



JSPM's  
**JAYAWANT INSTITUTE OF MANAGEMENT STUDIES**  
(NAAC Accredited – 'A' Grade)

(Approved by AICTE, New Delhi, Recognised by Govt. of Maharashtra & Affiliated to Savitribai Phule Pune University)

**S. No. 80, Pune-Mumbai Bypass Highway, Tathawade, Pune – 411033.**

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**Prof. Dr. T. J. Sawant**  
B.E. (Elec.) PGDM, Ph. D  
Founder- Secretary

**AISHE ID: C-60096**

**Dr. H D Patil**  
B.E. MBA, Ph. D.  
Director

6.1.1 : The institutional governance and leadership are in accordance with the vision and mission of the Institution and it is visible in various institutional practices such as NEP implementation, sustained institutional growth, decentralization, participation in the institutional governance and in their short term and long term Institutional Perspective Plan.

**Supporting Documents as per SOP:**

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## INSTITUTE VISION, MISSION AND OBJECTIVES

### VISION

"To satisfy the aspirations of the youth force, who wants to lead the nation towards prosperity through techno-economic development".

### MISSION

"To provide, nurture and maintain an environment of high academic excellence, research and entrepreneurship for all aspiring students, which will prepare them to face global challenges maintaining high ethical and moral standards."

### Core Values

#### Student Centric:

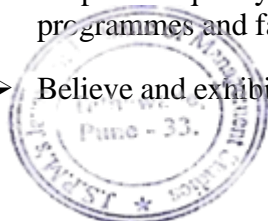
- Anticipate and responds to the timely need of the students and community at large.
- Dedicated to facilitate best educational experience possible to every student.

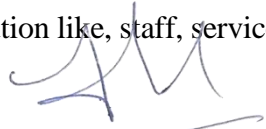
#### Inclusiveness:

- Continuously evaluate and improve program, system, services and policies to meet the identified needs.
- Endorse trust among the stakeholders through professional courtesy and fair treatment
- Recognize appreciate and Celebrate diversity as strength
- Ensure fair and equal access for all the resources of the institution to all.

#### Discipline & Quality:

- Emphasize quality in every functioning levels of the institution like, staff, services, programmes and facilities offered etc.
- Believe and exhibit highest ethical standard



  
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### Quest for Excellence:

- Promote decision making at the level of implementation
- Quest for institutional and personal integrity in everything we do.

### Quality Policy

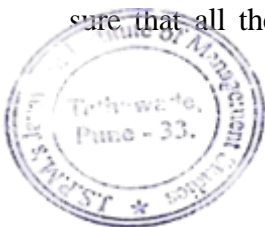
“We at J.S.P.M. are committed to provide value based quality education maintaining pace with changing technology to produce competent and skilled professionals ready to accept global and social challenges”

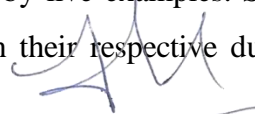
### Quality Objectives:

- To inculcate the Motto “Excel and Prevail.”
- To imbibe quality consciousness at all levels of the staff.
- Strict NO to compromise with quality.
- Strive to do still better.
- Discourage Short Cuts.
- Impress the importance of “Do it right first time every time”.
- To promote technological/management skills.

We believe that quality must be in each aspect of our service, Hence it is a part of our mission statement also. Without putting continuous effort quality is not an easy task to achieve. Hence we ensure quality implementation in following methods.

- We recommend that quality can be best implemented by live examples. So we make sure that all the staff members give perfect quality in their respective duty so as to



  
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inculcate the same with our students.

- Discipline is the tree to be planted to fetch the fruit of quality. Hence we follow strict discipline in terms with students.
- Academic activities are given utmost priority in our institute through which we wish to impart quality. We strictly follow our academic system any change in which can be implemented with the permission of head of the institute only.
- We have independent training and development department who take care of overall development through training and extend our quality motto through quality placements.
- We maintain highest quality standards by means of various training by external trainers in soft skill, aptitude etc. Lectures by industrial expert, interaction of business experts with students and staff etc.
- Both the Staff and students are encouraged to participate in co-curricular activities and weaker students are identified and given with extra coaching.



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## Decentralization:

Organogram reflects of participation at various stakeholders

### Organogram of JSPM's JIMS

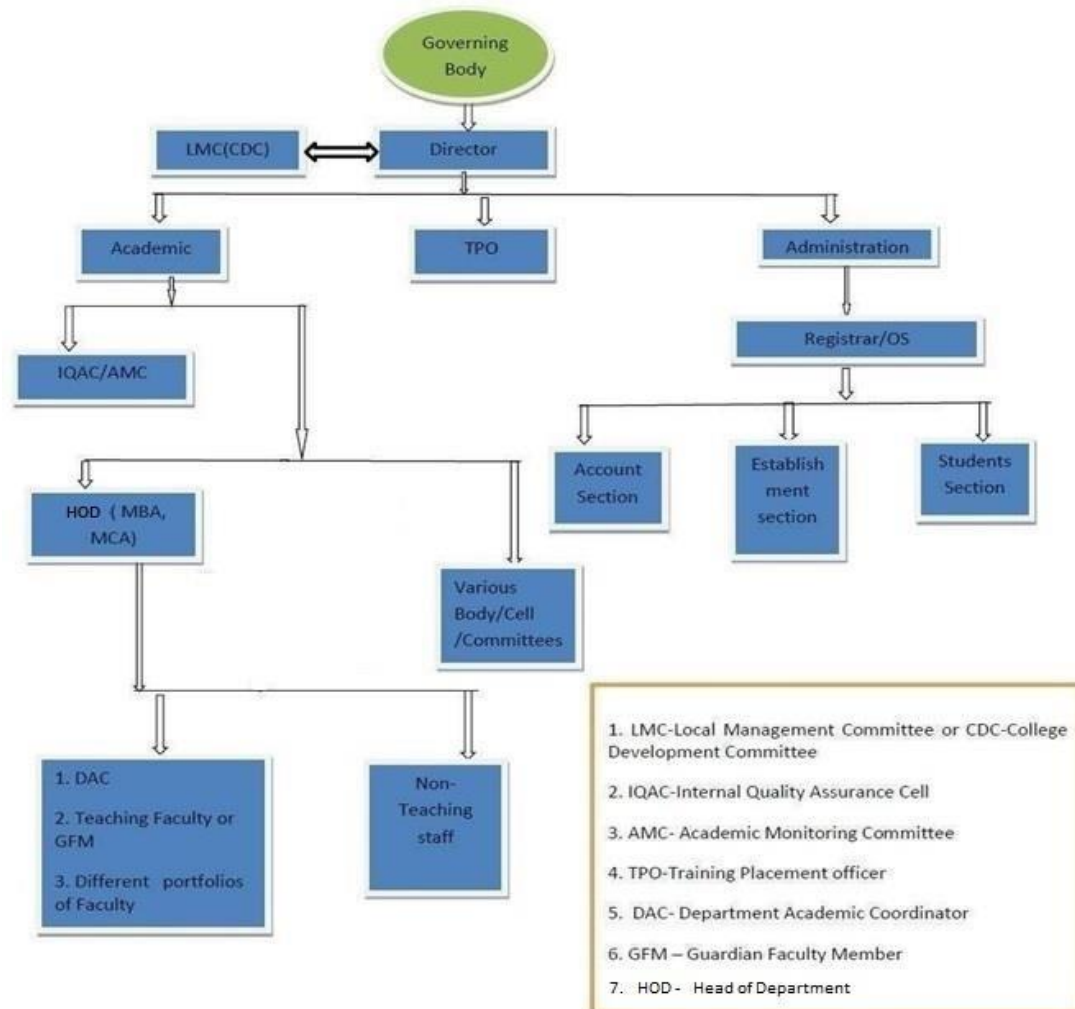


Fig 6.1 ORGANOGRAM OF THE INSTITUTE

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## Centralized and Decentralized Decision making at JIMS

