



Anekant Education Society's

ANEKANT INSTITUTE OF MANAGEMENT STUDIES (AIMS)

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INSTITUTIONAL DEVELOPMENT PLAN**2025-2035****Message from the Director's Desk**

Greetings and welcome to Anekant Education Society's Anekant Institute of Management Studies, Baramati!!!

I deem it a privilege and a great opportunity to share our Institutional Development Plan with your esteemed offices. As one of the younger, progressive and fast growing stand alone MBA Institute, such an endeavor helps us take strategic measures and actions that will help us stride forward in the right direction.

Our Institute Leadership team is working on the incorporation of the tenets of NEP 2020 and we are sure that the vision of NEP and IDP will synergize in the best way to revolutionize the realm of Higher Education across our Nation.

Best Wishes,

Prof. Dr. M. A. Lahori
DIRECTOR
AES'AIMS Baramati





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GENESIS AND EVOLUTION OF A.E.S' AIMS BARAMATI

Anekant Education Society was established in 1961 as an educational society with the broad objective of empowering rural people through world class quality education. I am proud to see the society gradually attaining many milestones in last 60 years. TC College, AIMS & AEMS have created strong imprints in their respective fields of education. Institute has secured permanent affiliation from SP Pune University, Accredited by NAAC Bangalore. Moreover, AIMS enjoys a wide patronage from the surrounding areas as an Institute of impulse choice.

A.E.S' Anekant Institute of Management Studies, Baramati, which takes inspiration from the holy preaching of 1008 Shri Samant Bhadra Maharaj, able advice of Late Shri. Fulchandji Gandhi, former education minister of the then Hyderabad State, and the vision of (Late) Shriman Seth Lalchand Hirachand Doshi, the founder, Walchand group of Industries. All our educational endeavors are based on the Jain concept “Siddhirnekantat” and “Anekantvad”. AIMS demonstrates commitment to its stated core values of:

- Consciences and Pride
- Diversity
- Student Emphasis
- Industry Interface
- Citizenry
- Socially Accountable

Last twelve years have been remarkable in terms of AIMS' initiatives in spreading professional education, employability, entrepreneurship, and sensibility towards society and environment. The Vision we have set for-AIMS is to be a global epicenter and socially accountable Institution of Excellence which conserves, creates, and imparts contemporary knowledge and values. Our stakeholders are empowered to progressively conquer all the socio-economic, technological challenges and to uphold the echelon of citizenry. AIMS provides a vibrant academic environment where students are challenged to confront adversities and groomed to maneuver them smartly!





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**VISION**

To develop multidimensional business leaders through the blend of value based, techno-powered and skill intensive management education.

**MISSION**

To inculcate life skills in students through proactive involvement of all stakeholders to lead in the dynamic business environment.

INSTITUTIONAL STRENGTH

The core architect of the institute is the 'FACULTIES' who undoubtedly have quality enrichment vibes, kinship attachment with work and students day in and day out.

Core resourceful strengths are,

1. 66 percent of faculties have doctorates, published research papers, cases, books, and patents to their credit, have more than 17 years of experience, and few have a corporate experience with PAN India.
2. Faculties are NSDC Skill India Trainer and AICTE authorized UHV mentors, Financial Advisor, NTPL IIT Chennai Star Performer, Best Teacher (Lion Clubs Pune) and accredited Management Expert.
3. Retention of staff: more than 90 per cent staff are the founder members of the Institute.
4. Faculties hold position in the 'Industrial Board of Mentor'. They interface with industry happenings, with their mentees.
5. Faculties take their experiential learning into the classroom as 'Analytical Teaching' linked with live cases.
6. The real resourceful assets of the faculties are teaching, learning, student grooming, institutional kinship and development.
7. Mentor-Mentee Practice and Mentee Home Visit.
8. Organizing national conferences and management fest (Intaglio) consistently every year.
9. Students are trained to anchor in the various Events.
10. In the events, alumni are invited, and we made 'Alumni Dais' and our alumni connect through Almashine Portal.





