International Institute of Management Studies

(An Autonomous Institute : Accredited by NAAC)

STRATEGIC PLAN

Vision – 2028

Accreditation Details

Sl No	Accreditation	Year	Grade/Status
1	NAAC Accreditation (I Cycle)	2021	B
2	NBA	2024	Accreditation from NBA
3	NAAC Re-Accreditation (II Cycle)	2026	
4	Autonomous Status to the Institute	2008	Autonomy Granted
5	ISO 9001:2015	2020	Certification from ISO

VISION 2027

Long Term Plans

1. Expansion of Campus
2. Establish Research lab
3. Venturing into more Government Projects
4. 100% Qualified faculty
5. Deemed to be University

Milestones set for 2026

1. Pursuit for excellence for the second cycle of NAACAccreditation

Ongoing Endeavors for Quality Escalation

Sl No	Mission	Time line (Academic Year)
1	Enhancement in Teaching , Learning and Evaluation Process	On going
2	Improve Infrastructure Facilities	Ongoing
3	Strengthening the various Specializations in PGDM program	Ongoing
4	Enhance Research Culture in the campus	Ongoing
5	Strengthen Alumni Involvement	Ongoing
6	Expand Academic Consultancy Services	Ongoing
7	Augment Library Facilities	Ongoing
8	Enhance Industry-Academia interface	Ongoing
9	Expand International Collaborations	Ongoing
10	Management of Waste (Wet, Dry and E-Waste)	Ongoing
11	Enhance Institutional Social Responsibility Activities	Ongoing

NAAC Journey – 2021 Onwards

Post NAAC initiatives

The institution has kept in mind the needs of the stakeholders mainly the students, teachers and Alumni while planning the strategy for vision 2028

After the first cycle of NAAC Assessment in 2021, the institution took the following steps for Quality Enhancement

1. Constitution of Internal Quality Assurance Cell (IQAC) for monitoring the activities of the institution
2. Enhanced the Infrastructure facilities
3. Started hostel for girls

4. Enhanced the library facilities

5. Introduced new courses

6. Recruited more Qualified and experienced staff to cater to the diverse needs of students

7. Organized/sponsored National Seminars and Conferences on contemporary topics

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In the subsequent cycle of NAAC Assessment conducted in 2021, the institution got accredited with B Grade following measures were taken for further growth and development.

1. Autonomous status for the institution

2. Curriculum Revision

3. Timely Conduction of Examination and Declaration of Results of every course run by the institute after conferring with autonomous status.

4. Expanding collaborations and linkages for wider exposure for the students and faculty.

5. Enhancement of Infrastructure facilities

6. More titles and copies in the library and sufficient e-resources to supplement the learning process. Expanded the space for reading purpose.

7. Recruited more office and technical staff for smooth administrative functioning

8. More emphasis given to Research projects specially UGC funded Minor Research Projects

9. All the departments conducted many National Conferences, Workshops and Seminars

10. Research funded by the institution for students and faculty

11. Introduced transportation facilities and uniform for the students

Quality Assurance Mechanism

Ensuring quality by adding professional impetus to all the programmes and activities, the IQAC has decided to follow the functional model of Planning, Implementation Mentoring & Monitoring and Evaluation (PIM&ME).
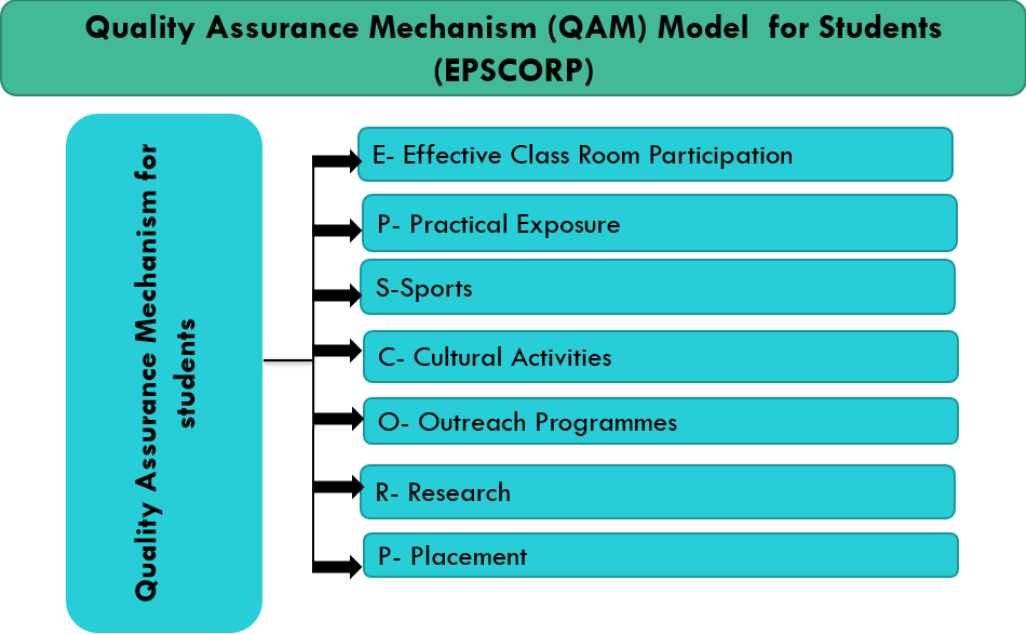
Planning	Implementation	Mentoring& Monitoring	Evaluation
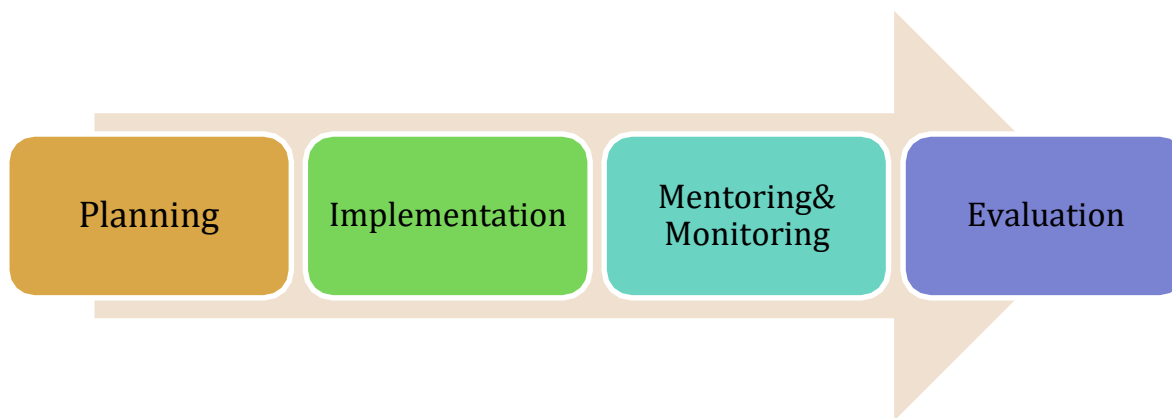
Quality Assurance Model for Stakeholders

