc). This course will help to prepare students personally and professionally for meaningful employment by reflecting on the issues of social innovations and entrepreneurship. After the completion of the programme students are expected to start their own venture. This Programme has been approved by the Statutory Bodies of the College of Social Work (Autonomous) Nirmala Niketan and notified by the University of Mumbai as per the letter dated 14th Sept, 2022 to introduce M.A. (Social Innovation and Entrepreneurship) under the Faculty of Interdisciplinary Studies from the academic year 2022-23.

PhD (Social Work)

The purpose of the PhD program is to train future social work scholars/ social work professionals engaged in research, teaching and service. Supplementary to the coursework, this doctoral program offers students opportunities to be actively involved in both research and teaching. Students benefit from the close mentorship of the committed faculty and regularly attend conferences and publish in UGC CARE journals. Students also receive valuable opportunities to develop a teaching portfolio, positioning them to succeed in academic careers.

Programme/ Year Wise	Students Admitted
BSW (Hons) First Year	51
BSW (Hons) Second Year	52
BSW (Old Course) Third Year	56
MSW (NEP) First Year	60
MSW (Old Course) Second Year	62
MA (SIE) First Year	14
MA (SIE) Second Year	8
PhD	15
Total	318

Four Year Multiple Entry/Exit BSW (Hons) Program was designed by the Board of Studies as Per Maharashtra Government Resolution April 2023 and implemented w.e.f June 2023 after approval of Academic Council and Governing Board. 60 students joined the BSW (Hons) program in July 2024, However, only 51 continued. In the MSW first year 60 students were admitted.

MA (SIE) which was floated in 2022, has grown from the first year batch of three students. This year 14 students registered in the program. Mr. Cletus, Mr. Yadnesh and Ms. Fatema are the core Faculty members of this program. In addition to the 15 candidates at different stages of PhD completion, five students are in the process of registering with the University for PhD program.

Add-On Courses for Regular Students:

The regular students of the college are encouraged to attend add-on courses. These courses focus on employability/entrepreneurship/ skill development domains are offered by the Institution once a year. This year three courses were offered, namely Social Entrepreneurship, Media Skills and Qualitative Research.

Course Title	Students Admitted	Staff In-Charge
Social Entrepreneurship	20	Mr. Cletus
Qualitative Research	36	Dr. Kalyani
Media Skills	20	Ms. Vinnarasi

Continuing Education Programs/ Stand-Alone Courses

Continuing education programs are offered through the Extension Centre of the College. There is a wide variety of non-credit foundation courses, credit based PG Diploma programs, para professional certificates, and workshops/ training to help professionals advance their careers. The primary mission of the Extension Centre is to offer learning opportunities to all people of all ages using the expertise of our faculty, field agency partners and alumni.

Programme	Students Admitted
PG Diploma in Research Methodology	9
PG Diploma in Therapeutic Counseling	14
PG Diploma in Corporate Social Responsibility	18
Certificate in Social Work for Paraprofessionals	17
Certificate in Para Counselling	14
Certificate Course in Social Entrepreneurship	16
Certificate Course in Care Giving for Senior Citizens	13

Paraprofessional Social Workers Association Activities:

<i>Sr. No.</i>	<i>Monthly Activity</i>	<i>Date/ Month</i>	<i>Resource Person</i>	<i>No. of Participants</i>
1	Sanghmitra Planning Meeting	June	Sanghmitra Members	12
2	Sanghmitra Planning Meeting		Sanghmitra Members	12
3	Orientation to new batch of Para Professional students		Sanghmitra Members	5
4	Session on NGO Registration & Management	July	Ms. Rinku Pandya	20
5	No Activities	Aug/Sept	--	--
6	Core Committee Members' Meeting	October	Core Committee Members	6
7	CTRL- Film Screening		Ms. Rinku Pandya & Mr. Ajay Salve	20
8	Orientation to new batch of Para Professional students	November	Sanghmitra Members	5
9	Session on Love-Jihad		Mr. Nisar Ali	9b

Activities of Alumni Association of Senior Citizens Course

Sr. No.	Monthly Activity	Date/ Month	Resource Person	No. of Participants	Venue
1	Workshop on Effective Management Strategies in Different Stages of Dementia	April	Team Dementia India Alliance	25	Extension Centre
2	No Activity	May	--	--	--
3	Session on Cyber Crime Celebration of Yoga Day	June	Mr. Sahail from Helpage India	27	“
4	Monsoon Picnic	July	Alumni Members	20	Royal Garden Resort Navghat, Naigaon
5	Independence Day celebration	August	Alumni Members	30	Extension Centre
6	Visited Premdan: Mother Teresa's Ashram Visit to Sneha Sadan Home	September	Alumni Members	24 20	Airoli Andheri
7	Monthly meeting and Rangoli competition	October	Alumni Members	23	Extension Centre
8	Unchai Movie Screening	November	Alumni Members	25	“
9	Culinary competition Christmas decoration competition Carol Singing by Sisters from Premankur Talk on Living Will	December	Alumni Members Mr. Sushil Wadhwa	21	“
10	Annual Sports Day	January	Alumni Members	31	“

Section 2: Teaching-Learning and Students Outcomes

Student Diversity

The institution continues to demonstrate its commitment to fostering effective teaching, learning, and student outcomes in alignment with Criterion II of the NAAC framework. This criterion emphasizes inclusivity, pedagogical innovation, faculty quality, evaluation reforms, and the systematic attainment of programme outcomes. The overall approach reflects a balance between academic rigour and student well-being.

During the academic year 2024–2025, the total student strength stood at 326 across undergraduate, postgraduate, and doctoral programmes. Admissions were conducted with transparency, and enrolment patterns revealed diversity across caste, gender, and religious categories. At the undergraduate level, 59 students were admitted to BSW I, while the MSW programme under the new NEP attracted 60 first-year students. Other programmes, including MA (SIE) and PhD, also recorded steady enrolments. A notable aspect was the relatively balanced gender distribution, with female students comprising nearly 59% of the intake.

The institution's admission profile reflects inclusivity and representation. In BSW I, students were enrolled from Scheduled Caste, Scheduled Tribe, Roman Catholic minority, Muslim, OBC, SBC, and NT communities, alongside General category candidates. This diversity underscores the college's commitment to equitable access. The dropout of 13 students was primarily due to family responsibilities, employment, or opting for the NEP 2020 Multiple Entry and Exit System, which encourages lifelong learning opportunities.

Demographic Highlights:

- Balanced Gender Distribution: 59% female, 41% male.
- Caste Diversity: Representation from SC, ST, OBC, SBC, NT, RC, Muslim, and General categories.
- Dropouts: 13 students, mainly due to employment, health, or opting out under the NEP 2020 Multiple Entry-Exit Policy.

Inclusive and Learner Centric Curriculum

To cater to the diversity of learning needs, the institution identifies students' academic levels early and designs support systems accordingly. Slow learners benefit from remedial coaching, mentoring, and peer support, while advanced learners are engaged through additional readings, research projects, and seminars. This dual strategy ensures that both groups are challenged and supported, resulting in an inclusive and enriching learning environment.

The student-teacher ratio of 18:1 facilitates effective teaching and close mentoring. With 18 full-time faculty members (10 sanctioned and 8 management-appointed), each student receives personalised attention. The mentorship model, where around 18 students are guided by one mentor, plays a crucial role in both academics and fieldwork supervision. This system enhances student confidence, engagement, and performance.

Student-Teacher Ratio and Mentorship:

- Full-time Faculty: 18 (10 sanctioned + 8 management-appointed).
- Student-Teacher Ratio: 18:1, ensuring effective interaction.

The teaching-learning process is distinctly student-centric. Experiential learning, case studies, participatory methods, and problem-solving activities form the core of pedagogy. Students regularly engage in reviews of books, films, and articles; prepare observation-based case studies; create IEC materials; and undertake presentations or creative assignments. ICT-enabled tools, including virtual classrooms, multimedia presentations, and collaborative online platforms, further enhance teaching quality. Regular Faculty Development Programs on Outcome-Based Education and assessment planning ensure that teachers remain up to date with evolving pedagogies. The quality of teachers remains a key strength of the institution. Of the 18 full-time faculty, 10 hold doctoral degrees, with teaching experience ranging from 9 to 33 years. Several faculty members have been associated with the college for over 15 years, contributing to academic stability and continuity. The combination of experienced educators and younger faculty members brings both depth and innovation to the teaching process. Management's initiative to recruit beyond sanctioned posts further reflects a strong commitment to academic excellence.