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11. The institute has governance of autonomy and a 'Single Window Hierarchy' that increases our ownership and belongingness towards the Institute and students.
12. Management motivates staff for the relevant higher studies, research paper publication, FDP, and attending conferences, etc.
13. Institute's Research Centre stimulates graduating students for research in accordance with the NEP 2020.
14. Innovation and Incubation Centre at the Institute is a great platform to our budding start-ups.
15. The institute has approved SP Pune University Research Centre, Educational ISO 21001-2018, Green Audit, Environmental Audit Energy Audit and Centre for Incubation and Entrepreneurship (CIE).
16. The institute has 47 active MoUs with Educational Sector, Industries, NGOs, and Government Bodies.
17. The institute has organized skill development workshops and extension activities for MoU partners.





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INSTITUTIONAL WEAKNESS

The institute is located in a rural area in the interior, and the logistic connectivity is often a hurdle. Our students are primarily from agriculturist families and a downtrodden community. Thus, naturally, good numbers of students are slow learners, and we face significant hurdles in grooming them professionally. This means teachers and students often occupy a quantum of time, which reflects a lack of time for writing research papers, case studies, books and ongoing consultancy with industries and MoU partners. MBA graduates don't. I didn't go for further studies and write competitive exams either, but I want to start careers either getting commensurate placement or tiny start-ups, to begin with. Similarly, MBA students are not much into mega sports and other competitive awards. Instead, they prefer to start their career. The institute is self-financed and under the private umbrella, so the leverage of getting funding from government agencies is bleak.





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INSTITUTIONAL OPPORTUNITY

1. Ample opportunities to venture into Open and distance learning.
2. Explore the possibilities of establishing twinning programmes with institutions abroad and expand the University's aspirations towards internationalization of its Higher Education delivery and services.
3. Adopt the UN SDGs 2030 to percolate across the educational activities of the University.
4. Faculty need to apply to different state and central funding agencies for more research projects for enhancing extramural funding.
5. University needs to augment its Institution-Industry interface as also have linkages and collaborations with other National/International Research Institutions for mutual benefit.
6. Widen its horizon to include inter-, multi- and trans-disciplinary academic and research endeavors.
7. Further Alumni Engagement to utilize their expertise for scholarship, training and developmental support.
8. Management positively supports autonomy in the planning and execution of work. This gives excellent job satisfaction and ownership.
9. Management members are from business and industry and have an excellent vision for management students.
10. Healthy competition environment among faculties in their domain and expertise.
11. Diversity in faculties and students' exposures with new Reforms NEP 2020.
12. Utilization of faculties blends of experience and knowledge to its optimum level.
13. Work roster within the Institute is an excellent opportunity to learn all kinds of work and a multi-task handling opportunity.
14. To churn the strength of the faculties for the benefit of the student





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INSTITUTIONAL CHALLENGE

1. The institute has been experiencing the following challenges:
2. The institute is located in a rural area, and most students are from agricultural families, which is a great challenge to cope with.
3. Pune is near Baraand mati, and students tend to go to Pune for higher studies than Baramati.
4. The change factor is that since students graduated from Baramati, they want to get a master's degree from Pune.
5. Time management and balancing time are significant challenges because students require a good quantum of quality time from teachers.
6. The add-on course, student grooming activities, examinations, peer learning, Industrial Mentor Interaction, Mentee-Mentor Meetings, Home visits, tutorial classes for slow learners, Skill Development Workshops, Extension Activities, Activities with MoU partners, etc., fitting into the academic calendar is challenging.
7. To some extent, fees are realized by students and the government.





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THE RATIONALE IN DESIGNING INSTITUTIONAL DEVELOPMENT PLAN

In conceiving and designing this IDP, the institutional analysis, the guidelines prescribed by UGC including the five elements (Panchamruts) mentioned therein were followed.

We have defined the period and indications as under :

- a) Short term goals: From 0 to 2 years.
- b) Medium Term goals: From 2 to 5 years
- c) Long term goals: From 5 to 10 years





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ELEMENT 1: EXCELLENCE IN GOVERNANCE AND MANAGEMENT**Focus Area 1.1: Improved governance via reforms**

(Personnel in charge: Hon. Secretary, Director & Program Coordinator)

Short Term Goal	Medium Term Goal	Long Term Goal
a) Assign specific designations to administrative staff according to the roles allotted to the functionaries. (Achieved) b) Adopt need-based digital technologies for rendering the processes timely, reliable and user-friendly. c) Establish the Advisory Boards/ Governing Council/ & other Statutory Committees as per the recommendations of the Statutory Regulatory Authorities (SRAs) (Achieved)	a) Establish a customized institutional ERP for data analytics and ease of stakeholder-sharing. b) Review the functioning of all the committees and bodies and adopt improvements (If need be). c) Establish good practices based on stakeholder feedback. d) Work towards a paper-less administrative environment.	a) Build a congenial workplace environment to the satisfaction of all stakeholders. b) Bring out policy documents wherever necessary. c) Engage adjunct mentors from Industry and elite institutions from India and abroad.