1.   Students

Stakeholders play a vital role in enhancing the quality of education in HEIs. The institution keeping its vision tries to build up a better tomorrow through the buds which are enrolled at IIMS. Holistic approach for the integrated development of students stand as the primary focus of education at IIMS.

The institution has developed a strategic approach which incorporates all the aspects for the integrated development of the students.

Quality Assurance Mechanism (QAM) Model for Students (EPSCORP)

Quality Assurance Mechanism for students

- E- Effective Class Room Participation
- P- Practical Exposure
- S-Sports
- C- Cultural Activities
- O- Outreach Programmes
- R- Research
- P- Placement

E denotes effective class room participation which opens the wider horizon for the students in the process of learning that could be spelled out as discussions, deliberations, intellectual discourses, debates, presentations, role plays, simulations etc..

P denotes practical exposure for the students in terms of hands on trainings, field work, exposures/observation visits, internships which allow the students to integrate theoretical learning into the real field (theory into practice).

S symbolizes the participation of students in sports activities, *Menssana in corporesano* which means "**a sound mind in a sound body**." To groom the future generation into physically and mentally fit individuals, the energy has to be channelized in the correct direction. Encouraging students to actively participate in sports stimulate optimistic way of life in youth. Adventure based activities are also promoted to make the students courageous and ready to face the world.

C designates participation in cultural activities which emancipates the aesthetic sense of every student. Active involvement in the cultural activities develops the confidence level of the students and also enables them to explore their creative potential and skills.

O signifies outreach activities, the institution in its path to develop a sensible youth community and also to cultivate social sensitivity towards the marginalised and thedowntrodden, social outreach activities are conducted; extension programmes, Field Action Projects (FAPs), participation in NSS, Blood donation drives are promoted.

R represents the involvement of students in Research activities conducted by the institute, joining for data collection and analysis of commissioned research studies.

P denotes Placement. The aim of every student is to get placed after doing the desired course. Placement drives are conducted to accomplish the desire of every single student of the institute. A very active, functional and dedicated cell is working towards this goal.

2. Teachers

TRAM is the model developed for the teachers.

Quality Assurance model for Teachers- TRAM

T-Teaching
R- Research
A- Administration
M- Mentoring
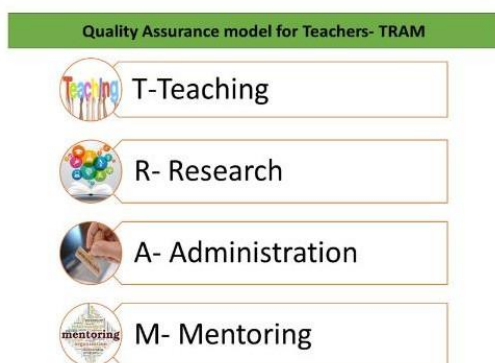
The teaching faculty are involved in hard core teaching, research, administration and mentoring of students. Through this approach the roles and responsibilities of the teachers are highly projected.

Promote a culture of research and improve research activities

Fostering a culture of research in a university that places a high priority on teaching IIMS necessitates a multidimensional strategy that includes promoting cooperation, offering assistance, and honouring and rewarding research accomplishments. In the past ten years, IIMS has made its best efforts to develop a fantastic research culture. The following are the research effort targets for the next five years, per designation:

Assistant Professor: 6 papers

Associate Professor: 9 Papers

Professors: 12 papers

All faculty members are expected to publish their research at a rate of 20% higher each year. In order to encourage academic members to conduct research, IIMS has created incentives.

