

Yugantar Education Society's

Tirpude Institute of
Management Education,
Nagpur

Internal Quality Assurance Cell
(IQAC)

**Long Term Perspective Plan
2022**

Background Note

Preparation of perspective plan for the institute was decided in Academic year 2019-20. Some initial meetings were conducted and a rough draft was also prepared. However due to Covid19 Pandemic and the nationwide lockdown, the plan could not materialize till Year 2022. Meanwhile Rashtrasant Tukadoji Maharaj Nagpur University, the affiliating university chalked out plans for implementing National Education Policy 2020. At the same time there were changes in the composition of IQAC team at the institute level. The new composition of IQAC became active in year 2022.

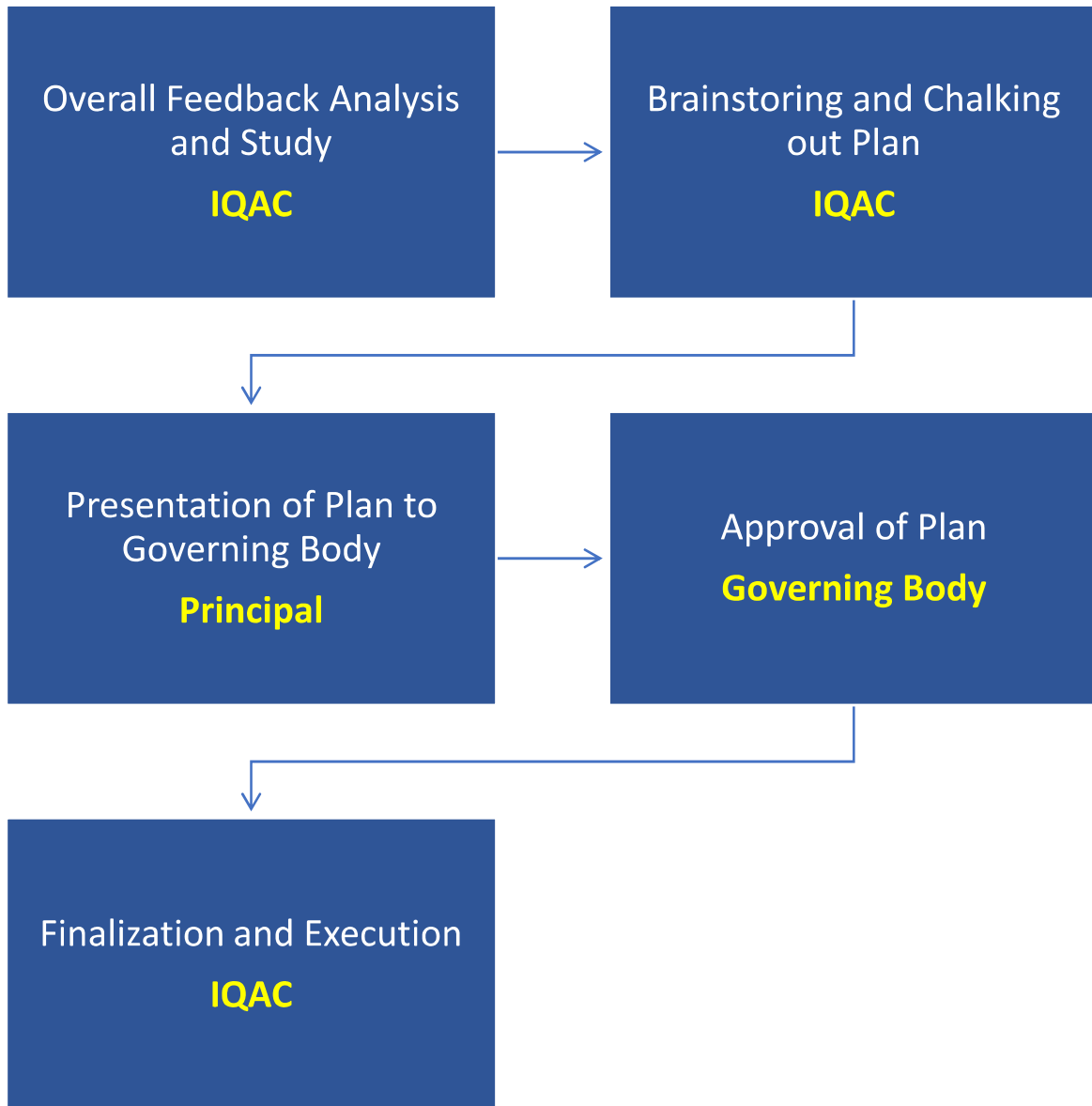
Keeping in mind the NEP guidelines and challenges ahead, Institute decided to redesign the perspective plan and start its implementations in a phased manner. This plan framed in 2022 is a long-term perspective plan keeping in mind a period of next five years. All efforts are made to keep the plan specific, measurable, achievable, realistic and time bound. Plan has enough flexibility to adopt to dynamically changing scenario of education system in India.