Focus Area 1.2: Administrative reforms

(Personnel in charge: Hon. Secretary, Director & Program Coordinator)

Short Term Goal	Medium Term Goal	Long Term Goal
a) Document the Academic and Administration Audit [AAA] policy of the institution. (Achieved) b) Document the procedures and processes for stakeholder feedback. (Achieved)	a) Review the administrative practices for adopting need-based revisions and reforms. b) Establish Institutional Administrative Best practices based on experiences hitherto.	Establish world class administrative practices to seek international recognition





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ELEMENT 1: EXCELLENCE IN GOVERNANCE AND MANAGEMENT**Focus Area 1.3: Improvements in Infrastructure**

(Personnel in charge: Hon. Secretary, Director & Program Coordinator)

Short Term Goal	Medium Term Goal	Long Term Goal
a) Brainstorm for prioritizing the infrastructure development phase-wise. b) Provide adequate infrastructure for both administrative and academic activities as at present. (Achieved) c) Conceive and design a Master plan for the Institute. (Achieved)	a) Review adequacy of infrastructure based on the student admissions, and newer academic programs. b) Build additional administrative infrastructure for the new ventures and administration. c) Build adequate infrastructure for the extra-curricular and Co-curricular activities of the Learners.	a) Review the infrastructure needs for futuristic development and plan based on priorities. b) Revisit the Master plan and further infrastructure development based on need.

Focus Area 1.4: Improvements in HR policies and Management

(Personnel in charge: Hon. Secretary, Director & Program Coordinator)

Short Term Goal	Medium Term Goal	Long Term Goal
a) Design a need analysis for recruitment of administrative staff based on workload (as per norms) (Achieved) b) Design a need analysis for recruitment of academic staff based on student strength and subject /domain specializations (as per norms). (Achieved) c) Document the HR Policy for administrative and support staff.	a) Plan appropriate welfare measures for the administrative and support staff. b) Enhance Student/Faculty engagement "beyond the class-room" activities.	a) Document the Cadre and recruitment rules for Teaching/research staff b) Plan appropriate welfare measures for the academic staff





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ELEMENT 1: EXCELLENCE IN GOVERNANCE AND MANAGEMENT**Focus Area 1.5: Student development and support**

(Personnel in charge: Hon. Secretary, Director & Program Coordinator)

Short Term Goal	Medium Term Goal	Long Term Goal
a) Facilitate access, equity and welfare measures (Scholarships, free ships and such others). (Achieved) b) Facilitate commutation, hostels and cafeteria. (Achieved) c) Facilitate quality education, training, mentoring and counseling. (Achieved) d) Provide adequate healthcare and wellness facilities. e) Provide facilities for pre-placement training and placement opportunities through campus recruitment drives. (Achieved)	a) Seek student satisfaction through surveys regarding the short-term goals as above. b) Take appropriate corrective measures to render the above processes more facilitative to learners. c) Augment the cultural mix, to promote harmony and a sense of belonging to the institution. d) Build a strong Alumni association	a) Strengthen alumni network as well as alumni engagement for the benefit of the ongoing generations of learners. b) Build learner trust in the institution through laudable student support and progression.





