DTE Institute Code : 6217

Estd 2009

Shri Balasaheb Mane Shikshan Prasarak Mandal's
ASHOKRAO MANE GROUP OF INSTITUTIONS
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Approved by : AICTE, New Delhi No. F-No. MS (NewInt) 2009 / 08, Higher & Technical Education Department, Govt. of Maharashtra, Directorate of Technical Education, Mumbai. **Affiliated to :** Dr. Babasaheb Ambedkar Technological University, Lonere - Raigad. (B.Tech. & M.Tech. Programs), Shivaji University, Kolhapur. (MBA Program).

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| **Founder President**
Late Shri. Ashokrao Mane | **Director**
Dr. A. V. Deshmukh, M.E., Ph.D. | **President**
Hon. Shri. Vijaysinh A. Mane |

Ref. No. :   Date :

The Institutional Strategic / Perspective Plan AY: 2024-25

The academic year 2024-25 focuses on the following points.

1. NEP Implementation:

The Institution is committed to implementing the National Education Policy (NEP) to transform education by promoting innovation, equity and excellence. The NEP's principles will guide curriculum design, skill development and interdisciplinary learning while fostering ethical and socially responsible professionals. Special emphasis will be placed on aligning education with global standards and addressing societal challenges through innovative approaches.

2. Faculty Development:

Faculty development will be a key priority, focusing on enhancing teaching methodologies, research capabilities and professional growth. This will be achieved through Faculty Development Programs (FDPs), advanced training sessions, collaborative workshops and seminars. Faculty members will also be encouraged to engage in interdisciplinary research and network with global experts to adopt best practices in education.

3. Consultancy and Research:

The Institution aims to promote consultancy services and research activities to strengthen its role as a knowledge hub. Faculty and students will be encouraged to collaborate with industries and research organizations to solve real-world problems. Policies and incentives will be introduced to enhance participation in high-quality research and consultancy projects, contributing to the Institution's reputation and financial sustainability.

4. Corporate Training:

Corporate training programs will be introduced to bridge the gap between academia and industry. These programs will provide students and professionals with industry-relevant skills, such as leadership, technical proficiency and soft skills ensuring they meet the demands of modern workplaces. Collaborations with industries will be leveraged to design customized training modules.

5. Skill Development Centre:

A Skill Development Centre will be established to provide students with hands-on training in technical and non-technical skills. The center will focus on bridging the skill gap by offering short-term certification programs, workshops and project-based learning initiatives. It will serve as a hub for nurturing future-ready professionals.

6. Formation of Industry Advisory Board:

An Industry Advisory Board will be constituted to strengthen academic-industry linkages. This board will comprise experts from leading industries who will provide valuable insights into curriculum development, industry trends and employability skills. The advisory board will play a pivotal role in aligning academic programs with market demands.

7. Organizational Reforms for Autonomy:

The Institution will undertake organizational reforms to prepare for autonomy. These reforms will focus on governance, policy formulation and efficient administrative systems to improve decision-making and operational effectiveness. Autonomy will enable the Institution to design flexible academic programs and ensure quality enhancement.

8. Scope, Time, and Resource Management Policy:

A comprehensive policy for scope, time, and resource management will be developed to ensure efficient execution of activities and projects. This policy will define clear goals, timelines and resource allocation mechanisms to minimize delays and maximize institutional output.

Dr. B. A. Jadhawar

Member Secretary

DEAN
Internal Quality Assurance Cell
Ashokrao Mane Group Of Institutions
Vathar Tarf Vadgaon - 416112 (M.S.)

Prof. P. B. Ghewari

Vice Principal
(Prof. P. B. Ghewari)
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Chairman
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The Development Plan AY: 2024-25

The Institute Development Plan for academic year 2024-25 ensures strategic alignment with institutional goals while addressing academic, research, and administrative growth.

1. To Get Institute Autonomy:

- **Administrative Reforms and Governance:** Implement decentralized decision-making processes, strengthen academic councils, and set up committees to improve administrative efficiency.

- **Quality Assurance:** Establish robust Internal Quality Assurance Cell (IQAC) mechanisms to continuously monitor and enhance academic and administrative standards.

- **Curriculum Flexibility:** Develop dynamic, industry-aligned curricula that emphasize interdisciplinary learning, research and innovation.

- **Stakeholder Engagement:** Conduct consultations with stakeholders, including faculty, students, alumni, and industry experts, to align institutional goals with autonomy requirements.

- **Policy Framework:** Draft and submit a comprehensive proposal to the regulatory body, detailing plans for governance, academic programs, financial management and quality enhancement initiatives.

2. To Start Center of Excellence:

- **Focus Areas:** Identify priority areas for Centers of Excellence (e.g., Automation, Robotics, AI, IoT) based on market demand, institutional expertise and strategic goals.

- **Collaboration and Funding:** Partner with industries, government agencies, and international organizations to secure funding, technical support, and collaborative opportunities.

- **Infrastructure and Resources:** Develop state-of-the-art infrastructure with advanced tools, equipment and software to support innovation and research.

- **Skill Development:** Offer certification programs, workshops, and internships to upskill students and faculty in cutting-edge technologies.

- **Knowledge Sharing:** Host national and international conferences, seminars, and hackathons to foster knowledge exchange and showcase research outcomes.

3. To Organize Different FDP Programs

- **Training Themes:** Focus on diverse themes such as advanced teaching methodologies, research skills, digital pedagogy, industry trends, and emerging technologies.
- **Expert Collaborations:** Invite experienced resource persons from academia and industry to conduct hands-on training sessions, webinars, and workshops.
- **Blended Learning:** Use a mix of online and offline formats to make FDPs accessible to a larger audience while leveraging digital tools for interactive learning.
- **Periodic Scheduling:** Organize FDPs at regular intervals, ensuring that faculty members from all departments have opportunities for participation and skill enhancement.
- **Certification and Recognition:** Provide certifications to participants and link FDP participation with career progression to encourage greater involvement.

4. Faculty Relation and Attracting Good Faculty:

a) Faculty Relations:

- Foster a positive and inclusive work environment.
- Encourage open communication and feedback from faculty members.
- Provide opportunities for professional growth and career development.
- Recognize and reward faculty achievements and contributions.
- Ensure fair and transparent policies for promotions, tenure, and appraisals.
- Support work-life balance and mental well-being initiatives.
- Promote collaboration between faculty, administration, and students.
- Provide competitive salaries and benefits to retain top talent.

b) Attracting Good Faculty:

- Offer competitive salary packages and attractive benefits.
- Provide research grants, funding opportunities, and state-of-the-art facilities.
- Maintain a strong academic reputation and rankings.
- Create a positive and supportive institutional culture.
- Offer career advancement opportunities and leadership roles.
- Provide access to international conferences, seminars, and networking.
- Use strategic hiring practices, including targeted recruitment and global outreach.
- Encourage diversity and inclusion to attract a wide range of talent.
- Ensure a clear and efficient hiring process to minimize delays.

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