### JSPM's Jayawant Institute of Management Studies, Pune



**Decentralized and Centralized Decisions**

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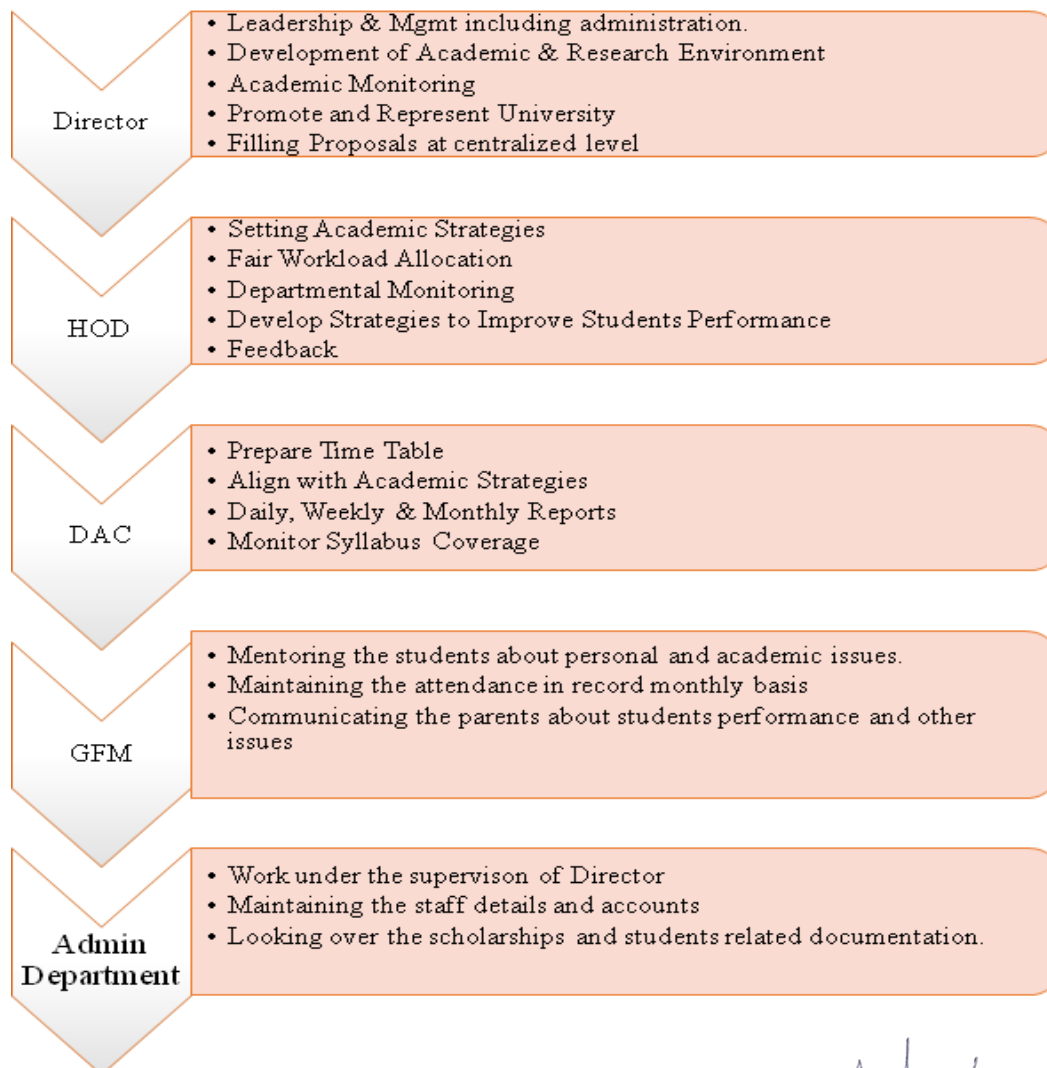
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## Centralised Decision Implementation

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### Decentralized Decisions and implementation of Centralized Decisions

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## Decentralization with various Committees and its formation Document

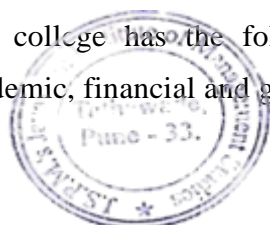
The college has the following **Statutory & Non-Statutory** committees to ensure proper management of academic, financial and general administrative affairs.

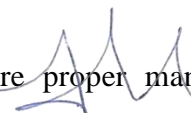
Sr.No.	Name of the Committee	Type of the Committee
1	Governing Body	Statutory
2	College Development Committee	Statutory
3	Internal Quality Assurance Committee	Statutory
4	SC/ST Committee	Statutory
5	Grievance Redressal Committee	Statutory
6	Anti-Ragging Committee	Statutory
7	Library Committee	Non-Statutory
8	Exam Committee	Non-Statutory
9	Training and Placement Committee	Non-Statutory
10	Entrepreneur Development Committee	Non-Statutory

The Constitution, functions & responsibility and frequency of the meeting are narrated below.

### 2. Statutory Committee:

The college has the following **Statutory** committees to ensure proper management of academic, financial and general administrative affairs.



  
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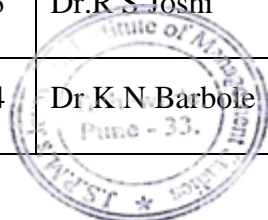
## 2.1. Governing Council (GoB):

Governing Council of the college has been constituted as per the norms of All India Council for Technical Education (AICTE), which is the regulatory body for approving technical colleges in India. Its main function is to ensure that stakeholders, including students, faculty and institutional management, as well as those from the wider society, have full confidence and trust in our institution. All those who have governance responsibilities and accountabilities, both within and outside institutions carry out their responsibilities effectively.

The Founder Secretary, JSPM Education Trust is the Chairman of the Governing Council of Jayawant Institute of Management Studies, Pune. The JSPM has identified and selected well known Academicians, Industrialists, distinguished scientists from well-known Institutions/Industries/Research Organizations/ besides representatives of the faculty as nominees of the JSPM on the Governing Council, apart from the Nominees of AICTE, SPPU, and Government of Maharashtra, who meet regularly and make policy decisions and give guidance and suggestions to implement policies successfully. The meetings are conducted at least twice in a year.