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ELEMENT 2: ENHANCED TEACHING AND LEARNING**Focus Area 2.1: Curriculum Reforms**

(Personnel in charge: Hon. Secretary, Director, Program Coordinator, Heads of Placement, Accreditation, IQAC & Alumni)

Short Term Goal	Medium Term Goal	Long Term Goal
a) Incorporate cross-cutting issues in the Curriculum of MBA & PhD. (Achieved) b) Match the curriculum to the requirements of NEP 2020. (Achieved) c) Derive institution-specific programme-wise POs and PSOs. (Achieved) d) Derive institution-specific course-wise COs. (Achieved)	a) Design Flexible course options to reach out to the aspirations of the new-age learners. b) Determine the Institution-specific and Graduate attributes.	c) Conceive and design internationally-competitive curricula for structuring AIMS Baramati Twinning Programs with International Collaborators

Focus Area 2.2: Innovations in Pedagogy

(Personnel in charge: Hon. Secretary, Director, Program Coordinator, Course teachers, IQAC Coordinator)

Short Term Goal	Medium Term Goal	Long Term Goal
a) Promote excellence in Teaching-Learning through innovative and ICT-enabled pedagogies. (Achieved) b) Drive faculty-led and student-centric Outcome Based Education both for MBA and PhD. (Achieved) c) Design appropriate skill development and vocational courses. (Achieved)	a) Establish pedagogies and practices for Project Based Learning (PBL) for MBA & PhD. b) Establish pedagogies and practices for Problem Based Learning (PBL) for MBA & PhD. c) Encourage Faculty and Students to indulge in Hands-on practical activities through "Case Development-Labs". d) Establish an audio-visual studio for augmenting Teaching-Learning Process	a) Encourage Faculty to design course-specific online modules for the benefit of learners. b) Utilize the "in-house" Audio-visual Studio to develop University-specific faculty-led MOOCs.





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ELEMENT 2: ENHANCED TEACHING AND LEARNING**Focus Areas 2.3: Faculty Development**

(Personnel in charge: Hon. Secretary, Director, Program Coordinator, Heads of Academic Audit, IQAC, Human Resources and Training)

Short Term Goal	Medium Term Goal	Long Term Goal
a) Design relevant "in house" Faculty Development Programs [FDP] based on a need-analysis. (Achieved) b) Plan Specialization-wise training programs for faculty development in Teaching and Research. c) Encourage target-based Career-progression amongst faculty (Achieved)	a) Promote Faculty Career Development endeavors [FCDs] and FDP. b) Motivate and develop Leadership amongst Faculty to add value to the Institution	a) Offer matured 'in house' FDPs and FCDs to other institutions. b) Encourage participation of faculty in Domain-specific and multidisciplinary international FDPs and FCDs.

Focus Area 2.4: Better Student-Faculty Ratios

(Personnel in charge: Hon. Secretary, Director, Program Coordinator)

Short Term Goal	Medium Term Goal	Long Term Goal
a) Analyze the hitherto program-wise Student-Faculty Ratios [SF] over the years, to identify the trends, causes and effects. b) Work out strategies for improving the SF ratios program-wise, Specialization-wise and Institute-wide. (Achieved)	a) Improve demand for programs through active, faculty-led promotional and motivational drives. b) Bring out a 'white paper' to improve SF ratios	a) Build a strong Institute Brand to attract admissions Pan India and from beyond the National borders. b) Strategize Faculty Welfare measures to overcome attrition (if any), to promote retention.





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ELEMENT 2: ENHANCED TEACHING AND LEARNING**Focus Area 2.5: Global standards of Learning Resources**

(Personnel in charge: Hon. Secretary, Director, Program Coordinator, Heads of IQAC, Accreditation & Ranking)

Short Term Goal	Medium Term Goal	Long Term Goal
a) Have Lead Resource persons to address the Institute personnel regarding Global and National Human Development indices and efforts. (Achieved) b) Appraise the Faculty and students of the importance of working towards UN SDGs 2030	a) Have external Lead speakers to talk to the faculty regarding Cooperative and Work-integrated Education (CWIE) Programs. b) Explicate the Process, Procedures, Outcomes and Assessment (PPOA) Model to the Faculty across the University. c) Drive the Faculty to appraise themselves with the various quality standards frameworks.	a) Build an active Alumni Network to share their professional experiences in regard to global standards of learning Resources to be referred and/or acquired. b) Establish a Centre for competitive global Learning resources.