Table – Research Paper Publication Details
Strategic Plan (2023-28)

Research Paper Publication Details				
Year	ISSN No/UGC Care	Scopus	ABDC	No. of Publications
2023-24	80	9	11	100
2024-25	90	10	20	120
2025-26	95	13	22	130
2026-27	105	15	20	140
2027-28	110	20	20	150

RESEARCH PAPER PUBLICATION DETAILS

Bar chart showing research paper publications by category (ISSN No/UGC Care, Scopus, ABDC) across years:

Year	ISSN No/UGC Care	Scopus	ABDC
2023-24	80	9	11
2024-25	90	10	20
2025-26	95	13	22
2026-27	105	15	20
2027-28	110	20	20

Table- Faculty Growth Plan

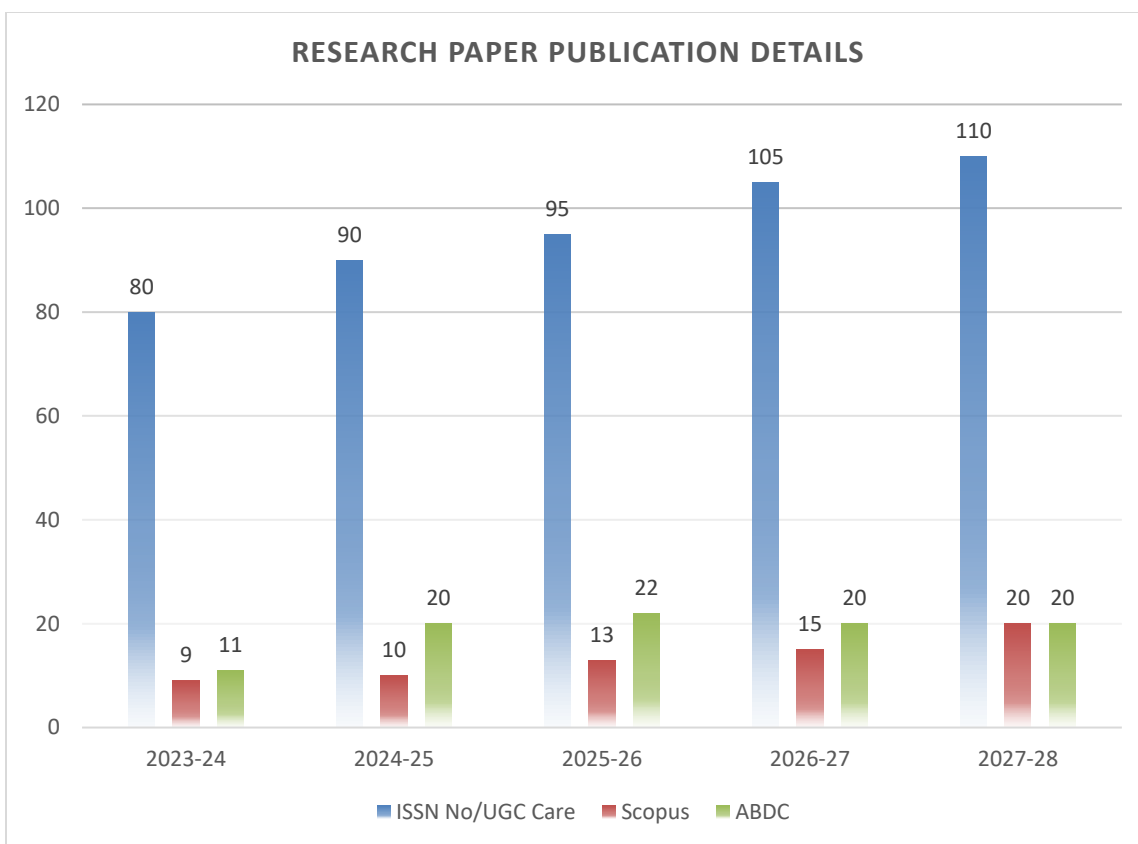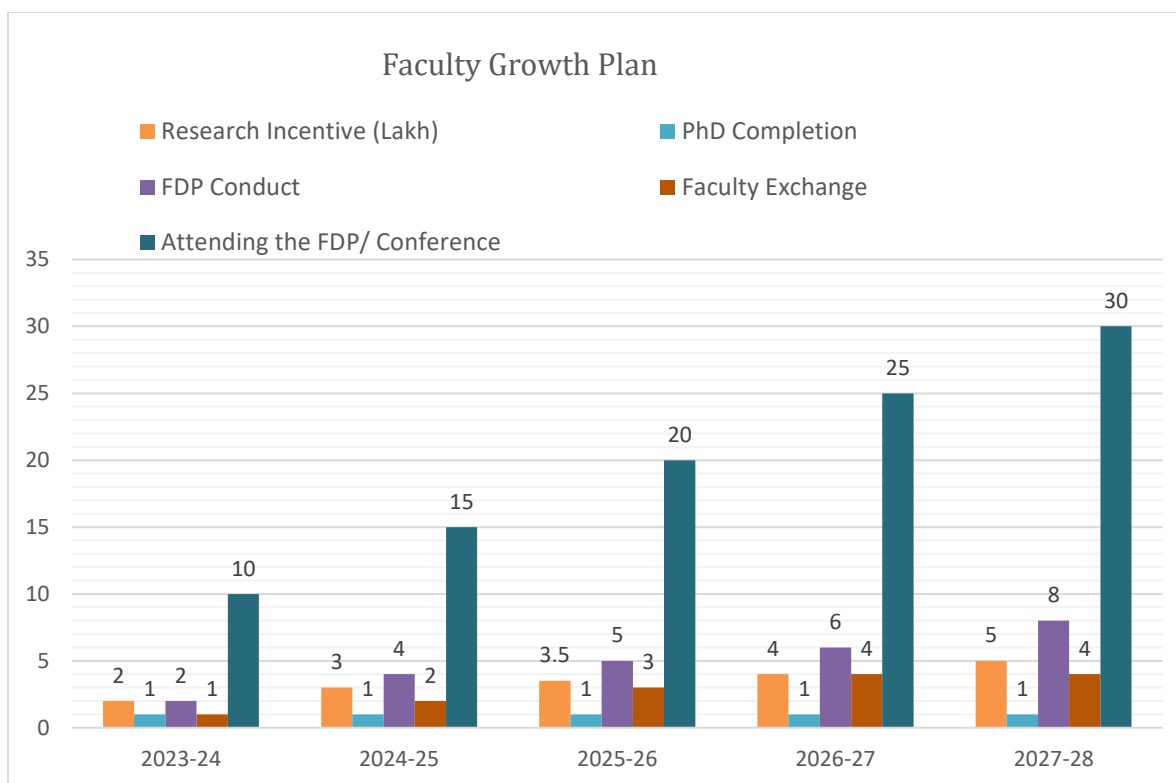| Faculty Growth Plan					
Year	Research Incentive (Lakh)	PhD Completion	FDP Conduct	Faculty Exchange	Attending the FDP/ Conference
2023-24	2	1	2	1	10
2024-25	3	1	4	2	15
2025-26	3.5	1	5	3	20
2026-27	4	1	6	4	25
2027-28	5	1	8	4	30