### Structure and Composition of Governing Council:

1	Dr. T.J Sawant	Founder Secretary, JSPM	Chairman
2	Dr.P P Vitkar	Executive Director,JSPM	Member
3	Dr.R S Joshi	Director,JSPM	Member
4	Dr K N Barbole	Director Academics,JSPM	Member



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Director

5	Mr S L Bhilare	Campus Director, JSPM Tathawade	Member
6	Nominee of AICTE(ex –officer)	Nominee of AICTE(ex –officer)	Member
7	Nominee of University	Nominee of University	Member
8	Nominee of state Government DTE (ex-Officer)	Nominee of state Government DTE (ex-Officer)	Member
9	Prof Anil. Bhosale	Educationalist	Member
10	Sudhir Jayadrath Zinjade	CEO, ACM Techno Engineers, Pune	Member
11	Shreyas Kulkarni	Founder CEO, Portalwiz Technologies Pvt Ltd, Pune	Member
12	Dr. Bipin Bankar Faculty Nominee	Professor, JIMS Tathawade	Member
13	Prof. Shweta Padale Faculty Nominee	Assistant Professor, JIMS Tathawade	Member
14	Dr. H.D Patil	Director, JIMS Tathawade	Member Secretary

The major functions and responsibilities of the Governing Body:

- Approve overall comprehensive development plan of the college regarding academic, administrative and infrastructural growth and enable college to foster excellence in curricular, co-curricular and extra-curricular activities.



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**B.E. MBA, Ph. D.**  
**Director**

- Approval about introducing new academic courses and the creation of additional teaching and administrative posts and approval to fill vacant post.
- Encourage and strengthen research culture, consultancy and extension activities in the college.
- Approval for recommendations of College Development Committee regarding encourage the use of ICT tools in teaching and learning process.
- Approve the annual financial estimates (budget) and financial statements of the college.
- Approve the recommendations regarding the students' and employees' welfare activities in the college.
- Taking note of inspection reports, local inquiry reports, audit report, report of NAAC/NBA etc. and approval to actions if any.

## 2.2. College Development Committee (CDC):

The College Development Committee functioning is as per the guidelines of Maharashtra Public University act 2016. The meetings are conducted at least twice in a year.

Structure and Composition of College Development Committee is

Sr. No	Name of the Person	Designation	Role in CDC
1	Prof. Dr. Tanaji Sawant	Founder	Chairman
2	Dr. Ravi Joshi	Nominee – Secretary	Member
3	Dr. Sudarshan Pawar	Teaching Representative HOD	Member
4	Prof. Shweta Padale	Teaching Representative	Member
5	Dr. Gorakh Wakhare	Teaching Representative	Member



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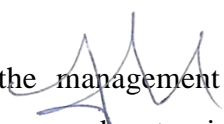
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6	Prof. Sarika Patil	Teaching Representative	Member
7	Dr. Anisha Mahindrakar	Coordinator – IQAC	Member
8	Mrs. Manjusha Surve	Non-Teaching Representative	Member
9	Mr. Sudhir Bahilare	Educationalist	Member
10	Mr. Aman Jain	Socialist	Member
11	Mr. Sunil Joshi	Industrialist	Member
12	Mr. Rohan Patil	Alumnus	Member
13	Ms. Partiksha Chaudhari	Students Council-President	Member
14	Ms. Digvijay Narute	Student Representative	Member
15	Dr. H D Patil	Head of the Institute Principal/ Director	Member-Secretary

The functions and responsibilities of the College Development Committee:

- Prepare an overall comprehensive development plan of the college regarding academic, administrative and infrastructural growth, and Enable College to foster excellence in curricular, co-curricular and extra-curricular activities.
- Decide about the overall teaching programmes or annual calendar of the college.
- Recommend to the management about introducing new academic courses and the creation of additional teaching and administrative posts.
- Make specific recommendations to the management to encourage and strengthen research culture, consultancy and extension activities in the college.



  
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- Make specific recommendations to the management to foster academic collaborations to strengthen teaching and research.
- Make specific recommendations to the management to encourage the use of information and communication technology in teaching and learning process.
- Make specific recommendations regarding the improvement in teaching and suitable training programmes for the employees of the college.
- Prepare the annual financial estimates (budget) and financial statements of the college and recommend the same to the management for approval
- Formulate proposals of new expenditure not provided for in the annual financial estimates (budget).
- Make recommendations regarding the students' and employees' welfare activities in the College.
- Discuss the reports of the Internal Quality Assurance Committee and make suitable recommendations.
- Frame suitable admissions procedure for different programmes by following the statutory Norms.
- Plan major annual events in the college, such as annual day, sports events, cultural events, etc.
- Recommend the administration about appropriate steps to be taken regarding the discipline, safety and security issues of the college or institution
- Consider and make appropriate recommendations on inspection reports, local inquiry reports, audit report, report of National Assessment and Accreditation Council, etc
- Recommend the distribution of different prizes, medals and awards to the students.



• Perform such other duties and exercise such other powers as may be

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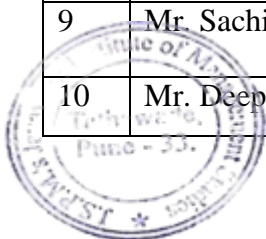
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entrusted by the management.

### 2.3 Internal Quality Assurance Cell:

The Internal Quality Assurance Cell functioning is as per the guidelines of UGC. The meetings are conducted at least twice in a year. Structure and Composition of Internal Quality Assurance Cell is

Sr. No	Name of the Person	Designation	Role in IQAC
1	Dr. H D Patil	Head of the Institute	Chairman
2	Prof. S.L. Bhilare	Asst. Executive Director	Management Member
3	Dr. Sudarshan Pawar	HOD MBA	Member
4	Prof. Shweta Padale	HOD MCA	Member
5	Dr. Susilkumar Sarangi	Professor. MBA	Member
6	Prof. Deepak Pandita	Asst. Prof. MCA	Member
7	Mrs. Manjusha Surve	Administrative staff	Member
8	Mrs. Shoba Shinde	Librarian	Member
9	Mr. Sachin Kolgiri	Alumni	Member
10	Mr. Deepak Gorphade	Local Society Representative	Member



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**Prof. Dr. T. J. Sawant**  
**B.E. (Elec.) PGDM, Ph. D**  
**Founder- Secretary**

**AISHE ID: C-60096**

**Dr. H D Patil**  
**B.E. MBA, Ph. D.**  
**Director**

11	Mr. Arjun Kharat	Industry Representative	Member
12	Ms. Sakshi Tupke	Student Representative	Member
13	Dr. Anisha Mahindrakar Coordinator – IQAC	Asst. Prof. MBA	Member-Secretary

IQAC shall evolve mechanisms and procedures for:

- Ensuring timely, efficient and progressive performance of academic, administrative and financial tasks
- The relevance and quality of academic and research programmes
- Equitable access to and affordability of academic programmes for various sections of society
- Optimization and integration of modern methods of teaching and learning
- The credibility of evaluation procedures
- Ensuring the adequacy, maintenance and functioning of the support structure and services
- Research sharing and networking with other institutions in India and abroad

The functions and responsibilities of IQAC:

- Development and application of quality benchmarks/parameters for the various academic and administrative activities of the Colleges;
- Facilitating the creation of a learner-centric environment conducive for quality education and faculty maturation to adopt the required