Teacher Profile and Quality:

- Full-time Faculty: 18 (10 with PhD).
- Experience Range: 9–33 years.
- Recruitment: Management supplements sanctioned posts to meet academic needs

Evaluation System

Evaluation reforms have strengthened transparency and efficiency. Results are typically declared within 15–20 days of semester-end examinations, and no grievances were reported in 2024–25. The adoption of an ERP-based Examination Management System streamlined processes such as hall ticket generation, seating arrangements, marks entry, grading, and result publication. Continuous Internal Assessment through assignments, presentations, viva, and field evaluations ensures a fair and holistic evaluation of students' performance.

Evaluation Process and Reforms:

- Result Declaration: Within 15–20 days of examinations.
- Grievances: Zero complaints in 2024–25.
- Reforms: ERP-based Exam Management System (EMS) covering exam scheduling, hall tickets, seating, grading, analytics, and secure data handling.
- Continuous Internal Assessment (CIA): Assignments, presentations, viva, and field evaluations.

Programme Outcomes (POs) and Course Outcomes (COs) are clearly articulated, communicated, and integrated into teaching plans. Students are oriented to COs at the beginning of each semester, and achievement is measured through internal and external assessments. The curriculum design combines lectures, seminars, simulations, and fieldwork, aligning theory with practice. For instance, supervised field placements provide students with hands-on exposure to social issues, enabling them to apply classroom knowledge in real-world contexts.

Student performance trends indicate consistently high pass percentages across programmes, with improvement as students' progress to advanced years. Fieldwork placements, research projects, and term papers contribute to holistic development. MSW students, in particular, benefit from guided research projects and vivas assessed by external experts, further validating the quality of their training.

Student Satisfaction

Student Satisfaction Survey reaffirms the effectiveness of teaching-learning practices. Students expressed appreciation for faculty mentorship, ICT integration, academic support, and the inclusive learning environment. Their feedback highlights the intellectual stimulation and comfort they experience, reflecting a positive perception of their educational journey. This consistent feedback loop enables the institution to strengthen its practices further.

Section 3: Field Action Projects

About our Field Action Projects (FAPs)

Field Action Projects (FAPs) at the College of Social Work, Nirmala Niketan, represent the institution's commitment to combining education with practice while responding meaningfully to pressing social realities. As experimental initiatives rooted in social work pedagogy, they bridge the gap between classroom learning and ground-level challenges, ensuring that students not only acquire theoretical knowledge but also engage with the lived realities of vulnerable communities. Over the decades, the College has pioneered more than forty such projects, many of which have grown into independent organizations making significant contributions at local, national, and even international levels. Currently, three major FAPs embody this vision: Spandan, which works with indigenous tribal groups on issues of nutrition, livelihood, and disability; Anubhav Youth Development Centre (AYDC), which nurtures youth engagement, constitutional literacy, and community participation through experiential programmes; and Pravas, which accompanies older adults in marginalized urban communities on their journey toward healthy and active ageing. Together, these projects not only reflect the College's mission of promoting human dignity and social justice but also align closely with the Sustainable Development Goals (SDGs), amplifying local wisdom and participatory approaches while creating replicable models for sustainable social development.

Spandan

Spandan, meaning *heartbeat*, resonates with the voice of indigenous tribal groups in Palghar district, focusing on sustainable development and nutrition security in the Talasari and Dahanu blocks. Its women-centered initiative Sakhi reached 17 Anganwadi centers in 2024–2025, conducting sessions on stress management, health, hygiene, nutrition, child marriage, and girls' education. More than 21 sessions were facilitated by student social workers, engaging women in discussions on reproductive health and holistic well-being.

Demonstrations of low-cost nutritious foods such as sprouted bhel and beetroot laddus enabled pregnant and lactating mothers to adopt healthier practices, while nutrition powder distribution benefitted children from over 20 villages. The adolescent-focused programme Kishordhara collaborated with 13 Zilla Parishad and Ashram schools, directly engaging 407 students through sessions on health, hygiene, self-confidence, child rights, and the POCSO Act. Spandan observed that while students initially hesitated to interact, interactive skits and peer-led discussions gradually encouraged them to express themselves freely. Sessions on career guidance filled a critical gap, as many students lacked access to reliable information on higher education and vocational options. Meanwhile, Sahyogi reached 16 persons with disabilities and six groups of Para Legal Volunteers (PLVs) through awareness sessions on disability rights, government schemes, and sexual harassment laws. These interventions empowered PLVs to act as resource persons in their communities, helping others navigate legal and administrative challenges.

Livelihood and food security interventions formed another critical arm of Spandan. Through Unnati, more than 55 participants received hands-on training in sewing, block printing, and textile design. The Satwahaar programme distributed 1,135 seed packets across 18 villages, five schools, and one Anganwadi, enabling families to grow vegetables for improved dietary diversity. Follow-ups confirmed successful cultivation among 187 families, with fresh produce incorporated into household meals despite challenges of animal grazing and heavy rains. A monthly nutrition initiative distributed 570 packets of pulses and legumes, benefitting over 500 underweight children. In addition, the Farmers' Market of December 2024 brought together 14 community farmers and artisans, showcasing organic vegetables, Warli paintings, chikoo-based products, and honey, with high demand for honey and country eggs. This event not only generated income but also trained participants in packaging, branding, and marketing, underscoring Spandan's holistic focus on empowerment, livelihoods, and health.

Anubhav Youth Development Centre (AYDC)

Anubhav Youth Development Centre (AYDC), earlier known as *Anubhav Mumbai*, is the College's flagship youth-focused project, reaching 1,401 adolescents and youth in 2024–2025 through community-based and campus collaborations. At its core is the Laher module on Constitutional Literacy, which trained 825 youth across six colleges through sessions on democracy, secularism, gender justice, and dignity of labour. Pre- and post-tests were conducted to assess knowledge gain, and every module concluded with a field assignment to encourage experiential learning. On Constitution Day (26th November 2024), 276 students participated in commemorative events, highlighting the centrality of constitutional values in youth development. Through such interventions, Laher has become the entry point for AYDC, guiding youth into deeper levels of participation: *Mitra*, *Sahyogi*, *Sathi*, and *Anubhav Samaj*.

Promoting health and wellbeing was another pillar of AYDC's strategy. In 2024–2025, the project organized 26 sessions on topics such as art therapy, mental health, relationships, and counselling, benefitting 879 youth across colleges, camps, and communities. A large-scale session on *Youth and Mental Health* held at Shailendra Degree College drew 122 participants from 26 institutions, with youth leaders and professionals engaging in dialogue on psychosocial resilience. The Educational Sports Club, launched in 2023, expanded its reach with 85 active members and organized an annual sports festival in November–December 2024. The festival drew 380 participants across four sports—box cricket (300), badminton (43), chess (20), and carrom (37). Notably, 86 female participants (22.6%) were mobilized, demonstrating progress toward inclusive youth engagement. Beyond physical wellbeing, these activities promoted teamwork, resilience, and a sense of community.

AYDC also emphasized cultural expression, leadership, and rural exposure. Through three street theatre workshops, 215 students were trained in scriptwriting, performance, and awareness-building on issues like water conservation, cyber security, and women's empowerment. Rural camps, such as the *Tierra Project* in Roha, involved 32 students in immersive exposure to community realities, while small-group youth meetings in Santosh Nagar and Bhagatsingh Nagar provided platforms for reflection and dialogue. Career guidance workshops reached 285 students across five institutions, while life skills sessions engaged 23 youth in areas like public speaking and negotiation. The year culminated in the Mumbai Suburban Youth Festival (1st February 2025), where 600 youth participated in competitions, and 230 attended the festival, with trophies awarded to colleges and individual leaders. AYDC's achievements underscored its role as a model for youth social work, blending constitutional literacy, mental wellbeing, sports, arts, and advocacy into a holistic engagement framework.

Pravas

Pravas, initiated in 2018, represents the College's commitment to promoting healthy and active ageing among older adults in marginalized urban communities of Goregaon. In 2024–2025, the project reached 188 older adults across Bhagatsingh Nagar, Indira Nagar, Santosh Nagar, and Vitt Bhatti, addressing both social and health needs. Livelihood generation and skill development formed a central focus, with nine women trained in candle and agarbatti making, followed by a two-day soap-making workshop. The products were marketed through church fairs and local outlets, generating Rs. 25,030 in profit, which was reinvested in stipends for elderly participants and future trainings. Such initiatives not only supplemented household incomes but also restored dignity and purpose to ageing members, while strengthening inter-agency collaboration with institutions like the C.B. Kora Institute of Village Industries.

