


**International Institute of Management
Studies**

STRATEGIC PLAN

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
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International strategy

In alignment with our International Institute of Management Studies is already pursuing national and international accreditations goals. In September 2021, institute received NAAC accreditation. Further, in the years 2022–2023, institute has received Triple Crown international memberships AACSB, EFMD, and BGA–AMBA. International Institute of Management Studies is now getting ready for NBA accreditation, which should happen by 2023–2024. Institute will subsequently submit applications for international accreditations.

Fig. International Strategy



Strategy for internationalization of IIMS includes:

- ❖ Select a few business schools from each continent to collaborate
- ❖ Participation in conferences, seminars, partnered webinars, academic gatherings, and joint research activities with other faculty members.
- ❖ Exchange of academic resources, pedagogy, and other information.
- ❖ Specialized short-term academic program (such as summer or winter programs)
- ❖ Student exchange for research and study (such as a few weeks/one semester/one-year student exchange programs, industry visits, or dual degree programs at the master's level in management studies).
- ❖ Encourage involvement of foreign academics at IIMS conferences Promote chances for international placements and internships

Table Strategic Plan

Academic institution	Type of partnership	Country
Westford college	MOU	UK
Synergy university	MOU	Russia, Dubai
Fairleigh Dickenson university	MOU	USA
Keiser University	MOU	USA
SWISS BUSINESS school	MOU	SWTZERLAND
College of Tourism and Hotel Management	MOU	CYPRUS

Collaboration with foreign universities

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 and MOUs with institutions that might become partners