Faculty Growth Plan

Legend:
- Research Incentive (Lakh)
- PhD Completion
- FDP Conduct
- Faculty Exchange
- Attending the FDP/ Conference

Category	2023-24	2024-25	2025-26	2026-27	2027-28
Research Incentive (Lakh)	2	3	3.5	4	5
PhD Completion	1	1	1	1	1
FDP Conduct	2	4	5	6	8
Faculty Exchange	1	2	3	4	4
Attending the FDP/ Conference	10	15	20	25	30

❖ **National and international accreditations, as well as international memberships:**

International Institute of Management Studies is already working to achieve these accreditations. In September 2021, IIMS became NAAC accredited. As of the years 2022–2023, institute holds three esteemed memberships AACSB, EFMD, and BGA-AMBA. IIMS is now getting ready for NBA, and by 2023–24 IIMS will have received NBA accreditation. IIMS will thereafter submit applications for global accreditations.
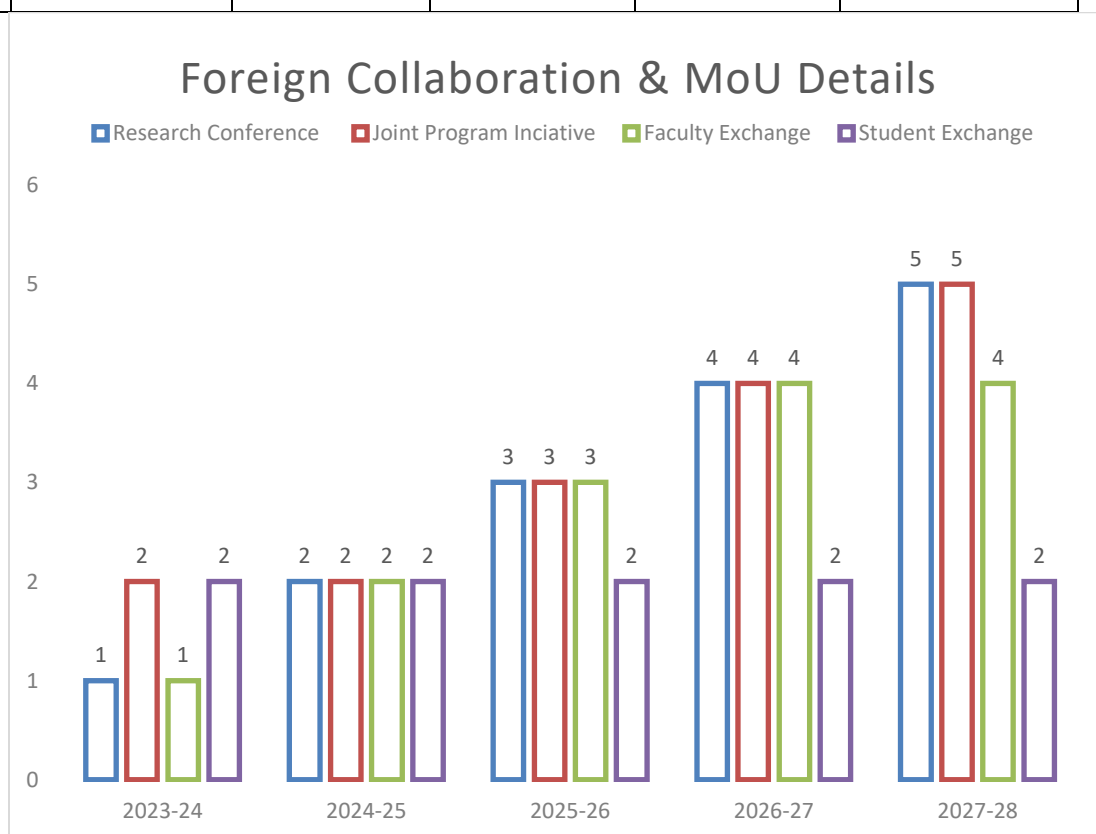
❖ **Foreign Collaborations:**

The continuation of training/internship arrangements in many contemporary knowledge and skill domains has been envisaged with increased partnership with International Institutes/Universities. It has been planned to increase international conferences and workshops by bringing in more foreign specialists. To overcome obstacles in higher education from foreign institutions, contemporary courses that are in step with the pace of technological progress will be included.

