



Pune District Education Association's
**MAHATMA PHULE INSTITUTE OF
MANAGEMENT & COMPUTER STUDIES**

(Affiliated to Savitribai Phule Pune University, Recognised by D.T.E. Govt. of Maharashtra, Approved by A.I.C.T.E. New Delhi)



Annasaheb Magar College Campus, Manjari Road, Hadapsar, Pune-411 028.
Tel. : (020) 26993020, 26992611 E-mail : directorpdeampim@gmail.com Web : pdeampim.edu.in

PUN Code - IMMP010720

DTE Code - MB6107

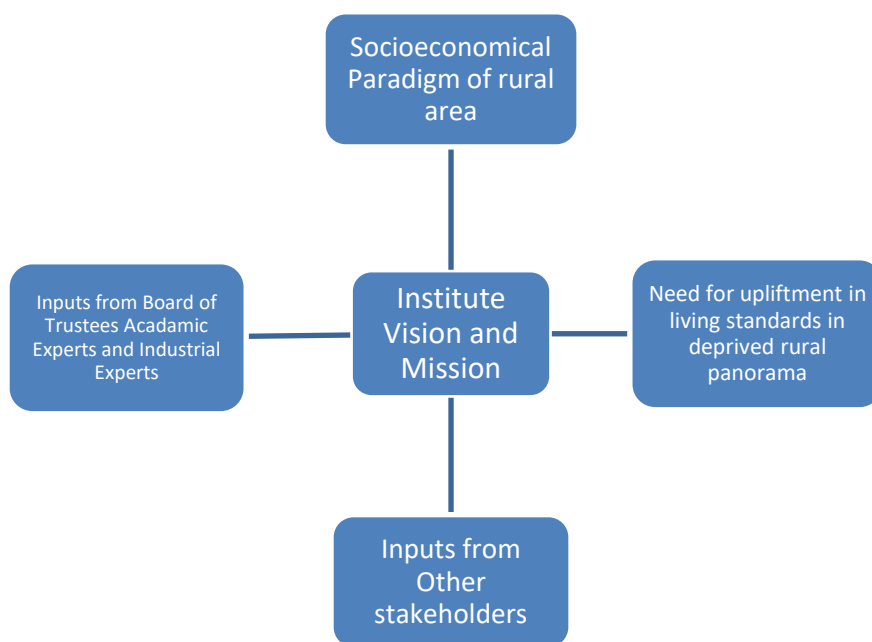
AISHE Code : C - 41697

6.1.1: The institutional governance and leadership are in accordance with the vision and mission of the Institution and it is visible in various institutional practices such as NEP implementation, sustained institutional growth, decentralization, participation in the institutional governance and in their short term and long term Institutional Perspective Plan.

The Vision and Mission statement of the institute were incarnated by the then Director MPIM&CS, Hadapsar along with all staff member in 1994.

Following things were considered while preparation of the Institute Vision and Mission Statement.

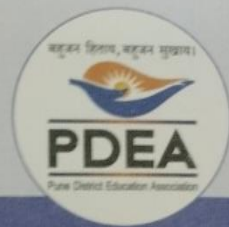
- *Socioeconomical Condition and Low level of literacy rate/managerialskill in the Urban as well as rural area.
- *Need for upliftment to improve living standards in deprived rural panorama.
- *Deliberation with board of trustees in presence of Academic and Industrial experts.
- * Inputs from other stakeholders





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*** Vision of Institute**

To be Quality management institute of Masses

***Mission of institute**

To create intellectual Capital.

To Foster A Culture of Academic Excellence and Social Sensitivity Based Management Education Through Teaching, Research, Case Studies, Industry-Institute Interface And Pedagogy of Learning, Empowering Masses

Quality Policy

We are committed to Quality Management Education by Augmenting Infrastructural Facilities and Upgrading available Human Capital.

We the management, the faculty, and staff therefore promise to strive hard and commit ourselves to achieve this objective through a continuous process of learning and appreciation of needs of time.

Quality Objectives

- To strive hard for academic excellence & synergizing spiritual & moral values.
- To improve overall development of student.
- To enhance industry-institute interaction.
- To provide assistance for placement & entrepreneurship development.
- To promote and encourage R&D activities.





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Nature of Governance

The top management including (Board of Trustees, Governing Council, and College Development Committee), Director and faculty focus on institutional goals as follows –

- Top management directs Director focusing on vision and mission of the Institution
- The Director consistently follows top management policies to achieve the vision with the support of staff.
- Director, IQAC Coordinator, Head of Department and Office staff come together to form different committees to provide “decentralized administration” to achieve institution’s objectives and goals put forth.
- The management provides all facilities for smooth conduct of all activities to fulfill quality objectives. Throughout academic semester following things provide way for making the next action plans.
- Students Council meetings,
- Results of in-semester and end-semester examinations,
- Stakeholder Feedback
- Interactions of Director and H.O.D with students in classrooms.

