



PSD Shastri Educational Foundation's
ASMA INSTITUTE OF MANAGEMENT
Approved by AICTE, New Delhi, Affiliated to Savitribai Phule Pune University (Inst. Code:
6164)
Shastri Campus: S. No. 85, NDA Road, Shivane, Pune - 411 023.
Ph.: (020) 25291471, 25293332, 9011036202 Fax: (020) 25291461
E-mail: enquiry@asma.in; director@asma.in Website: www.asma.in

CRITERIA VI GOVERNANCE LEADERSHIP AND MANAGEMENT

6.1 Institutional Vision and Leadership

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, and participation in institutional governance and their short-term and long-term Institutional Perspective Plan.

Director

PSD Shastri Educational Foundation's
ASMA Institute of Management





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Sr.No	Content
1.	Vision
2.	Mission
3.	Core Values
4.	Governing Body
5.	College Development Committee
6.	Internal Quality Assurance Cell
7.	Statutory and Management Bodies
8.	Cells and Committees at the ASMA of Management
9.	Perspective Plan
10.	Decentralization and Participative Management

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VISION



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VISION

To transform youth into highly professional managers to meet the challenges of a highly competitive world through intensive training, appropriate guidance, discipline & holistic approach.



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MISSION

To make a Qualitative Contribution towards Human Resource Development in Business &
Industry, IT and Management Science



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CORE VALUES

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OUR CORE VALUES

- **Commitment to Academic and Research Excellence:** Striving for the highest standards in teaching, research, and intellectual development.
- **Comprehensive Education:** Emphasizing a balanced approach that integrates academic knowledge with skill-building for personal and professional growth.
- **Lifelong Learning:** Encouraging a mindset of continuous learning and adaptation in an ever-evolving global landscape.
- **Empathetic Leadership:** Developing leaders who combine ethical decision-making with empathy and responsible management.
- **Culture of Innovation:** Promoting creativity and entrepreneurial thinking to drive meaningful advancements.
- **Collaborative Partnerships:** Building strategic alliances to enhance opportunities for growth and development.
- **Sustainability and Environmental Stewardship:** Upholding responsibility towards sustainable practices and environmental care.
- **Employability Enhancement and Soft Skills Development:** Equipping students with essential soft skills and practical competencies to boost employability and thrive in professional environments.

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GOVERNING BODY

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Governing Body Members:

Sr.No	Name of The Member	Role	Representation
1	Prof. Anshul Sharma	Chairman	Chairman, SGI
2	Mr. Om Sharma	Member	Nominee, SGI
3	Ex Officio	Member	Nominee, from RO,AICTE
4	Ex Officio	Member	Nominee, from SPPU
5	Ex Officio	Member	Nominee, from DTE, Govt. of Maharashtra
6	Mr. Sawan	Member	CEO Trainopedia [Industry Representative]
7	Dr. B N Shivale	Member	Member- Local Education
8	Mr. Ankush Yadav	Member	Coordinator
9	Prof. Ajay Singh	Member	Teacher Representative
10	Ms. Deepali Dhamale	Member	Non – Teaching Representative
11	Dr. Ganesh Tannu	Member	Director ASMA

Director
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COLLEGE DEVELOPMENT COMMITTEE

Director


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College Development Committee

S.No	Name of the Member	Role	Representation
1	Mr. Anshul Sharma	Chairman	Chairman, Shastri Group of Institute
2	Mr. Darshan Jindal	Member	Nominee, Shastri Group of Institute
3	Mr. Murlidhar Patkar	Member	Member - Local Education
4	Mr. Anshul Sharma	Member	Member
5	Mr. Om Sharma	Member	Coordinator IQAC
6	Prof. Priyanka Sharma	Member	Women Teacher
7	Prof. Prakash Patil	Member	Teacher
8	Mr. Ajay Kumar	Member	Teacher
9	Mrs. Dipali Dhamale	Member	Non - Teaching
10	Dr. Ganesh Tannu	Member Secretary	Director




 Director
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INTERNAL QUALITY ASSURANCE CELL

Director

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Internal Quality Assurance Cell (IQAC)

Sr.No	Name of The Member	Role	Representation
1.	Dr. Ganesh Tannu	Chairman	Head of The Institute
2.	Mr. Anshul Sharma	Member	Management Representative
3.	Mr. Avinash Bendre	Member	Industry Representative
4.	Dr. Nitin Zavare	Member	Local society Representative
5.	Dr. B.N Shivale	Member	Local society Representative
6.	Mr. Om Sharma	Member	Coordinator IQAC
7.	Prof. Ajay Kumar	Member	Teacher Representative
8.	Prof. Prakash Patil	Member	Teacher Representative
9.	Prof. Priyanka Sharma	Member	Teacher Representative
10.	Ms. Deepali Dhamale	Member	Non-Teaching Representative
11.	Mr. Sunil Gadshi	Member	Alumni Representative
12.	Mr. Siddhant Lohate	Member	Student Representative



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STATUTORY MANAGEMENT BODIES

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CELLS AND COMMITTEES

Director
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All committees (Objectives, Functions and Responsibilities)

Governing Body

In alignment with the guidelines provided by the All India Council for Technical Education (AICTE), ASMA has constituted a Governing Body. This body is the top authority overseeing the institute's governance and administration.