Focus Area 2.6: Improved Rankings:

(Personnel in charge: Hon. Secretary, Director, Program Coordinator, Heads of IQAC, Accreditation & Ranking)

Short Term Goal	Medium Term Goal	Long Term Goal
a) Appraise the Institute staff regarding various ranking & accreditation instruments. (Achieved) b) Conduct Academic and Administrative Audit to realize the Quality status of the Institute. (Achieved) c) Prepare the University for undertaking the NAAC Assessment & Accreditation.	a) Improve on the perceptive Rankings hitherto achieved by the Institute. b) Prepare mature departments for assessment by the National Board of Accreditation [NBA]	c) Seek International Accreditations for MBA program. d) Establish Accreditations and Rankings Experts to reach out to other institutions. e) Prepare the Institute for subsequent cycles of NAAC Assessment and Accreditations





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ELEMENT 3: TECHNOLOGICAL ADVANCEMENT**Focus Area 3.1: Facilitate the use of technology in the institute**

(Personnel in charge: Hon. Secretary, Director, Program Coordinator, Head- IT, Controller of Examinations)

Short Term Goal	Medium Term Goal	Long Term Goal
a) Acquire need-based educational technologies, phase-wise, to augment the Teaching-learning environment of the Institute. (Achieved) b) Encourage the Faculty and Administrative staff to use newer technologies in their day-to-day practices. c) Acquire appropriate digital tools and technologies for augmenting evaluation procedures. (Achieved)	a) Adopt recommendations of the Government of India (GOI) towards Digital India as related to Higher Education. b) Appraise the Faculty with modern trends in Edtech. c) Adopt the guidelines of National Digital Educational Architecture [NDEAR].	a) Incorporate Adaptive Learning, Gamification, Augmented Reality and Virtual Reality and Physical Learning

Focus 3.2: Evaluation and Examination reforms by Technology

(Personnel in charge: Hon. Secretary, Director, Program Coordinator, Head- IT, Controller of Examinations)

Short Term Goal	Medium Term Goal	Long Term Goal
a) Adopt the newer and recommended models of Internal and External Assessment and evaluation methodologies as recommended by the AICTE, SPPU and respective Statutory Regulatory Authorities [SRAs]. (Achieved) b) Workout the credit-based equivalence of extracurricular programs on par with the curricular ones.	a) Have experts deliberating on Assurance of Learning [AOL] to the Faculty. b) Develop AOL and Attainment Methodologies matrix for all courses and program in a phase-wise manner.	a) Develop a customized Integrated Examination and Evaluation System (IEES) for the University





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ELEMENT 3: TECHNOLOGICAL ADVANCEMENT**Focus Area 3.3: Advanced LMS and ICT-enabled networks**

(Personnel in charge: Hon. Secretary, Director, Program Coordinator, Head- IT)

Short Term Goal	Medium Term Goal	Long Term Goal
a) Develop acceptable norms and practices for the Examination and Evaluation procedures. (Achieved)	a) Seek appropriate feedback from stakeholders to make the Examination and Evaluation system of the University more robust and rigorous.	a) Develop appropriate Integrated Examination and Evaluation System [IEES] after trial and testing

Focus Area 3.4: Become Centre of Excellence using technology

(Personnel in charge: Hon. Secretary, Director, Program Coordinator, Head- IT)

Short Term Goal	Medium Term Goal	Long Term Goal
a) Bring on Board appropriate personnel to handle the Institute technology wing. (Achieved) b) Have experts develop a plan for integrating technology in all processes and practices of the institution. (Achieved)	a) Adopt the technologies across the educational and administrative practices.	a) Review and reiterate the functioning of the Centre and adopt reforms if needed.





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ELEMENT 4: OUTREACH AND PARTNERSHIP**Focus Area 4.1: Improvements in both intra- and inter-universities coordination**

(Personnel in charge: Hon. Secretary, Director, Program Coordinator)

Short Term Goal	Medium Term Goal	Long Term Goal
a) Build inter-specialization faculty teams across the Institute for Cooperative and multidisciplinary teaching-learning. (Achieved)	a) Encourage faculty to develop academic collaborations with other Universities, institutions (including Industries), National & International and societal agencies.	a) Develop functional Centres for collaborative ventures (Specialization-wise).
b) Involve the interdepartmental faculty to participate, in Project-based and Problem-based teaching-learning. (Achieved)	b) Explore the possibilities to develop cooperative and collaborative program with Governmental and Non-governmental agencies.	
c) Foster institution-community engagement for extension activities.		