Formulation of action plans for all operations and incorporation of the same into the institutional strategic plan:

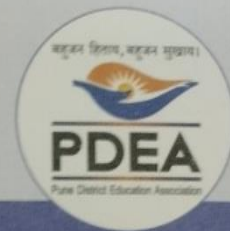
The institution plans well in advance through all departments including:





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Financial Planning: Budget required in academic year as per perspective plan. It includes purchase of resources, software as per new syllabus or faculty recruitment if any it also includes fulfillment of resources (man, machine, software etc.) as per new syllabus.

Academic Planning: Semester wise academic calendar which includes all curricular, co-curricular, extracurricular activities by following University academic calendar.

Interaction with stakeholders

- The institute has developed healthy relationship with its stakeholders namely, students, parents, alumni, industry and society.
- Our alumni help and provide platform for placements. They play inspirational role for present students.
- We invite industry experts to conduct Guest lecture series and workshops. It helps to know current trends and requirements of industry.
- The social programs such as blood donation camps and computer awareness programs, social work are organized by institute to serve society.

Reinforcing the culture of excellence

- To strive for excellence the students as well as faculty are motivated for participation in seminars, workshops various institutes





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Case Study:

Appointment of Staff-

The parent body of this institution, Pune District Education Association has delegated rights in respect of recruitment to the Director of this Institute. The Director is given full authority for recruiting staff as per the requirement of the Institute and norms of the Regulating Authorities. The procedure adopted is to publish an advertisement in the local newspaper and invite applications from prospective candidates who fit into the criteria required for appointment. Thereafter, Interviews are conducted by the Panel appointed through the Director (In case the appointment is for U.G.C. posts, then, S.P.P.U. appoints the panel). The Panel consists of two Subject Matter Experts from other affiliated Institutes, One senior member of this Institute in presence of the H.O.D. along with the Director and one Management Representative. The Director has the right to choose the candidate after recommendation by the panel and accordingly prepare the list of selected candidates which is then sent to the Head Office of P.D.E.A. Thereafter, the Appointment Orders are issued by the P.D.E.A. After the appointment, H.O.D. has the duty to assign the subjects and evaluate the performance of the Teaching Faculty. H.O.D. also has a duty to assign tasks in respect of academic, administrative and other activities.

S.S. Bharamadwaj

I/C DIRECTOR
Mahatma Phule Institute of Mgmt & C.S
Hadapsar, Pune-28





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The effective leadership is visible in various institutional practices such as decentralization and participative management

The institute has effective leadership that visible in various institutional practices such as decentralization and participative management through few of the following committees

Sr. No.	Name of the committee	Pg. No.
1.	Board of Trustees	1
2.	Governing Council	2
3.	College Development Committee	3-4
4.	Start up and Innovation Cell	4-8





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1. Board of Trustees

Board of Trustees of The Mahatma Phule Institute of Management & CS is constituted under Pune District Education Association's vide Bombay public Trust Act. 1950 Registration Number F 99 dated 15/12/1952 Society Registration Act.1860 No.1153 dated, May 1942

This is the supreme authority to provide all the rules and regulations for running the institute smoothly. They provide us the entire infrastructure and other privilege to conduct day to day affairs. The members of the Board of the Trustees discuss issues/matters at an interval of six months in the presence of Chairman. The member Secretary of the Board of Trustees places the points in front of the members.

1	Hon. Shri. Ajit Pawar	President
2	Hon. Shri. Rajendra Ghadge.	Vice-president
3	Hon. Adv. Sandeep Kadam	Hon. Secretary
4	Hon..Adv.Mohanrao Deshmukh	Treasure
5	Hon. L. M. Pawar	Asst. Secretary





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2. Governing Council

1	Hon. Shri. Ajit Pawar	Chairman
2	Hon. Shri. Rajendra Ghadge.	Member
3	Hon. Shri. Sandeep Kadam	Member
4	Shri. Mohanrao Deshmukh	Member
5	Shri. L. M. Pawar	Member
6	Nominee of central government nominated by AICTE (Ex. Officer)	Member
7	Joint Director, Technical Education Regional Office, Pune(Nominee of State government D.T.E. Mumbai) (Ex. Officer)	Member
8	Nominee of SPPU Pune University, Pune	Member
9	Prof. D. A. More	Member
10	Prof. A. S. Walhekar	Member
11	Dr. S. S. Bharadwaj	Secretary member

The outcome of Board of Trustees is thoroughly discussed point to point in Governing Council Meeting. If they feel some corrections, they report the same things to Board of Trustees for discussion and get it confirmed by them.