Aims and Responsibilities:

1. Sanction the financial budget for both recurring and non-recurring expenses for the forthcoming year in advance.
2. Review and approve the institution's audited financial statements annually.
3. Analyze the workload and sanction the staffing structure, along with creating new teaching and non-teaching positions (both technical and administrative).
4. Evaluate and authorize proposals for ongoing infrastructural development, such as new buildings, equipment, libraries, and staffing enhancements.
5. Ensure that the institution meets the general and specific requirements set forth by AICTE, state government, and affiliating bodies, and monitor the institution's compliance.
6. Supervise adherence to the service conditions of employees as per the regulations prescribed by the relevant government or affiliating authority.
7. Deliberate on any matters that improve the academic standards and environment within the institution.
8. Consider and propose plans for expanding educational activities to the Council, Government, or Affiliating body for approval.

Meeting Schedule: Annually, once every academic year.



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College Development Committee (CDC)

The College Development Committee (CDC) is a statutory body formed under Section 85 of the Maharashtra Universities Act, 1994. Its primary role is to oversee the academic and administrative progress of the institution. The CDC convenes every six months to assess the institute's development. As per the Maharashtra Public Universities Act, 2016, Section 97(1), effective from August 2017, the committee ensures the successful implementation of educational objectives, evaluates achievements, and provides recommendations to improve academics, infrastructure, and addresses any grievances raised by teaching and non-teaching staff.

Objectives:

1. Develop a comprehensive plan for the college's growth, focusing on academic, administrative, and infrastructural improvements, while promoting excellence in curricular, co-curricular, and extracurricular activities.
2. Decide on the college's teaching programs and academic calendar and suggest new courses or the need for additional teaching and administrative staff to the management.
3. Make recommendations to the management to enhance research culture, consultancy services, and extension activities within the college.
4. Propose specific strategies to the management to promote academic collaborations, strengthen teaching and research, and encourage the integration of information and communication technology in education.
5. Prepare the annual budget and financial statements for the college and present these to the management for approval.
6. Offer suggestions on student and staff welfare programs within the college.
7. Organize key annual events such as the college's annual day, sports day, and cultural events.
8. Advise the administration on necessary measures concerning discipline, safety, and security within the campus.

Meeting Frequency: Twice per academic year.

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College Development Committee

S.No	Name of the Member	Role	Representation
1	Mr. Anshul Sharma	Chairman	Chairman, Shastri Group of Institute
2	Mr. Darshan Jindal	Member	Nominee, Shastri Group of Institute
3	Mr. Murlidhar Patkar	Member	Member - Local Education
4	Mr. Anshul Sharma	Member	Member
5	Mr. Om Sharma	Member	Coordinator IQAC
6	Prof. Priyanka Sharma	Member	Women Teacher
7	Prof. Prakash Patil	Member	Teacher
8	Mr. Ajay Kumar	Member	Teacher
9	Mrs. Dipali Dhamale	Member	Non - Teaching
10	Dr. Ganesh Tannu	Member Secretary	Director




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Internal Quality Assurance Cell (IQAC)

Roles and Responsibilities:

- Establishing and applying quality benchmarks and standards for various academic and administrative functions within the institution.
- Promoting the development of a learner-focused environment that supports quality education, ensuring faculty development and adoption of relevant knowledge and technologies to enhance participatory teaching and learning.
- Facilitating feedback collection from students, parents, and other key stakeholders to assess the quality of institutional processes.
- Sharing relevant information on quality standards and best practices in higher education to raise awareness within the institution.
- Organizing inter-institutional and intra-institutional workshops, seminars, and events focused on quality improvement, as well as encouraging the formation of quality circles.
- Keeping detailed records and documentation of all activities and programs that contribute to enhancing institutional quality.
- Serving as the central coordinating body for quality-related activities, including the implementation and spread of best practices within the institution.
- Maintaining and updating the institutional database using a Management Information System (MIS) to ensure continuous improvement in quality standards.
- Fostering a culture of quality across the institution.
- Compiling the Annual Quality Assurance Report (AQAR) in alignment with NAAC's standards and submitting it to NAAC as per the required guidelines.

Meeting Frequency: Biannually, held twice each academic year.



Director

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Internal Quality Assurance Cell (IQAC)

Sr.No	Name of The Member	Role	Representation
1.	Dr. Ganesh Tannu	Chairman	Head of The Institute
2.	Mr. Anshul Sharma	Member	Management Representative
3.	Mr. Avinash Bendre	Member	Industry Representative
4.	Dr. Nitin Zavare	Member	Local society Representative
5.	Dr. B.N Shivale	Member	Local society Representative
6.	Mr. Om Sharma	Member	Coordinator IQAC
7.	Prof. Ajay Kumar	Member	Teacher Representative
8.	Prof. Prakash Patil	Member	Teacher Representative
9.	Prof. Priyanka Sharma	Member	Teacher Representative
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11.	Mr. Sunil Gadshi	Member	Alumni Representative
12.	Mr. Siddhant Lohate	Member	Student Representative



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Anti-Ragging Committee

Preamble: In higher education institutions across the country, it is imperative to foster the physical and psychological well-being of all students. To support this goal, the University Grants Commission (UGC) introduced the *Regulations on Curbing the Menace of Ragging in Higher Educational Institutions, in 2009*. These regulations, enacted under Section 26 (1)(g) of the UGC Act, 1956, aim to eliminate ragging and ensure a safe and supportive learning environment.