Health and wellbeing interventions were equally significant. Pravas conducted two major medical camps—one in partnership with Help Age India on 14th August 2024 (30 participants screened for diabetes, blood pressure, and haemoglobin) and another with Tata Memorial Hospital on 23rd November 2024 (79 screened for oral, breast, and general cancers). Of these, 26 participants were referred for further diagnostic tests, with student social workers coordinating logistics, counselling, and hospital visits. Yoga sessions, facilitated by a certified trainer, engaged 40 members, with participants reporting improvements in flexibility, pain management, and stress reduction. In addition, 12 seniors were supported in registering for Ayushman Bharat Health Cards, ensuring access to Rs. 5 lakh of annual healthcare coverage. Weekly group activities, including art, social bonding, and inter-religious festivals, further reinforced the project's focus on psychosocial health and community cohesion, with 93 older adults participating in the Diwali and inter-faith celebrations.

Recognizing the critical role of family in eldercare, Pravas piloted a Family Caregiver Programme, engaging 85 caregivers and older adults in two sessions. The programme provided training on dementia, Alzheimer's, and coping strategies, facilitated by geriatricians and elder-care specialists. Caregivers were introduced to practical tools for daily support, counselling services, and stress management techniques. Complementing this, Pravas collaborated with the College of Home Science to roll out a Healthy Ageing Module covering nutrition, physiotherapy, and neurological disorders, benefitting 51 participants. The project's success lay in blending preventive, promotive, and curative approaches with skill-building and advocacy, while the four student social workers placed at Pravas contributed through weekly home visits, mobilization, and reporting. Pravas thus emerged not only as a supportive space for older adults but also as a living classroom for students to learn social gerontology in practice.

Across these diverse projects, several cross-cutting achievements, challenges, and learnings have emerged that enrich the College's field practice. The projects stand out for their strong collaborations with government institutions, legal services, NGOs, and community-based organizations, ensuring that interventions are both relevant and sustainable. A key achievement has been the capacity building of student social workers, who gain experiential learning by directly facilitating sessions, mobilizing communities, and linking beneficiaries to entitlements. The initiatives have advanced sustainable livelihoods, gender justice, and social justice by creating opportunities for women's self-help groups, promoting youth leadership, and ensuring older adults have access to healthcare and income-generation options.



Section 4: Extended Curriculum Engagements and Students' Welfare

Overview on Vibrant Student Life

The academic year 2024–2025 was marked by vibrant student leadership, innovative programs, and significant achievements across cultural, sports, and academic platforms. Through the combined efforts of the Student Council and the Extra-Curricular Committee, the College of Social Work, Nirmala Niketan, nurtured holistic student development while upholding the institution's ethos of social responsibility, inclusivity, and leadership. With meaningful sessions, inter-collegiate collaborations, national-level achievements, and the flagship cultural festival *RIWAYAT 2025*, this year has strengthened the college's reputation as a hub for creativity, advocacy, and student empowerment.

Students Council Activities

The Student Council played a vital role in representing student voices and leading initiatives that enhanced academic engagement and social awareness. One of the most impactful programs was the awareness session on Violence Against Women and Standing Against Rape Culture (21st August 2024), featuring Advocate Abha Singh, who addressed legal frameworks and the responsibility of social workers in gender justice. This session motivated students to embrace advocacy as an integral part of their professional journeys. The Inter-Collegiate Seminar (28th September 2024) provided a platform for undergraduate students across Mumbai to exchange ideas on pressing social issues and policy interventions. The event promoted academic collaboration and inspired students to contribute actively to social transformation. The year concluded with the Annual General Body Meeting (13th February 2025), which consolidated student participation and set the vision for the year ahead.

Extra-Curricular Committee Initiatives

The Extra-Curricular Committee ensured that students actively participated in literary, cultural, and sports events both within and beyond the college. The year began with International Yoga Day (26th June 2024), which emphasized mindfulness and well-being, followed by the Young India Unchained Orientation Program (3rd July 2024), conducted with *Prakruti Organization*, focusing on youth empowerment and leadership. A series of celebratory and awareness-driven events marked the academic calendar, including the Fresher's Party (24th July 2024), Independence Day celebrations (14th August 2024), Teachers' Day program (4th September

2024), and a Suicide Prevention Awareness Program (25th September 2024) led by mental health experts.

The year ended on a festive note with the Christmas Party (18th December 2024), creating a sense of unity and joy. The Extra-Curricular Committee further organized Sports Day (11th January 2025), the inter-collegiate socio-cultural festival RIWAYAT 2025 (25th January 2025), the College Annual Day (22nd February 2025), and the Farewell Party (26th March 2025), each of which highlighted the talent, creativity, and spirit of the student community.

The Indoor Sports Day (28th August 2024) saw wide participation in chess, carrom, badminton, and table tennis. The Annual Sports Day (11th January 2025) featured track and field events such as the 200m race, relay races, and shot put, along with kabaddi, football, and volleyball matches, which generated immense enthusiasm. Students also represented the college in Inter-Collegiate University Tournaments, with strong performances in kabaddi and table tennis, reflecting the institution's commitment to competitive sports.

Cultural Festival: RIWAYAT 2025

The flagship event, RIWAYAT 2025, brought together 25 colleges, 138 registered participants, and 15 spot entries, alongside the active involvement of 125 students from our college. The festival opened with inspiring words from chief guest Mr. Michael Thevar and Principal Dr. Lidwin Dias.

Highlights included:

- Khula Munch: Poetry, storytelling, and spoken word performances.
- Bharat Ki Jhalak: Documentary screenings reflecting India's cultural diversity.
- Nrityotsav: Classical and contemporary dance performances.
- Rangsaaz: A creative art competition.
- Vichar Vimarsh: A debate on contemporary social issues.
- Alokta: A photography contest capturing the festival spirit.
- Suno Hamari Boli: Street plays addressing pressing social themes.
- Sangam: Vocal and instrumental music performances.
- Surat-e-Riwayat: The grand cultural extravaganza that concluded the festival.

Student Achievements

Students brought pride to the institution with outstanding accomplishments across platforms:

- Sports: Sarput and Swayam (BSW I) won the 3rd Prize in the Inter-College Carrom Tournament (Men's Doubles). Sarput also secured 3rd place at Pillai College's Carrom Competition.
- Performing Arts: Laxmi (BSW II) won the 2nd Prize in Indian Classical Dance at a youth competition.
- Literary Excellence: Angela Ann Saji (BSW I) achieved 1st Prize in Story Writing at NN College of Home Science.
- Street Theatre: MA Social Innovation & Entrepreneurship students secured 3rd Prize in the Street Play Competition at *Anubhav Mumbai Festival*.
- Leadership: Students like Baliram Yadav and Dnyaneshwar Ishte (BSW I) were selected for leadership roles in the Youth Parliament.

These achievements underscore the diversity of talent and commitment to excellence across academic, cultural, and sports arenas. The year 2024–2025 was a testimony to the creativity, resilience, and leadership of the students of the College of Social Work, Nirmala Niketan. The combined efforts of the Student Council, Extra-Curricular Committee, faculty, and administration ensured that the student community experienced growth not just in academics but also in holistic personal development. We look forward to building on this momentum in the coming year and continuing our tradition of nurturing socially responsible leaders who embody the spirit of service and excellence.



Section 5: Research and Innovation

Research and Development Cell

The Research and Development Cell (RDC) of the College has been conducting research studies on social issues, evaluation of projects, and exploration of emerging social realities since 1993. It functions in line with the overall vision of the College of Social Work and its commitment to alleviating human suffering and promoting social development through field research for more than 25 Years. RDC team consisting Mr. Bennet (Research Coordinator), Ms. Vinnarasi (Research Assistant), and Ms. Pratima (Accounts Clerk) who works under the able leadership of Dr. Kalyani (Faculty In-Charge) and Prof. Lidwin Dias, Principal and Director.

Perspectives in Social Work (print only) is a research journal managed by the Research and Development Cell of the College. This journal is published by the College of Social Work, Nirmala Niketan. The ISSN of this journal is 0974-5114. It is a great pride that our journal is approved by the UGC Care Consortium under Group- I Journals in Social Sciences.

The College research facilities are frequently updated and there is a well-defined policy for promotion of research. Inclusion of Research Ethics in the research methodology course work has strengthened the accountability of the research scholars associated with the College. Plagiarism check is conducted on all major assignments, term papers and research projects through authenticated software administered by Mr. Pravin, Librarian. College encourages teachers to undertake consultancy assignments.