❖ Attracting international students

❖ Twinning Programs with foreign students

❖ Twinning Programs with top universities in wealthy nations

❖ MOUs with foreign institutions that might become partners

Table -Strategic Plan for 5 Years

Foreign Collaboration & MoU Details					
Year	Research Conference	Joint Program Initiative	Faculty Exchange	Student Exchange	No. of MoU/ Collaboration
2023-24	1	2	1	2	6
2024-25	2	2	2	2	8
2025-26	3	3	3	2	11
2026-27	4	4	4	2	14
2027-28	5	5	4	2	16

Foreign Collaboration & MoU Details

❖ **MDP and Consulting**

Management development, leadership development, faculty development, advisory services, learning at work Programs, and consulting are among the MDP and consultancy's activities.

All of these Programs give participants the chance to interact with peers, practitioners, and experts from a variety of fields, access modern thought, and share ideas and learn from their experiences. We have completed a number of Programs for eminent public and private sector organizations.

Table Strategic Plan

Strategic Plan (2023-28)				
Training & Consulting Project				
Year	Marketing	Finance	HR	Others	No. of Training & Consulting Project
2023-24	2	1	1	1	5
2024-25	2	2	1	2	7
2025-26	3	3	2	2	10
2026-27	4	3	3	2	12
2027-28	4	4	4	3	15

No. of Training & Consulting Project Details
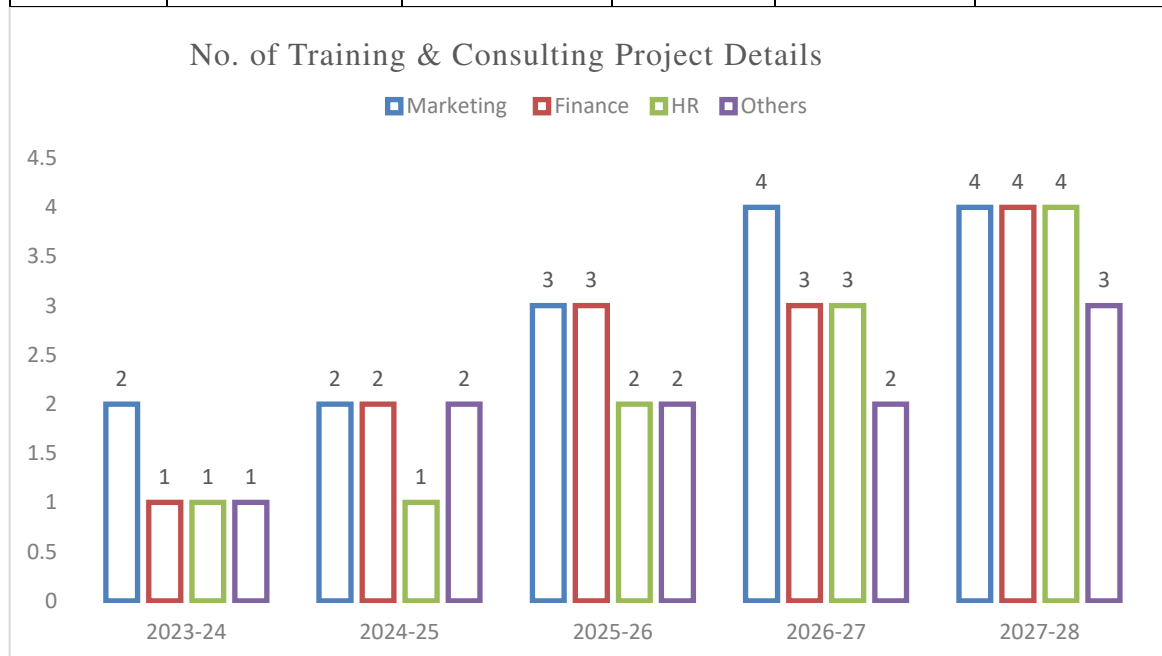
❖ **Ongoing increase in student quality and diversity:**

Currently, over 70% of students have a background in business, 10% have a science background, 5% have an engineering experience, and the other students come from a variety of fields. Given the shifting demands of the industry, institute will make every effort to increase the number of engineering students over the next five years.

❖ **Attract and keep a diverse faculty and staff:**

IIMS is committed to advancing and keeping faculty members. There are currently many faculty members from both industry and academia at IIMS. In order to keep up with changing industry demands and take into account the changing business environment and expectations, institute wants to hire at least two seasoned industry executives and academics each year.

❖ **Digitalization of the library and the entire campus:**

IIMS is embracing new technology to facilitate better the teaching and learning process. The institute has a plan to digitally transform the campus and library by 2028.

❖ **Centre of Excellence:**

Institute aims to "up" the bar for business study. The Centre wants to keep the bar high for business research and study. By 2028, International Institute of Management Studies aspires to meet greater standards for instruction, learning, research cooperation with other countries, and industry. IIMS also plans to digitize the entire campus, with the library and computer labs being top priorities.