Anti-Ragging Committee at ASMA

At ASMA, ragging in any form is categorically prohibited. We maintain a ZERO TOLERANCE POLICY towards ragging, in alignment with the directives of the Honorable Supreme Court of India, AICTE Notification File No. 37-3/Legal/AICTE/2009 (dated 1.7.2009), and the Maharashtra Prohibition of Ragging Act, 1999.

- Ragging violates human dignity and constitutes a criminal offense.
- Stand united for humanity by opposing any form of ragging.
- Ragging is not a means of introducing or familiarizing new students; it is harmful and unacceptable.
- At ASMA, we take pride in ensuring a ragging-free environment, promoting a safe and inclusive campus for all.

Frequency of Meetings: Twice in an academic year

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Anti-Ragging Cell

Sr. No	Designation	Members Name
1.	Chairperson	Prof. Anshul Sharma
2.	In-charge	Prof. Ankush Yadav
3.	Coordinator (IQAC)	Prof. Om Sharma
4.	Member 1	Prof. Jyoti Santosh Kanade
5.	Member 2	Prof. Shruti Ratankumar Doshi
6.	Member 3	Prof. Shweta Vishal Goswami

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Internal Complaint Committee (ICC)

The ICC is dedicated to raising awareness among both students and staff to ensure a diligent approach in preventing sexual harassment within the college. Any complaints regarding sexual harassment can be submitted to the committee, which is responsible for initiating appropriate disciplinary actions in accordance with the college's rules and regulations.

The committee is established under the provisions of the *Sexual Harassment of Women at Workplace (Prevention, Prohibition, and Redressal) Act, 2013* (also known as the POSH Act), which came into effect on December 9, 2013. It also adheres to the *University Grants Commission (Prevention, Prohibition, and Redressal of Sexual Harassment of Women Employees and Students in Higher Educational Institutions) Regulations, 2015*, effective from May 2, 2016.

Objectives of the ICC:

1. To ensure the prevention of sexual harassment within the college environment.
2. To combat discrimination and harassment by promoting gender equality among students and staff.
3. To regularly organize programs aimed at empowering women.
4. To create and sustain a safe, welcoming, and supportive environment for all women in the college.

Sr.No	Designation	Members Name
1	Chairperson	Prof. Anshul Sharma
2	Members	Dr.Ganesh Madhukar Tannu
3	Members	Mrs. Dipali Uday Dhamale
4	Members	Mr.Avinash Bendal
5	Members	Mr.Swapnil Khade
6	Members	Prof.Jyoti Santosh Kanade
7	Members	Prof.Shruti Ratnakumar Doshi

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Grievance Redressal Committee (Student & Staff):

Functions and Responsibilities

- Promptly address grievances upon receiving written complaints from students.
- Review all cases in detail and take necessary actions in line with the management's policies.
- Actively listen to, document, and thoroughly examine grievances submitted by students, staff, or other stakeholders, ensuring prompt resolution.
- Submit detailed reports to the relevant authorities on the cases handled, as well as any pending cases that may require additional guidance from higher officials.
- Provide students with the option to submit their grievances in writing, either by dropping them in the grievance box or handing them directly to the designated committee officer.
- Ensure that all grievances are resolved within the designated time frame set by the committee.

Meeting Frequency: The committee meets twice each academic year.

Grievance Redressal Cell

Sr. No	Designation	Members Name
1.	Chairman	Prof. Anshul Sharma
2.	Members	Prof. Ankush Yadav
3.	Members	Dr. Ganesh Madhukar Tannu
4.	Members	Dr. Rajan Shrikhande
5.	Members	Mrs. Dipali Uday Dhamale
6.	Members	Mr. Avinesh Bendal
7.	Members	Mr. Shilesh Dhamale

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SC/ST Committee (Reservation Grievance Committee)

The institute has established a Reservation Grievance Committee to address issues and concerns related to reservations for SC/ST and other reserved categories.

Functions and Responsibilities:

- Address any complaints received from staff and students belonging to SC/ST communities.
- Coordinate with statutory bodies, if required, to resolve grievances.
- Ensure that the protections and reservations provided by the Indian Constitution are upheld.
- Safeguard against any form of atrocities (as per the relevant legal definitions) directed at SC/ST faculty, staff, and students.

Meeting Frequency: The committee convenes twice during the academic year.