Strategic Plan Processing Model

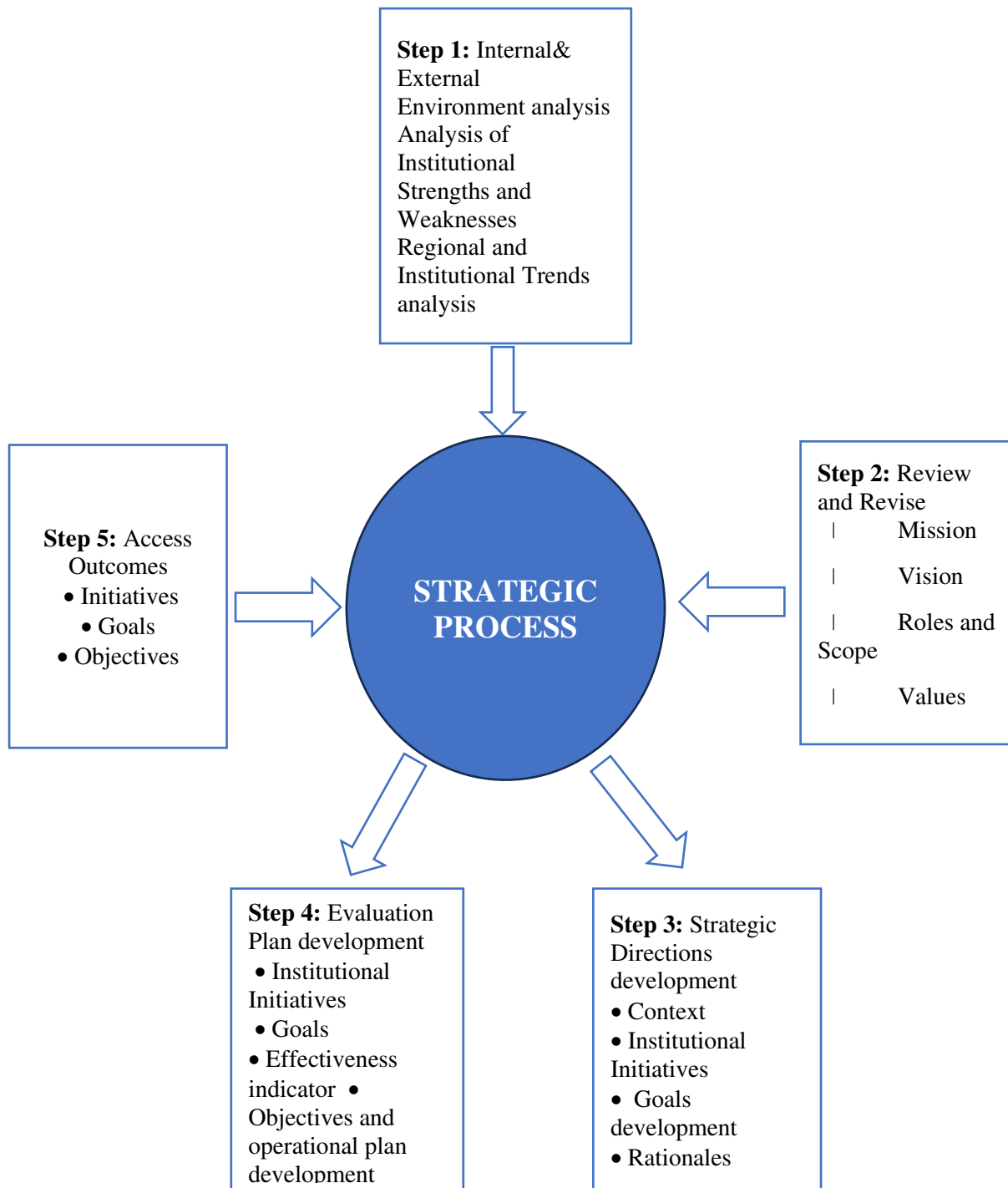


Fig- Strategic Process

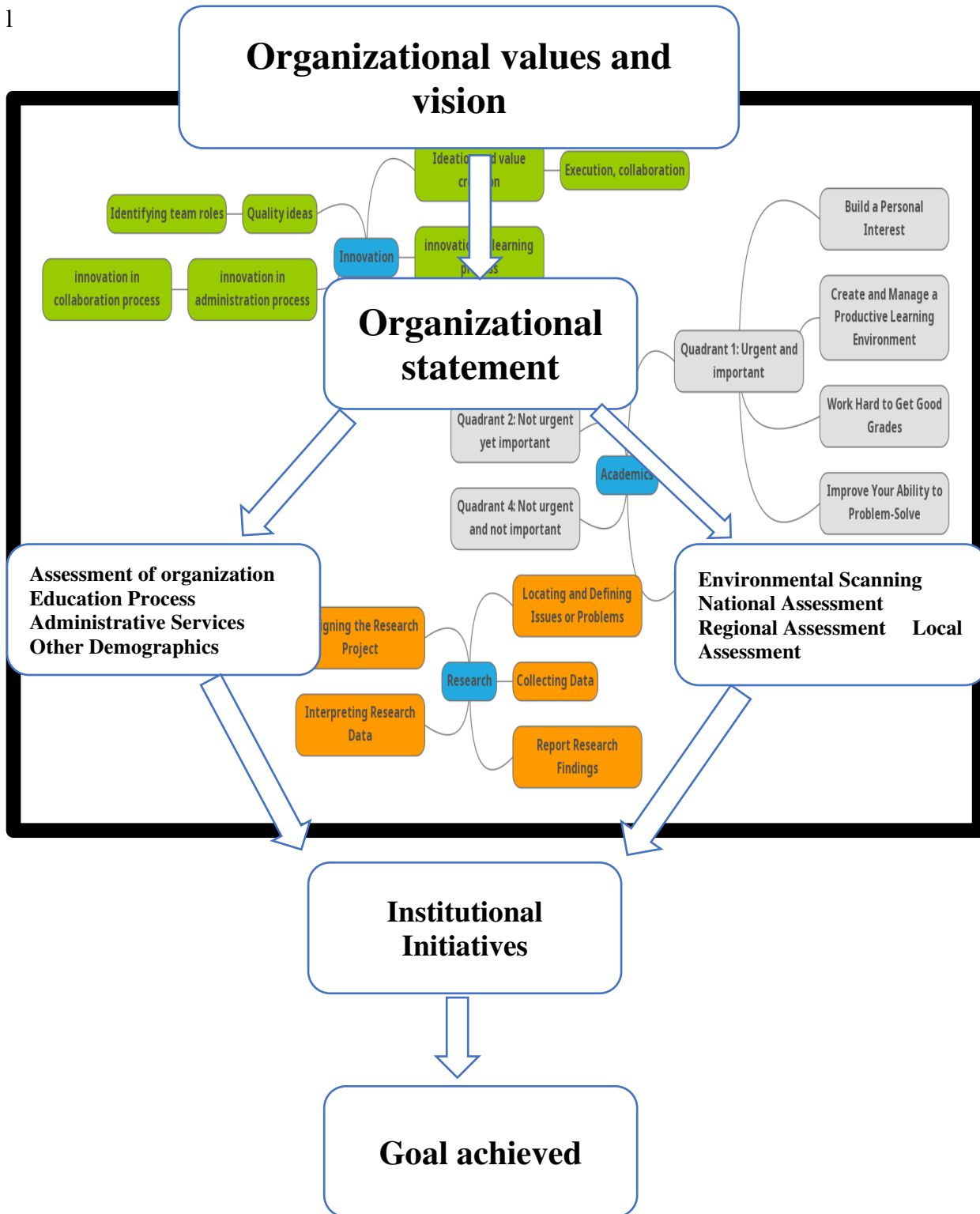
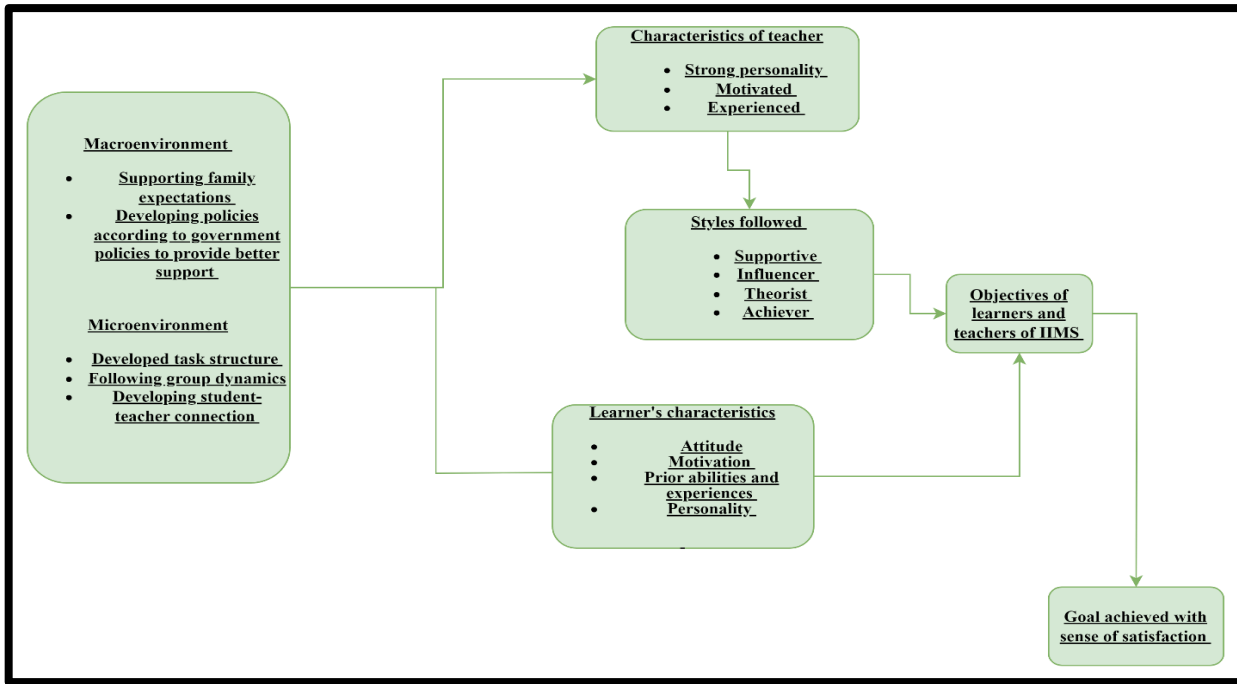


Fig. 2.4 Teaching and learning process



Strategic Planning Team IIMS

Team constituted to lead the effort on revising the Strategic Plan at IIMS had the following members:

Table 2.5 Strategic Plan Team IIMS

S. No.	Name	Designation
1	Prof. Manish R. Mundada	Founder President, SBES
2	Mr. Nikhil Wadgaonkar	Director IT, Seagate Technology
3	Dr. Tripti Sahu	Director
4	Dr. Samrat Ray	Head of International Relations
5	Dr. Akanksha Taunk	Head of Placements.
6.	Mr. Manish Khandelwal	Chairman, BOG
7.	Mr. Sanjeev Nimkar	Member, BOG

SWOT Analysis

The International Institute of Management Studies (IIMS) was subjected to a critical evaluation, and the results of our SWOT analysis are listed below:



Fig. 2.5 SWOT Analysis

Competition Study

Under the competition analysis, we carefully examined the following institutions:

- || SP Jain School of Global Management, Mumbai
- || Goa Institute of Management Studies
- || MDI Gurugram
- || BIMTECH

Following the competitive investigation, we were able to pinpoint the national standard for management education.

Benchmarking

The International Institute of Management Studies (IIMS) team determined that the following characteristics are the mark of a successful educational institution:

The strategy plan is created by the director in collaboration with the domain area HoDs and faculty. When complete, it is sent to the Governing Council for review. Additional discussions and recommendations are made during the Governing Council meeting, which is conducted yearly, and the strategic plan is ultimately approved by vote.

Strategic goals of IIMS

1. 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 2.6 – 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

