

MIT | Arts, Commerce
& Science College

**MITACSC
STRATEGIC
PLAN**

2021-2024

V **YOUNG BRAIN WITH**
A **Balanced IQ, EQ and SQ**
L **Multifaceted personality**
U **Innovative ideas**
E **Futuristic views**
S **Technology proficiency**
S **Socially sensitized**

॥न हि ज्ञानेन सदृशं पवित्रमिह विद्यते॥

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OVERTURE : 2021-2024

MIT Arts, Commerce and Science College has prepared **MITACSC Strategic Plan 2021-2024** which defines planning and execution strategies to successfully meet the targets set. Imparting quality education, equipping students with skills and knowledge to get meaningful jobs are the main targets of this strategic plan.

This Strategic plan is the result of deliberations with various stakeholders such as academicians, industry, the faculty, non-teaching staff, current students and alumni to know where they want to see the college in the near future.

Our future actions and their results are the road maps to make the college one of the best learning centers of its own kind. Number of deliberations conducted to prepare this plan have made us comprehend our strengths, opportunities and challenges to achieve the set targets. This strategic plan will stand test of time in the coming three years.

It is a time to work collaboratively to bring the words on the page into action.

Dr. B. B. Waphare
Principal



GOALS

- 🎯 To initiate new programs and skill development courses.
- 🎯 To create meaningful jobs for the students.
- 🎯 To fill all the seats against sanctioned intake.
- 🎯 To attract meritorious students.
- 🎯 To increase the number of Ph.D. scholars and enhance skills of the employees.
- 🎯 To develop sustainable campus.
- 🎯 To secure A+ grade in NAAC accreditation and to obtain rank among the top 200 institutions in NIRF.

SUMMARY OF OBJECTIVES



HOLISTIC EDUCATION

Create the best experiential learning environment ensuring students' engagement in inter-disciplinary studies and multidimensional activities with faculty facilitation for development of academic, professional and life competencies.



TRAINING AND PLACEMENT

Expand the multifaceted avenues of career by embedding the best possible grooming environment that offers training, expert interactions and guidance for developing skilled workforce.



HUMAN RESOURCE

Empower human resources leading towards acquisition of current changes in education and governance by promoting them to attend training programs and by implementing liberal governance.



TECHNOLOGY INTERVENTION

Embed best technologies to manage resources, data and internet connectivity to facilitate academics and administration.



RESEARCH

Seed, grow and facilitate research culture to stimulate faculty and students' creative and innovative thoughts through collaborations with research experts.



BRAND ENHANCEMENT

Nurture an ecosystem to attract meritorious students being proactive on social media by staying connected with stakeholders including alumni, industry and by broadening social engagement.



SUSTAINABILITY AND COMMUNITY ENGAGEMENT

Nourish eco-friendly campus with Go Green mission by managing waste, making plastic free and paperless work culture contributing towards healthy environment. Amplify positive community engagement conducting sensitization programs with consequential involvement of faculty and students to forge long term social relationships.



INFRASTRUCTURE

Establish state of the art infrastructural facilities meeting the needs of the young minds of scholars and researchers to explore the ever-widening opportunities leading towards successful careers.

1. HOLISTIC EDUCATION

Create the best experiential learning environment ensuring students' engagement in inter-disciplinary studies and multidimensional activities with faculty facilitation for development of academic, professional and life competencies.

ACTION PLAN

- 🎯 Integrate **student centric methods** for the **active engagement** of the faculty and students to develop critical thinking and higher-order thinking capacities, problem-solving abilities, social and moral awareness, teamwork, communication skills, in-depth learning and mastery of curricula across fields.
- 🎯 **Engage learners' intellect and potentials** by developing their physical, mental, ethical and social fitness with awareness and training programs, meditation and yoga sessions etc.
- 🎯 Make extensive use of new age Information and Communication Tools, Simulation tools and Learning Management System to enrich learning experiences.
- 🎯 **Amplify support system** in terms of well equipped, active and digitalized library, laboratories with advanced equipment and smart classrooms to widen learning experiences.
- 🎯 **Provide** practical and real-life experiences through Industry visits, field visits and study tours.
- 🎯 **Expand multidisciplinary learning forum** by actuating new courses and programs, online courses, collaborations with reputed academia and industry.
- 🎯 **Drive masterminds** under a wide range of curricular, co-curricular and extra-curricular activities.
- 🎯 **Strengthen mentoring process** to have sound, stable and intelligent students' fraternity in MITACSC.
- 🎯 Develop E-content under copy right to enrich learning repository.
- 🎯 Instill **constructive continuous assessment mechanism** by outlining framework for tests, assignments, quizzes, oral presentations, poster presentations, peer reviews, case studies, seminars etc. to augment learning outcomes.