Sr.No	Designation	Members Name
1	Chairperson	Prof.Jyoti Santosh Kanade
2	Members	Mrs. Dipali Uday Dhamale
3	Members	Mr.Avinash Bendal
4	Members	Mr.Swapnil Khade

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Examination Committee

Functions and Responsibilities

- Organize and oversee all internal, external, and practical examinations for the various programs offered by the college.
- Develop and disseminate the examination timetable ahead of time, ensuring that students are well-informed.
- Conduct end-semester examinations in accordance with the university's schedule and guidelines.
- Prepare and submit internal assessment marks to the university.
- Publish examination results on the Management Information System (MIS) and Moodle platforms.
- Distribute mark sheets to students upon completion of the examination process.
- Issue degree certificates provided by the university to students upon graduation.
- Maintain comprehensive records of all matters related to examinations.
- Address any grievances or complaints raised by students and staff regarding examination-related issues.

Sr.No	Designation	Members Name
1	Chairperson	Dr.Ganesh Madhukar Tannu
2	Members	Mr.Avinash Bendal
3	Members	Mrs. Dipali Uday Dhamale
4	Members	Mr.Avinash Bendal
5	Members	Mr.Swapnil Khade
6	Members	Prof.Jyoti Santosh Kanade
7	Members	Prof.Shruti Ratnakumar Doshi

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Entrepreneurship Development Cell

Entrepreneurship Development Cell (EDC)

ASMA has established the Entrepreneurship Development Cell to support students and entrepreneurs at various stages—whether they are in the pre-venture phase, running a startup, or managing an existing business—by addressing issues related to management, marketing, technology, and commercialization.

Objectives

1. **Foster Creativity:** Inspire students to think creatively and develop innovative ideas that contribute to the generation of new knowledge.
2. **Platform for Innovation:** Provide opportunities for students to present and further develop their ideas and innovations to fruition.
3. **Cultivate Entrepreneurial Culture:** Instill a culture of innovation-driven entrepreneurship through student-led projects.
4. **Industry Interaction:** Facilitate regular engagement with industry professionals through seminars, guest lectures, conferences, corporate meetings, and sessions on personality development and communication skills.

Functions and Responsibilities

- The Entrepreneurship Development Cell (EDC) promotes and facilitates entrepreneurial initiatives among students at our institution.
- The cell organizes a variety of activities and events designed to train and motivate students to pursue entrepreneurship.
- Acting as a resource center, the cell motivates, guides, and supports both aspiring and established entrepreneurs through effective training interventions.
- The cell is dedicated to identifying talented youth and assisting them in their entrepreneurial journeys.
- Organize seminars focused on the emerging challenges and opportunities in small, medium, and micro enterprises.

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Entrepreneurship Development Cell

Sr.No	Name	Designation	Role In Cell
1	Prof. Om Sharma	Faculty	Head
2	Shri. Ankush A. Yadav	H.O.D	Co-ordinator
3	Sushil Kr Dash	ASMA Student	Member
4	Nikita Agarwal	ASMA Student	Member
5	Chetan Pardeshi	ASMA Student	Member
6	Mr. Sawan	Industry Representative (Director Trasnopedia Pune)	Member

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Library Committee

Functions and Responsibilities

- Collaborate with the Librarian to develop and implement library policies.
- Oversee the general upkeep of the library, including the management of reading materials and infrastructure.
- Drive efforts to modernize and enhance library and documentation services.
- Implement strategies to boost readership and library usage.
- Review and recommend the withdrawal and weeding out of outdated materials to the appropriate authority for final approval.
- Prepare meeting agendas and minutes, and distribute them to relevant authorities and the Librarian.
- Gather feedback from users regarding library services and functions.
- Identify potential vendors and create a shortlist for procurement needs.

Sr.No	Designation	Members Name
1	Chairperson	Mr. Anand Vijay Chinchalkar
2	Members	Dr.Ganesh Madhukar Tannu
3	Members	Prof. Ankush Yadav
4	Members	Mr.Avinash Bendal
5	Members	Prof.Shruti Ratnakumar Doshi
6	Members	Prof.Jyoti Santosh Kanade
7	Members	Prof. Shweta Vishal Goswami

Frequency of Meetings: Twice in an academic year.



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Alumni Committee

Functions and Responsibilities

Functions and Responsibilities

- **Database Management:** Maintain a comprehensive and up-to-date database of alumni to track their progress and achievements.
- **Showcase Success Stories:** Highlight the accomplishments of alumni to enhance the university's credibility and reputation.
- **Facilitate Interaction:** Develop and promote platforms that foster engagement among all stakeholders, including current students, faculty, and alumni.
- **Support Alumni Interests:** Advocate for the interests and welfare of the alumni association, ensuring their needs and concerns are addressed.
- **Cultivate Relationships:** Foster and sustain positive relationships with the alumni body, encouraging ongoing involvement and support.
- **Annual Alumni Meet:** Organize an alumni gathering annually on campus to strengthen connections and celebrate shared experiences.
- **Communication Channel:** Serve as a communication bridge between the Alumni Association and the university, facilitating effective information exchange.
- **Create Lasting Memories:** Assist the management in fostering an environment that helps students create enduring memories during their time at college.

Frequency of Meetings: Once in an academic year.