Every year RDC also undertakes capacity-building workshops for NGOs, Government employees, and corporate staff based on qualitative and quantitative research techniques. Training on research methodology is also imparted to Staff and students. The Associate Director/ Faculty In-Charge of the Research and Development Cell is also invited as a guest speaker in various institutions, educational and otherwise for conducting workshops/sessions on topics related to Research and Statistics. Trainings conducted during the year are as follows:

Projects undertaken this year are as follows:

Major Research Project (1)

- “Study on Citizens’ Satisfaction with Urban Public Services with Special Reference to the WASH Sector in Mumbai”- Dr. Ronald Yesudhas & Dr. Kalyani Talvelkar

Minor Research Projects (7):

- Prevalence and Impact of Mobile Addiction among Youth in Tribal Padas in Roha Taluka, Raigad, Maharashtra - Dr. Kalyani Talvelkar
- Communication as a Strategy to Engage with Vulnerable Children and Youth: Dr. Renu Shah
- Malnutrition Amongst Adivasi Children: Exploring Myths & Realities - Glimpses from Palgarh District of Maharashtra: Dr. Saman Afroz
- Study on the Mental Well-being of Older Persons in Parent Child Co Residence in Mumbai: Dr. Smita Bammidi
- Perceived Social Support, Self-esteem, and Career Aspiration among Women Living in Urban Slum Community: Ms. Pallavi Xalxo
- Multidimensional Poverty Assessment Study of Urban-Poor Settlement at Deonar Dumping Ground, Govandi: Dr. Samir Mohite
- Action research Project on Exploring Farmers and Artisans 'Market Dynamics: A Participatory Approach for Farmers from Dahanu: Dr. Anita Machado

Workshops/Seminars on Research:

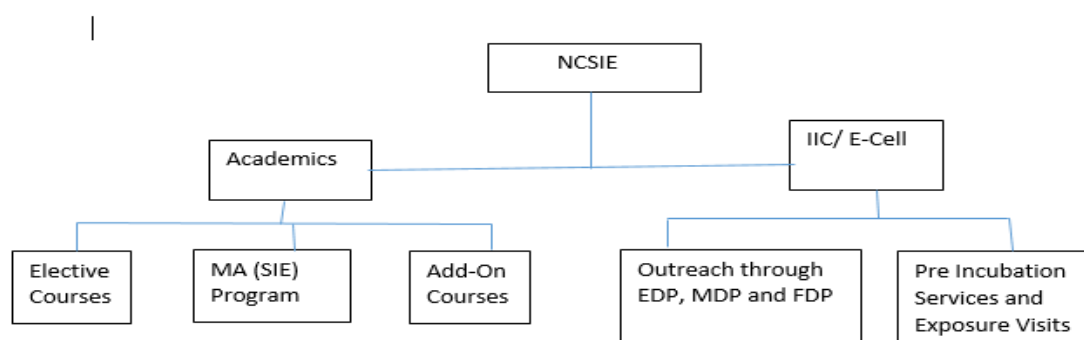
- Webinar on Publishing Articles in SCOPUS Database, 29th and 30th of April 2024
- National Workshop on Research Methodology for PhD Scholars, 24th to 30th August, 2024
- Online Marathi Workshop on 'Quantitative Research Methodology', 2nd to 6th September, 2024
- Value-added course on the Qualitative Research, January 2024 to July 2024
- Research Colloquium on 'Ethics and Relevance of Research in Social Work', 15th March, 2025

Consultancy:

- Feasibility Study for a New Educational Institution in Walvanda, Maharashtra

Nirmiti Centre for Social Innovation and Entrepreneurship

The Nirmiti Centre for Social Innovation and Entrepreneurship (NCSIE) anchors the innovation ecosystem and offers academic programs and creates an innovation/ incubation ecosystem where the students, or alumni immediately after graduation, get guidance, mentoring, physical space, and a network for funding and value-based collaboration. The Centre has a PreIncubation/ Co-Working Space situated on the third floor of the College. The various activities of the Centre were divided into three components: Academics; and the Institute Innovation Council (IIC) / E-Cell. Under each of these components, various activities are coordinated.



Under academics, in addition, an elective course on Social Entrepreneurship was offered to the BSW students and the Add-On Course in Social Entrepreneurship, the flagship program offered is MA (Social Innovation and Entrepreneurship) program. This year 14 students were admitted.

Under IIC/ E-Cell the following activities were organized:

1. Visit to Social Enterprises – an exposure visit to social enterprises to understand their products or services and understand their entire operations.

10 th 2024	July	Aseema Foundation	Ms. Dilbur – Founder & Ms. Rekha Desai	Dr. Virochan Raote	Ms. Snehal, Ms. Vaishnavi & Mr. Saurabh
10 th 2024	July	RuR Pvt. Ltd.	Ms. Sumedha Bhirde & Mr. Alden D'souza	Mr. Cletus Zuzarte	Ms. Maria, Ms. Minal, Mr. Raj
10 th 2024	July	Creative Handicrafts	Ms. Saroja	Mr. Yadnesh Kadam & Ms. Fatema Kanchwala	Ms. Aarshiya, Ms. Ashwini & Ms. Gauri

2. Journey of a Successful Entrepreneur – a motivational session: A motivational session was conducted on the 13th July 2024 for the MA-SIE Students on the Journey of a successful entrepreneur. Ms. Archana Nair (an alumni of CSWNN) shared her journey and challenges faced as she initiated her two startups – a consultancy on IT Services and the other on providing services to NGOs for registration, project development and funding.
3. Workshop on Careers in Social Innovation and Entrepreneurship: The MA-SIE students were provided with a comprehensive understanding of career opportunities in social innovation and entrepreneurship on the 10th July through a workshop on Careers and Opportunities available through social innovation and entrepreneurship. This workshop was facilitated by Mr. Yadnesh Kadam, he inspired them to initiate their own startups and also alternatively pursue professional CSR roles within social enterprises and the corporate sector
4. Workshop on Entrepreneurial Skills, Attitude and Behaviour: A workshop on Entrepreneurial Skills, Attitude, and Behavior was facilitated by Ms. Sharon D'souza & Ms. Fatema Kanchwala on the 11th July, 2024 for the MA-SIE Students. The workshop aimed to inculcate the students with essential skills, attitudes, and behaviors used or applied in enterprises and to accustom them to this new learning environment with the guidance of a professional life coach
5. Workshop on Process of Innovation and Development: The workshop held on the 11th July 2024 facilitated by Mr. Nilesh Lele provided insights into Technology Readiness Level (TRL) and Business Readiness Level (BRL) which would equip students with tools for root cause analysis and showcase practical applications through the example of S4S Technologies which would enable students to develop market-ready technologies and impactful solutions in their startups.

6. The Entrepreneurship Development Programme (EDP) on Circular Economy was organized by the Department of Social Innovation and Entrepreneurship from the 22nd of July to 30th August, 2024 (every Monday and Tuesday), at the Bahai Faith Centre. This programme aimed to equip participants with sustainable business skills and also enable them to ideate and plan for possible circular business initiatives. Sponsored by RUSA Maharashtra, it featured expert sessions, exposure visits, and hands-on learning. 25 Participants were introduced to the concepts of Circular Economy and they explored various waste management techniques through an exposure visit. The other topics included funding opportunities, stakeholder engagement, and government regulations along with interactive sessions that covered design thinking, leadership, and marketing strategies, fostering innovation and networking. The exposure visits showcased real-world circular economy initiatives, inspiring participants to develop sustainable business models for a greener future
7. Participation in CSR Conclave: On the 7th August (Wed), 20 students from MA-SIE accompanied by Mr. Yadnesh Kadam, participated in the CSR Conclave organized by Mira Bhayandar Municipal Corporation at Natya Gruha Auditorium, Mira Road East, Mumbai from 10am to 4pm. The event was organized by NITI Ayog along with various stakeholders from Maharashtra State Innovation Society
8. Business Pitch Competition: The Business Pitch Competition was held on the 21st September, 2024 at the Bahai Faith Centre. Seven students from College of Social Work and College of Home Science participated and made a pitch for their Idea and the Start Up Concept showcasing how their product or service would answer social issues. Mr. Andre Charan and Mr. Shakti Yadav (Judges) pronounced the winner Ms. Mittal Kamble who presented her products which are healthy, air fried snacks with an authentic twist of adding spices from her native place.

