

Institutional Development Plan: RCL Excellence Framework Model

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Abstract

A document highlighting the action term plans across short, mid and long-term periods correlated with six core institutional processes viz, Teaching Learning Process, Research Activities, Industry Institute Interface, Collaborative activities, Extension activities and Institutional Development. These core processes in turn which have been drawn from five main facets of Institutional development as in the Leadership, the Resources & Institutional Competencies, the Process & Action, and the Outcome along with the Measures & Matrices.

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Ramaiah College of Law (RCL)
Bengaluru

Institutional Development Plan: RCL Excellence
Framework Model

1.0 Introduction

Ramaiah College of Law was established in the year 1995 has consistently strived for excellence in Legal Education. It is approved by the Bar Council of India and affiliated to KSLU.

RCL has always believed that Excellence is an attempt to perform a task in the best way possible wherein internalization and institutionalization of quality culture in all the processes happens in a phased manner with required improvisations in a time bound manner, involving the synergies of the stakeholders involved. The urge to reach the full potential has been the constant source of motivation and it is reflected in the journey traversed by RCL over its 25 years of inception.

2.0 RCL Excellence Framework Model

In pursuit of Excellence, RCL team has arrived at RCL Excellence framework model. This model integrates six main facets:

1. The teaching and learning practices that enable a sustainable dissemination of knowledge to the students which equally reciprocates at the capacity enhancement of the teacher and the teaching management systems in place
2. The research activities with an objective to promote research conducive atmosphere encompassing research from students and faculty in general and Centers of Learning in particular.
3. The Collaborations & Professionals/ Industry Interface aspect that magnifies the wider dimensions of Research levels leading to Industry Connect. *Industry* specifically in the Legal Education scenario refers to the stakeholders from Bar and Bench and the Corporate Law firms. The five-year integrated Course was conceived by Bar Council of India as a process of bringing out eminent lawyering skills amongst the students in tune with catering to the Constitutional goal of Social Justice.

4. The Internship and Placement facet that enhances and improvises upon the collaborations referred above to effective placements in Corporate Law Firms/jobs for those students who are inclined to that sphere.
5. The Outreach activities serving the community at large with a massive participatory role of the students. The activities of NSS, NCC and the Centers of Learning at RCL makes outreach and extension activities as its pivotal point of action
6. The all-round impact of above facets is taken into consideration in designing the Institutional Development Plan.

The improvements are not measurable purely from a numerical point of view when it comes to Legal Education. The excellence in all the above fields gets reflected in potentially different dimensions in the society. The Process as a part of the Deployment activities involves the Institutional Processes and the Action plan. This Excellence Framework has unlimited ability to improve the quality of what we have to offer to the Legal Education specifically and to the World at large in particular.

3.0 Action Plan

The Action plan is developed, keeping the focus on the processes. Six institutional processes are considered key to achieve institutional excellence namely, Teaching Learning Process, Research Activities, Collaborations and Professionals/Industry Interface, Internship and Placement, Outreach activities and Institutional Development. Each process has been mapped on five components of the model namely Outcome, Approach, Measurement, Resources and competencies, Gaps, and Action. Further, each of the core areas have been provided with Action Plans, pertaining to short term (< 1 year), mid-term (1 to < 3 years) and long-term (3 to < 5 years).

4.0 Methodology (adopted to arrive at the Excellence Framework Model)

The methodology used to arrive at this excellence model with all its myriad issues, began with a briefing provided to the faculty and the feed- back collected from the students, the primary stakeholders (at RCL) regarding the objectives of such an exercise. This was followed by intensive discussions held with the faculty, (both internal and external) and involving the stakeholders from Bar and the Bench, the corporate sector as well. These discussions lasted for about more than three hours a day and spread across two weeks.

5.0 Outcome

The analysis of the information generated allowed Team RCL, to identify the points or specific areas where improvements regarding excellence in Legal education, across various spheres (in RCL) could be made and spread across the three time periods (Short, Mid and Long term).