PERFORMANCE METRICS

Key Performance Indicator	2021-2022	2022-2023	2023-2024
First Year Admissions	730	820	860
B.Sc. (Computer Science)	240	240	240
M.Sc. (Computer Science)	60	60	60
B.Com	110	120	120
B.Com (Additional Division)	-	60	90
BBA	100	110	120
BBA (IB)	80	80	80
BBA(Computer Application)	140	150	150
Total Admissions	1741	1889	2104
B.Sc. (Computer Science)	607	610	660
M.Sc. (Computer Science)	112	114	116
B.Com	250	275	300
B.Com (Additional Division)	-	60	140
BBA	215	260	285
BBA (IB)	197	205	218
BBA(Computer Application)	360	365	385
Proposed Courses- First Year Admissions	-	185	375
M.Sc. (Industrial Mathematics with Computer Applications) (Intake 30)	-	30	30
BCA (Science) (Intake 80)	-	80	80
BCA (Science) Additional Division (Intake 80)	-	-	80
MA (Mass Communication & Journalism) (Intake 30)	-	-	20
Certificate course in German language (Intake 60)	-	50	60
B.Sc. (Animation)	-	-	40
M.Com.	-	-	40
M.Sc. (Computer Application)	-	25	25
Proposed Courses- Total Admissions	-	185	497
M.Sc. (Industrial Mathematics with Computer Applications) (Intake 30)	-	30	60
BCA (Science) (Intake 80)	-	80	150
BCA (Science) Additional Division (Intake 80)	-	-	80
MA (Mass Communication & Journalism) (Intake 30)	-	-	20

Certificate Course In German Language (Intake 60)	-	50	60
B.Sc. (Animation)	-	-	40
M.Com.	-	-	40
M.Sc. (Computer Application)	-	25	47

PERFORMANCE METRICS

Key Performance Indicator	2021-2022	2022-2023	2023-2024
Skill Development Courses -Expected Intake	70	95	140
Certificate Course In Spoken & Business English	20	20	25
Certificate Course In Digital Marketing	25	25	30
Advanced Excel & Power BI	-	25	30
Derivatives and Investment Banking	25	25	30
Certificate Course In Animation.	-	-	25
Academic Results (In Percentage)	70%	75%	80%
Experiential Learning Activities	96	104	118
Industry Visits (Per Student)	1	1	1
Expert Talks	50	52	56
Online Courses	25	27	30
Seminars/Workshops/Competitions	12	14	17
Value Added/Add On Courses	8	10	14
Health and Wellbeing Activities	70	79	92
Physical and Mental Health Wellness Activities.	8	9	10
Sports Activities	15	18	22
Co-Curricular and Extra-Curricular Activities at State and National Level Under MITACSC Clubs	15	17	20
Social Outreach Activities	32	35	40
E-Content Development Modules	8	16	24
Mentor-Mentee Interactions	4	4	4
Collaborations/Linkages	10	12	15
Students' Enrollment for Online Courses	500	600	700
Student Satisfaction Survey (%)	75	75	80

TARGETS



Total Admissions
2600+



FY Admissions
1200+



New Programs
7



**New Skill
Development Courses**
5



**Experiential
Learning Activities**
110+



**Students engagement
in Multidisciplinary
Learning Through
Online Courses**
650+



**Health and Well-Being
Activities**
90+



**Linkages and
Collaborations**
10+

2. RESEARCH

Seed, grow and facilitate research culture to stimulate faculty and students' creative and innovative thoughts through collaborations with research experts.