Plan will be reviewed annually to assess the deployment of the planned actions in to reality. Institute will review the plan every year and will update the deployment status of the plan to its stakeholders on annual basis.

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Process of Preparation of Plan



Planning Team

The team involved in brainstorming, preparing, and finalizing the draft of the plan comprises of members of IQAC. Then team was as below:

Sr. No.	Name	Designation	Member of IQAC
1	Dr Lalit Khullar	Principal	Yes
2	Dr Yogesh Gharpure	Coordinator- PG Programme	Yes
3	Prof. Carol Rao	Coordinator- UG Programme	Yes
4	Dr Prasanna Shembekar	IQAC Coordinator	Yes
5	Prof Abhishek Shahu	Asst Professor	Yes
6	Mr Milind Khasale	Administrative officer	Yes
7	Mrs Sneha Tambe	Librarian	Yes
8	Mr Nandan Gajendragadkar	Alumni	Yes
9	Mr Flavian Louis	Student representative	Yes
10	Mr George Varghese	Stakeholder	Yes

SWOC (Strengths, Weaknesses, Opportunities and Challenges)

Institutional Strengths

Processes

Standard Operating processes that are well established and are followed are a key strength of the institute which enables it to replicate all successful activities in a sustainable manner. Team Blend of young and old as well as industry experienced professionals and faculty with extensive academic exposure is one of the pillars of strength of the institute.

ABL (Activity Based Learning)

Activity Based Learning adopted at the institute can easily be considered not only as the strength but even a Best Practice amongst all contemporary B-Schools of the region.

Institute-Alumni Interface

A strong alumni base is supplemented by continuous engagement with the alumni in all forms making the Alumni & its Interface a key success factor for the institute. Established Network & Goodwill Local, regional as well as National level network of contacts is helping the institute to retain its strengths. Added to this is the strong Goodwill that is generated by virtue of these networks.

Faculty -student bond

Since the students work closely with the faculties during various events and activities, the bond between the faculties and students gets strengthened. Students learn practical skills and gain insights from the faculties on various aspects of learning. Due to these interactions, students develop a sense of belongingness with the institute and this helps in building a strong and devoted alumni base.

Student Centric Approach

Student is the focal point of the institutional operations. Entire teaching Learning process is evolved and designed keeping in mind the type and temperament of the student. Holistic and heuristic development of the student is the primary aim of the institute. All events, activities , teaching pedagogies

and academic calendar is designed keeping in mind the development of the students.

Flexible approach

One of the core strengths of the institute is its flexibility. A nimble footed approach to all activities which are academic as well as non-academic in nature have enabled the institute to adapt to the changing environment in real time and has been the hallmark of its success.

Institutional Weaknesses

Limited Academic Autonomy

Since the syllabus is governed by the affiliating university, academic autonomy is limited and is therefore a major impediment in day-to-day functioning.

Self-Financed Institution

Since the institution is Self-financed and does not receive any grants from the Government, it must operate under financial constraints and must manage all its operations in the available funds and limited resources.

Lack of 24x7 learning environment

Since the institute functions only during the day and has no hostel facility, students are not encouraged to spend more time on campus and hence learning process is limited by the timings of the institute.

Students belonging to vernacular environment (for PG Program)

All the students of PG Program are allotted by the Department of Technical Education, Government of Maharashtra and as such the institute has no control over the selection of students. This results in admissions of students belonging to academically weaker sections of the society. These students come vernacular background and institute has to take lot of efforts on their communication skills and grooming.

Institutional Opportunities

NGOs and extension activities for the neighbourhood localities

The institute has a scope for striking tie-ups with more NGOs and intensifying the existing associations in order to sensitise its students to the issues and challenges of underprivileged strata of society. Institute has an opportunity to intensify the extension activities so that the students learn and inculcate moral, social and cultural values and in turn become responsible citizens who can contribute to the development of nation in best possible ways.