This approach has proven to be appropriate to meet the objectives; since it is very useful when interpreting and understanding the relationships between the issues faced and the solutions derived. This Document is looked upon at higher esteem as it paves the way for clear and conceptual action plan and there by leading to smoother transition coupled with conducive implementation. The overarching goal of this Institutional Development Plan is to help grow and sustain RCL across the Legal Educational Institutes/Universities, developing and nurturing internal competencies assuring quality outcomes.

6.0 The six-core process of Institutional Development are detailed below –

1. Teaching Learning Process,
2. Research Activities,
3. Collaborations/Professionals/Industry Institute Interface,
4. Internship Placement activities,
5. Outreach activities and
6. Institutional Development.

The above processes have been discussed below, along with their plan of action, spread across the short term, mid and long-term plans.

Core Process 1 - Teaching Learning Activities (Refer Table No 1 and 2)

The faculty and students at RCL are the major stakeholders. Capacity enhancement of the students involves, enabling and enhancing the capacities required for them like Knowledge, Skills and Attitude (Professional Ethics). Faculty led Committees and Club ranging from Moot Court, Debate, and Literary club. Constitutional Law Club etc., are an asset of RCL. The current

curriculum is a systemic mix of theoretical concepts and its field level application. A strong emphasis is placed on Experiential Education with simulation exercises and grooming the students through Mock trials, Moot Courts, Drafting Competitions, Legal Aid Programmes etc.,

The Teachers are the heart of the teaching learning process as prescribed by the National Education Policy 2020. On the other hand, the faculty need to be oriented towards Research culture and the need for collaborations and outreach activities in the changing socio-cultural scenarios, along with faculty specialization in the modern field of expertise bringing in value added teaching learning activities. Enhancing Industry connect and collaborations with Alumni Network paves the way for structuring the right knowledge and skill sets for the faculty vis-à-vis the students and the teaching learning activities. Faculty Development Programmes is another main area focused upon.

Table No 1: Core Process 1 - Teaching Learning Activities

Outcome	Approach	Measurement	Resources and Competency	Gap
Knowledge & Skills: Outcome based learning practices <ul style="list-style-type: none"> • Advocacy skills/ Lawyering skill • Entrepreneurship skills Attitude: To strengthen professionalism, emphasize the need for Professional ethics & value based education Students are sensitized on socio -legal issues	Experiential Learning Simulation exercises & innovative teaching techniques involving interaction besides, <ol style="list-style-type: none"> 1.Moot Courts 2.Mock trials 3.Drafting Competitions 4.Legal Aid Programmes 5.Holding Lok Adalats Mediation & Conciliation programmes 6. Public awareness programmes in surrounding Schools & Colleges. 7. Outreach programmes 	Student assessment- Qualitative & Quantitative <ol style="list-style-type: none"> 1.No. of competitions held 2.No. of simulation exercises in each subject 3.Student participation in ADR Competitions 4.No. of Add on Courses 5.Students participation/Internships with Research Centers 6.Periodical Tests 7.Assessment 	Qualified, motivated & dedicated faculty E-Library Resources Maintaining a Faculty- Student Ratio of 1:25 Exclusive multi-storeyed building and ICT enabled smart classrooms Faculty-led Committees	Limitations in academic autonomy (Affiliated status) Delay in conducting exams & awaiting the KSLU issued schedule Semester Lag Workload of Faculty Student apathy Faculty Up skilling Introduction of Industry oriented curriculum Delay in revamping the syllabus by University in tune with Industry Need