9. Idea Hackathon: The Idea Hackathon held on the 21st September, 2024 at the Bahai Centre had 12 students who presented their solutions for Road Safety given the increase in the number of road accidents. Ms. Pallavi Patil from CSWNN won the prize money for her innovative thinking and problem-solving skills to come up with a unique response to addressing this issue.
10. Rural Immersion Programme: The MA-SIE – Sem 1 and Sem 3 Students along with 3 Faculty – Mr. Cletus, Ms. Fatema and Mr. Yadnesh visited Anand, Gujarat from the 10th to 16th November. They visited two social enterprises – Foundation for Ecological Security (FES) and the Anand Milk Union Ltd (AMUL) to understand their cooperative based model that showcased the entire value chain from the sourcing of milk to the packaged products that reach the customer. They were also able to interact with farmers of the Solar Cooperative and the farmers who brought in the milk to the collection centre. The students were able to visit the processing units of milk and also look at other stakeholders in the value chain who added value to the process like Doctors and Academia from IRMA, EDI and also SP University that housed incubators to promoted ideation connected to the field. The students were able to connect the dots when they witnessed the exhibition – Panorama by NDDDB which traced the entire trajectory of the value chain and showcased how it was one of the most successful cooperative in Asia.
11. Ripples of Change – Journey of WOTR for 30 years: The MA-SIE senior students from Batch 2 along with two academic staff – Mr. Yadnesh and Ms. Fatema participated in "Ripples of Change," an event marking the incredible 30-year journey of the Watershed Organisation Trust (WOTR). WOTR showcased their achievements which included the transformation of barren landscapes into thriving ecosystems, reaching 7.92 million people across 10 states and 7,255 villages.

12. Workshop on Achieving Problem Solution and Product Market: On the 24th January – Friday, the MA-SIE Students were led through a Session on ProblemSolution and Product-Market Fit by Mr. Chris Barreto, the resource person from 2.00pm to 4.00pm. This session enabled students to validate their ideas, identify contextual challenges and align their ideas with market needs using a value proposition framework, checking its feasibility along with examples from industry using case studies. The interactive participation were able to reflect on this in the context of their proposed start ups.
13. Participation in International Conference on Social Entrepreneurship: Mr. Yadnesh Kadam and Ms. Snehal Tiwari attended the two days (6th & 7th Feb, 2025) International Conference on Social Entrepreneurship Ecosystem organised by Centre for Social Entrepreneurship, at the TISS Mumbai Campus
14. Exposure Visit to Apna Bazar Multi-State Consumer Cooperative Society: On the 11th Feb, Batch 3 - Sem II , 13 students visited Apna Bazar Consumer Cooperative Society in Naigaon, Parel, accompanied by Faculty from 10.00am to 1.00pm. The students gained insights into the Cooperative's 76-year journey, its structure, commitment to ethical business practices and their current status of function and sustainability plans
15. Exposure Visit to Lijjat Papad Home Business Cooperative: On the 13th Feb, 2025, MA-SIE Sem 2, batch 3 students accompanied by Dr. Virochan Raote, visited the headquarters of Shri Mahila Griha Udyog Lijjat Papad in Bandra West. Lijjat Papad, is registered under the Bombay Public Trusts Act, began in 1959 with seven women and has now grown into an institution empowering over 45,000 women across India where every member is a co-owner.

16. Annual Meeting of Start-Up Founders of College of Social Work: The Pre-Incubation Unit organised a founder meet on the 14th Feb (Fri), 202. Four CSWNN startups founders along with the faculty team of the MA (SIE) program attended the event in a hybrid mode from 4.00pm to 6.30pm. Dr. Virochan Raote shared about the handholding support to those registered as Incubatees to take initial steps of registration and validation of their idea through discussion on their business plan and providing them mentors and guidance.
17. Visited RiiDL (Research. Innovation. Incubation. Design. Laboratories): Nineteen MA-SIE Students of CSWNN visited the RiiDL at Somaiya College Campus on the 25th Feb (Tue) from 10.00am to 3.00pm as part of the @IIC MoE. Information on the Incubation Centre was provided by the Design and Innovation Lead Mr. Pranav Gawde. He shared about the four incubators on the Campus - Technology Business Incubator, Fab Lab, BioRiiDL and Prayas Shala which provides nurturing environment to early based startups by providing them work space and mentoring





Section 6: Infrastructure

Library

The library was started in 1958 with 2000 books. In the Golden Jubilee Year of the College (2003- 2004), the library was renovated with financial aid from the Aditya Birla Group. The online resources provided by the library include the N-list database and 7 Journals from Sage Journals. The library also has Advanced Commercial Library software i.e. iSLIM, Smart card facility for students and faculty members' footfalls. The statistics related to library resources are as follows:

Books	26,005
Periodicals	62
Article indexing	29142
Thesis and Term Paper	1792
Newspapers & Magazines subscription	10
UPSC & MPSC Learning Materials:	325
Bound Volumes of Journals:	3,560
Special Reports	766
Book Bank Scheme Books	475

Services such as Issue-return of Books, OPAC Facility, Book Bank scheme for SC/ST students, Photocopying service, Inter-library Loan Facility, Wi-Fi Facility, CCTV Cameras, Reference Service, Peer Learning cubicles, and a Ph.D. room with access to computers enhanced the scope and quality of reference etc. The library also organizes the Marathi Bhasha Diwas or Marathi Day on February 27 every year on the birth anniversary of eminent Marathi poet Vishnu Vaman Shirvadkar. The librarian Mr. Pravin Gavali also leads the team for orientation to recruits during the Student Induction/Orientation Programmes and conducts lectures on access to online resources and referencing protocols for Research.

Computer Centre

Mr. Priyadarshan Naik (Computer Instructor), Mr. Vikrant Pandit (Technician); and Mr. Santosh Jagtap (Support Staff) leads the day-to-day functioning of the Computer Center, which aims to equip students with skills and knowledge in the area of information technology to enhance their performance in academics and practice.

Computer Center has 27 desktop computers with windows 10, windows 11, and Microsoft Office 2013, Microsoft Office365 and MS-Teams, SPSS 28.0, and SPSS 29.0. Each machine is equipped with DVD ROM, a USB Port and an Internet facility. There are two laser printers, one scanner and one big LED Screen with Windows functionality. The Centre also has MTNL Broadband and Hathway connections which supply internet to all computers in the college. The Center is equipped with a Wi-Fi facility. For security purposes, the Net Protector Antivirus system is provided with an Internal Firewall System.

The training programmes organised by the Research Unit and Research/Term Paper Committee on Statistical Packages for Social Sciences are organized in the Computer Center. On average, the computer center caters to 50 visitors including staff and students per day. There is a photocopying service available at a reasonable cost to the students and stakeholders. The college website is also maintained by the Computer Centre. All IT driven services are undertaken by the team. Zimbra- a dedicated email service provider enables the faculty members with email connectivity

AV Unit

The Audio Visual team includes Mr. Mukund Modak (Audio Visual Unit Officer); and Mr. Vishal Koli (Support Staff). The Audio-Visual Unit has reached out to many students and faculty in their teaching-learning processes and Fieldwork interventions.

The Audio Visual is responsible for audio-visual facilities in lecture rooms, making video productions for educational purposes such as web lectures, info clips, promotional films, recording of special events, conferences, and film impressions, technological support during college events, and documentation of important events. Specific contributions include preparing appropriate banners and posters, the layout of banners and bookmarks for special events as well as making arrangements for photography and audio visual equipment during events organised by the college such as Annual Day celebrations, Dorothy Baker's Chair lecture Series, Krantiveer Savitribai Phule Lecture Series, and Valedictory function, Degree Distribution, Farewell, Sports Day, Maha Walkaton, SPSS workshops for the Research Unit and other fundraising and outreach events. The Unit provides copy printing, photocopying, Identity card printing and formatting, and layout of the Prospectus, Syllabus, Annual Reports, the Journal of 'Perspectives in Social Work', and other important documents.

- *AV Unit now has 875 CD/DVD films which are classified under Child, Movies, Women, Communal Harmony, Health, Environment, Media and Development, Education, Management, Right to Information, and General Documentation.*
- *This academic year 7 programmes were added to the resources of the Unit.*
- *A total of 10 CDs were borrowed by students and 5 programmes were borrowed by Faculty Members for teaching and Fieldwork practice.*

Faculty Members and students have benefited greatly by borrowing Audio-Visual aids from the Unit to enrich classroom teaching as well as for use in the field. There is also an increase in the use of laptops and LCD projectors for classroom presentations. The Audio-Visual Unit also manages the laptop bank started for the welfare of the students in 2016.

Section 7: Collaborations & Conferences

Partnerships

Certificate Course in Biomedical Ethics is offered by FIAMC Biomedical Ethics Centre in collaboration with the College of Social Work. Designed on the lines of the curriculum suggestions of UNESCO Chair on Bioethics and Human Rights, the course dealt with the respect for the sanctity of life, the integrity of the human being, and the protection of health from conception to natural death, considering the person in his [or her] singularity, always as an end and never simply as a means. The nine modules, with four topics in each module, provided insightful knowledge dissemination and provoked dialogue and reflection. The assignment topics encouraged participants to develop a multidisciplinary perspective on ethical concerns with a humanistic, person-centered, and informed approach. Dr. Ronald and Dr. Sonia are faculty representatives in this program.