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knowledge and technology for participatory teaching and learning process


- Arrangement for feedback responses from students, parents and other stakeholders on quality-related institutional processes
- Dissemination of information on the various quality parameters of higher education.
- Organization of inter and intra institutional workshops, seminars on quality related themes and promotion of quality circles.
- Documentation of the various programs/activities of the College, leading to quality improvement

#### 2.4 SC/ST Committee:

The Structure and Composition of **SC/ST Committee** is as per the guidelines of AICTE. The meetings are conducted at least twice in a year. The Constitutions of **SC/ST Committee** is

Sr.No.	Name of Member	Designation	Role in Committee
1	Dr. H D Patil	Director	Chairman
2	Prof Sudarshan Pawar	HOD MBA	Vice President
3	Prof Shweta Padale	HOD MCA	Member
4	Prof. Mangesh Kadam	Assistant Professor	Member
5	Mr Anil Jadhav	Assistant Librarian	Liaisoning Officer
6	Ms Anuja Padip Ahire	Student representative	Member
7	Mr Kushal Meshram	Student representative	Member
8	Dr Bipin Bankar	Professor	Secretary



  
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**Director**

Functions and responsibilities of SC/ST Committee are:

- Upliftment of student and staff belongs to SC/ST category.
- To share various government schemes & Programs with concern member.
- To ensure proper implementation of various schemes of MHRD Government of India and State Govt. concerning scholarships, stipends etc. for welfare of reserved categories.
- To keep watch on any activity related to discrimination on the basis of caste in college premises.



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**Dr. H D Patil**  
B.E. MBA, Ph. D.  
Director

## 2.5. Grievance Redressal Committee:

The Grievance Redressal Committee (GRC) is formed as per Clause 1 of section 23 of the AICTE Act, 1987 (52 of 1987) AICTE. Grievance Committee is a committee formed within the institute by a group of representatives chosen from institute to consider and remedy stake holder's grievances.

The Structure and Composition of **Grievance Redressal Committee** is

Sr. No.	Name	Designation	Role in Committee
1	Dr. H.D. Patil	Director, JIMS	Chairman
2	Dr. Rasika Patil	Teaching Representative (MBA)	Member
3	Prof. Shweta Padale	Teaching Representative (MCA)	Member
4	Mrs. Anita Shinde	Non-Teaching Representative	Member
5	Mrs. Manjusha Surve	Non-Teaching Representative	Member
6	Ms. Purva Chinchore	Student Representative (MCA)	Member
7	Mr. Rushikesh Choudhari	Student Representative (MBA)	Member
8	Ms. Antara Gunjal	Student Representative (MBA)	Member
9	Prof. Shamsunder Malgikar	Teaching Representative (MBA)	Member - Secretary



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**Director**

Functions & Responsibilities of Grievance Redressal Committee:

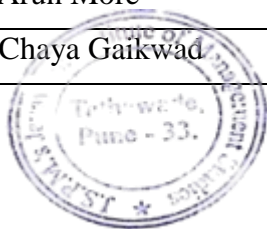
- To receive complaints regarding any kind of grievances.
- To examine the truth of the complaint and suggest appropriate actions.
- To forward recommendations to the principal for implementation.

**2.6. Anti-Ragging Committee:**

This Committee is formed as per Maharashtra Prohibition of Ragging Act 1999 and Prevention and Prohibition of Ragging (Appendix 12 published in AICTE Approval Process Handbook 2011-12) and their amendments which may be published from time to time.

The Structure and Composition of **Anti-Ragging Committee** is as per the guidelines of AICTE.

Sr. No.	Name	Designation	Role in Committee
1	Dr. H D Patil	Chairman	Director
2	Prof. Shweta Padale	Faculty Representative	Member
3	Dr. Gorakh Wakhare	Faculty Representative	Member
4	Mrs. Anita Shinde	Non-Teaching Staff	Member
5	Mr. Arun More	Boys Hostel Warden	Member
6	Ms. Chaya Gaikwad	Girls Hostel Warden	Member



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**Founder- Secretary**

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**Dr. H D Patil**  
**B.E. MBA, Ph. D.**  
**Director**

7	Mr. Mohit Kalbhor	Fresher Student	Member
8	Miss. Satabdi Priyadarshani	Fresher Student	Member
9	Mr. Manish Kumar	Senior Student	Member
10	Miss Divya Borde	Senior Student	Member
10	Adv. Sunil Diwar	Advocate	Member
13	Mr. Changdeo K Tupke	Parents' Representative	Member
14	Mr. Sharad Surkule	Police Representative	Member
15	Dr. Sushil Sarangi	Faculty Representative	Member-Secretary

**Functions & Responsibilities of Anti-Ragging Committee:**

- To ensure compliance with the provisions of Anti-Ragging regulations as well as the provisions of any law for the time being in force concerning ragging
- To monitor and oversee the performance of the Anti-Ragging Squad in prevention of ragging in the institution.
- To carryout regular checks for any ragging activity
- To carryout surprise checks in ragging prone zones



  
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**B.E. MBA, Ph. D.**  
**Director**

### 3. Non Statutory Committees:

The college has the following **Non Statutory** committees to ensure proper management of academic, financial and general administrative affairs.

#### 3.1 Library Committee

The Library Committee is formed for smooth functioning of library services in the institute. The meeting is conducted at least twice a year .

The constitution of Library Committee is given below.

Sr.No	Name	Designation	Role in Committee
1	Dr H D Patil	Director	Chairman
2	Dr Anisha Mahindrakar	HOD MBA	Convener
3	Prof Shweta Padale	HOD MCA	Member
4	Mr Anil Jadhav	Assistant Librarian	Member
5	Mrs Shobha Shinde	Librarian	Member - Secretary

The functions and responsibilities of Library Committee:

- Library committee plays a vital role for smooth functioning of the library as well as fulfills the students' requirements regarding learning aids.



- This committee examines the procurement of books/Journals/Periodicals/Magazines in the library

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**Dr. H D Patil**  
**B.E. MBA, Ph. D.**  
**Director**

- Library Committee takes initiative in formation of rules and regulation for students and faculty.
- Committees supervise the allocation & utilization of fund distribution for purchase books and journals in the library.
- Committee work as an advisory committee for overall development of the library to solve administrative problems.

### 3.2 Examination Committee:

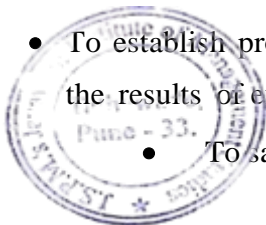
The Examination Committee is formed for smooth functioning of various examination processes in the institute. The meeting is conducted at least twice a year.


The constitution of Examination Committee is given below.

Sr. No.	Name of Member	Designation	Role in Committee
1	Dr.H.D Patil	Director	Chairman
2	Dr.Rasika Patil	Associate Professor	Member
3	Prof.Sarika Patil	Assistant Professor	Member
4	Dr.Susil Sarangi	Associate Professor	Member
5	Dr.Gorakh Wakhare	College Exam Officer	Secretary

The functions and responsibilities of Exam Committee:

- To establish procedures and instructions for assessing and determining the results of examinations
- To safeguard the quality of the examination procedures.