<p>To enable a ground playing level for slow learners</p> <p>Students would be competent to apply for U.N. Jobs</p> <p>Fulfilling parameters of NAAC & other ranking bodies</p>	<p>8.Introducing add on Courses involving Industry Experts</p> <p>9.Initiating Bridge Courses during tutorial hours</p> <p>10. Introducing a foreign language (French)- (voluntary, to be taught outside class hours)</p> <p>11.Focus on Teaching Learning Process to improve pass percentage, in turn leading to placements</p>	<p>8.Academic Audit including industry, members from Bar & Bench and Academic experts</p> <p>9.Periodical Feedback from stakeholders</p>	<p>Add on Course that can be commenced to be taught beyond class hours for interested students</p> <p>Collaborations with Institutes of Excellence</p>	<p>Implementation of complete switch over to LMS. Roughly 4 months of teaching allocated by KSLU in a semester</p> <p>Lack of measurable tools in Legal Education</p> <p>Involving Alumni Network -spread across the country</p> <p>Lack of Placement Officer(full time basis)</p>
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Table No 2: Action Term Plans for Teaching Learning Activities

Short Term Plan (Jan 1, 2024 to Dec 31, 2024)	Mid Term Plan (Jan 1, 2025 to Dec 31, 2028)	Long Term Plan (Jan 1, 2025 to Dec 31, 2030)
<p>Faculty Development Programmes (1 per year)</p> <ul style="list-style-type: none"> • Faculty Publications (2 in a year) • Weekly Academic Discourses • Career guidance Programmes (1 per Semester) • Identification of slow learners through periodic assessments • Establishing a strong Mentorship programme <p>Encouraging student Publications (LLM Students to start with) (4-5 in a semester)</p> <p>Student Seminars once in a week (LLM) Continuing (both for LL.B&LLM Students)</p> <p>Interdisciplinary Discourses by Experts in the field National</p> <p>Seminars/Conferences/Workshops& International Seminars on issues of contemporary relevance (3-4 per year)</p> <p>Life skills education for students in collaboration with Social work Institutions in Bengaluru</p> <p>Taking feedback periodically from students and faculty</p> <p>Value added Courses</p>	<p>Faculty attending MOOC's Courses</p> <p>Capacity Enhancement of student & Faculty continues</p> <p>5-10 papers per year by students</p> <p>Centres of Learning-Joint projects by students & Faculty</p> <p>To be continued</p>	<p>Majority of the faculty would be awarded Ph.D Those without Ph.D would expedite the work</p> <p>Faculty with Ph.D would be enrolled as Research Guides</p> <p>Indexing of the In-House Journal into the UGC Care List</p>

Core Process 2 – Research Activities (refer Table No 3 and 4)

The research skills and aptitude of the students and faculty is yet another area focused upon here. Lack of time to do effective research amidst four months teaching schedule and two months

of evaluation as prescribed by KSLU is one of the challenges at RCL IN promoting a Research conducive culture. Teachers are supported and motivated to expedite their Ph.D Work. A Calendar of Events pertaining to workshops in the areas of Research Methodology, and capacity enhancement workshops for faculty and students involving collaboration of Centers of Learning at RCL and industry is envisaged.

Participation of students in Research projects of the Centers of Learning is an area emphasized in the forthcoming years. Organizing Seminar/ Conferences in various multi-disciplinary areas to enhance the research culture is one of the solutions outlined. The classification of faculty based on their core specialty, conduction of knowledge sharing sessions, further provides faculty to focus on their specific number of annual research objectives and goals, viz., in terms of papers published in journals in Scopus, UGC and such lists. The procuring of funded research projects in their areas of specialization adds to the research inputs to the discipline.

