CRITERION VI - GOVERNANCE, LEADERSHIP AND MANAGEMENT

KEY INDICATOR - 6.2 Strategy Development and Deployment

6.2.1 *The institutional Strategic/ perspective plan is effectively deployed*

Strategic Plan

A. Curriculum development.
B. Teaching and learning.
C. Examination and evaluation.
D. Research and development.
E. Library, ICT and physical infrastructure.
F. Human resource management.
G. Institute – Industry Interaction Cell.
H. Students' admission and support.
I. Constant Internal Quality Assurance System
J. Women/Student/Faculty Grievance
K. Alumni Interaction and Outreached Activities

Strategy Type	Details
Curriculum Development	Institute is affiliated to SPPU and follows the curriculum provided by SPPU. The institute follows a well-documented structured process to plan and execute activities for effective implementation of the curriculum delivery. CO attainment is judged based on various mechanisms like Mid-term examination, End-term examination, Mock test, Guest lectures, presentations, assignments etc. The Institute encourages faculty to actively participate in the syllabus discussion meetings conducted by Board of Studies (BoS) at university level. The faculty members participates and organizes various workshops, Faculty Development Programs (FDP) and Short Term Training Programs(STTPs) to understand the breadth and depth of the subject for effective delivery of the curriculum. The Institute organizes the Debate competition, Group discussions, various management games, and management movie sessions, Harvard Business Article Discussion, Yoga day etc. The institute has signed up MOU with various National and Multinational companies. Institute offers certification courses which are designed in association with IIT Bombay i.e. JAVA, C and CPP, PHP and My SQL etc. The institute has organized value added courses which are Digital Marketing, HR analytics and Advanced Excel, Linux OS, Introduction to website development and launch. The Governing

	Education Management System (GEMS) facilitates students for e-learning. The institute has organized blood donation camp, Eye check up camp, Women's Day Celebration, Tree Plantation for the awareness of the students to improve their point of view towards social causes, through which the students acquire moral and ethical values. Yearly Feedback on the curriculum is taken from different stake holders like students, faculty, alumni, and industry.
Teaching and Learning	Institute admit the students through Centralized Admission Process (CAP) by strictly following the statutory reservation policies set by All India Council for Technical Education (AICTE) and Maharashtra State Government and Directorate of Technical Education (DTE). The teaching learning process adopted is student centric. Every student is taken care in all respects by adopting Mentor-Mentee program. As per the guidelines of the university examination the institute follows continuous evaluation process transparently and conducts the examinations at different levels. Then based on the evaluation results of these examinations along with feedback from mentor mentee program, students are categorized in advanced learners and slow learners. For slow learner students remedial classes are regularly conducted to improve their skills and performance. The student staff ratio is always maintained as per the norms of AICTE. The Faculty selections are done by affiliating University. The students are also encouraged for their creativity and conducts various competition to prepare posters, present papers and attend seminars or conferences. The college encourages faculty to organize and attend FDP programs, workshops, seminars and conferences etc.
Examination and Evaluation	Internal evaluation reforms: The internal evaluation is designed to recognize the capability and talent of a student. All evaluation reforms of the University are adopted and effectively implemented as per the guidelines issued by the authority from time to time. Following initiatives are taken by the Institute for the improvement of internal evaluation process. University reforms are aligned with institute's evaluation criteria such as Attendance, Case Study, Class Test, MCQ's, Presentation, Group Discussion, Written Home Assignment, Group Project, Mid-Term Exam and End-Term Exam Concurrent evaluation process as per the requirement of SPPU is adopted and all the evaluations are conducted throughout the semester as per the set academic plan. Internal Evaluation results are displayed regularly. University evaluation reforms: The CEO and Examination Committee schedules and executes the evaluation process with strict monitoring on regular basis. Internal squad comprising of senior faculty members oversees the smooth

	conduction of University theory examination. CCTV cameras are deployed at selected locations to monitor the online examinations.
Research and Development	In order to promote a climate for academic excellence with openness to learning, research and development of professional skills, the Institute has started a Research Centre since 2013. The Research Centre offers PhD programmes in IT and Management. The faculty members are supported with financial assistance, writing proposals and liaison with the research institutes of eminence. Institute regularly organize and attend programs related to the research. Research contribution is considered in the career advancement scheme, and appropriate study leaves are awarded for the further research. Adequate provisions are made in the annual budget of the institute. The institute conducts International Conference, Research oriented workshops and seminars on filing patents. BCUD of SPPU supports research activities of the institute by providing research grants in addition to the provision of seed money in the annual budget of the institute. Faculty members to write and publish the papers in the UGC approved journals of high impact factor and International Conference Proceeding. Faculty members are involved in interdisciplinary projects. Some faculty members have received awards and recognitions for their research at national as well as International level. The Institute has organised number of collaborative activities for research, faculty exchange, student exchange during the year such as Ph.D. Course Work for the faculty of Commerce and Management, State Level Seminar, National Conference, Fourth International Conference on Innovations in IT and Management (4-ICI2TM-2019)
Library, ICT and Physical Infrastructure	The institution has good state of art infrastructure to meet the educational requirements of students according to the norms strictly provided by the SPPU AICTE. The Institution Facilities includes Classrooms, Tutorial rooms, Seminar Hall, Computer Centre, Library and Reading Room, Digital library, Language lab, The Classrooms are well equipped with white board and LCD projection facilities with good ambiance with 60 seating capacity. The Tutorial rooms are equipped with a round table, white board and a seating capacity of 30 students and LCD projectors. The institute has four Seminar halls with varying seating capacity as 250, 150, 125 and 50 capacities of students with LCD projectors, public addressing system, and white board. Computer labs are well equipped with latest configuration desktops and