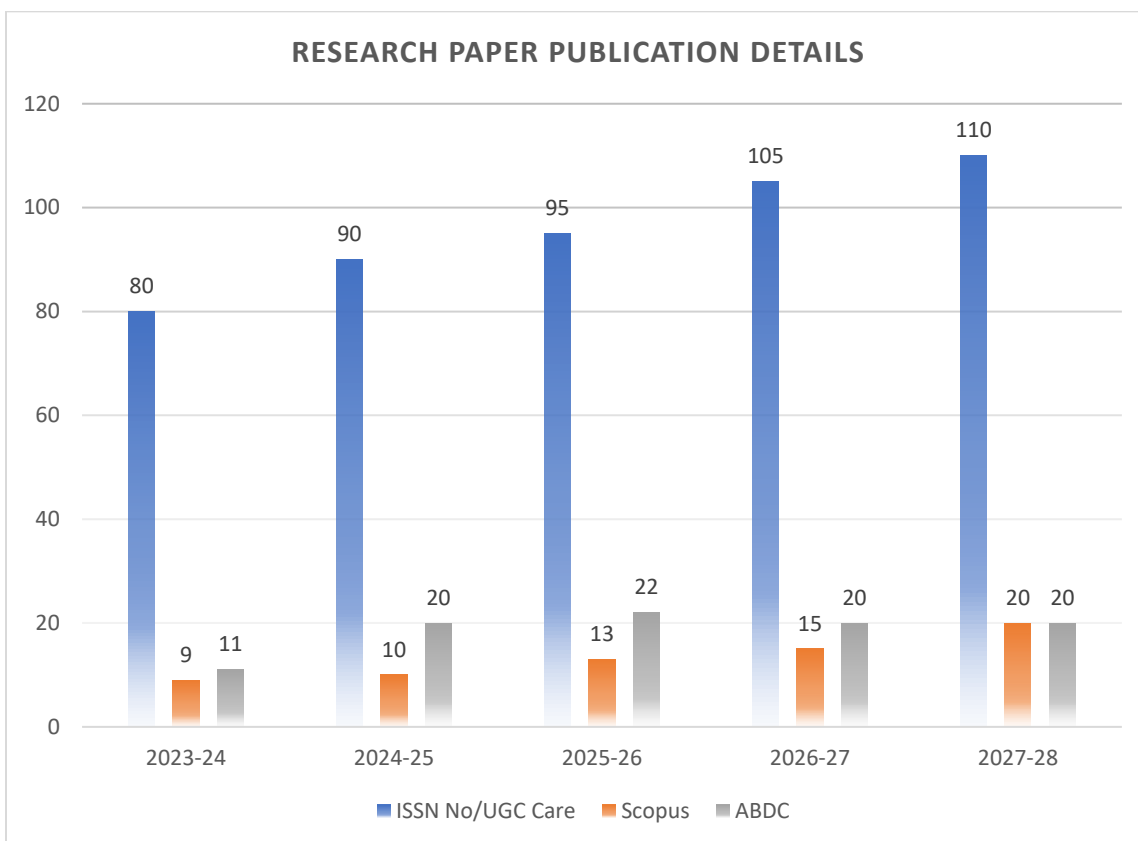
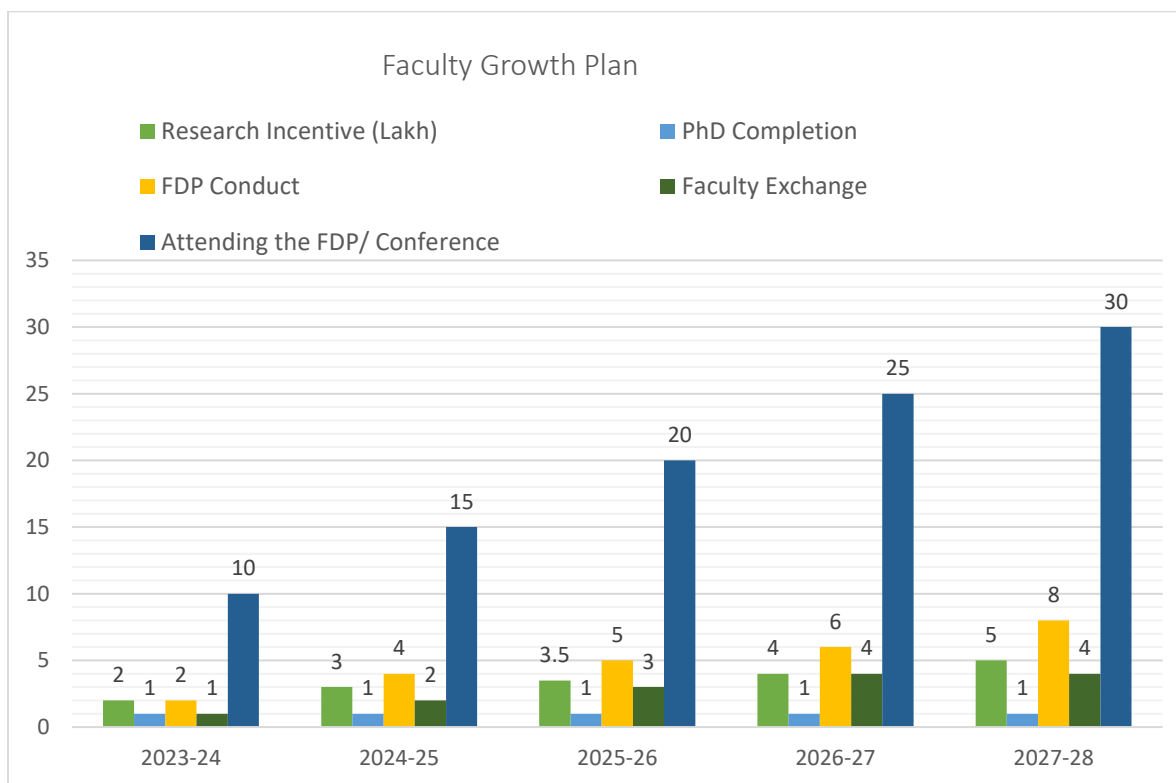


Table 2.7 Faculty Growth Plan

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



❖ **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.