Table No 3: Core Process 2 - Research Activities

Outcome	Approach	Measurement	Resources and Competency	Gap
To evolve a Research Cell	Setting up 2 Research Centres to the already existing 4 Centres	No. of seminars/worksh ops organized	Existing Centres of Learning	To obtain research grants under S.2(f) and 12B of the UGC Act
Research Publications from Centres	1.Criminal Justice Administration 2.Labour Laws and Industrial Relations	1.Conference Proceedings	Faculty with Specialisation	Research Aptitude & Attitude
Research Proposals	Individual Research Plan from Faculty	2.Peer reviewed Journals	Collaborations with Institutes of Excellence	Fund allocation for Centres
Research Conferences	Project proposal from Centres of Learning	3.UGC Care List	Annual In-house Journal & Newsletter	Getting Research Projects from Ministries and Departments in the background of the pandemic
Research Programmes/ Collaborations	Participation of students in empirical studies with Centres	Publication Bibliometrics		
Robust Research Policy	Outreach programmes for students involving Empirical study Research Mentoring Student-driven Research through	No. of collaborations with other Institutes of Excellence		Orientation towards Research skills particularly computer & scientific tools

<p>In house Journal performance</p> <p>Weekly Academic Discourses involving faculty & experts from outside on Cases & recent trends & issues of contemporary relevance</p>	<p>Empirical Study (Outreach Programmes)</p> <p>Incentivisation for publications by faculty & Centres</p>	<p>In house Journal-Impact factor & indexing</p> <p>Research Fund Proposal Submissions to Internal, external, Governmental and Non-Governmental agencies</p>		<p>Completion of Projects on time with the regular academic workload of the Faculty concerned & the student's limitations in a Semester system with internal test papers, project assignments & class presentations in each subject.</p> <p>Prominent law journals are not included in the UGC Care List - Only one journal from India, in law is Scopus indexed.</p>
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Table No 4 : Action Term Plans for Research Activities

Short Term Plan (Jan 1, 2024 to Dec 31, 2024)	Mid Term Plan (Jan 1, 2025 to Dec 31, 2028)	Long Term Plan (Jan 1, 2025 to Dec 31, 2030)
<p>Centres of Learning organising - Seminars/ Workshops in their specialised areas (2-3 per year) & undertaking research projects in the respective areas.</p> <p>Sending fund proposals to various funding agencies</p> <p>One International Conference with knowledge partners</p> <p>Publication of Edited Books in specialized areas</p> <p>Promoting a Student Law Review (Annual) to be monitored by Research Cell</p> <p>Faculty Publications (2 per year)</p> <p>Research paper presentation by LLM students in the current academic year in National/International Seminars/Conferences</p> <p>Faculty-representation in National and International events (As Paper presenters/ Resource Persons)</p> <p>Maximization of utilization of Research resources by students and faculty</p>	<p>Joint Research Project with Institutes of Prominence by the Centres of Learning</p> <p>Submission of Research proposals</p> <p>Advanced training for faculty coordinators of the Centres</p> <p>Continuing efforts in this direction</p> <p>Publishing papers in indexed journal</p> <p>Establishing a Centre for Doctoral Studies at RCL (A proposal has been submitted to the affiliating University. Awaiting the follow up)</p> <p>Training faculty coordinators in skilling programmes offered by Institutes of Excellence.</p>	<p>Obtaining an autonomous status</p> <p>Centres to become full-fledged repository of information in the field</p> <p>Collaborating with institutions/ sister concerns in multi-disciplinary areas</p> <ul style="list-style-type: none"> • Artificial Intelligence • IPR • Engineering • Issues related to Mental Health • Climate Change • Cyber Crimes

Core Process 3 – Collaborations & Professionals/ Industry Interface (Refer Table No. 5 and 6)

Collaborations with Corporate Law Firms to enhance the industry connect and networking is an effective tool in bridging the gap between the syllabus and the Industry needs. This has positive impact in effective internships and placements for law students. The involvement of members from Bar and Bench is the most prioritized action plan from RCL. Enabling the established Alumni to be knowledge partners and conducting knowledge sharing lessons and inviting them to share their professional experiences is a crucial strategy RCL is embarking upon in the forthcoming years. Further, it encompasses pre-placement offers, consulting assignments, funded research initiatives. All these initiatives and activities are grouped under Collaborations and Professionals/Industry Interface. Faculty with specialization is to be encouraged to taking up membership in the prestigious Associations in the field to get the leverage in developmental plans.