Entrepreneurship Development cell and incubation centre

In order to promote “make in India” and to encourage the students to become entrepreneurs or to reinforce their existing family businesses, institute is planning to start a ED cell as well as incubation centre in near future.

Development of industry-oriented curriculum

Bridging the Industry Academia gap has always been a challenge. Design of curriculum is not in the scope of the institute as of now since it is an affiliated Institute. Once the institute gets autonomy, it will get inputs from industry and develop curriculum as needed by the industry. All courses in most of the programs will be skills based and industry oriented.

Applied Research for the benefit of local communities

Institute will identify issues and challenges faced by the local community. Through survey and other methods of research it will work on getting appropriate solutions for resolving the issues and help the local community with the help of its managerial research abilities.

Indian Knowledge system

Institute will strive to incorporate ancient Indian theories and concepts into its curriculum. Institute will also encourage research in IKS areas and promote Bharatiya Khel (Indian sports) at institute level. Development of an innovation centre for IKS can be a long-term plan for the institute.

Development of Value added and skill-based certificate and diploma courses:

Various value added offline, distance learning and online courses can be developed. Offline skills-based courses including life skills can be developed for the benefit of varied strata of the society.

Quality Initiatives and tie-ups with other institutes and universities including foreign university:

In order to promote the cultural and academic knowledge exchange, institute is planning for tie-ups with other institutes and universities including foreign universities. This will provide an arena of knowledge and cultural heritage to the students and will enrich their personalities by broadening their horizons of understanding.

Institutional Challenges

Little / No control on quality of students

Centralised Admission Process for MBA program takes away the institute's control on quality of students seeking admission. It becomes very challenging for the institute to initially orient the students to the path of excellence and to fine tune their skill sets to adjust with industry needs.

University Norms - Faculty recruitment

The incumbent norms for recruitment of faculty are very time consuming and cumbersome. This poses a huge challenge to the institute.

FRA restrictions

There are severe restrictions imposed by the Fee Regulatory Authority and, as a result, the institute cannot charge a fee it considers appropriate to the program

Multiple regulating agencies

The institute has to abide by regulations of multiple regulating authorities. This results in duplication of data to be forwarded to all these bodies for various purposes, thereby voluminously increasing clerical tasks.

Internal Brain Drain

Due to limited opportunities locally, the institute constantly faces situation of brain drain. More opportunities abound in bigger cities and students prefer

studying there. Tier-II cities have their own limitations. This is true in case of teaching faculty members also, to an extent.

Lack of industrial growth in Central India

Industrial growth is severely lacking in Central India and as a result industrial presence is minuscule which is reflected in placement of students. Bigger corporate firms having their offices in Metro cities or western Maharashtra belt do not prefer to conduct their placement drives in Nagpur for management cadre.

Curricular Aspects

Tirpude Institute of Management Education believes in continuous and holistic development of students. Several significant actions are taken and reforms are made from time to time to improve the curricular aspects of the institute, for effective teaching –learning process through valuable delivery of the curriculum, keeping in view the ever-changing global trends and local needs. The Institute has a well-designed and documented process to ensure learner centric delivery of curriculum. A well-planned Academic calendar is prepared and actions are taken for efficient implementation and adherence of the same through well managed Information and Communication Technology (ICT). Teaching pedagogies involve ICT tools to a large extent.

The institute executes the curriculum, keeping in view providing quality education with extensive hands-on opportunities and industry exposure, so that students are ready for their upcoming careers. Number of courses imparting transferable and life skills viz. Tirpude's Industry Readiness Exercise (TiRE) and Campus Recruitment Training (CRT) are conducted to ensure overall development of students. Various programmes are organised in the form of Interactive sessions with industry veterans, plenary sessions, guest lectures, Industry visits, workshops, conferences and seminars from time to time.

The institute takes sincere efforts in imbibing human values, correct work ethics, professional values, corporate ethics, sensitizing the young generation on social and environmental issues etc. To ensure transparency and effective delivery of the curriculum, the institute has also involved its stakeholders like students, industry experts, employers and alumni to review and revise the curriculum delivery methods. . Feedback from students, alumni and employers is taken, analysed, and used as input for the quality improvement process by the IQAC.