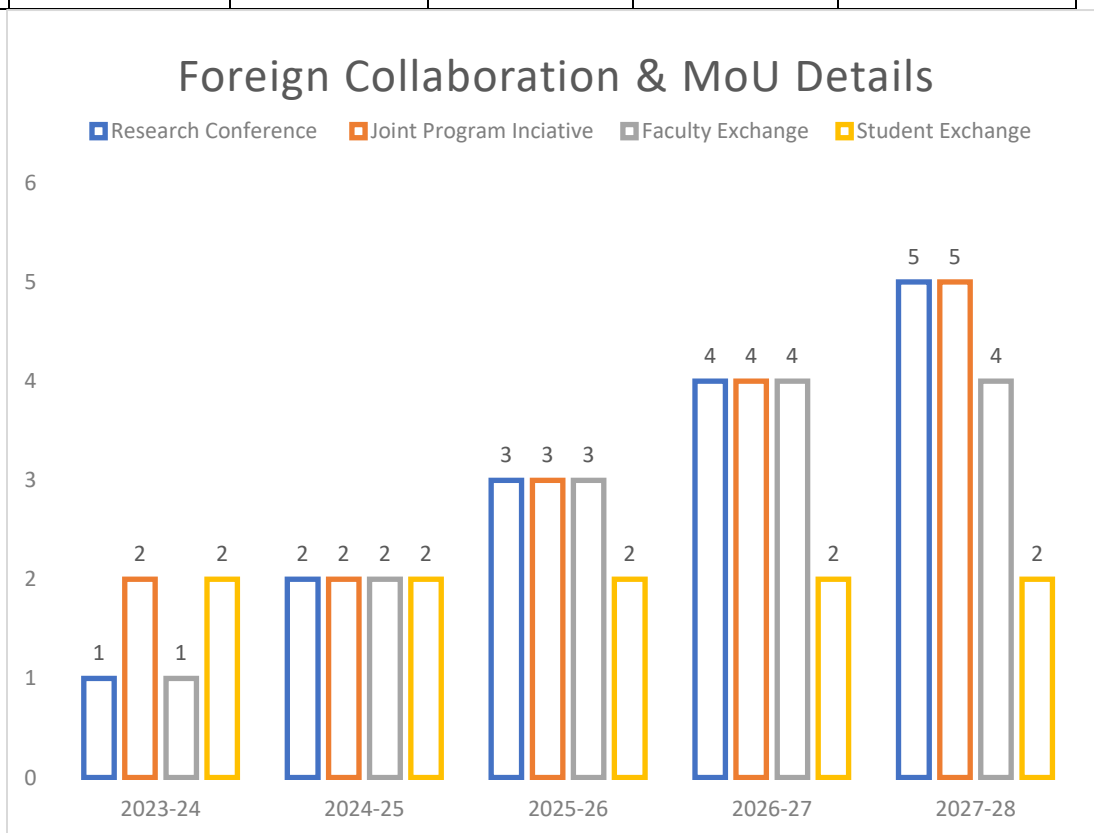
❖ **Foreign Collaborations:**

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 2.8 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



❖ MDP and Consulting

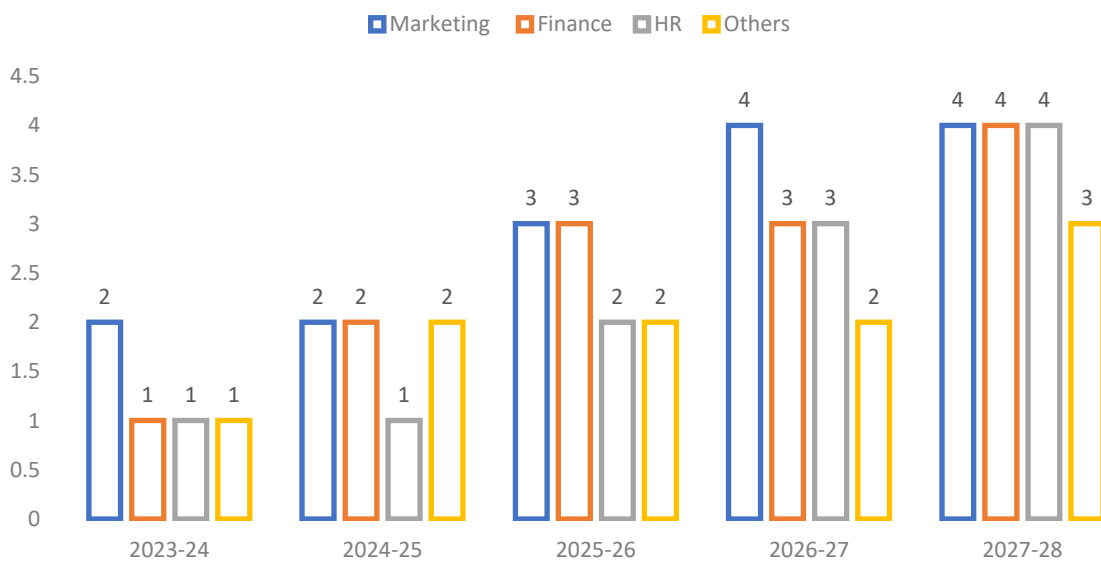
Management development, leadership development, faculty development, advisory services, learning at work Programs, and consulting are among the MDP and consultancy's activities.