Table No 5 : Core Process 3 - Collaborations & Professionals/ Industry Interface

Outcome	Approach	Measurement	Resources and Competency	Gap
1.Collaborative Research activities -Sharing of Knowledge 2.Advocacy skills 3.Entrepreneurship Skills Development programmes 4.Placement & Internships 5.Faculty participation in Industry consultation 6.Offering Consultancy on Legal aid, Access to justice, Pro bono services ,Professional obligations and ethics & 7.Organising National level Moot Court, Mock trial & client counselling competitions	1.Industry Expectation Survey 2.Strengthening the Alumni Network 3. Industry Expert Discourse- Involving Industry experts 4.Organising Corporate connect programmes 5.Membership in prominent Associations by Faculty 6.Research Collaborations - Within & Outside GEF Institutions 7.Collaborations with Institutes of Eminence 8.Industry Feed back-	1.No. of Student placements 2.No of Student internships 3.No. of Joint/collaborative programmes 4.Certification programmes for Industry Professionals 5.RCL, Faculty acting as Resource Persons in National and Regional Industrial Forums	1.Industry connect using leveraging the location of the institution Improved infrastructure 2.Focus on the NEP 3.Faculty with Industry connect	Regular Academic workload (affiliated status) for faculty inhibits the full attention and focus Semester Lag- Paucity of time Faculty exposure towards Industry culture Updation about Industry trends Faculty with Industry Experience Receiving Projects Receiving funds due to pandemic Adaptability issues during the pandemic Organising of programmes- Semester clash and University mandatory responsibilities like evaluation for Faculty

	<p>Resource Sharing</p> <p>9. International Workshop on Medical Practitioner's Innovations & Law</p> <p>10. Membership and Collaborations with Industrial Associations & Professional bodies</p> <p>11. Participation by Faculty in Competitions</p>			
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Table No 6: Action Term Plans for Collaborations & Professionals/ Industry Interface

Short Term Plan (Jan 1, 2024 to Dec 31, 2024)	Mid Term Plan (Jan 1, 2025 to Dec 31, 2028)	Long Term Plan (Jan 1, 2025 to Dec 31, 2030)
<p>1. Joint Research Project with other Institutions</p> <p>2. Organising legal awareness programmes for Institutions within GEF & outside including distribution of pamphlets in English and Kannada</p> <p>3. Associating with the IT & Management Department as Resource persons for the Open Elective Courses</p> <p>4. Collaboration with Centres at NLSIU and other Institutes of Excellence</p>	<p><u>Outside GEF Institutions</u></p> <p>1. MOU with BIMAC, Bengaluru (Dispute Resolution Mechanisms such as Arbitration, Mediation & Conciliation).</p> <p>2. 'Intent of Expression' given by the International Committee of the Red Cross, New Delhi, on dissemination of International Humanitarian Law (IHL) in collaboration with RCL Centre for Human Rights, IHL & Refugee Law</p>	<p>1. Obtaining an autonomous status</p> <p>2. Achieving more adaptability to engage in collaborations in tune with industry needs</p> <p>3. Increasing the number of activities/ collaborations through Centre for excellence</p> <p>4. Increasing consulting activities</p>

<p>5. Workshop/Seminars focusing on Interdisciplinary Research Skills for PG students.</p> <p>6. Collaboration with Ramaiah Institute of Management (B.B.A L.L.B Course)</p> <p>7. Life skills education for students in collaboration with Social work Institutions within Bengaluru</p> <p>8. Encourage teachers as visiting faculty in other departments and vice versa</p> <p>9. Professionals/Industry Interface</p>	<p>3. International Faculty Exchange Programmes</p> <p>4. Training Programmes in collaboration with Institutes of Excellence</p> <p>5. Certification Programmes for Industry Personnel</p>	
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Core Process 4 – Internship & Placement (refer Table No 7 and 8)

The bridge between the faculty and the corporate sector because of the lack of exposure to industry, updated knowledge, skills, competency, trends and many others. This can be overcome by the conduction of regular and focused Weekly Discussion Forums on decisions of contemporary relevance from higher Judiciary, Industry trends, along with internships in the suitable industry / corporate and related issues. Continuing the exercise of networking with Lawyers, Corporate law firms and Judges for initiating career guidance programmes is a way forward for RCL.