  
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**Founder- Secretary**

**AISHE ID: C-60096**

**Dr. H D Patil**  
**B.E. MBA, Ph. D.**  
**Director**

- To improve and control the quality of internal examinations to be conducted at institute level.
- To appoint examiners for conducting internal exams.
- To take measures against any misconduct or fraud.
- To display the statement of internal marks on student notice board and sending a mark sheet of student to respective parents.
- To scrutinize all the checked papers and submission of internal marks to university.
- Preparation and submission of annual exam report to Directors office.

### **3.3 Training and Placement Committee:**

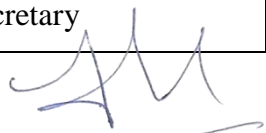
The Training and Placement Committee is formed to provide better career opportunities for the students. The meeting is conducted at least twice a year.

The constitution of Training and Placement Committee is given below.

Sr.No.	Name of the Member	Designation	Role in Committee
1	Dr H D Patil	Director	Chairman
2	Prof Saily Talodhikar	TPC	Member
3	Prof Nikita Phalak	TPC	Member
4	Ms Aditi Nimhan	Student Representative	Member
5	Ms Rutuja Muthe	Student Representative	Member
6	Prof Nitin Tambekar	TPO	Secretary

Functions and responsibilities of Training and Placement Committee:



  
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- To monitor overall activity of placement.
- To improve quality of students training process.
- To improve placement related activities.

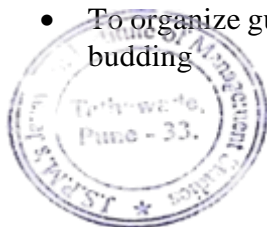
### **3.4 Entrepreneur Development Cell:**

The Entrepreneur Development Cell is formed to develop and strengthen entrepreneurial qualities in the budding professionals who are interested in starting their own ventures. The meeting is conducted at least twice a year. The constitution of Entrepreneur Development Cell is given below.

<b>Sr.No.</b>	<b>Name of the Member</b>	<b>Designation</b>	<b>Role in Committee</b>
1	Dr H D Patil	Principal	Chairman
2	Prof Leena Deshmukh	Assistant Professor	Member
3	Prof Sham Malgikar	Assistant Professor	Member
4	Mrs Divya Borde	Alumni Student	Member
5	Dr Gorakh Wakare	Assistant Professor	Member- Secretary

Functions and responsibilities of Entrepreneur Development Cell are:

- To conduct research work and survey for identifying entrepreneurial opportunities
- To extend necessary guidance to develop ideas and skills.
- To organize guest lectures, seminars etc. for promotion and growth of budding entrepreneurs.





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**Founder- Secretary**

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- To conduct skill development training programmes.
  - To organize entrepreneurship camps and visits to prospective entrepreneurs.



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**STRATEGIC PLAN (2021-2026)**  
**JIMS**

**Jayawant Shikshan Prasarak Mandal**

**Jayawant Institute of Management Studies, Tathawade Pune**

(NAAC Accredited A Grade, Approved by AICTE & Affiliated to Savitribai Phule Pune University)

## **STRATEGIC PLAN 2021-2026**

### **PREFACE**

Strategic Planning of the institution plays a dynamic role in successful execution of the Vision and Mission. Strategic planning is a continuous process to achieve institutional goals in effective manner. The basic purposes of strategic planning are its abilities to help align the organization with its available resources environment. The Strategic Plan is formulated based on SWOC analysis of present challenges and future opportunities and it envisions the direction towards which the institution should move to achieve its set goals and objectives. The first part of strategic plan clarifies the vision, mission and core values of the institution along with long term & short term goals. IQAC has prepared a strategic plan to enhance the academic, research, consultancy, extension, outreach, co-curricular and extra-curricular activities as against the set progress indicators and recommend the augmentation of necessary infrastructural facilities for achieving the long term goals and objectives of the department. These targets have been set with extensive consultation with all stakeholders – Faculty, student, alumni, parent and employer. To prepare strategic plan, vision mission, the values and culture within institute are taken into consideration.





Founder Secretary's  
Message



Directors Perspective



About JSPM



About JIMS



Strategic Plan 2021-  
2026

## Founder Secretary's Message



Jayawant Shikshan Prasarak Mandal (JSPM) was established in 1998 with the objective of creating centers of excellence for education in the field of Engineering, Medical, Pharmacy, Management, and computers. Our Objective behind starting JSPM was to make higher education available to all who are desirous of achieving it .I also visualized that a social transformation can be brought about through the medium of dynamic education; JSPM is thus an institution of higher education with social commitment With India & Indians, emerging as leaders across various professional sectors, it becomes an even greater challenge for the education sector to nurture and groom such abundant talent, which is all set to take industry's quest for excellence to dazzling new heights. It is in this same spirit of excellence, that we at JSPM have laid each brick

We have created a learning culture, a friendly environment that facilitates complete development of our students. Our three pronged focus on knowledge, skill and attitude is aimed at meeting the needs of our customer's i.e. the industry.

To achieve this we have handpicked the best faculty from diverse fields & expertise. We have invested in state of the art facilities, infrastructure and skilled human resources to supplement the culture and the environment of JSPM's good governance

Moreover it's our pledge to change in tandem with the changing requirements of the industry and mould, develop and nurture talent that will make the nation proud.

**Prof. Dr. T.J. Sawant,  
Founder Secretary, JSPM**

## Director's Perspective

“I am Very Happy to Share Perspective Plan 2021-2026 with all stake holders of JIMS this plan is an Outcome of Support extended by Industry experts, Management of JIMS. This plan was Developed in the Context of Bringing improve mental changes and enhance of quality of education at JIMS

Now, with this plan the Perspective plan of JIMS are clear. These included instigation of Smart Classrooms, digital Teaching Learning, International research journal, publications, registration of Alumni Association and most importantly getting quality Certification such as ISO.

This Perspective Plan was developed in Discussion with Faculty Members and Board of Governance. The draft was then presented to Governing Body and Approved.

I wish to thank founder Secretary Prof.Dr.T.J.Sawant and Director of JSPM Dr.Ravi Joshi for Providing inputs and broader Perspective Plan.

The Perspective Plan of JIMS 2021-2026 will provide the Pathway for Achieving the Objectives of JIMS

Thank You.....