	software's as well as LCD projectors. The institute's library has good collection of Text books -30593 Volumes Titles - 6097, CDs - 184, E-books which includes Reference books, journals, technical magazines, digital library newspapers etc. The Library offers reprographic, internet and Wi-Fi facilities the library is automated with SLIM 21 software and author-wise/title T wise search is facilitated through OPAC. Reading room has a seating arrangement for 180 students along with drinking water and wash room facilities.
Human Resource Management	The Sinhgad Technical Education Society is one of the renowned technical educational Group in Pune (India), and it has gained its name in the field of education, by implementing their plans and policies effectively and efficiently through the participative type of the governance. The Institute has Leave policy, Maternity Leave policy, Medical Leave Policy, Group Insurance Scheme, Free medical treatment, Provident Fund Scheme Vacation is given as per the norms to the staff, Additional increment is given if the Faculty member gets Ph.D. awarded ,Residential facility for staff, Teacher feedback policy, performance appraisal is taken annually, Holidays are given as per university calendar.
Industry Interaction / Collaboration	The institute is enhancing the quality of education through guest lectures by eminent speakers through industry interactions. To increase career options for all the students by broadening career path to include association with alumni and industry interaction. Alumni Student Interaction: The connection between the alumni and the students is one of the major goals of the Alumni Association formed at SIMCA. SIMCA has organized alumni interaction programs with existing students, which helps students to keep the connect with the alumni, mentoring of students in terms of choosing the job profile, preparing for interview, importance of campus life while entering in corporate life, preparation required for corporate life, and how participation in college activities help student's emotional wellness and better prepare them for the real world, general awareness about the world outside and many more. This activity helps in inviting alumni to visit the campus, interact with the students, share and guide the students.
Admission of Students	Institute admits the students through Centralized Admission Process (CAP) by strictly following the statutory reservation policies set by All India Council for Technical Education (AICTE) and Maharashtra State Government and Directorate of Technical Education (DTE). Eligibility Criteria for MBA MCA Students: Academic Year – 2020-21 1. Candidates must have a

	bachelor's degree from a recognized university (Appearing candidates also eligible) 2. Candidate should have secured minimum 50% marks in graduation level (45% in case of reserved category students) 3. Candidates must have valid MH-MBA-CET / C-MAT / CAT scorecard or any other entrance recognized by AICTE. Candidates securing a position in the merit list are eligible to participate in the counselling
Constant Internal Quality Assurance System	Establishment of IQAC done • Develop, maintain and regularly update the QMS as the document of all the processes involved in the academic and administrative activities and the forms to implement the processes. • All the departments, with the teaching and non-teaching faculty carry out the activities as per the Processes and forms. • Customer satisfaction by collecting feedbacks from students, parents, alumni and industry and actions are taken to ensure that the college satisfies all its stakeholders. • Internal Audit - Regular internal audits are conducted at planned intervals to checks the effectiveness of the implementation, maintenance and improvement of the QMS. • Monitoring and measurement of processes and products Continuous measurement and monitoring of the processes are done to identify appropriate corrective action to ensure conformity of service. • Control of non-conformity to prevent and get prepared for deviations and the actions to be Taken Data analysis and continuous improvement. • External Audit. • Framing of Quality Policy
Women/Student/Faculty Grievance	The grievance committee functions with the following purposes; • To make women, students, faculties & staff members aware about their rights. • To help them in knowing the importance of good health and nutrition and facilities available for them. • To help them in developing decision making abilities and be self-dependent. • To help them in raising voice against all kinds of discrimination in a proper manner. • To help them in changing their mind setup. • To assist them in overall development of their

	personality.
	• To help them (community women) in knowing about reproductive health care and child care.
	• The Student Representatives have the responsibility towards students to: be available and listen to student's views and concerns, and actively represent them in an objective and accurate manner.
Alumni Interaction and Outreached Activities	Configuration of Alumni association to increase their participation
	• Invitation for guest lecturers/internship/placement/training/entrepreneurship
	• Exploring Contributions
	• Sponsorships/scholarships/fund generation
	• Data base creation, Regular interactions with alumni and networking
	• Recognition of successful alumni for appreciation and felicitation

Strategy Implementation and Monitoring

After planning has been done the next step is its implementation. This stage is among the most imperative part and has to be implemented with proper supervision and cooperation.

The plans articulated by the management and director are communicated to the target groups like faculty, students, staff and other stakeholders through meetings, mails and other forms of communication.

Implementation at Institute Level

Governance & Administration	STES & Administration Office
Branding /Expansion	STES Members
Infrastructure (Academics)	Director, Course Coordinator
Teaching- Learning	Director, Course Coordinator, Faculty and Staff
Infrastructure (physical)	STES, Director
Departmental Activities	Course Coordinator and Faculty
Training & Placements	Director, TPO & Course Coordinator
Research& Development	Director, Research Team
Students Development	Director, Course Coordinator
Quality Assurance	IQAC Team
Students Admissions	Director, Course Coordinator, Admission team, Students Section
Statutory Compliance	Director, Course Coordinator, Class Coordinators

The powers of decision making is delegated to Head of the institution i.e. The Director by which the key areas like Institution administration, University compliances, Institution Strategies and Policies, Financial Matters, Research & Development, Government & Social interface and other proceedings in the office are executed for smooth functioning of the institute .
To facilitate and maintain the efficiency to implement the above areas of activities, dedicated specialized administrative committees are formed.

The Institute has a set of well-defined policies of Governance that have been framed in close consultation with the stake holders. These policies are communicated to faculty members and to students during the orientation in the beginning at regular intervals.