A full time Placement Officer concept is proposed and is the way forward to make sure that recruitment drives at RCL can be materialized in a periodical manner. Invite Corporate sponsorship for organizing programmes and workshops for capacity enhancement of students is a way outlined as a solution. Organizing training programmes in the form of Executive Education can enhance the visibility of the Institution. This will in turn enhance and support the consulting and research competencies of the faculty members.

Table No 7: Core Process 4 - Internship & Placement

Outcome	Approach	Measurement	Resources and Competency	Gap
1.Strengthening placements 2.Better placements & industry connect for effective internships 3.Increasing the visibility of the Institution in general and enabling placement opportunities for students in particular 4.Consistent industry connects in turn strengthens the internship and placement programmes 5.Strengthening Mentorship Programme 6.Better rankings in NIRF	1.Hire a Placement Officer to help and facilitate students in securing internship as well as placement opportunities. 2.Weekly Academic Discourses 3.Organizing Seminars/ Conferences involving prominent Lawyers/Industries/NGO's as Knowledge partners 4.Arrange for guest lectures involving Alumni networking. 5.Invite Corporate sponsorship for organizing programmes and workshops	1.Periodical documentation 2.No. of career guidance programmes 3.Consistency in the No. of Programmes/Discourses 4.Feedback from Law firms & Industry-Beneficiary satisfaction	1.Networking with Lawyers, Corporate law firms and Judges for initiating career guidance programmes 2.Tapping the resources of already placed Alumni in Corporate Law Firms. 3.Faculty led student committee on Placement 4.Mentorship programmes	Semester Lag- Recruitment process generally starts well in advance before the end semester exams are scheduled by the affiliating University. Paucity of time for students to engage in such programmes alongside regular classes and ongoing internal assessments.

Table No 8: Action Term Plans for Internship & Placement

Short Term Plan (Jan 1, 2024 to Dec 31, 2024)	Mid Term Plan (Jan 1, 2025 to Dec 31, 2028)	Long Term Plan (Jan 1, 2025 to Dec 31, 2030)
1.Hiring a Placement Officer (in the current academic year) 2.Career Guidance Programmes (1 per semester) 3.Inviting leading lawyers & Industry experts & Alumni as Guest Speakers (2 per semester) 4.Focus on improvement in placements with lawyers & law firms (Majority of our students set up practice, as that is the objective of the 5 year Law Course) 5.Proper documentation	1.Enhancement of students and industry connect 2.Recruitment drives to be conducted on a periodical basis (once in a year) 3.On-going	Obtaining an autonomous status Attracting more Industries and Law Firms for campus recruitment On- going

Core Process 5 – Outreach Activities (Refer Table No. 9 and 10)

The institutionalization of the concept of giving back to the society is the idea behind Institutional Social Responsibility. This approach promotes reaching out to the lowest rung of the society through strategies like sensitization, volunteering, connect to the experiential teaching learning process, collaborating with NGO’s, thereby integrating societal concern as a part of Professional Ethics leads to a long way forward in making the students accountable to the society.

Justice N.V. Ramana, Chief Justice of India, while addressing law students reiterated the Nobel vision of legal education. This, he stated, was the need for students from law background to take up litigation as a practicing Advocates interacts with a wider cross section of society than a Corporate Lawyer. The development of multidisciplinary academic and research activities on the other, along with joining hands with third sector organizations as a third arm, goes on

comprehensively connect the necessary dots in order to help the neglected / oppressed / under privileged to overcome their concerns.