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Alumni Committee

Sr.No	Designation	Members Name
1	Chairperson	Dr.Ganesh Madhukar Tannu
2	Members	Prof.Jyoti Santosh Kanade
3	Members	Mrs. Dipali Uday Dhamale
4	Members	Mr.Avinash Bendal
5	Members	Mr.Swapnil Khade
6	Members	Mr.Avinash Bendal
7	Members	Prof.Shruti Ratnakumar Doshi

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Training and Placement Committee

Frequency of Meetings: As required

Functions and Responsibilities

- **Mock Testing:** Organize mock aptitude assessments for students, and coordinate with companies when necessary for their recruitment processes.
- **Placement Coordination:** Gather students for placement opportunities and ensure smooth coordination during the recruitment process.
- **Orientation Sessions:** Conduct preparatory orientation sessions for students prior to placement rounds to equip them for interviews and assessments.
- **Laboratory Setup:** Assist in establishing laboratories for online recruitment tests, ensuring all technical requirements are met.
- **Data Management:** Regularly update training and placement information in the college database to keep records current and accurate.
- **Corporate Engagement:** Foster relationships with corporate entities for internship opportunities and collaborative projects.
- **Opportunities Notification:** Keep students informed about pre-placement activities, job openings, and selection processes through notice boards and the placement portal.

Sr.No	Designation	Members Name
1	Chairperson	Prof. Anshul Sharma
2	Members	Prof. Ankush Yadav
3	Members	Mrs. Dipali Uday Dhamale
4	Members	Mr.Avinash Bendal
5	Members	Mr.Swapnil Khade
6	Members	Prof.Jyoti Santosh Kanade
7	Members	Prof.Shruti Ratnakumar Doshi

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PERSPECTIVE PLAN

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TABLE OF CONTENTS

1. INTRODUCTION

- o About the Institute
- o Vision
- o Mission
- o Core Values
- o Objectives

2. PERSPECTIVE PLAN

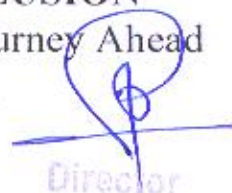
- o Summary of Perspective Plan
- o Specifics of Perspective Plan

3. STRATEGIC PLAN

- o Major Plan
- o Areas Focused
 - I. Empowering Human Resource
 - II. Governance
 - III. Curricular & Learning Environment
 - IV. Research and Entrepreneur Development
 - V. Finance and Resource Mobilization
 - VI. Infrastructure and Resources
 - VII. Placement and Industry Institute Interaction
 - VIII. Stakeholder Engagement & Interactions

4. CONCLUSION

- o Journey Ahead



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INTRODUCTION

About the Institute: At ASMA, our mission is to provide a robust platform for students to transform into highly skilled and talented professionals. Approved by AICTE, affiliated with the University of Pune, and recognized by the Government of Maharashtra, we strive to set high standards of quality for both faculty and students. Situated in Pune, the "Oxford of the East," ASMA offers state-of-the-art infrastructure, a modern learning environment, and comprehensive interdisciplinary education that fosters holistic development. Our focus on grooming young talent ensures that students are equipped to meet the evolving demands of the corporate world, opening up new horizons and opportunities for aspiring professionals.

Vision: To transform youth into highly professional managers to meet the challenges of a highly competitive world through intensive training, appropriate guidance, discipline & holistic approach.

Mission: To make a Qualitative Contribution towards Human Resource Development in Business & Industry, IT and Management Science

Core Values:

1. **Commitment to Academic and Research Excellence:** Striving for the highest standards in teaching, research, and intellectual development.
2. **Comprehensive Education:** Emphasizing a balanced approach that integrates academic knowledge with skill-building for personal and professional growth.
3. **Lifelong Learning:** Encouraging a mindset of continuous learning and adaptation in an ever-evolving global landscape.
4. **Empathetic Leadership:** Developing leaders who combine ethical decision-making with empathy and responsible management.
5. **Culture of Innovation:** Promoting creativity and entrepreneurial thinking to drive meaningful advancements.
6. **Collaborative Partnerships:** Building strategic alliances to enhance opportunities for growth and development.
7. **Sustainability and Environmental Stewardship:** Upholding responsibility towards sustainable practices and environmental care.


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Objectives:

- **Pursue Excellence:** Strive for the highest standards in all institutional activities, emphasizing academic rigor, quality of instruction, and student achievement.
- **Cultivate Innovation:** Create an environment that nurtures creativity, research initiatives, and entrepreneurial ventures among both students and faculty members.
- **Embrace Ethical Values:** Uphold principles of integrity, ethical behaviour, and value-driven leadership in every action and decision made within the institution.
- **Encourage Social Responsibility:** Foster a spirit of community involvement and social awareness, motivating students to actively participate in nation-building and contribute positively to society.
- **Enhance Employability:** Focus on developing students' soft skills to improve their employability, preparing them to excel in the workforce and adapt to dynamic career landscapes.

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Accreditation

Definition

- Educational accreditation is a quality assurance process that evaluates and verifies the services and operations of educational institutions or programs by an external body to determine if recognized standards are met.