ACTION PLAN

- 🎯 **Articulate operative research policy** by detailing its norms and procedures to develop the spirit and culture of research, innovation and incubation.
- 🎯 Motivate and support faculty meaningfully to enroll and complete Ph.D., to participate in research centric orientations, seminars and workshops.
- 🎯 **Invigorate research aptitude** by promoting participation in research paper writing, research projects and research competitions.
- 🎯 Form **cross-faculty group** to stimulate **inter-disciplinary** research.
- 🎯 Investigate and approach national and international funding agencies for planning, initiation and execution of **high quality and utilitarian research projects**.
- 🎯 **Propel** the faculty and students to work for utilitarian research study and intellectual property rights by organizing expert's interaction sessions, research colloquiums, workshops and competitions in the campus.
- 🎯 Initiate **constructive collaborations** with the specialized expert institutes for research and innovation projects.
- 🎯 Actuate **Research Scheme and Seed Money Scheme** to promote research contributions.
- 🎯 Acquire credibility by filing **patents**.

TARGETS



No. of Research Events Organized (for faculties)
15+



Expert Lectures
20+



Research Publications
90+



PERFORMANCE METRICS - TEACHERS

Key Performance Indicator	2021-2022	2022-2023	2023-2024
No. of Research Colloquium / Conferences/ Seminars and Workshops Organized / Attended	12	15	18
Expert Lectures	15	18	25
No. of Research Papers	50	60	70
WOS/Scopus Journals	5	7	9
UGC Care List Journals	35	45	55
Proceedings and Other Journals	10	8	6
No. of Other Publications			
Books / Articles / Chapters / Monographs	2	3	4
Ph.D. Status			
Completed	2	3	3
Registered	8	10	12
No. of Research Projects	4	6	7
Seed Money Funded	2	2	2
External Funding Agency	2	4	5
Consultancy	1	1	1

PERFORMANCE METRICS - STUDENTS

Key Performance Indicator	2021-2022	2022-2023	2023-2024
No. of Research Workshops/Seminars/Conferences / Competitions Attended	5	7	7
No. of Research Papers Published in Conference Proceedings	20	25	30
Participation in Research Competitions	144	177	210
Avishkar	24	27	30
Hackathon	120	150	180
No. of Projects	1	1	4
Innovation Cell	-	-	2
EDC	1	1	2

3. TRAINING AND PLACEMENT

Expand the multifaceted avenues of career by embedding the best possible grooming environment that offers training, expert interactions and guidance for developing skilled workforce.

ACTION PLAN

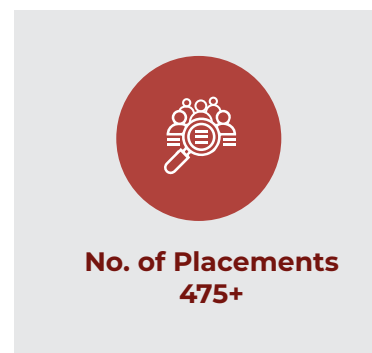
- 🎯 Define **Placement Course Module** which will groom the students for the new age career opportunities.
- 🎯 Plan and execute **workshops, training sessions and expert interactions** through proactive collaborations between entrepreneur development cell and innovation cell.
- 🎯 Explore **opportunities for collaborations** with industry to trigger industry talks, training programs, internships and wide spectrum of job prospects with lucrative packages.
- 🎯 Expand industry connect to **attain right match** of candidate profile.
- 🎯 Initiate **HR meets** to provide varied exposure to the candidates.
- 🎯 **Energize alumni connections** to have their proactive collaboration in the placement drives to heighten the level of hiring.



PERFORMANCE METRICS

Key Performance Indicator	2021-2022	2022-2023	2023-2024
Lectures By Industry Experts (Per Program)	5	6	7
Interview Preparation Sessions (Per Class)	5	5	5
Resume Creation Sessions (Per Class)	2	2	2
Aptitude Skills Training Sessions (Per Class)	5	5	5
Mock Interviews and Simulation Tests (Per Class)	2	2	2
Student Internships and Placements Companies.	30	38	47
'A' Category Companies.	20	25	30
National/ Indian Companies.	6	8	10
International Companies.	4	5	7
Internship Opportunities.	300	350	400
Average Stipend (In Rs.)	5000	7000	9000
Students Receiving Stipend (%)	30	50	70
Placement Opportunities (Ratio)	1 : 2	1 : 3	1 : 4
Average CTC (In Rs.lakhs)	4.50	5.00	6.00
Job Fair	1	1	2
HR Meet	1	2	2
Number of Single Placements	390	377	483
Number of Students for Higher Studies	95	100	150
Number of Entrepreneurs	7	9	11

TARGETS



4. BRAND ENHANCEMENT

Nurture an ecosystem to attract meritorious students being proactive on social media by staying connected with stakeholders including alumni, industry and by broadening social engagement.