Table No 9 : Core Process 5 – Outreach Activities

Outcome	Approach	Measurement	Resources and Competency	Gap
Participatory role of students enhanced	1.Multi-disciplinary research Student outreach programmes	1.No. of multi-disciplinary research programmes	Dedicated faculty Pro -active NSS & NCC	Paucity of time for students
Holistic development of faculty and students	Faculty and student sensitization	2.No. of volunteering hours of faculty and students	Pro-active Committee leadership by students	Semester Lag
Linking knowledge to societal problems or socio legal issues	Establishing linkage to the teaching learning process Integration of social concern in curriculum	3.No. of community programmes conducted		Participation of faculty is inhibited by Teaching hours, tutorial hours, bridge courses, formative Assessments, Evaluation of papers(centralized valuation)
Ensures student participation through Team Work in co-curricular activities	NSS activities Community programs	4.No. of NGO's collaboration Stakeholders/Beneficiary satisfaction (Feedback)		
Team Work in co-curricular activities	Collaborating with NGO's			Evoking interest among students
Pro-bono services	Strengthening the specialized Legal Aid Clinic with a full-fledged office involving practicing lawyers and student volunteers			

Table No 10: Action Term Plans for Outreach Activities

Short Term Plan (Jan 1, 2024 to Dec 31, 2024)	Mid Term Plan (Jan 1, 2025 to Dec 31, 2028)	Long Term Plan (Jan 1, 2025 to Dec 31, 2030)
<ol style="list-style-type: none"> 1. Strengthening Legal counseling services 2. Legal Awareness Programmes by Centers ,RCL at Schools & Colleges in and around Bengaluru 3. Community Service Programmes-Joining with Gram Panchayat- 4. Awareness Programmes 5. on Beneficial Schemes 6. Ongoing NCC Activities 7. Extension activities with the Karnataka State Legal Services Authority 8. Regular functioning of Legal Aid Clinic with proper documentation 9. Career guidance for school children by students of RCL <p>NSS to address issues of social Justice, human values and constitutional goals through programmes.</p> <p>Adoption of a Village by the Legal Services Clinic (Formal Authorization required)</p>	<p>Conducting Social Audit</p> <p>More collaborations & funding from NGO's for outreach activities</p>	<p>A large support system in the form of a Legal Aid Clinic at RCL, providing training to governmental officials of concerned departments in collaboration with KSLSA</p>

Core Process 6 – Institutional Development (Refer Table No 11 & 12)

The fundamental ideology that constantly motivates the functioning of RCL as an institution is that we strive to be an internationally acclaimed institution that imparts quality legal education. We strive constantly to meet our goal of meeting global standards in terms the quality of our education. The development of an independent institution like RCL depends on the level of both national and international ranking, rating and accreditations that the institute is able to secure and maintain over a period.

Table No 11: Core Process 6 – Institutional Development

Strength	Weakness	Opportunities	Challenges
1.Brand Name National Diversity in students and Faculty members 2..Wide range of programme options as it exists now at RCL,BA LLB,BBA LLB & B.Com LLB	Affiliated status Limitations in academic autonomy Delay in revamping the Courses Curriculum in tune with industry needs	Interdisciplinary & multi-disciplinary approach in learning To obtain research under S.2(f) and 12B of the UGC Act To Establish and strengthen Research Centres	Catering to student diversity Question paper setting and evaluation supervised by KSLU. Centralised Evaluation scheme-Institution loses out on pass percentage
3.Exclusive multi- storeyed building and ICT enabled smart classrooms	Delay in conducting exams Semester Lag	Leverage Industry connect within Bengaluru	Strengthening Placement mechanisms
4.Centres of Learning in Specialised areas	Limitation in obtaining research grant and projects		
5.Dedicated Qualified & committed Faculty			
6.Faculty- Student Ratio of 1:25			
7.Mentorship			