Importance

- Accreditation ensures that higher education institutions meet established quality standards, maintaining the credibility and reputation of their programs.
- It makes the institution more attractive to prospective students seeking quality education.

Benefits of Accreditation

1. **Increased Confidence:** Ensures ASMA meets certain standards of quality.
2. **Improved Outcomes:** This can lead to enhanced student outcomes.
3. **Enhanced Reputation:** Bolsters ASMA's reputation within the educational landscape.
4. **Encourages Innovation:** Promotes the initiation of innovative quality measures.
5. **Resource Allocation:** Helps the institute allocate resources and modify teaching-learning strategies as needed.
6. **Community Development:** Facilitates research of local importance and recognizes the role of higher education institutions in community development.

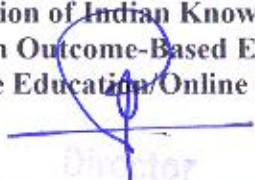
Impact on ASMA

- Provides a roadmap for future growth by identifying strengths and weaknesses in institutional processes.
- Aims to obtain accreditation from recognized bodies like NAAC or NBA to establish credibility and quality standards.

NEP (National Education Policy) Implementation

Key Aspects of NEP

- **Multidisciplinary/Interdisciplinary Education**
- **Academic Bank of Credits (ABC)**
- **Skill Development**
- **Integration of Indian Knowledge System (IKS)**
- **Focus on Outcome-Based Education (OBE)**
- **Distance Education/Online Education**


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ASMA's Approach

- **Affiliation:** ASMA is affiliated with Savitribai Phule Pune University and follows its guidelines and curriculum.
- **Faculty Training:** Proposes training for faculty members to deliver high-quality teaching content.

Academic Bank of Credits

- ASMA intends to positively respond to the new ABC concept and register on the NAD portal.
- Educates students on the goals and significance of ABC and provides relevant connections.

Skill Development and Practical Experience

- Prioritizes skills that increase employability in various industries.
- Provides opportunities for students to apply classroom concepts in real work environments through:
 - Industry-oriented training
 - Expert sessions
 - Skill-oriented activities (Soft Skills, Life Skills, Technological Betterment, Language and Communication Programs)

Promotion of Indian Knowledge System (IKS)

- **Diverse Student Backgrounds:** Admits students from various socio-economic backgrounds and cultures for its MBA programs.
- **Curriculum Integration:** Includes mandatory one-credit courses on the Indian Constitution and human rights.
- **Cultural Harmony Activities:** Conducts traditional days, cultural fests, and competitions to instill IKS among students.
- **Celebrations:** Celebrates events like Hindi Bhasha Divas & Shivaji Maharaj Jayanti promoting awareness of linguistic diversity and cultural richness.
- **Cultural Events:** Upholds Indian culture through celebrations of Independence Day, Republic Day, Yoga Day, Dahi Handi etc.
- **Environmental Initiatives:** Conducts sessions such as World Sparrow Day and tree plantation drives to motivate students towards nature conservation.


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Outcome-Based Education (OBE)

Overview

- **Definition:** OBE is a performance-oriented approach that has gained prominence in global education reform.
- **Implementation at ASMA:** The institute has adopted the OBE model prescribed by SPPU/AICTE, outlining Program Outcomes (POs) and Course Outcomes (COs), along with achievement criteria.

Assessment Methodology

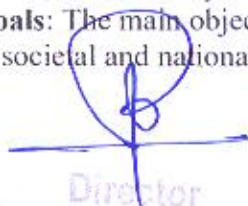
- **Alignment with NEP 2020:** The current assessment and evaluation methods conform to NEP 2020 requirements.
- **Practical Learning:**
 - **Field Visits:** Students visit companies and industries for practical understanding.
 - **Role Plays:** Various role-playing activities are conducted to enhance understanding of subjects.
 - **Summer Internship Program:** Mandatory 60-day internships at a company or industry of their choice.

Learning Enhancement

- **Experiential Learning:** ASMA emphasizes experiential learning to achieve OBE.
- **Online Learning:** Faculty and students are encouraged to participate in courses from platforms like NPTEL and SWAYAM, offering credit equivalence.
- **Webinars and Guest Lectures:** The institute proposes conducting webinars, faculty development programs (FDPs), and guest lectures online when necessary.
- **Digital Content:** ASMA is enhancing its digital content and conducting online exams smoothly.
- **Overview Sessions:** Prior to university exams, overview sessions will be conducted to provide students with a summary of respective subjects.

Multidisciplinary Courses

- **Flexible Course Selection:** Students can choose from a wide array of courses for a holistic education.
- **Specializations:** MBA students can opt for two specializations (one major and one minor) within two years, ensuring personalized educational paths.
- **Goals:** The main objective is to help students realize their full potential and contribute to societal and national development.



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Strategic Plan

Purpose

- **Support for Perspective Plan:** The strategic plan is designed to align with the institute's long-term vision.
- **Commitment:** ASMA is dedicated to implementing this plan in daily operations, with updates every five years.