**Dr. Priyanka Singh**  
**B.Sc. (Hons.), M.B.A, Ph.D.**  
**Director, JSPM's JIMS**

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## 1.1 ABOUT JSPM

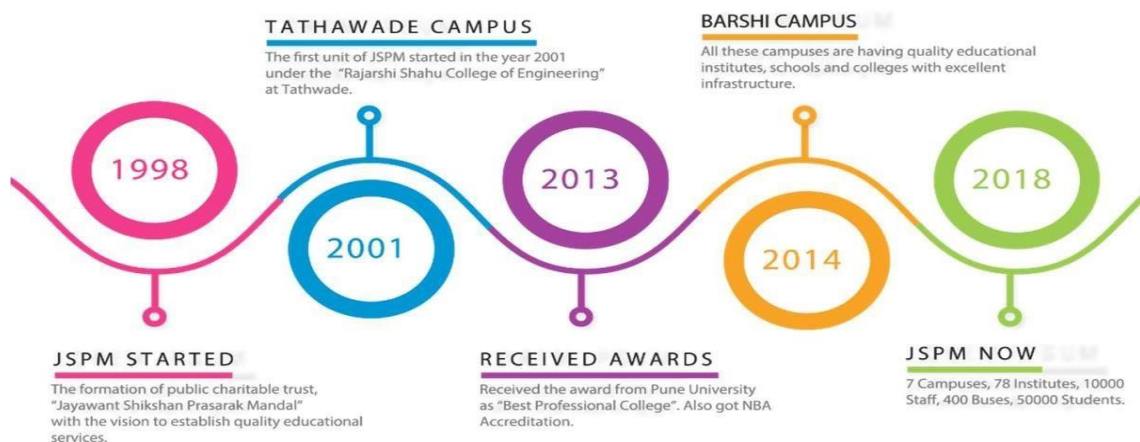
Jayawant Shikshan Prasarak Mandal (JSPM) was established in the year 1998 by Honorable Prof. Dr. T. J. Sawant. JSPM group of institutions are committed to provide value based quality education maintaining pace with changing technology to produce competent and skilled professionals ready to accept global challenges. There are 78 institutions under JSPM group offering quality education in schools and higher education in the field of Engineering, Management, Computer Application, Pharmacy, Commerce and Science. Presently more than 50,000 students are pursuing education in JSPM group of institutes. All the institutes are recognized and approved by Government of Maharashtra and respective regulatory authorities.

## 1.2 JIMS

The Institute was established in 2004 as a part of JSPM group with the aim is to impart good education and to develop the complete personality of the students with an emphasis on moral values. The institution strives hard to shape the students in a way they will be an asset to the community and nation at large. The institute is affiliated to Savitribai Phule University Pune, Pune and conducting MBA, BCA and BCA programs.

The Institute is located in Tathawade (Pune) surrounded by Industries, IT Companies and reputed townships. The excellent academic calendar with space for individual skills and personality development, excellent team work of faculty members and initiative for industry interface is salient features of institute.

Website: <https://www.jspmjims.edu.in/>







### 1.3 INSTITUTE VISION, MISSION AND CORE VALUES



#### VISION

"To satisfy the aspirations of the youth force, who wants to lead the nation towards prosperity through techno-economic development".

#### MISSION

"To provide, nurture and maintain an environment of high academic excellence, research and entrepreneurship for all aspiring students, which will prepare them to face global challenges maintaining high ethical and moral standards."

#### CORE VALUES

##### Student Centric:

- Anticipate and responds to the timely need of the students and community at large.
- Dedicated to facilitate best educational experience possible to every student.

##### Inclusiveness:

- Continuously evaluate and improve program, system, services and policies to meet the identified needs.
- Endorse trust among the stakeholders through professional courtesy and fair treatment
- Recognize appreciate and Celebrate diversity as strength
- Ensure fair and equal access for all the resources of the institution to all.

##### Discipline & Quality:

- Emphasize quality in every functioning levels of the institution like, staff, services, programs and facilities offered etc.
- Believe and exhibit highest ethical standard

#### **Quest for Excellence:**

- Promote decision making at the level of implementation
- Quest for institutional and personal integrity in everything we do.

#### **1.4 Quality Policy**

“We at J.S.P.M. are committed to provide value based quality education maintaining pace with changing technology to produce competent and skilled professionals ready to accept global and social challenges”

#### **Quality Objectives:**

- To inculcate the Motto “Excel and Prevail.”
- To imbibe quality consciousness at all levels of the staff.
- Strict NO to compromise with quality.
- Strive to do still better.
- Discourage Short Cuts.
- Impress the importance of “Do it right first time every time”.
- To promote technological/management skills.

We believe that quality must be in each aspect of our service, Hence it is a part of our mission statement also. Without putting continuous effort quality is not an easy task to achieve. Hence we ensure quality implementation in following methods.

- We recommend that quality can be best implemented by live examples. So we make sure that all the staff members give perfect quality in their respective duty so as to inculcate the same with our students.
- Discipline is the tree to be planted to fetch the fruit of quality. Hence we follow strict discipline in terms with students.
- Academic activities are given utmost priority in our institute through which we wish to impart quality. We strictly follow our academic system any change in which can be implemented with the permission of head of the institute only.
- We have independent training and development department who take care of overall development through training and extend our quality motto through quality placements.

- We maintain highest quality standards by means of various training by external trainers in soft skill, aptitude etc. Lectures by industrial expert, interaction of business experts with students and staff etc.
- Both the Staff and students are encouraged to participate in co-curricular activities and weaker students are identified and given with extra coaching.

After several brains storming sessions, the strengths, weaknesses, opportunities and challenges are identified:

<b>Strengths:</b>	<ul style="list-style-type: none"> <li>➤ Visionary management team and transparent administrative set up.</li> <li>➤ Excellent local and regional reputation with well- established national recognition</li> <li>➤ Qualified, experienced and dedicated teaching faculty with good retention ratio. Student centric functioning with mentoring, counseling and Effective academic monitoring through GFM's.</li> <li>➤ ICT integration in T-L and pedagogical initiatives.</li> <li>➤ Good academic results.</li> <li>➤ Strong training and placement cell which resulted skill enhancement and consistent improvement in core industry placements.</li> <li>➤ Good participation of students in Co-curricular and extra-curricular activities at National Level.</li> <li>➤ Social inclusiveness (35 percent female candidates ,varied socio economic background)</li> </ul>
<b>Weaknesses</b>	<ul style="list-style-type: none"> <li>➤ Less exposure to global experience amongst faculty and students.</li> <li>➤ Moderate placement packages and low placement in core companies.</li> <li>➤ Inadequate number of skilled supporting staff</li> <li>➤ Limited sponsored research and consultancy activities..</li> <li>➤ Need to improve library utilization and to upgrade library resources.</li> <li>➤ Deepening of industry-academia partnerships in applied research</li> </ul>

	<p>needs to be encouraged.</p> <ul style="list-style-type: none"> <li>➤ Less activity of student/faculty professional bodies as well as student chapters.</li> </ul>
<b>Opportunities</b>	<ul style="list-style-type: none"> <li>➤ Scope for interdisciplinary and sponsored projects.(smart cities).</li> <li>➤ To build partnership and collaborative work amongst community/peer institute/ National R &amp;D Labs</li> <li>➤ To generate revenue through consultancy.</li> <li>➤ Incorporation of blended learning and Improvement in online resources/digital content.</li> <li>➤ Improve quality of research by applying research proposal to reputed institute. • up skilling of faculty and student in new age technology using national and international online FDPs and certification courses</li> <li>➤ To add new programs</li> </ul>
<b>Challenges:</b>	<ul style="list-style-type: none"> <li>➤ Rapid changes in all the disciplines and correspondingly changing expectations from industry and society.</li> <li>➤ To map curriculum with fast changing technology and skillset (less flexibility as university syllabus is fixed for four year).</li> <li>➤ To create positive reputation/brand in external world</li> <li>➤ To shift student mindset from exam oriented approach to learning/skill enhancement approach.</li> <li>➤ To improve research quality of publication.</li> <li>➤ New private and online education institute give more flexibility and credit based course access</li> </ul>

**Summary:** It is evident from the above analysis that institute has the potential to emerge as excellent entre of professional education. It has strategic intent, essential facilities and manpower for achieving its Vision.

