



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)

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B.E. (Elec.) PGDM, Ph. D
Founder- Secretary

AISHE ID: C-60096

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

6.2. Strategy Development and Deployment

6.2.1: The institutional perspective plan is effectively deployed and functioning of the institutional bodies is effective and efficient as visible from policies, Administrative setup, appointment, service rules, and procedures, etc

HEI-Input

Supporting Documents as per SOP:

Prospective Plan A.Y 2021 - 2026



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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.



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.

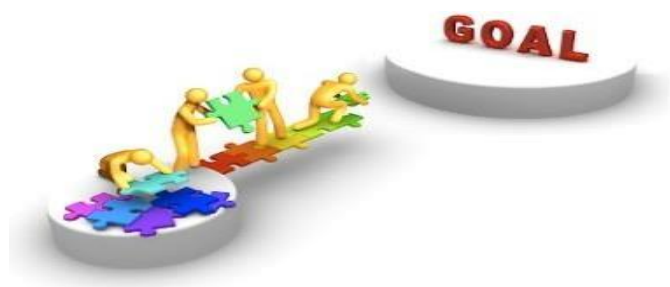
3. NEP (National Education Policy) Implementation:

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 inplace 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

Dr. Priyanka Singh

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