Major Objectives

1. **Value-Based Education:** Foster an environment that provides high-quality, value-based education.
2. **Balanced Learning Environment:** Offer a mix of academics and activities to ensure robust student engagement.
3. **Research and Innovation:** Strengthen research facilities and motivate faculty and students to engage in research and entrepreneurial activities.
4. **Infrastructure Development:** Enhance campus infrastructure and establish monitoring systems for effective teaching and learning.

Focus Areas

1. **Empowering Human Resources**
2. **Governance**
3. **Curricular & Learning Environment**
4. **Research and Entrepreneurial Development**
5. **Finance & Resource Mobilization**
6. **Infrastructure & Resources**
7. **Placements & Industry Institute Interaction**
8. **Stakeholder Engagement & Interactions**



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Empowering Human Resources

Long-Term Objective

- **Competitive Advantage:** Empower human resources within the organization to create a competitive edge.

Short-Term Objectives

1. **Staff Development:**
 - Encourage staff to pursue higher studies and attend training programs.
 - Arrange in-house training to promote excellence.
2. **Research Culture:**
 - Foster a research culture by supporting staff in publishing quality research papers and providing access to online journals.
3. **Participative Management:**
 - Promote decentralization and participative management to create a valued and developmental work environment for staff

Governance

Long-Term Objective

- **Leadership and Independence:** Achieve substantial independence in all areas through leadership and good governance to ensure an effective decision-making process.

Short-Term Objectives

- **Policy Implementation:** Promote responsiveness, accountability, transparency, and engagement in designing and implementing policies.
- **Equity and Inclusiveness:** Enhance efficiency and effectiveness while fostering a fair and inclusive environment.

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Curricular & Learning Environment

Long-Term Objective

- **Effective Learning Environment:** Create a conducive environment for effective teaching and learning, enhancing the student experience and inculcating a sense of entrepreneurship.

Short-Term Objectives

- **Teaching-Learning System:** Adhere to a system developed for the teaching-learning process using an in-house Management Information System (MIS) to plan, implement, and monitor academic activities.
- **Knowledge Delivery:** Follow a robust method in knowledge delivery, focusing on outcome-based education.
- **Assessment Criteria:** Define and plan transparent assessment and evaluation criteria for achieving effective outcomes.

Research and Entrepreneur Development

Long-Term Objective

- **Support for Research and Entrepreneurship:** Create a favorable environment for research and entrepreneurial development.

Short-Term Objectives

- **Engagement in Research:** Encourage staff and students to engage in quality research work.
- **Establishment of a Development Cell:** Establish an active, result-oriented cell for research and entrepreneurial development (ED) to promote a research and entrepreneurial mindset among staff and students.

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Finance & Resource Mobilization

Long-Term Objective

- **Financial System Implementation:** Define and implement a financial system ensuring proper fund utilization and effective resource mobilization.

Short-Term Objectives

- **Forecasting Revenue and Expenditure:** Enhance the process of forecasting and estimating revenue and expenditure.
- **Budget Process:** Define a clear budget formulation and approval process.
- **Resource Allocation:** Ensure proper allocation and mobilization of resources effectively and efficiently.

Infrastructure & Resources

Long-Term Objectives

- **Sustainable Development:** Develop infrastructure and resources that are sustainable and promote an eco-friendly atmosphere.
- **Green Campus:** Upgrade the campus to be a completely green, resourceful environment equipped for academic, library, sports, and other institutional needs.

Short-Term Objectives

- **Facility Expansion:** Expand infrastructure facilities to foster an optimal learning environment.
- **ICT-Enabled Classrooms:** Create and maintain ICT-enabled classrooms and an eco-friendly campus.
- **Optimal Resource Use:** Ensure optimal use of ICT and other resources to enhance the teaching-learning process.



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Placements & Industry Institute Interaction

Long-Term Objective

- **Strengthening Industry Interaction:** Enhance industry-institute interaction activities to allow students to explore and experience the corporate world before entering it.

Short-Term Objectives

- **Corporate-Ready Training:** Provide industry-oriented training programs for students to prepare them for corporate roles and attract top companies for campus placements.
- **Industry Alignment Activities:** Conduct activities such as industrial visits, guest lectures, MoUs, and consultancies to align with and benchmark industry requirements.

Stakeholder Engagements & Interactions

Long-Term Objective

- **Mutually Beneficial Relationships:** Establish and retain mutually beneficial relations with stakeholders in all possible ways.

Short-Term Objectives

- **Stakeholder Involvement:** Encourage the involvement of internal and external stakeholders in various cells and committees for the best interests of the institute and stakeholders.
- **Strengthening Alumni Association:** Enhance the alumni association and encourage their engagement in various forms.

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Specifics of Strategic Plan

1. Empowering Human Resource

- **Support for Higher Education:** Encourage teaching and non-teaching staff to pursue higher studies, including Ph.D. programs, and participate in training programs.
- **Professional Development:** Provide financial assistance for faculty to attend academic conferences, workshops, and faculty development programs, along with study leave arrangements.
- **Research Culture:** Promote research by supporting publications and facilitating access to research facilities, libraries, and databases.
- **Governance Involvement:** Engage faculty and staff in governance through committees such as the Governing Body (GB), College Development Cell (CDC), and Internal Quality Assurance Cell (IQAC).