The Global Campus Online Peace Education offered the Peace Certificate Course in collaboration with Tokyo University of Foreign Studies, Japan, and Universities in South Asia- the Gadjah Mada University (Universitas Gadjah Mada), Indonesia; the Pannasastra University, Cambodia; the Peradeniya University, Sri Lanka; Quaid- Azam University, Islamabad, Pakistan; and the Islamic University of Science and Technology, Srinagar, India. The programme aimed at building societies based on principles of sustainable peace, human dignity, and equality through university partnerships. The programme was based on five modules. Ms. Meghna coordinated the Program.

Field Immersion in India is organised for *HES-SO University of Applied Sciences and Arts Western Switzerland, School of Social Work* by the College of Social Work (Autonomous), Nirmala Niketan. TIn addition, a teaching week is organized in which faculty from Nirmala Niketan conduct lectures for HES-SO students.

An MoU is set up with University of Houston, Texas wherein faculty and student exchange and collaborative projects like workshops and research studies will be formalised in the coming months.

UNESCO and Cardinal Paul Poupard Foundation Chair of Inter-religious and Inter-cultural Dialogue at St. Andrews College Bandra is collaborating with College of Social Work (Autonomous), Nirmala Niketan alongwith Institute of Indian Culture, and St. Xaviers College (Autonomous), Mumbai. Under this partnership, St. Xavier's College offers a course on Geology and Ground Water. Nirmala Niketan is offering a Course on Gender and Development. Dr. Fr. S. M. Michael from Institute of Indian Culture offers a course on Anthropological Aspects of Water. Dr. Fr. Gilbert / Dr. Sr. Teresa / Prof. Janine Coelho offers a module Water and Religions. St. Andrew's College offers a course on Finance and Management of Water Projects. Adv. Musumeci offers a course on Global and Contemporary perspectives on Water.

Online meetings were held with representatives of Thompson Rivers University, Canada and on faculty and student exchange and collaborative projects. The formal MOUs are underway.

Conferences

A National student-led Conference titled *Equity and Social Justice: Exploring Strategies for Inclusive Social Work Practice* was held on 27th and 28th September 2024 in College of Social Work Goregaon campus. The theme of the national conference was “Exploring Strategies for Inclusive Social Work Practice”. The conference paved the way for discussion on the importance of fair resource distribution, recognizing social disparities and discrimination, and advocating for the rights of individuals.

The conference witnessed several participants who shared innovative strategies and insights for enhancing social inclusion, ultimately striving for a more equitable society. The inaugural ceremony of the conference commenced with the college anthem, sung by students, followed by lighting of the lamp by dignitaries. Dr. Lidwin Dias welcomed all the students, faculties and speakers. She highlighted the college's recent achievements, and projects. Keynote Address was delivered by Prof. Helen Joseph who expounded on "Equity, Justice, and Inclusion," illustrating their interconnectedness. She shared about SALOKHA's initiatives in promoting harmony between Hindu and Muslim communities, bringing youth together, starting schools, and engaging in peace education. SALOKHA's strategies aimed at reunite the communities and breaking down the barriers were put forth along with the efforts to create a manual on peace education, which was later introduced into university curricula. The Plenary Session was chaired by Miss Amita Joji, with three keynote speakers, Dr. MT Joseph, Ms. Priti Patkar, and Adv. Flavia Agnes sharing their expertise. A total of 21 papers were presented. The event saw participation from 169 individuals, with participants representing institutions such as Medhavi University, Salesian College Siliguri, Roshni Nilaya, Karve Institute, St. Joseph's Bangalore, Central University of Kerala, and Goa University. The valedictory address was delivered by Dr. Vijayanta Anand. She stressed that equity and social justice in social work ensures fair access to resources and rights, especially for marginalized communities. These strategies help address systemic inequalities and promote a just and equitable society.



The College of Social Work Nirmala (Autonomous) Niketan organized an International Conference titled “*Practice Research in Social Work and Allied Social Sciences in a Global Context*” on 28th and 29th November 2024. The conference was organized under the patronage of Dr. Lidwin Dias, the Principal of College. Dr. Ronald Yesudhas was the Convenor of the International Conference. The sub-themes of the conference were: Theory and Perspectives in Practice Research; Planning and Implementing Practice Research; Practice Research in Evidence Based Policy-Making; Decolonising Practice Research; & Artificial Intelligence, Technology and Ethics in Practice Research. The conference was attended by 70 participants from Canada, UK, Switzerland, USA and India. Total 20 papers were presented. Some of the key presentations were as follows:

- Dr. Rani H. Srivastava, Dean of Nursing, Thompson Rivers University, Kamloops, BC, Canada spoke on (Inter) Cultural and Global Competence in Practice Research for Care Professionals, illustrating the relationship between theory and practice research through the Culture Care Framework (CCF). She emphasized the importance of appraising and adapting theory for contextual fit, applying it to practice, and utilizing practice wisdom to inform theory development.
- Dr. Robin Gearing, Professor, University of Houston, USA presented a paper on Globalization of Research Informing Practice, emphasizing the benefits of international research collaborations. He highlighted how such collaborations foster communication, innovation, lower long-term costs, and the development of new programs that influence practice.
- Dr. T.V. Sekher, Professor, International Institute for Population Sciences, Mumbai discussed the Contributions of Social Sciences to Research and Evidence-Based Policymaking in India, showcasing empirical studies on equitable and sustainable development. He emphasized the importance of policy-oriented research and the collaboration between scholars and policymakers, evaluating the influence and efficacy of evidence-based policymaking in strategic institutional planning.
- Dr. Sui-Ting Kong, Associate Professor of Sociology, Durham University, UK spoke on Practitioner Research in Social Work: Theorising from and for practice. She highlighted the role of social work in driving systemic and cultural change, improving outcomes for disadvantaged communities.
- Dr. Saveetha Maganathan, Senior Scientist, Tata Institute for Genetics and Society (TIGS), Bengaluru presented on Ethics and Bioethics in Practice Research, exploring ethical issues in biological sciences and public health. She introduced the concept of "ethic dumping," highlighting the exploitation of people and resources in underprivileged regions, and stressed the importance of fairness and conflict resolution in ethical decision-making.

- Dr. Sunil Santha, Dean (Academic Affairs), Tata Institute of Social Sciences, Mumbai discussed the Evolving Nature of Social Work Through a Posthumanist Lens, advocating for a shift beyond anthropocentric and Eurocentric frameworks. He illustrated these ideas with narratives from Kerala's fishing communities and emphasized co-designing sustainable livelihood adaptations through social innovation and collaboration with local communities.



Section 8: Governance & Staff Development

Governing Board

- Ms. Philomena Sequeira (President & Trustee)
- Ms. Noella Dias (Member of the Management)
- Ms. Greta Lopes (Member of the Management)
- Ms. Roshni Alphanso (Member of the Management)
- Ms. Cheryl Machado (Member of the Management)
- Dr. Anita Machado (Faculty Member)
- Dr. Sonia Rodrigues (Faculty Member)
- Ms. Sabeena Gonsalves (Administrative Officer)
- Dr. Ananda A (Educationist nominated by the Management)
- Dr. M N Parmar (UGC Nominee)
- Deputy Secretary, Department of Social Justice and Empowerment (Govt Nominee)
- Dr. (Prin.)Madhav Rajaram Rajwade (University Nominee)
- Dr. Lidwin Dias (Principal & Ex Officio Member)

Academic Council

- Dr. Lidwin Dias, Principal (Chairperson)
- Dr. Anita Machado (Faculty Member)
- Dr. Sonia Rodrigues (Faculty Member)
- Dr. Renu Shah (Faculty Member)
- Dr. Kalyani Talvelkar (Faculty Member)
- Dr. Ronald Yesudhas (Faculty Member & Secretary)
- Dr. Srilatha Juvva (Subject Matter Expert)
- Dr. Meena Galliara (Subject Matter Expert)
- Dr. Vijay Raghvan (Subject Matter Expert)
- Dr. M T Joseph (Interdisciplinary Subject Expert)
- Shri. Yogesh Soman (University Nominee)
- Dr. Shailendra Deolankar (University Nominee)
- Dr. Anita Kanwar (University Nominee)

Board of Studies

- Dr. Lidwin Dias, Principal (Chairperson)
- Dr. Vaijayanta Anand (Faculty Member)
- Dr. Anita Machado (Faculty Member)
- Dr. Renu Shah (Faculty Member)
- Dr. Kalyani Talvelkar, Assistant Professor ((Faculty Member & Secretary)
- Dr. Bipin Jojo (Subject Matter Expert)
- Prof. Vibhuti Patel (Subject Matter Expert)
- Dr. Sadhana (Industry Representative)
- Dr. Swati Banerjee (University Nominee)
- Dr. Nilima Mehta (Alumnus)

Finance Committee

- Dr. Lidwin Dias (Principal)
- Ms. Sabeena Gonsalves (Nominee of the Governing Body)
- Dr. Anita Machado (Faculty Member)
- Ms. Greta Lopes (Finance & Accounts Officer of the Autonomous College)

Institute Development Plan and Deployment

IDP (2024-2029) is developed by the College to provide overall direction and goals, serving as a roadmap for its future development. This exercise has helped the institute self-analyze its strengths and weaknesses, thereby aligning objectives with vision and mission, and chart a course for growth and improvement. The following aspects are covered in this IDP:

- Academic Excellence: Enhancing teaching and learning, research capabilities, and curriculum development.
- Infrastructural Development: Improving facilities, technology, and resources.
- Governance and Administration: Strengthening internal processes, transparency, and accountability.
- Student Support: Providing holistic support for students, including mentorship, scholarships, and inclusive practices.
- Faculty Development: Investing in faculty training, and professional development.
- Community Engagement: Fostering partnerships with local communities and industries.
- Financial Sustainability: Developing a sustainable financial model to ensure long-term stability.