3. College Development Committee

- They discuss all the relevant points by which our students become employable in the industry. The committee also implements different program for overall development students and staff.
- Prepare an overall comprehensive development plan of the college regarding academic, administrative and infrastructural growth, and Enable College to foster excellence in curricular, co-curricular and extra-curricular activities
- Decide about the overall teaching programs or annual calendar of the college
- Recommend to the management about introducing new academic courses and the creation of additional teaching and administrative posts
- Take review of the self-financing courses in the college, if any, and make recommendations for their improvement
- Make specific recommendations to the management to encourage and strengthen research culture, consultancy and extension activities in the college
- Make specific recommendations to the management to foster academic collaborations to strengthen teaching and research
- Make specific recommendations to the management to encourage the use of information and communication technology in teaching and learning process
- Make specific recommendations regarding the improvement in teaching and suitable training programmes for the employees of the college
- Prepare the annual financial estimates (budget) and financial statements of the college or institution and recommend the same to the management for approval





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- Formulate proposals of new expenditure not provided for in the annual financial estimates (budget)
- Make recommendations regarding the students' and employees' welfare activities in the college or institution
- Discuss the reports of the internal quality assurance committee and make suitable recommendations
- Frame suitable admissions procedure for MBA programmes by following the statutory norms
- Plan major annual events in the college, such as annual day, sports events, cultural events, etc.
- Recommend the administration about appropriate steps to be taken regarding the discipline, safety and security issues of the college or institution
- Consider and make appropriate recommendations on inspection reports, local enquiry reports, audit report etc.

Sr.No	Name of the Nominated Person	Designation
1	Shri. Ajit Pawar	President
2	Shri. Rajendra Ghadge	Vice President
3	Shri. Sandeep Kadam	Hon. Secretary
4	Shri. Mohanrao Deshmukh	Treasurer
5	Shri. L. M. Pawar	Deputy Secretary
6	Shri A. M. Jadhav	Joint Secretary(Admin)
7	Shri. Sopanrao Kanchan	Industry
8	Shri. Pradeep Kadam	Local Member
9	Shri. Balasaheb Parge	Local Member





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10	Miss.PranaliThorat	Students Representative
11	Prof. R.G. Sathe	Teacher
12	Prof. D. A. More	Teacher
13	Prof. A. S. Walhekar	IQAC Coordinator
14	Mrs. R. R.Kotwal	Non-Teaching
15	Dr. S. S. Bharadwaj	Member Secretary

4. Start up and Innovation Cell-

Overview –

The start-up and innovation cell is established by Savitribai Phule Pune University, the cell started with motto to encourage the innovation and entrepreneurship in undergraduate students. The cell will help the students to protect their innovative ideas and support in startup to be established after their graduation.

Scope-Applies to MPIM&CS for PG program.

1. Objectives:

1. To ensure that institute receives the advice from representatives of industries, academia, alumni and other stake holders to contribute effectively to the strategic development and effective implementation of university start-up & innovation cell.
2. To strengthen the employability and to develop innovative culture in students Policy





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2. Responsibilities-

The Start-up and innovation cell shall have the following functions:

- Head of Start-up has to organize Talk session by four start-ups /Industrialist in a semester (one per month).
- Head of Start-up has to organize Startup-idea competition –Once a year within the college.
- Other similar activities like projects on innovative ideas, creative thinking etc organized periodically guided by the SPPU, Pune.

3. Membership –

The START-UP AND INNOVATION CELL shall comprise of following members:

Sr. No.	Representative	Designation
1	Dr. S. S. Bharadwaj	Director
2	Prof. R.G. Sathe	Head of Start-up
3	Prof. D. A. More	Member
4	Prof. A. S. Walhekar	Member
5	Shri. D. K. Gorde	Member
6	Prof. S. D.Sonawane	Member
7	Mrs .K. G. Bansode	Member
8	Prof.S. S.Raskar	Member
9	Mrs. R.R.Kotwal	Member





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4. Terms –

1. The members will serve three-year terms, renewable (Director is ex-officio members).
2. The names of potential START-UP AND INNOVATION CELL members will be proposed and will be nominated by the Director
3. The Director will issues the decree for the formation of the START-UP AND INNOVATION.

5. Meetings –

- The Body shall meet at least twice a year (preferably at least once in each academic semester).

6. Office bearers of the Body-

Officers of the START-UP AND INNOVATION CELL shall consist of a Head of Start-up, members.

7. Duties of the Officers-

a) Head of Start-up

1. Head of Start-up shall act as the executive head of the START-UP AND INNOVATION CELL and will preside over meetings of the Body.
2. The Head of Start-up shall have power to call for meetings of the Body and to set the agenda.





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3. The Head of Start-up shall provide appropriate information and data necessary for the Body to carry out its activities and shall inform the Body on actions regarding Body recommendations.

4. The Head of Start-up will the programs and execute activities scheduled by SPPU, Pune.

b) Member-

1. It will be duty of the Member Secretary to maintain accurate, action-based minutes of all meetings, distribute minutes to each member on a timely basis.

2. Members will assist the Head of startup and Coordinator in execution of activities planned and informed by the SPPU.

3. The Member shall be responsible for maintaining the record.

4. The Member shall make necessary communication required for the efficient and effective discharge of the Body's duties and responsibilities.

SSBharadwaj
I/C DIRECTOR
Mahatma Phule Institute of Mgmt & C.S
Hadapsar, Pune-28