Plan for the future

- Institute is planning for autonomy and will be applying for autonomy after completion of all the procedures. Currently Institute does not have flexibility to change the curriculum as per Industry requirements and must execute the curriculum prescribed by the affiliating university. Once

the autonomy is attained, Institute can develop courses relevant to Industry, highly skill-based and encompassing latest trends and market needs. Programs will include large number of courses involving experiential and participative learning including projects, surveys, field work, internships, etc.

- Institute will also be introducing value added courses and Skill enhancement courses in Online, Offline and Distance Education mode. Institute will also include courses based on Indian Value System and Indian Knowledge System (IKS).
- Institute is also planning to expand by adding few new programs which are industry oriented.

Teaching-learning and Evaluation

Innovation in Pedagogy

The teaching – learning processes at the Institute revolves around its basic philosophy of ‘creating good learners’. The Institute has a strong belief that ‘learning by doing and experiencing’ is the most effective learning tool. Hence, the Institute has adopted ‘Activity Based Learning Model’ and has successfully institutionalized it over the years. It is identified as one of the “Best Practices”. Moreover, constant experimentation in pedagogy is the unique feature of teaching – learning process.

Catering to Student Diversity

The challenges of dealing with diversity of students are resolved with the help of Tirpude’s Management Aptitude Test (T-MAT) in terms of assessing the learning abilities and styles. The Institute addresses this challenge by designing various special mechanisms and teaching methods for slow and advanced learners. Remedial classes are conducted for slow learners.

Teacher Profile

The Institute has adequate number of qualified teachers for programs it offers. Total 12 teachers are having Ph.D. qualification, 3 have submitted their thesis to university for evaluation and 4 are working on their respective theses. It is a mix of experienced and senior faculties and new and energetic minds. The faculty is having industry experience which enhances the quality of curriculum delivery. Besides this, the faculty members have attended numerous FDPs, conferences and MOOC Courses. The biggest feature of the teachers at the institute is that they are student friendly and are always with students, guiding and inspiring them.

Student Evaluation

In accordance with the National Education Policy 2020, affiliating university has incorporated Program Outcomes and Course Outcomes for each UG and PG program. Institute is following outcome-based education and evaluation strategy. There is a continuous internal assessment of students through class tests, quiz, open discussions, student presentations, assignments, and internal examination. Mechanism for attainment of COS and POs is designed and

executed. In MBA, Exit Seminar is a mechanism developed by the university for assessment of students.

Plan for the future

- Institute is planning to establish a Career Development Cell which will organize FDPs for faculties and Administration Development Programs for non-teaching staff solely and in collaboration with other Institutes. This cell will also keep track of other FDP courses which can be availed by the faculties.
- Institute will also develop a well-defined Internal examination policy and continuous internal assessment policy based on the Program and Course outcomes.

Research, Innovations and Extension

The Institute is committed to create knowledge through research and also motivates its students to think innovatively and inculcate social values in their lives. The institute actively encourages its faculty members to conduct research, with students, under areas relevant to industry and to society at large. In the last five years faculty members have published 29 research papers in UGC care journals, published books as participated in research conferences.

Institute itself organizes research conference almost every year. Institute organized research conference in 2018 and an online conference in 2021. Conference could not be organized in 2020 due to Covid 19 Pandemic. Recently research conference was organized in 2023 in hybrid mode.

The institute has been awarded research projects sponsored by industry from time to time. It has conducted a mega survey project for Maharashtra Police. The Institute ensures that students also get benefit of research work done by faculty members by involving them in the process of survey and data validation.

Institute actively promotes innovation and entrepreneurship among its students and encourages innovative practices through its alumni association. The institute has its own programme 'Tirpude's Innovation Programme for Students' (TIPS), which is an annual workshop for students to learn about innovative practices in industry and academia and about IPR and its application in business. The institute has also initiated 'Tirpude's Outreach Programme' (TOP) to promote extension activities among student and has active NSS that conducts activities for sensitisation of students towards social issues and human values.

Institute has active MOUs with various corporate organizations, institutes and NGOs which enable active participation of students in various activities such as internships, placement drives and extension activities.