ACTION PLAN

- 🎯 Evolve **robust connect** with alumni and various social platforms to attract meritorious students.
- 🎯 Endeavor collectively to **reduce cost per lead** and to improve conversion rate for application to admission.
- 🎯 **Offer** direct admission, merit scholarships and placements with coveting profiles to the meritorious students.
- 🎯 **Hone entrepreneurial skills** by fortifying support system.
- 🎯 **Obtain limelight** by establishing proactive mechanism for social platforms to publicize the happenings and success.
- 🎯 Deploy mechanism to **broadcast information** to all the stakeholders through print, electronic and social media on monthly / quarterly basis.
- 🎯 Strengthen **community engagement** by participating and conducting educational and social events.
- 🎯 Initiate Alumni Portal to increase **alumni contribution** in terms of sharing their success stories, experiences, knowledge etc.
- 🎯 Organic ranking of keywords using Search Engine Optimization (SEO).
- 🎯 Share **stakeholders' reviews** of the college


TARGETS



Scholarships
150+



Presence on social media
220+



Quality Leads
29000+



PERFORMANCE METRICS

Key Performance Indicator	2021-2022	2022-2023	2023-2024
Beneficiaries of Scholarships (In Nos.)	134	153	158
Merit Scholarship(MITACSC)	57	68	68
EWS(MITACSC)	22	25	30
Government / Private Scholarships	55	60	60
Presence on Social Media (Yearly)			
No. of Posts on Youtube / Instagram/Facebook / LinkedIn	120	160	200
Articles in Print Media / Blog Writing	12	18	24
Newsletter Publishing	4	4	4
On Campus Events for Prospective Audience	2	2	3
Alumni Activities	13	18	22
Meet	1	2	2
Interactions	12	16	20
Public Relation Activities	3	4	5
Website Traffic (Unique Users Per Day) (In Nos.)	600	750	950
Digital Marketing Spend (Annual) (In Rs. Lakhs)	45	60	70
Print Media Spend / Exhibition / Offline Activity (In Rs. Lakhs)	10	15	20
Increase Quality Leads (In Nos.)	22000	25000	30000
Paid Applications (In Nos.)	2002	2350	2880
Lead to Application Conversion (%)	9.1	9.4	9.6
Admissions (In Nos) #	730	1005	1235
Cost Per Lead Projection (CPL) (In Rs.)	250	300	300
Acquisition cost (in Rs.)	7534	7463	7287

#Indicates Including New Courses Admissions.

5. HUMAN RESOURCE

Empower human resources leading towards acquisition of current changes in education and governance by promoting them to attend training programs and by implementing liberal governance.

ACTION PLAN

- 🎯 **Augment organizational capacities and culture** by encouraging faculty to attend orientation, refresher, and short-term programs.
- 🎯 **Stabilize the workforce** by getting permanent approval of the faculty from Savitribai Phule Pune University.
- 🎯 Enhance the culture of **decentralization and delegation**.
- 🎯 **Nurture staff welfare spirit** by offering wide range of platforms.
- 🎯 **Trigger collaboration** for training and development of human resource.
- 🎯 Enhance **domain skills and soft skills** by organizing training and guidance programs.



PERFORMANCE METRICS

Key Performance Indicator	2021-2022	2022-2023	2023-2024
Industrial Training Programs	8	12	16
FDP	42	51	58
Refresher/Orientation/STTP	45	55	70
MHRD Training Courses/Online Course	60	70	85
Recreational Activities for Employees	2	2	2
Skill Enhancement Activities (Per Employee)	2	2	2
Employee Satisfaction (%)	Above 90	Above 90	Above 90

TARGETS



Industry Training Programs
15+



Faculty Enrichment Programs
200+



Employee Satisfaction Percentage
90+

6. SUSTAINABILITY AND COMMUNITY ENGAGEMENT

Nourish eco-friendly campus with Go Green mission by managing waste, making plastic free and paperless work culture contributing towards healthy environment. Amplify positive community engagement conducting sensitization programs with consequential involvement of faculty and students to forge long term social relationships.