## Review of Strategy Plan (2021-26)

JIMS has developed its Strategic Plan for the duration of 2021-2026. The majority of the goals envisioned in the plan will be achieving it.

Sr.No	Aspect	Outcome
1	To provide trained and skilled engineers to meet the current industry demands	More skill development program initiated and placement is improved
2	To obtain full accreditation for all PG program.	Achieved
3	To provide blended learning experience and use of ICT to improve quality of teaching and learning process.	Use of ICT has remarkably increased
4	To enhance the research culture and entrepreneurship among students	Partial achievement
5	To enhance collaborative activities with other reputed institute and sharing of resources with mutual tie ups	MOU are increased
6	To extend academic help to assist academically weaker students	The result of weak student increased
7	To train newly joined Faculties	More FDP participation
8	To Strengthen Industry/ Institute / Alumni Interaction	Expert talks by alumni and industry person arranged
9	To engage in more social and eco-friendly project.	Achieved

## Perspective Plan

### **1. Start of New BCA Program:**

Identify the demand for BCA (Bachelors of Computer Applications) in the vicinity. Establish a curriculum in line with industry for emerging technologies. Recruit experienced faculty members with expertise in computer science and related fields. Provide necessary eco system to support BCA programs.

### **2. Accreditation:**

Work towards obtaining accreditation from recognized bodies like NBA (National Board of Accreditation) or NAAC (National Assessment and Accreditation Council). Address any deficiency in infrastructure, faculty qualifications, etc. to meet accreditation standards. Engage in a continuous improvement process to maintain and enhance accreditation status.

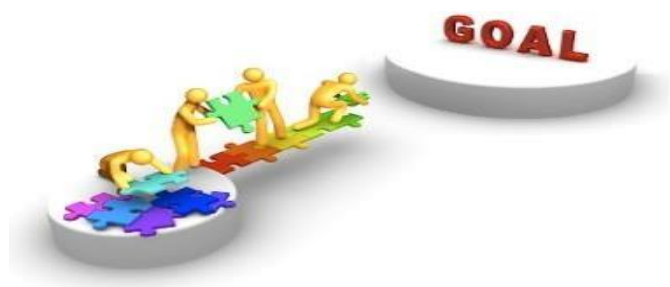
### **3. NEP (National Education Policy) Implementation:**

Analyze the key aspects of the NEP and align the institution's vision and mission with its principles. Revise existing programs and pedagogical approaches to incorporate the NEP's recommendations, Train faculty and staff to understand and implement NEP guidelines effectively.

By following this perspective plan, JSPM's, JIMS can achieve its goals of offering quality education, and contributing to the overall development of students and the community.

## **Strategic Plan 2021-2026**

The following strategic Plan is designed to support the Perspective Plan of the Institute. The Institute is committed to follow the Strategic Plan in its day to day activities. This will be revised and upgraded in every 5 Years



### **Goal 1: Academic Excellence**

### **Goal 2: Exploration of Knowledge through Innovation**

### **Goal 3: Placement, Entrepreneurship and Industry Interaction**

### **Goal 4: Enhance Alumni Engagement**

### **Goal 5: Go Green Campus**

### **Goal 6: NEP Implementation**

#### **5.1 Goal 1: Academic Excellence**

Values-based Education creates a strong learning environment that enhances academic achievement and develops students' social and relationship skills that last throughout their lives. The positive outcomes are achieved through teaching-learning methods blended with ethical values and cross domain research in cutting edge technologies. This leads to the all-round personality development of the students. It also provides social capacity to students, equipping them with social and relationship skills, intelligence and attitude to succeed at every aspect of their lives. A high quality of academic excellence can provide value-added experience for the students.

## **Strategies:**

### **1. Curriculum Enrichment and Value Addition**

Being an affiliating College the HEI has insignificant role in curriculum designing and development. However measures have been taken for Certificate Course, Value added courses and activities sensitizing students to cross-cutting issues such as gender, environment and sustainability, human values and professional ethics, development of creative and divergent competencies.

#### **Action points**

- Plan Field /Industrial Visits and External Learning Experiences. Create a calendar of potential Industrial Visits and external activities. Establish partnerships with local SMEs, businesses, Industries.
- Organize Guest Speaker Sessions. Reach out to professionals, academics, and community leaders to schedule guest lectures or workshops.
- Implement Personalized Learning Strategies Use formative assessments to understand individual student needs and adapt instruction accordingly. Create differentiated learning paths and offer additional resources for various learning styles.
- Focus on Skill Development Embed critical thinking, problem-solving, and communication exercises into regular lessons. Provide opportunities for students to work on these skills through collaborative projects and presentations.

### **2 .Pedagogy and Delivery Modes**

The day to day classroom delivery is through modern pedagogy evenly balancing the traditional methodology. The classrooms are equipped with the required infrastructure to facilitate the new modes of delivery.

#### **Action points**

- The faculty are trained on the ICT methodologies and continuous apprise of the same is provided through conduct and participation in faculty development programs, workshops and seminars.
- An exclusive teaching/ learning center is in place to support faculty teaching, student learning and communication.
- E- Learning / online learning will be encouraged in addition to the traditional



class room teaching-learning practice.

- Faculties and students are encouraged for MOOC- SWAYAM-NPTEL Certification.

### Metrics / Measures

Key Result Areas	Measures
Curriculum Enrichment	Industrial Certificate Courses
	Courses focusing on Skill development and Employ-ability
	Value Added Courses
Learner Centric Curriculum delivery	Academic Plan as per OBE & Academic calendar
	Quality projects
	ICT utilization / Pedagogy Tools
	Online Self learning Resources
	Industry exposure through Internships
	Workshops/FDPs on Pedagogy/Technology
	Learning Management System
Smart Classrooms	Multimedia and support equipment
	E-Learning Facilities.
Labs	Periodic maintenance and up gradation
	Language Laboratory

### Goal 2: Exploration of Knowledge through Innovation

The Institute addresses and enhances students' imagination, initiative and practical skills and equips them to innovate and confidently cross the threshold of challenges. Added to the academic activity additional open ended experiments, Mini Projects, Industrial based projects (SIP), are encouraged. The innovative idea of students is transformed into reality by:

#### Action points

- Project Based Learning from micro to macro levels involving hands on training.
- Enhancing collaborative projects with academic institutes, industry.

## Metrics / Measures

Key Result Areas	Measures
Research Publications	Numbers of papers published in reputed National and international journals
	Numbers of papers presented in reputed National and international conferences
	Faculty as reviewers for reputed journals
Frontiers of knowledge	Conferences/seminars/workshops conducted.
	MOUs with industries and higher learning institutes.
Patents and copyrights	IPR Workshops
	Number of Indian Patents
	Books & Publications, Copy rights

### Goal 3: Placement, Entrepreneurship and Industry Interaction

The Institute aims to create an ecosystem for deeper collaboration with industry in several modes, including consultancy, sponsored research projects, technology transfer and continuing education.. Infrastructure is provided to implant the ideas. Young technocrats get opportunities to exploit their full potential by setting up their own ventures thus becoming "job generators" rather than "job seekers". Strategy to provide a platform to business Start- ups to develop the innovative ideas into commercially viable products.