Further, our goal is to expand our relationships with current partners, promote South Asian relations, and give teachers and students additional opportunities to travel globally. We specifically plan to launch a PGDM programme with an emphasis on business analytics and a joint programme with universities abroad. As a result, IIMS continues its journey to excellence while educating its students to become responsible global citizens.

Strategic Plan Implementation Process of IIMS

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┌─────────────────────────────┐          ┌─────────────────────────┐
│ Strategic plan is made by   │  ◄─────► │  Vision, Mission of     │
│ Director, HOD, Discussed    │          │       Institute         │
└─────────────────────────────┘          └─────────────────────────┘
              │                                       │
              ▼                                       ▼
┌─────────────────────────────┐          ┌─────────────────────────┐
│ Strategic Plan is Reviewed  │  ◄─────► │  IQAC Meeting and       │
│ and Discussed in IQAC       │          │         MOM             │
│ Meeting                     │          └─────────────────────────┘
└─────────────────────────────┘                      │
              │                                       ▼
              ▼                          ┌─────────────────────────┐
┌─────────────────────────────┐  ─────► │  Strategic Plan and     │
│ Strategic Plan is Presented │          │         Goal            │
│ in Governing Council for    │          └─────────────────────────┘
│ Approval                    │                      │
└─────────────────────────────┘                      ▼
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Strategic Plan and Goal implementation done by the team of HODs, Faculty members

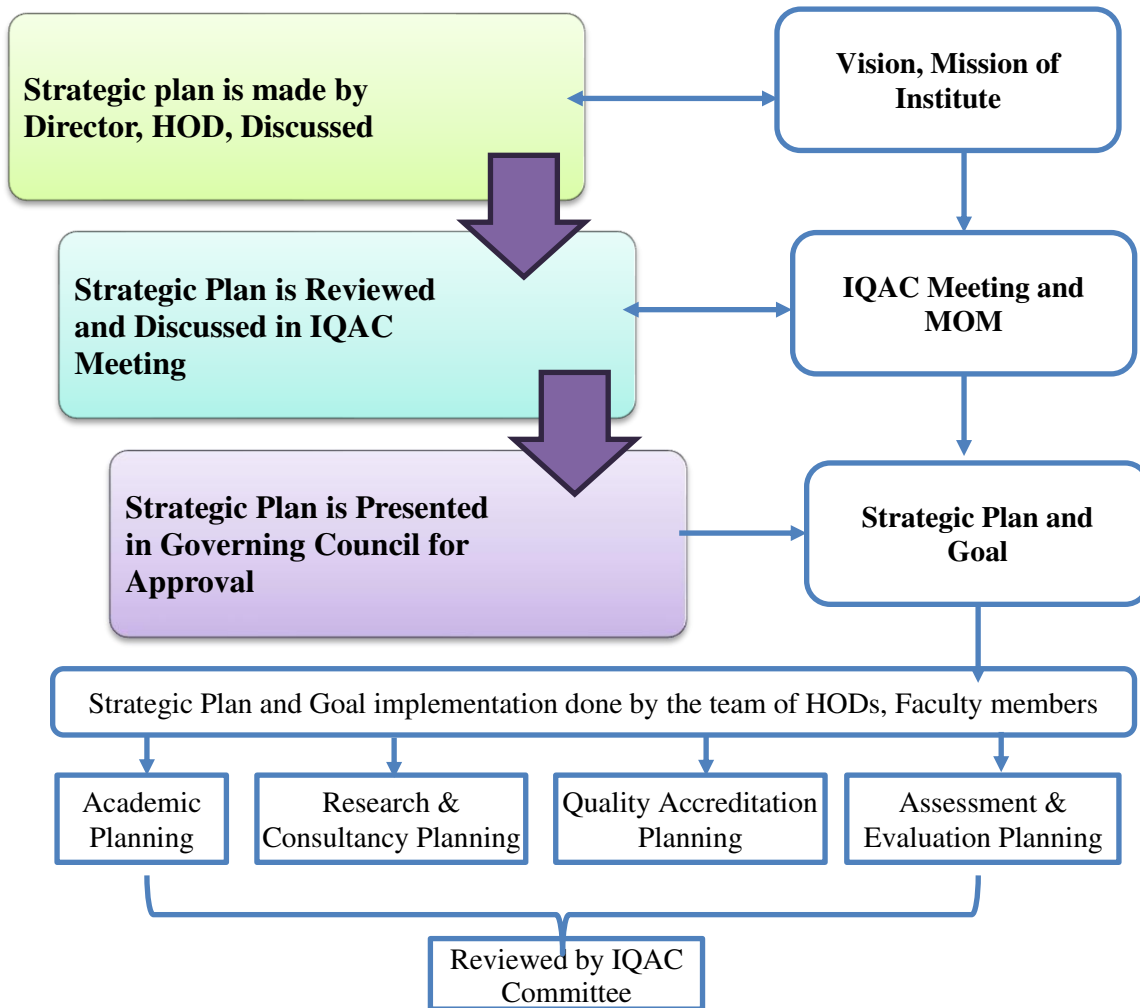| Academic Planning	Research & Consultancy Planning	Quality Accreditation Planning	Assessment & Evaluation Planning

Reviewed by IQAC Committee

Fig. Strategic Plan Implementation Process of IIMS

IIMS has constituted a strategic planning Committee for drafting the IIMS Strategic Plans and ensures of its implementation in timely manner. Strategic Plans are reviewed and exercise is done regularly. The Director, the HODs, IQAC develop the strategic plan. Once finalized, it is submitted to the Governing Council for evaluation. During the Board of Governors meeting which is held annually, further deliberations and suggestions are made and with consensus the strategic plan is finalized.