ACTION PLAN

- Utilize **solar energy panels** optimally to reduce use of traditional resources.
- Execute **Sensor-Based Energy Conservation Project** with department of electronics.
- Recycle E-waste** by handing it over to the authorized recycler.
- Manage waste** of physics and chemistry laboratories.
- Instill **paperless work culture** by advocating maximum use of technology.
- Incorporate **community engagement approach** by providing trainings, conducting awareness programs, studying social issues and finding solutions.
- Foster **Go Green Spirit** by conducting awareness activities for plastic free campus in all respects.
- Inclusion of differently abled students.
- Upgrade Vermin Culture Pit.



TARGETS



Solar energy panels



Energy Conservation Project



E-waste Recycle



Laboratory Waste Management



Foster Green Spirit



Paperless Work Culture



Upgrade Vermin Culture Pit.



Inclusion of Differently Abled Students



Community Engagement Approach

7. TECHNOLOGY INTERVENTION

Embed best technologies to manage resources, data and internet connectivity to facilitate academics and administration.

ACTION PLAN

- 🎯 Integrate and implement **ERP modules** for academics, administration and governance.
- 🎯 **Atomize** reliable data process and maintain updated centralized database.
- 🎯 Transform into **smart campus** by increasing the bandwidth, augmenting IT resources and offering Wi-Fi network to support mobility and connectivity to the gazettes.




PERFORMANCE METRICS

Key Performance Indicator	2021-2022	2022-2023	2023-2024
ERP Implementation Accounts, Admissions, Library, LMS, HR, Training Management and Maintenance	100%	100%	100%
IT Resources (Total)	9	10	8
Projector	2	3	-
Audio System with Mic	6	4	4
Smart Board	1	3	4
Internet Leased Line Speed	250Mbps	500Mbps	1Gbps
CCTV (Per Year)	4	6	-
Server	-	3	-
Domain Server	-	2	-
File Server	-	1	-
Firewall for Increased No. of Users	2500	3000	3000


TARGETS



ERP Implementation
100%



Internet Speed
1Gbps



Smart Classrooms
8

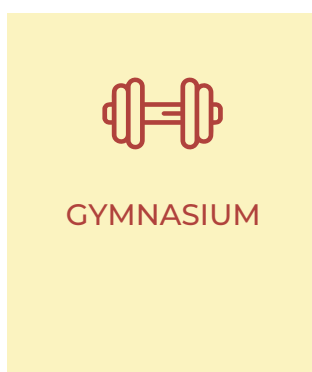
8. INFRASTRUCTURE

Establish state of the art infrastructural facilities meeting the needs of the young minds of scholars and researchers to explore the ever-widening opportunities leading towards successful careers.

ACTION PLAN

- 🎯 **Upgrade** gymnasium and sports ground.
- 🎯 **Develop** sustainable campus.
- 🎯 Provide **well equipped laboratories** by updating configuration and licensed softwares.
- 🎯 **Enrich library facilities** by augmenting it with physical and modern digital resources.

ACADEMIC AND SUPPORT FACILITIES



TARGETS



**Upgradation of
Gymnasium**



**Development of Sports
Ground**



**Software and License
Upgradation**



**Sustainable
Campus**



**Blind Student
Software**



Meditation Room



**Facility for Differently
Abled Students**

TARGETS



**No. of Research
Projects**
10+



**Students Participation
in Research
Competitions**
200+



**Placement Grooming
Sessions (Per Student)**
20+



Average CTC
6.0 Lakhs



Alumni Activities
20+

TARGETS



**Mentor – Mentee
interactions : 4 per
student**



**E-content
development module
20+**



**No. of Ph.D.
registrations
10+**



**No. of Ph.D. holders
6+**



**No. of Research Events
Attended by The
Students
5+**

OUTCOMES

The accreditation of the college will result into high score or rank which will be the indication of its adherence towards the qualitative education.



ANNEXURES



Annexure I : Finance Projections - Overall



Annexure II : Finance Projection - Fees collection



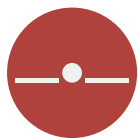
Annexure III : Finance Projection - Infrastructure work



Annexure IV : Community engagement proposal



[Annexure V : Quarterly plan for review](#)



Annexure VI : Abbreviations



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