Initial awareness on entrepreneurship is facilitated by conducting awareness camps, guest lectures, seminars, workshops, and skill development programs.

The **Industry Institute Interaction** Cell proactively builds partnerships with industry in areas of strengths of the Institute. Collaboration with the industry is built through well-structured student internships and appointment of industry professionals as Visiting Faculty. A significant quantum of research will originate from problems identified as a result of the faculties

Engagement with industry.

### Action points

- Develop Strong Industry Partnerships Build and maintain relationships with companies and organizations in relevant industries. Establish partnerships to

create internship and job placement opportunities for students.

- Measures are taken to transform classroom learning to a project based experience. The idea to innovate is encouraged through the Innovation Competition and the best idea is rewarded
- Training and mentoring to the students is given through Entrepreneurship Development Cell to realize the idea into application/ product at institute.
- Facilitate Start-up Incubation and Mentoring Programs Partner with local businesses and entrepreneurs to offer mentoring and incubation programs for students interested in starting their own ventures.

### Metrics / Measures

Key Result Areas	Measures
Industry Collaboration	Student Internships
	Knowledge exchange through seminars and workshops
	Faculty as Corporate Trainer
	Sponsored and funded collaborative research
	MOUs with Premier industries
Innovation and Entrepreneurship	Exclusive incubation facility
	Proactive participation of Students and Faculty
	Focus on hands on experience of Domain Knowledge

### Goal 4: Enhance Alumni Engagement

Alumni have been key stakeholders in the Institute’s evolution and growth. Alumni achievements have been a source of pride for the Institute and have contributed significantly in society. Plan for active alumni chapters in various cities in India and several initiatives from the alumni to support some of the Institute goals. Donations from the alumni will result in creation of new infrastructure (convention Center, innovation Center) and support towards student facilities and counseling. The Institute conducts several events to engage with alumni. A dedicated committee manages alumni interactions. The Institute will make efforts to enhance the engagement with all

alumni. The focus will be on a two way interaction. The Institute is committed to lifelong involvement with all students who will continue to be part of JIMS family even after they graduate. The Institute will build its engagement on adding value and support to the alumni in their careers and professions with specialized training, lectures, access to the latest research and help with networking. The Institute will welcome alumni visits to departments and will provide opportunities for alumni to interface with students and faculty and participate in the research and educational activities at the Institutes.

### **Action points**

- Create an Alumni Centre at the Institute to support alumni visits, activities and engagement.
- Initiatives for supporting alumni needs for continued learning and career improvement. Lifelong Learning Modules targeted for Alumni.
- Multiple interaction modes such as, interaction between alumni and students, mentoring, interaction between alumni and faculty, alumni inputs for curriculum development, alumni support for student placements and internships, alumni involvement in Department Advisory Committees and in enhancing the innovation ecosystem at JIMS.
- Engage alumni as adjunct faculty.

#### **8.1.1 Metrics/Targets**

- Number of alumni visitors to Alumni Centre and the Institute: 100 per year
- Number of meets/networking events for alumni: 3-4 per year

## 9.1 Goal 5: Go Green Campus

The Institute is committed to grow sustainably and develop as a model clean, green campus. The existing Green Campus Committee which consists of representatives from students, faculty and staff decides campus policies to promote sustainable practices and maintain the flora and fauna of the campus. This committee will be supported by a cell that will monitor, implement and enable the policies and initiatives of the Committee. Initiatives will include smarter buildings, energy efficient appliances, increased use of renewable energy, improved solid waste and waste water managementsystems, increased recycling, and making the campus more pedestrian and cycling friendly. The campus will move towards a reduced energy and carbon footprint (low carbon campus) campus. New innovative technologies for energy, waste management and emissions control will be showcased on the campus and their viability will be assessed.

### Action points

- Low carbon campus growth.
- Involve students in campus planning including green campus initiatives.
- Monitor metrics by creating a network of sensors and report sustainability metrics.

### Metrics/Targets

- Setup a cell which will monitor, implement and enable policies and initiatives of the GreenCampus Committee
- Establish Green Campus metrics and work towards reducing carbon footprint water footprint, energy footprint
- Improvement on green metric

## **Goal 6: NEP Implementation**

A new national education policy 2020 as announced and being implemented as per the directives of ministry of education and human resource development, the institute shall leave no stone unturned to adopt the same in letter and spirit. Below mentioned are some of the indicative measures the institute will embark upon to honor the spirit and intent of NEP 2020.

### **Action points**

- The institute shall adopt assessment reforms for holistic assessments of the learners. The institute shall adopt and will become an active member of (Performance Assessment, Review, and Analysis of Knowledge for Holistic Development).
- The institute will ensure equitable and inclusive education with a special emphasis given on socially and economically Disadvantaged Groups (SEDGs) the institute will adopt full scale learner centric teaching learning model.
- The institute will adopt robust and transparent processes for recruitment of teachers and merit based performance. The institute will ensure availability of all resources in the campus and through the clusters.
- The institute will ensure exposure of vocational education to all the learners. The institute shall abide by national target of gross enrolment ratio.
- The institute shall remain committed to holistic and multidisciplinary Education with multiple entry/exit options. The institute shall adopt establishment of Academic Bank of Credit.
- The institute will develop skill development workshops for all the learners.

## Strategy Implementation and Monitoring

Strategic Development Plan once approved by Governing Body the next immediate step is its implementation in true spirit. Strategy when being implemented, the progress shall be measured from time to time through the IQAC. SMART (Specific, Measurable, Attainable, Realistic and Time bound) concept is made use of while arriving at implementation plans. All the measures of success are clearly spelt out in the implementation document and Head of the institution along with leadership team is the custodian for implementation and its success.

### Implementation Plan at Institution Level

Strategic Goals	Responsibility
Good Governance & Administration	GB, Chairman, Members of GB
Institution Statutory Compliance	Director and Coordinators
Academic excellence through outcome based Education	Director, HODs, faculty members
Building the Brand JIMS and Expansion	GB members, Leadership team & Public relations team
Empowering Minds through research and Innovations	Research & development, ED cell,
Sustainable Infrastructure	GB, Chairman, Director (Infrastructure) & team
Teaching- Learning	Director, IQAC, DAC, HODs, Faculty and Staff
Research	Research Committee & ED Cell
Student Progression through Holistic Learning	Director, HODs and Faculty members
Departmental activities	HODs and Faculty Members
Placement & Training	Dean (Placement & Training) and HODs

## **Conclusion**

The Strategic Plan will be going to help the Institute to achieve the Vision and Mission of the Institute. It will help all the Stakeholders to participate and contribute for Development of Skilled Manpower required for the Industry and the Society. We hereby reaffirm our commitment to achieving the outlined objectives and our dedication to excellence in academics and research activities.

## **Drafting Committee**

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