Plan for the future

- Institute will set up an innovation centre for awareness, research and knowledge exchange pertaining to Indian Knowledge System.
- Institute will establish an Entrepreneurship Development Cell (ED Cell) for students which will encourage students to become entrepreneurs,

encourage them for creating valuable start-ups which will in turn contribute to the “Make in India” movement and to the national development. Various workshops, talks will be arranged for creating conducive atmosphere for Entrepreneurship.

- At a later stage institute plans to start an Incubation Centre for the budding entrepreneurs.

Infrastructure and Learning Resources

Institute has developed a state-of-the-art physical infrastructure, admeasuring 6,070 Sq. Mt. of built-up area with adequate number fully equipped classrooms. The Institute has up to date computer laboratories and a language lab. Institute has two computer labs in UG building and one computer lab in PG building. There are 217 computers for students' purpose which are labs and classrooms. Institute has a total number of 247 computers.

The campus is equipped with free Wi-Fi facility. Total internet bandwidth available is 1GBPS. Internet is available through Wi-Fi in all labs as well as dedicated computers in each classroom. This enables teachers to conduct live ICT sessions whenever needed.

Library of the institute has a wide assortment of 23,039 books covering 8575 titles and that are stacked in 83 racks. Library has 25 magazines and journals and 56 e-books, national/international journals. Integrated library management software (ILMS), LIB MAN, is installed in the library. Web OPAC and Mobile OPAC is also available to enable the users to view the library catalogue through internet on their mobile phones. New e-books and books are regularly purchased to update the library.

The Institute boasts of a ground admeasuring 13,571 Sq. Mt. and sports equipment for various sports activities such as cricket, football, tug of war, carrom, table tennis, Badminton, chess, etc. TIME promotes active participation of students in various sports activities and provides facilities for various indoor and outdoor sports activities.

Cultural activities are important for developing creativity, confidence, compassion, coordination, and teamwork in students and, therefore, TIME encourages students to take part in various cultural activities for their overall development. The institute has an auditorium, an open stage known as "crescendo stage", sound system and Audio-Visual room to facilitate the above. The institute also has a music room with variety of musical instruments to encourage students to pursue their hobby in music. TIME has well established systems and procedures for maintaining and optimally utilizing physical, academic and support facilities to ensure minimum breakdown situations.

Plan for the future

- Institute plans to implement new ILMS of Inplibnet in near future.
- Books required for IKS learning will be purchased to equip the library for IKS studies.
- Institute is planning to establish one more computer lab for the MBA students in PG building.
- Institute is planning to increase number of classrooms and seminar halls in long-term keeping in view the further expansion of the institute.

Student Support and Progression

The institute provides an unconditional support to each student and ensures barrier free learning environment. For financial support, the institute facilitates students to avail all scholarship schemes offered by the Central and State Governments. Besides this, it also has a policy to provide instalment facility for needy students. Institute provides additional academic input to weak and slow learners through extra classes, tutorials and remedial classes. Special personal coaching is also provided after regular classes to such students.

Special efforts are taken for holistic development of students. Many personality enhancement programs and soft skill development programs are in place for enhancing personality of the students. Life skills such as Yoga and Physical fitness are also taken care of for both UG and PG students. Various programs for enhancing ICT/ computer skills are conducted for both UG and PG students in computer labs.

The institute has developed a strong industry interface, both locally and nationally, that provides ample opportunities for hands on training, internships and final placements to students.

The institute also provides additional academic input to students for competitive examinations at national and state levels. Special coaching and career guidance inputs are given to aspiring students free of cost. The active presence of Students' Council and various committees for grievance redressal create free and fair learning environment. Institute has in place a grievance redressal committee encompassing sexual harassment and anti-ragging committee.

The institute also encourages students to actively participate in cultural and sports activities and provides a reasonable infrastructure and environment to support these activities

There is a registered alumni association named "TROY". "Regular Institute Alumni Interface" is identified as one of the best practices of the institute. Over the past two decades the alumni network has also grown manifold to help the institute in knowledge sharing, short term projects, internships and final placements. The active participation of Alumni in academic activities enhances learning experience and understanding of corporate world. Every year institute

organizes alumni meet on 14th August. Alumni meet was organized online for two years during Covid 19 Pandemic.