Effort has been taken to identify clearly the implementation processes and monitoring by identifying measurable targets in line with the desired outcomes. This will emerge to be the guiding force for CSWNN to achieve its goal to become an institution of Academic Excellence.

Implementation of e-governance is suggested in areas of operation:

- Administration
- Finance and Accounts
- Student Admission and Support
- Examination

Internal Quality Assurance Cell (IQAC) has contributed significantly for institutionalising quality assurance strategies and processes visible in terms of incremental improvements made during the preceding year with regard to quality. Quality assurance initiatives of the institution include

- Regular meeting of the IQAC
- Feedback collected, analyzed and used for improvement of the institution
- Collaborative quality initiatives with other institution(s)
- Participation in NIRF

Faculty Workshops

A series of Faculty workshops were organised that emphasized on OBE principles, focusing on:

- June 24th 2024: Curriculum Planning, Submission of Lesson Plan, and Internal Assessment Pattern: Discussion on Mapping Curriculum Outcome: Presented by the IQAC Core Team
- July 15th 2024: An Introduction to Outcome-Based Education, Curriculum Planning, and Development: Presented by Prof. (Dr.) M. A. Ansari, Bombay Teachers' Training College
- July 15th 2024: Continuous Assessment and Evaluation Methods in Teaching and Learning Process: Formative and Summative Assessment Techniques: Presented by Dr. Raju Talreja, Bombay Teachers' Training College
- July 22nd 2024: Framing Questions at Variant Levels of Bloom's Taxonomy: Presented by Dr. Madhavi Dharankar, Department of Education, and SNDT University
- July 29th 2024: Differentiated Instruction to Meet the Needs of Diverse Learners: Incorporating Active Learning Techniques: Presented by Dr. Neelu Verma and Farrah Z. Kerawalla, Bombay Teachers' Training College
- August 5th 2024: Outcome-Based Education: COs, POs, and PSOs Automation Process: Presented by Splashgain Technologies Project Team
- August 16th 2024: An Effective Teacher in Changing Times Organised in Collaboration with Christ University Lavasa by Prof Dr. Jibrael Jos
- October 14th 2024: Session on OBE Mapping Process for the IQAC Team and Admin staff: Presented by Splashgain Technologies Project Team
- November 18th 2024: Workshop on OBE for the Faculty team on the Mapping Process: Presented by Splashgain Technologies Project Team
- Nov 21 and Nov 22nd 2024: Building an Ethical Foundation for a Positive Work Culture. Organised in collaboration with Christ University. Lavasa
- January 6th 2025: Session on Designing Question paper based on the requisites of OBE
- January 10th 2025: Session on Indirect Assessments in OBE Anchored by Splash gain Technologies
- March 3rd 2025 : OBE Understanding the Course Review Report

Field Exposure Visit

A two-day field exposure visit was organized for the teaching, administrative, and support staff of the College of Social Work, Nirmala Niketan (CSWNN) to Maharashtra Prabodhan Seva Mandal (MPSM) in Nashik on *January 18–19, 2025*. The purpose of the visit was to foster understanding of community-led rural development, especially within tribal communities.

Day 1 Highlights: The team was warmly welcomed by Fr. Joel Noronha, Director of MPSM, who shared the organization's 60-year journey from charity-based services to a rights-based approach. MPSM's focus areas include tribal development, sustainable agriculture, women empowerment, and ecological sustainability. Videos showcased its evolution and community-driven models. Ms. Zill Gala spoke on "Learning to Unlearn," highlighting rapport-building and participatory needs assessment with Kathkari tribals in Raigad district. A cultural visit to Pandav Lena Caves added historical perspective to the day.

Day 2 Highlights: The team visited Nanesha Village in Dindori Taluka, where they interacted with the board of Himai Farmer Producer Company Limited (FPO)—a Section 8 company facilitated by MPSM. Himai FPO works to improve farmers' livelihoods through better market access, agricultural inputs, and value-added supply chains. The group also toured agricultural plots showcasing NABARD-supported wadi projects and modern cultivation methods. A heartfelt lunch hosted by local villagers strengthened community ties.

Key Learnings & Reflections: The exposure deepened the staff's understanding of grassroots development and the significance of community participation. It emphasized collaboration between academia and field organizations and inspired reflections on how institutions can work collectively to drive meaningful change.



Faculty Development Program

The Faculty Development Program on Academic Leadership was organised by College of Social Work through the support of MSFDA, Pune and High Places, Garudmachi on 27th, 28th February and 1st March 2025. The three days outdoor experiential learning program at Garudmachi was aimed to foster teamwork, leadership, communication, and problem-solving skills through structured adventure activities in a natural environment.

Key Activities:

- Team-building exercises that emphasized trust, coordination, and strategic planning.
- Adventure tasks such as rock climbing, rappelling, and obstacle courses that challenged physical and mental stamina.
- Group reflections after each task to derive personal and group insights, helping in self-discovery and enhancing emotional intelligence.

Learning Outcomes:

- Enhanced interpersonal relationships among peers.
- Greater self-awareness and improved confidence in handling unfamiliar or high-pressure situations.
- Development of critical soft skills relevant to social work practice, such as empathy, collaboration, and adaptive leadership.

The FDP provided a transformative learning experience by blending outdoor challenges with reflective social work education. It reinforced the importance of resilience, mutual support, and community-building, aligning with the core values of social work.



Section 9: Faculty Contribution

Overview on Faculty Impact

The academic year 2024–25 was marked by significant faculty-led achievements in teaching, research, governance, and community engagement. Faculty members collectively contributed to over 15 national and international conferences, including organizing and chairing the *International Conference on Practice Research in Social Work and Allied Social Sciences*. Research output included multiple RUSA-sponsored projects addressing urban poverty, mobile addiction, malnutrition, and citizen satisfaction with urban public services—each with direct social policy implications. Faculty also conducted and attended more than 20 Faculty Development Programs (FDPs) and workshops directly benefitting both institutional quality and student learning outcomes.

Table 1: Publications

Faculty	Publication Title	Type
Ms. Pallavi Xalxo	<i>Online Education Ecosystem—Exploring Challenges and Opportunities (European Journal of Education)</i>	Journal Article
Ms. Meghna Vesvikar	<i>Exploring Mumbai Youth’s Perceptions of Masculinity; Improving Foundational Numeracy</i>	Conference Paper
Ms. Vinarasi	<i>Study on Citizens’ Satisfaction with Urban Public Services in Mumbai: WaSH Services</i>	Conference Paper
Ms. Roshni Alphanso	<i>Nutritional Disparities among Warli Women in Maharashtra: Critical Gap towards SDGs</i>	Conference Paper
Mr. Cletus Zuzarte	<i>Reflective Practices of Teaching Learning Experiences Post Covid-19 & NEP 2020 Applications</i>	Book Chapter

Prof. Lidwin Dias – Principal

As Principal of the College, Prof. Lidwin Dias provided strategic leadership and vision, guiding academic and institutional growth throughout 2024–25. She convened and chaired several key sessions, seminars, and conferences, strengthening the college’s role as a thought leader in social work education. Under her stewardship, the institution continued to promote excellence in teaching, research, and field-based innovations, while also deepening collaborations with academic and professional bodies.