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 2.9 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

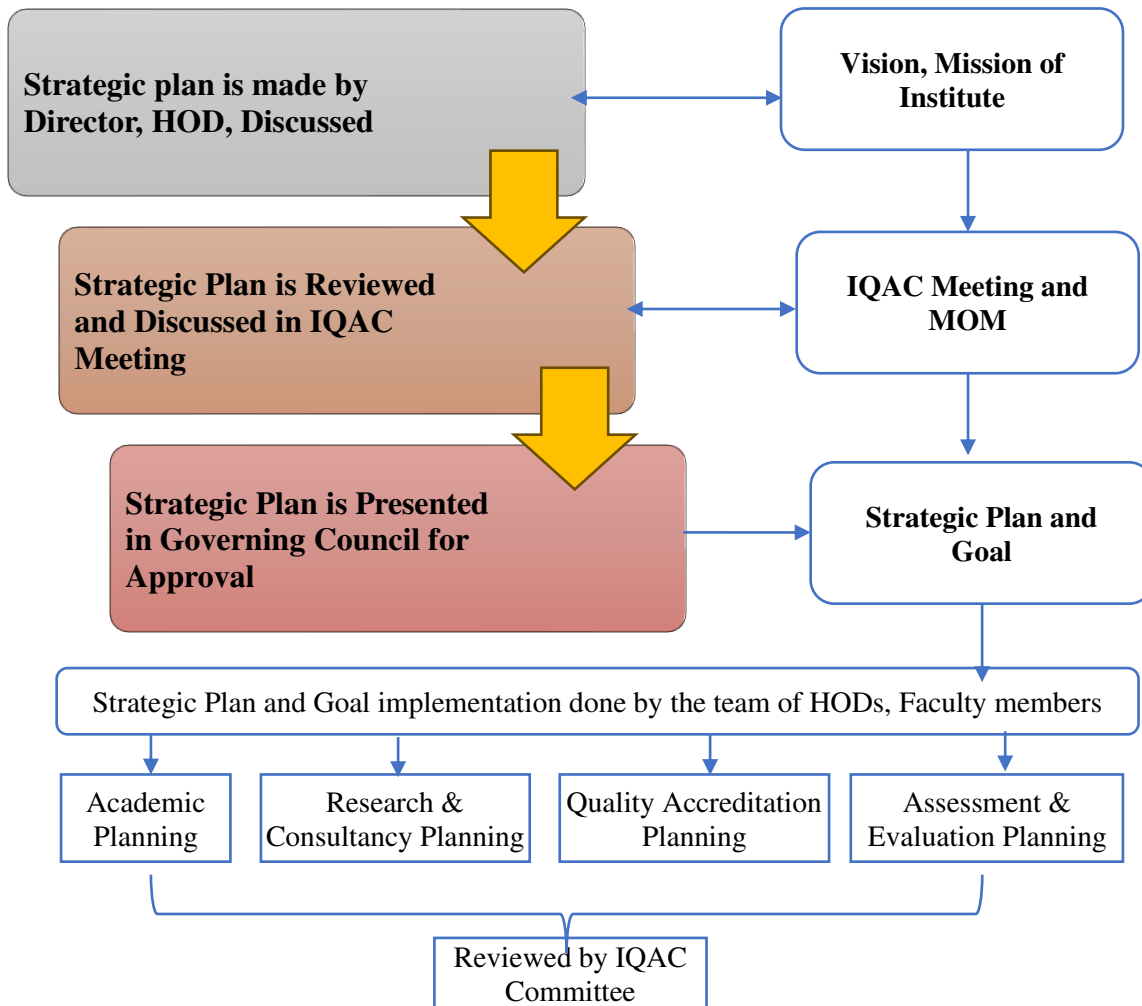


Fig. 2.6 Strategic Plan Implementation Process of IIMS

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.

Pursuit for excellence for the Second cycle of NAAC Accreditation

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

SI 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

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 Management Subjects.
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 coordinate 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
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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