Plan for the future:

- Institute will be establishing a Career Guidance Cell under Training & Placement Department, which will counsel and guide students for selection of career path and career plan to achieve their goals. The cell will guide and facilitate students for competitive examinations such as CAT/ CET/ GRE/ TOEFL/ IELTS/ Civil services etc.
- Institute plans to develop Sports and Cultural clubs which will identify potential students, encourage and guide them, provide necessary coaching and send them in various tournaments/ contests. Club will focus on maximizing the participation of students in sports and cultural activities.
- Institute plans to develop a portal for Alumni where they can register and update their profile. This portal can help as a hub for Alumni to alumni interactions, placements, or business networking. At the same time, it will provide a database of alumni to the institute for alumni interactions with existing batches, internships, placements, etc.

Governance, Leadership and Management

All activities of the institute are based on the vision and mission statements created methodically through a consultative process. Vision and Mission statements are displayed in institute as well as on institute's website. Various acts of good governance and leadership are ensured through regular reporting and continuous monitoring of activities by the stakeholders.

The institute follows a professional style of management and practices expansion, stability, diversification, decentralization and exit strategies for its growth. It strikes alliances and also has built strong relationship with local industry and experts from various fields of management. The reporting relationships of faculty and staff are clear and well structured. It has in place an organization showing the reporting structure. Various committees, cells and clubs are formed to institutionalise processes and systems for learning and building competitiveness among students.

Institute has developed various policies and code of conduct for students, employees, etc. These are all displayed on Institute's website and shared with all concerned stake holder.

Institute, with its limited resources, strives to provide the best possible welfare measures to its teaching and non-teaching staff. The institute has a strong and effective performance appraisal system that has evolved over the last few years. Institute provides financial support to the faculties for attending seminars and conferences and also reimburses registration fees for FDP programs and publication fees for publishing research papers in noted journals. A "Faculty Development and Research Incentive Policy" is in place. Institute also arranges Administrative Development Programs for its non teaching staff every year.

IQAC of the institute is active and involved in various aspects of quality improvement in all areas. It conducts meeting in every quarter and reviews multiple areas including teaching-learning, academic planning, student evaluation, institutional planning, infrastructural development, etc. IQAC not only initiates the plans but also takes feedback and reviews the progress on a

regular basis. Institute also participates in NIRF and has been accredited by NAAC with a rating of B++ in the first cycle of accreditation.

Plan for the future:

- Institute plans to implement e-governance in areas such as administration, examination, student admission and support.
- Institute plans to restructure the organization, appoint new faculties and streamline the administration process by developing an Employee manual. This will strengthen the governance and operations of the institute.

Institutional Values and Best Practices

Institute observes gender equity and has in place an annual gender sensitization plan. To inculcate gender sensitivity among students, institute carries out various gender equity initiatives such as celebration of International Women's Day, Girl Child Day, etc. Gender equality is observed in all student committees, clubs, etc.

Institute undertakes various initiatives such as tree plantation and promotes green environment outside the campus through celebration of tree plantation day, world environment day and world water day. Institute has disable -friendly environment with ramp, lift and equipment such as wheel chair, walker, signages, etc.

Institute provides an inclusive environment by developing tolerance and harmony towards cultural, regional, linguistic, communal socioeconomic differences. Sensitization of students is done through observation of various national days such as republic day, Independence Day, and Constitution Day. Social and extension activities are carried out through **NSS** as well as **Tirpude's Outreach Programme (TOP)**.

Activity Based Learning and Regular Institute-Alumni Interface are the best practices identified by the institute. There are many events which are carefully designed and scheduled throughout the year so that learning through activities becomes a continuous process. These events are included in the academic calendar. Alumni Meet is organized every year on 14th August and strong and connected alumni base is the core strength of the institute.

"Imbibing moral and cultural values based on Indian value system" is the area of institutional distinctiveness and it finds its roots in the Vision statement of the institute. During various activities and events, students from diverse backgrounds come together and work as team. Eventually, they start respecting their differences of gender, caste, creed, religion, culture, language and financial status. Through various extension activities, social welfare activities and celebration of national days, students learn moral and cultural values. Teachers are mentors and students learn many values and insights through interactions with teachers.

Plan for the future

- Institute plans to install solar power plants on the roof of both PG and UG buildings. This will provide alternative energy solution for the institute.
- After some period of installation of roof top solar power plants, institute plans to conduct energy audit.
- Institute plans to conduct green audit of the campus.
- Institute will tie up with Government departments and NGOs to involve maximum students in extension activities. Maximum students must get exposure to social and extension activities.