2. Governance

- **Alignment with Vision and Mission:** Ensure all activities reflect the institute's Vision and Mission, meeting the needs of stakeholders.
- **Participative Management:** Facilitate decentralization and participative management through bodies like GB, CDC, and IQAC.
- **Coordination:** Coordinate academic and administrative activities per Savitribai Phule Pune University guidelines, with input from all stakeholders in the decision-making process.

3. Curricular & Learning Environment

- **Holistic Development:** Emphasize critical thinking, life skills, and ethical growth in the academic process.
- **Outcome-Based Education:** Manage teaching and learning through academic calendars, course plans, and internal evaluations.
- **Innovative Strategies:** Foster a culture of academic excellence with innovative teaching strategies and infrastructure upgrades.
- **Quality Audits:** Conduct regular Quality Academic Audits to maintain high educational standards.


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4. Research and Entrepreneurship Development

- **Leadership in Education:** Aim to become a leading institution by enhancing research output and quality programs.
- **Student Involvement:** Involve students in quality research through Summer Internship Projects and training programs in academic writing and research methodology.
- **Skill Development:** Integrate skill-based certificate courses and establish an Entrepreneurship Cell focused on workshops and training.

5. Finance & Resource Mobilization

- **Revenue Sources:** Major revenue sources include student fees, government scholarships, and freeships.
- **Budgeting and Auditing:** Prepare an annual budget for both capital and revenue expenditures, approved by the governing body, and conduct regular internal and external audits.

6. Infrastructure & Resources

- **Functional Campus:** Provide a well-designed campus with essential facilities, including a library, computer lab, and equipped classrooms.
- **Maintenance and Security:** Maintain a clean campus environment with regular renovations, security, and purified drinking water.

7. Placements & Industry Institute Interaction

- **Enhancing Employability:** Focus on student employability through career guidance, mentoring, internships, and strong corporate connections.
- **Industry Collaboration:** Organize industry guest lectures, hands-on workshops, and long-term liaisoning with industries to bridge gaps between education and industry needs.

8. Stakeholder Engagements & Interactions

- **Continuous Interaction:** Maintain quality standards through interactions with industry representatives, academicians, and students.
- **Alumni Engagement:** Enhance alumni connections through regular meets, guest lectures, and involvement in placements and curriculum feedback.



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Conclusion - Journey Ahead

The strategic plan for ASMA is a comprehensive roadmap designed to advance the institute's mission of delivering high-quality education while fostering a culture of research, innovation, and entrepreneurship. By implementing **SMART** (Specific, Measurable, Attainable, Relevant, Time-bound) goals with clearly defined five-year milestones, ASMA is poised to navigate the challenges and opportunities that lie ahead in the ever-evolving landscape of higher education.

Commitment to Excellence

Achieving these ambitious goals requires unwavering commitment from all stakeholders—faculty, staff, and students—who will be actively involved in the implementation and evaluation processes. Each department will contribute its unique strengths, ensuring a collaborative approach that aligns with the institute's vision. This collaborative ethos is essential for cultivating an environment where excellence in education is not just a goal but a continuous journey.

Measurable Impact

To effectively track progress, the strategic plan includes specific metrics and key performance indicators (KPIs) for each objective. These metrics will provide insight into the effectiveness of various initiatives, allowing for data-driven adjustments and enhancements. Regular reviews and assessments will ensure that the institute remains agile and responsive to both internal and external changes.

Fostering an Innovative Culture

The emphasis on research and entrepreneurship development will cultivate an innovative mindset among students and faculty. By integrating real-world applications into the curriculum and promoting industry collaborations, ASMA will prepare students not only to excel academically but also to contribute meaningfully to their fields. The establishment of an Entrepreneurship Cell will empower students to develop entrepreneurial skills and foster creativity, equipping them for leadership roles in the future.

Enhancing Stakeholder Engagement

Building and nurturing relationships with stakeholders—students, alumni, industry partners, and the community—will be pivotal in ASMA's strategic plan. By actively involving alumni in mentoring and networking opportunities, ASMA will leverage their experiences and insights to enhance the learning journey of current students. Regular stakeholder engagement initiatives, including guest lectures and workshops, will bridge the gap between academia and industry, providing students with valuable exposure to the corporate world.





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Vision for the Future

Ultimately, the strategic plan positions ASMA as a beacon of academic excellence in Pune, Maharashtra. By fostering an environment characterized by inclusiveness, responsiveness, and accountability, the institute aims to create graduates who are not only knowledgeable but also socially responsible and equipped to tackle contemporary challenges. The journey ahead is one of transformation, with a steadfast focus on creating impactful educational experiences that will resonate with students, employers, and society at large.

In summary, the strategic plan is not merely a document; it is a dynamic framework that reflects ASMA's aspirations and commitment to shaping the future of education. Together, we will navigate this journey, continuously striving to elevate ASMA as a premier educational institution known for its academic rigor and dedication to the holistic development of its students.

Director

PSD Shastri Educational Foundation's
ASMA Institute of Management