2. Alumni

The institution works in line with the vision and mission develop conscientized citizens who drives the community and society in large, towards betterment. ie., **Towards a better World.**

Following are the pivotal area.

- Focus on curriculum
- Student Centric Learning
- Well-developed Infrastructure facilities
- Promote innovative and out of the box thoughts among students
- Inculcate Best Practices for promoting quality education through an integral approach
- Governance and Leadership working towards stakeholder's needs
- Creating an ambience of Research
- Involvement in Extension Activities

VISION 2027

What
Goals/Objectives

When
Time line

How
Measures taken to achieve the goals
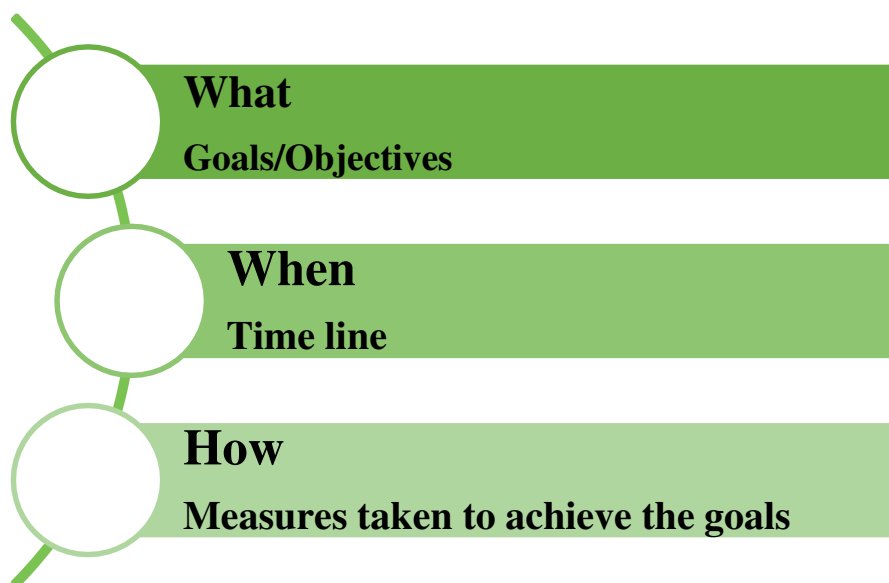
Long Term Plans - Vision 2027

1   Expansion of Campus

The institution in its pursuit for offering more demanding courses as per the need of the time, would be expanding the campus. The institution also plans to start AICTE approved technical and professional courses PGDM in various disciplines in the new campuses.

2   Establishing Research lab

Research has always been an area of interest of IIMS. It has created a mile stone in the history and made a path for more experiments in research. To facilitate the process of experimental research, the college has planned to establish a well- equipped research lab. The institution presumes that this path breaking initiative will bring innovations in the research area particularly in the field of Science. This step will also bring chances for major research projects in science stream.

3 Develop IIMS as a Research Centre

Developing research culture in the campus by way of promoting faculty and students'research is an ongoing exercise at IIMS. Becoming a research centre will give more opportunity for the academic fraternity both internal and external to undertake their research. In this process all the experienced and qualified faculty members will get the opportunity to become supervisors to guide doctoral scholars.

4 Venturing into more Government Projects

IIMS believes that the proven track record will act as an added advantage to venture into more government projects and work with government departments.

5 100% Qualified faculty

Faculty members are torch bearers in the higher education sector. Passionate, experienced and learned academicians will ignite the minds of students to create a better world. The institute works in line with the vision of the apex body to induct 100% qualified faculty members for the betterment of academia.

6 Deemed to be University

The institute aspire to reach the goal to become a deemed to be university. The long term and short term plans along with the thirteen ongoing endeavours for quality escalation will positively make the institution fit to become a university.

Milestones set for 2024

1. Golden Jubilee Celebration of IIMS

IIMS plans to celebrate the glorious 16 years of existence in the city of lakes in a significant way. The year would be marked with a thematic area which willbe tailored according to the vision and mission of the institute.

2. Pursuit for excellence for the Second cycle of NAACAccreditation

Stratagems:

The institution has given due importance to the suggestions given by the NAAC peer team in the second cycle. All ongoing endeavours mentioned below are part of the pre-preparation for the fourth cycle of NAAC

1. More faculty publication in peer reviewed journals with good impact factor and indexing.
2. Faculty members are given specialized training through FDPs and incentives are introduced as a motivation to promote research culture in the campus.
3. Financial Assistance to Faculty members to participate in Conferences and Seminars
4. Financial Assistance to faculty and students for Minor Research Projects
5. More Collaborations and Linkages (International, national and regional)
6. Industry –Academia Interface through exposure visits, Internships, field Work and on site input sessions.
7. More involvement IQAC to monitor and mentor the curricular, co-curricular and administrative activities of the college.
8. Strengthen Alumni Involvement

Ongoing Endeavors for Quality Escalation

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1	Enhancement in Teaching , Learning and Evaluation Process	On going
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5	Strengthen Alumni Involvement	Ongoing
6	Expand Academic Consultancy Services	Ongoing
7	Augment Library Facilities	Ongoing
8	Enhance Industry-Academia interface	Ongoing
9	Expand International Collaborations	Ongoing
10	Management of Waste (Wet, Dry and E-Waste)	Ongoing
11	Enhance Institutional Social Responsibility Activities	Ongoing

Introducing courses in PG level

Stratagems:

1. Department Heads are asked to identify the prospective courses by doing a need assessment and the current trends
2. Introduce new Certificate and Diploma Courses in various discipline on the basis of need assessment by Feedback Review Committee.