Focus Area 4.2: Improved industry interface

(Personnel in charge: Hon. Secretary, Director, Program Coordinator, Heads of Placement Incubation Centre, Sponsored Research and Alumni)

Short Term Goal	Medium Term Goal	Long Term Goal
a) Invite industry personnel to be members of the domain related Board of Studies. (Achieved)	a) Encourage faculty to have functional internships and apprenticeships for students across relevant industries.	a) Establish and Industry-institution centre for promoting academic and business ventures.
b) Foster institution-community engagement for extension activities. (Achieved)	b) Develop internship program for Certificate, diploma and PG diploma in collaboration with relevant industries and other agencies	





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ELEMENT 4: OUTREACH AND PARTNERSHIP**Focus Area 4.3: Enhanced community outreach to make education holistic and practical**

(Personnel in charge: Hon. Secretary, Director, Program Coordinator, MoU Coordinator, Extension Activity Coordinator)

Short Term Goal	Medium Term Goal	Long Term Goal
a) Review the extension activities of the Institute to identify focus areas. (Achieved) b) Strengthen the Community engagement activities across all specializations.	a) Establish a Centre for fostering Community Engagement as per the UGC norms	a) Bring on board appropriate personnel for strengthening the Centre and making it visible and sustainable.

Focus Area 4.4: Promote Branding of the Institute

(Personnel in charge: Hon. Secretary, Director, Program Coordinator, Admission Coordinator, IT-Head, Alumni)

Short Term Goal	Medium Term Goal	Long Term Goal
a) Work out an institutional SWOC for identifying the institutional USP. (Achieved)	a) Identify mechanisms and processes for branding the institution on the USP as identified	a) Review the Branding and promote it for internalization of University education.





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ELEMENT 5: RESEARCH AND SKILL DEVELOPMENT

Focus Area 5.1: Promotion of research excellence and innovation both locally and globally
(Personnel in charge: Hon. Secretary, Director, Program Coordinator, Academic & Research Coordinator Heads of Placement, Incubation and IQAC)

Short Term Goal	Medium Term Goal	Long Term Goal
a) Promote a multidisciplinary research culture. (Achieved) b) Promote Ph.D. programs in multidisciplinary areas. c) The faculty to attain doctoral degrees in new-age domains. (Achieved)	a) Develop Centers of Excellence in multidisciplinary research areas. b) Promote innovative and collaborative research activities.	a) Identify spin-off companies for developing products from the research outcomes. b) Establish a functional Incubation Centre to promote Entrepreneurship and business acumen amongst students.

Focus Area 5.2: Enhancement in skills by fostering initiatives that make the University a skill hub

(Personnel in charge: Hon. Secretary, Director, Program Coordinator, Academic & Research Coordinator Heads of Placement, Incubation and IQAC, Alumni)

Short Term Goal	Medium Term Goal	Long Term Goal
a) Promote skill development in academics and research. (Achieved) b) Establish a Skilling Centre to promote the above. (Achieved)	a) Explicate the vision and sectorial opportunities under the National Skill Development Council of India [NSDCI]. b) Look out for mandates of the National Committee for Integration of Vocational Education (NCIVE) and take appropriate action/s	a) Have regular skill development Exposures through inter-University ventures b) Seek partnerships with skilling centers across the Nation and abroad.





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ELEMENT 5: RESEARCH AND SKILL DEVELOPMENT**Focus Area 5.4: Multi-disciplinarity in institutes and research collaborations**

(Personnel in charge: Hon. Secretary, Director, Program Coordinator, Academic & Research Coordinator, MoU Coordinator and IQAC)

Short Term Goal	Medium Term Goal	Long Term Goal
a) Establish multidisciplinary academics in the institution. (Achieved) b) Start with inter-departmental multidisciplinary engagements and collaborations. (Achieved)	a) Understand the nuances and requirements of evolving the Institute into a Multidisciplinary Education and Research Institute (MERI) as per NEP 2020.	a) Realize a sustainable model of a MERI. b) Establish National and International research collaborations with Lead HEIs

CONCLUSION:

It is the earnest desire of AES' AIMS Baramati to evolve into an Institution of Eminence through meticulous implementation and operation of the Institutional Development Plan as conceived and elaborated above. The institution is committed to realize its aspirations through appropriate allocation of time, institutional and personnel energy and revenue generation/mobilization towards its set goals. Since the Anekant Group has had a long experience and commitment to education from KG to PG and beyond, it will leave no stone unturned to achieve its well-laid out IDP for the Institute.