Dr. Anita Machado – Associate Professor

Dr. Machado played a pivotal role in shaping academic rigor and institutional quality as Controller of Examinations and a Coordinator of IQAC. She contributed significantly to curriculum innovation by coordinating multiple Faculty Development Programs (FDPs) on Outcome-Based Education, Bloom’s Taxonomy, and Ethical Responsibilities in Teaching. Her active participation and leadership at the International Conference on Practice Research in Social Work showcased the college’s scholarship globally. Her micro research initiative, *Exploring Farmers and Artisans’ Market Dynamics (Spandan)*, underlined her commitment to community-engaged social work practice. Beyond teaching and research, she strengthened governance through memberships in the Governing Body, Board of Studies, Finance Committee, and other statutory roles.

Dr. Sonia Rodrigues – Associate Professor

Dr. Rodrigues led the field work component of the college as Field Work Coordinator. She continued to contribute through teaching, mentoring, and participation in academic programs. She represented the institution in key workshops and seminars, contributing to the collective advancement of knowledge and practice in social work.

Dr. Renu Shah – Assistant Professor

Dr. Shah demonstrated strong leadership in multiple roles, including Convenor of the Students' Committee, Research Committee and member of IQAC, BOS, and CDC. She co-convened and chaired sessions at the International Conference on Practice Research in Social Work, strengthening the college's visibility in global dialogues. Her involvement in consultations on child rights, new criminal laws, and social justice highlighted her engagement with policy-level advocacy. She also served as an external examiner, reviewer, and advisory committee member at various institutions, reinforcing the college's reputation as a hub for academic collaboration and quality assurance.

Ms. Meghna Vesvikar – Assistant Professor

Ms. Vesvikar significantly expanded the college's international footprint. As Coordinator for the Global Campus Program (Tokyo University), she fostered cross-cultural academic partnerships on peace and conflict studies. She was invited as a keynote speaker and panelist at global dialogues in Switzerland and Japan, reflecting her expertise in peacebuilding and climate change. Her scholarly contributions included papers on youth perceptions of masculinity and numeracy skills among primary school children, both presented at international conferences. She enriched faculty learning by completing refresher courses and leadership workshops, further strengthening her capacity as a teacher-scholar.

Ms. Roshni Alphanso – Assistant Professor

Ms. Alphanso served in multiple institutional capacities, including as Convenor of the Job Placement Cell and BSW Admission Committee. She represented the college at the International Conference on Practice Research in Social Work, and her research on nutritional disparities among Warli women was presented at Visva-Bharati University. She also completed advanced

training on Generative AI in Higher Education and Research, ensuring the integration of cutting-edge perspectives into teaching and mentoring. She received her Doctoral degree from Tata Institute of Social Sciences which added prestige to the institution.

Dr. Kalyani Talvelkar – Assistant Professor

Dr. Talvelkar contributed actively as Convener of the MSW Admissions Committee, RUSA Cell Nodal Officer, Faculty In-Charge of Research and Development Cell, and member of several academic committees. She coordinated a RUSA-sponsored research study on mobile addiction among tribal youth, highlighting pressing social challenges. She also served as a resource person for a workshop on Quantitative Research Methodology, demonstrating her expertise in research training. Her life memberships in professional associations further strengthened the college's professional networks.

Dr. Saman Afroz – Assistant Professor

Dr. Afroz anchored the Women's Development Cell and contributed to research as principal investigator of a RUSA-sponsored study on malnutrition among Adivasi children. She co-convened the International Conference on Practice Research in Social Work. Actively engaged in FDPs and faculty training, she also contributed through her memberships in professional bodies such as TISS's Institutional Review Board and the Jan Swasthya Abhiyan, Mumbai.

Dr. Ronald Yesudhas – Assistant Professor

Dr. Yesudhas contributed in academic governance as member of the Academic Council, BOS, and IQAC, and as Nodal Officer for Government Initiatives such as ABC, UGC Saarthi, NIRF and NEP implementation. He convened the International Conference on Practice Research in Social Work. His RUSA-sponsored major research project on Citizens' Satisfaction with Urban

Public Services in Mumbai addressed critical issues of governance, water, sanitation, and hygiene, contributing actionable insights for policymakers. He also expanded institutional collaborations through Board of Studies memberships with NMIMS University, Holy Cross College, and other bodies, reflecting his contribution beyond the college.

Dr. Smita Bammidi – Assistant Professor

Dr. Bammidi enhanced research and teaching excellence through her role as Convenor of the Orientation and Camp Committee. She completed advanced refresher courses and leadership FDPs, bringing contemporary insights into classroom and field training. Her minor research project on mental wellbeing of older persons added to the growing body of gerontology studies. As Chief Rapporteur for the International Conference on Practice Research, she played a crucial role in consolidating outcomes from scholarly deliberations.

Mr. Albin Thomas – Assistant Professor (Ad-Hoc)

Mr. Thomas enriched student leadership by convening the Rotaract Club and advising the Student-Led National Conference. His involvement in admissions and CAP committee work strengthened institutional systems.

Ms. Pallavi Xalxo – Assistant Professor (Ad-Hoc)

Ms. Xalxo made contributions as Convenor of the Recruitment Committee and as a research consultant for projects with MMRDA and Mumbai Mobile Creche. She coordinated a national workshop on research methodology and conducted a RUSA-sponsored study on women's social support and career aspirations in urban slums. Her co-authored publication in the *European Journal of Education* further elevated the institution's academic profile.

Dr. Sameer Mohite – Assistant Professor (Ad-Hoc)

Dr. Mohite led inclusivity efforts as Convener of the Equal Opportunity Cell and pursued impactful research on multidimensional poverty in urban-poor settlements. He also supported the college's digital presence through his contributions to IT and media committees, ensuring integration of technology in institutional processes.

Mr. Cletus Zuzarte – Assistant Professor (Ad-Hoc)

Mr. Zuzarte played a key role in strengthening the MA Social Innovation & Entrepreneurship (MASIE) program as coordinator and contributed to entrepreneurship initiatives through the CSWNN Institute Innovation Council. He presented scholarly work at multiple national conferences and contributed chapters to edited books.

Ms. Julia Delima – Assistant Professor (Ad-Hoc)

Ms. Delima served on the Interfaith Committee and actively engaged in professional development through FDPs and international conferences. Her participation in the Practice Research Conference reflected her commitment to continuous learning and institutional growth.

Ms. Nirmiti Bhor – Assistant Professor (Ad-Hoc)

Ms. Bhor strengthened admissions, recruitment, and student engagement committees. She actively participated in the FDPs on OBE, ethics, and leadership, and participated in a faculty exposure visit to Maharashtra Probodhan Seva Mandal, Nashik.

Section 10: Awards

Awardees (2023-24)

The following table gives information about the students who have received awards for excellence in academics and fieldwork for the academic year 2023-24. We are grateful to our benefactors who have created the endowment awards to appreciate the efforts of the students each year.

Sr. No	Award	Details	Awardee
1	Dr. Dorothy Baker Award	For securing First Rank at the MSW II	Jhimli Chatterjee
2	Dr. Ms. Hazel D'lima Award	For securing Second Rank at the MSW II	Martin Joseph Payyapilly
3	Mr & Mrs. Mukadam Award	For securing First Rank at the MSW I	Amita Joji
4	Mr & Mrs. Mukadam Award	For securing First Rank at the BSW III	Perna Dada Bhosale
5	Ms. Maria Paiva Couceiro Award	For securing Second Rank at the BSW III	Sarita John Figredo
6	Bhavani Shastri Memorial Award	For securing First Rank at the BSW II	Saxena Antara
7	Bhavani Shastri Memorial Award	For securing first rank at the BSW I	Jermy Joseph
8	Mrs. Kalindi Muzumdar Award	For securing highest marks in Research Project at the MSW II	D'souza Nihal Hitlar Lucy
9	Nilima Mehta & Family Award	For securing highest marks in Psychology for Social Work Practice - at the MSW I	Amita Joji

10	Nilima Mehta & Family Award	For securing highest marks in Human Behaviour at the BSW I	Jermy Joseph
11	Magdelene Joseph Memorial Award	For securing first rank in Field work at the BSW - III	Sarita John Figredo
12	The Tressie Aranha Memorial Awards	For securing First rank in Field work at the MSW- II	Jhimli Chatterjee
13	Naru Tatya Memorial Awards	For securing First rank in Field work at the MSW I	Sansare Gauarav Sanjay
14	Naru Tatya Memorial Awards	For securing first rank in Field work at the BSW - I, II	BSW I - Munda Mary BSW II - Raut Shravanee
15	Dr.Jalindar Adsule Award	For securing highest marks in Community Organisation at the MSW I	Pavani Madduluri
16	Dr. Lidwin Dias Award	For securing First Rank at the MA (SIE) program	Ms. Sanya Roy