Enhancement in Teaching, Learning and Evaluation Process
Stratagems:

1. Introduce Learning Management System (LMS) with multiple features to cater to the needs of the students.
2. Promote Lecture Capturing System (LCS) and Lecture Recording System (LRS)
3. Promote Constructivist Approach in teaching and enhance use of E-resources.
4. Develop E-Content for ManagementSubjects.
5. Promote online exams, E-assignment submission, discussion and Student-teacher interface through LMS platform.
6. Promote to participate in National and International Conferences/Seminars/ workshops/training
7. Organize sessions/workshops on contemporary relevant topics
8. Increase the provision of inter-state and Global Learning Experience (GLE) through Student Exchange program (SEP).
9. Introduce Peer Tutoring for the students to promote the slow learners to the main stream.
10. Strengthen Remedial classes for slow learners; tutorials and bridge courses for the needy students.
11. Identify and Promote creative potentials and skills of students.

Improve Infrastructure Facilities
Stratagems:

1. Increasing the number of class rooms as per requirement
2. Installation of Smart Boards
3. More Conference Halls and Seminar Halls for better facilitation of academic programs.
4. Introduce facilities for lecture capturing mechanism
5. Better Canteen Facility to cater to the needs of students
6. Renovation of Administrative wing.
7. Construction of Banquet Hall
8. Wi-Fi Enabled Campus

Enhance Research Culture in the campus

Stratagems:

1. Training programmes in Research Methodology
2. Motivate Faculty members to attend Workshop on Research and Statistical Analysis
3. Financial Assistance for faculty to conduct Research projects funded by the institution
4. Extended the working hours to carry out research
5. Indexing of journals (UGC Care) published by the institute for quality researchpapers/articles.
6. Promote students for Research Projects and provide financial assistance for the same.
7. Promote group research studies for faculty and students.
8. Augment seminar and conference participation of the students.

Renewal of Autonomous status

Stratagems:

1. A committee of dedicated faculty members is constituted to draft the report and it will be functional till the autonomous renewal inspection.
2. Data bank created will coordinates the collation of data from various sources. The information of last five years are pooled by the data bank.

Strengthening Alumni Involvement

Stratagems:

1. Formation of registered Alumni Association
2. Generating Corpus fund through Alumni Resources.
3. Promote more involvement of alumni in the form of expert speakers/resource persons, organizing workshops/input sessions and placement.
4. Organize Alumni Meet batch wise.
5. Facilitate Student Exchange Programme
6. Provide Travel Grant
7. Scholarship for Advanced Learners
8. Seed Money for Start-ups

9. Specific Infrastructure Support for sports or library facilities

Expand Academic Consultancy Services (ACS)

Stratagems:

1. Encourage faculty to take up consultancy services without hampering teaching learning process.
2. Getting empaneled by Government and Non- Governmental Organizations for academic consultation.
3. Research cell will be leveraged to take up consultancy services which would be primarily commissioned projects.
4. Individual Consultancy services will be routed through the institution as per the consultancy policy developed by the administration ratified by the governing body.

Augment Library Facilities

Stratagems:

1. Library committee will be entrusted to study the needs of the students and faculty for timely intervention.
2. More titles in the library and install machine to calculate footfall in the library.
3. Archives will be increased to store the obsolete books.
4. Increase the number of international print and e-journals to open the gateway to global scenario.
5. Complete Automation of library system.
6. Strengthening the departmental library with relevant text books and reference titles.
7. Facilities such as advance booking for titles, space for reading, provision to retain the books during examination & installation of suggestion box will be taken care.

Enhance Industry-Academia interface

Stratagems:

1. More industrial collaboration in the regional and national level to bridge the gap between industry and the institution

2. Organize exposure visits/Observation visit, internship and Summer placements in industrial setting.
3. Visiting faculties from industries as well as guest faculty, expert lectures will be promoted.
4. Organize workshops and input sessions to update the student fraternity on the contemporary demands of industries.

Magnify International Collaborations

Stratagems:

1. Scale up international collaboration for promoting internationalization of education.
2. Identify the prospective institutions for educational tie ups and IIMS will work on mutual agreement for twinning programmes, faculty exchange, students' exchange, organize workshops, seminars and training programmes.

Strengthen the Entrepreneurship Development Cell (EDC)

Stratagems:

1. Financial Assistance to budding entrepreneurs for start-ups by the institution
2. Through industrial tie-ups and collaboration with governmental agencies, guidance will be given to develop business plans.
3. The team will organize Skill Development Programs (SDP), Entrepreneurship Awareness Camps (EAC) and Entrepreneurship Development programs (EDP).

Enhance Institutional Social Responsibility (ISR) Activities

Stratagems:

1.Various social welfare activities and social projects are conducted by the students under the Rotaract Club such as blood donation, cleanliness campaigns, donation of food and clothes etc