<p>Academic initiatives</p> <p>8.Vibrant Committees(focussing on Socio, Legal and Cultural parameters) with student participation headed by Faculty Coordinator</p> <p>9.Enhanced Outreach activities have been undertaken besides those of NSS & NCC</p> <p>10.Use of ICT enabled techniques for managing teaching- learning interactions</p> <p>11.Dedicated Administrative Staff</p> <p>12.Excellent Infrastructure Facilities congenial to an academic environment</p> <p>13.Encouragement and Support from the GEF Management</p>			
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Table No 12: Action Term Plans for – Institutional Development

Short Term Plan (Jan 1, 2024 to Dec 31, 2024)	Mid Term Plan (Jan 1, 2025 to Dec 31, 2028)	Long Term Plan (Jan 1, 2025 to Dec 31, 2030)
<p>1.Life skills education for students in collaboration with Social work Institutions within Bengaluru</p> <p>2.Focusing on Clinical Legal Education- Labour Law Clinic, Family Law Clinic</p> <p>3.Centres of Learning at RCL to organise seminars/ workshops in specialised areas (2-3 per year)</p> <p>4.Bringing out Pamphlets relating to legal awareness in specific areas by Centres</p> <p>5.Faculty to organize Webinar (1 per semester) as Add on Lectures in each subject</p> <p>6.Publications from Centres</p> <p>7.Seminars/Guest lectures in each subject in the coming semester (1 per subject)</p> <p>8.National Seminar/Conference-(1-2 in a year)</p> <p>9.Interdisciplinary Discourses by Experts in the field(around 10)</p> <ul style="list-style-type: none"> • Enhancing Industry connect <p>10.Faculty representation in</p> <ul style="list-style-type: none"> • National and International events.(5 in No.s) • Academic Bodies (Board of Studies in various Universities) 	<p>Centres of Learning to engage in Joint Research projects with Institutes of Prominence</p> <ol style="list-style-type: none"> 1.Health Care Law 2.Humanitarian Diplomacy, 3.Role of Humanitarian Actors & Organisation, 4.Sexual Violence in Armed Conflict <p>Expansion of activities by Centres of Learning –</p> <ol style="list-style-type: none"> 1.Community Outreach Programmes 2.Consultancy activities 3.Enhancing Industry connect through collaborations as Knowledge Partners <p>Faculty to be motivated to participate in Competitions</p> <p>Value added Courses (1 no.)</p> <ol style="list-style-type: none"> 1.Ethics in Medical and Legal Profession <p>Journal on Law & Inter-disciplinary subjects</p> <p>Publishing at least 3-5 papers in indexed journal</p> <p>Establishment of a Centre for Doctoral Studies at RCL (A proposal has been submitted to the affiliating University)</p>	<p>Obtaining an autonomous status/Deemed University status</p> <p>Majority of the faculty will be securing Ph.D</p> <p>Faculty with Ph.D to be enrolled as Research Guides</p> <p>Collaborations/partnership with Universities Abroad</p> <ul style="list-style-type: none"> • UK • Germany <p>Index our Journal into the UGC Care List</p> <p>Diploma/Certificate Courses</p> <ol style="list-style-type: none"> 1.Law & Medicine 2.Banking& Insurance 3.Cyber Technology & Law 4.Law & Corporate Governance

<p>11.5 to 6 Research paper presentations by LLM students in the current academic year in National/International Seminars/Conferences</p> <p>12. One Workshop//Seminar on interdisciplinary issues with legal expertise involved- within GEF Institution (GEF Administrative staff and faculty of IC (zero tolerance to sexual harassment within the Campus)</p> <p>13. National Seminars/Conferences (1-2) from RCL on issues of contemporary relevance</p> <p>14. Making Alumni presence mandatory in all programmes at RCL</p> <p>15. Improve upon NAAC Accreditation parameters.</p>	<p>To be continued</p> <p>Strong Alumni network in place</p> <p>Getting listed in NIRF Ranking</p>	
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