



ACHARYA INSTITUTE OF MANAGEMENT AND SCIENCES
PEENYA, BENGALURU

Affiliated to Bangalore University
Reaccredited with NAAC 'A' | Recognized under UGC 2(f) & 12B

INSTITUTIONAL DEVELOPMENT PLAN

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VISION

"Transform youth into professionals of global excellence with a deep concern for society"

MISSION

AIMS Institutes continuously strives to:

- Establish and maintain the state of-the-art infrastructure
- Engage faculty of the highest competence
- Improve teaching aids, methodologies and training tools for both faculty and student
- Inculcate in students the spirit of team work, leadership, entrepreneurship, global perspective, quality, values of ethical behavior and sensitivity to society.
- Nurture professionalism and effective industry interaction

OBJECTIVES

The primary objective of AIMS Institutes is to provide quality education to create:

- Dynamic leaders for the industry
- Academicians and researchers with relevant knowledge
- Entrepreneurs and professionals of high caliber
- Citizens sensitized towards the societal needs

QUALITY POLICY

AIMS Institutes is committed to

"Create intellectual capital through an exemplary value based system, which provides foundation for a life time of professional growth and personal development. This is achieved by adopting innovative teaching, providing international exposure and encouraging continuous research and learning".

INSTITUTIONAL DEVELOPMENT PLAN

Preface

The **Strategic Planning and Deployment Document** has been developed through a comprehensive assessment of the institution's current challenges, strengths, and opportunities. It provides a structured framework to analyze performance while pursuing the Vision and Mission of the institution, with clearly defined long-term and short-term goals and objectives.

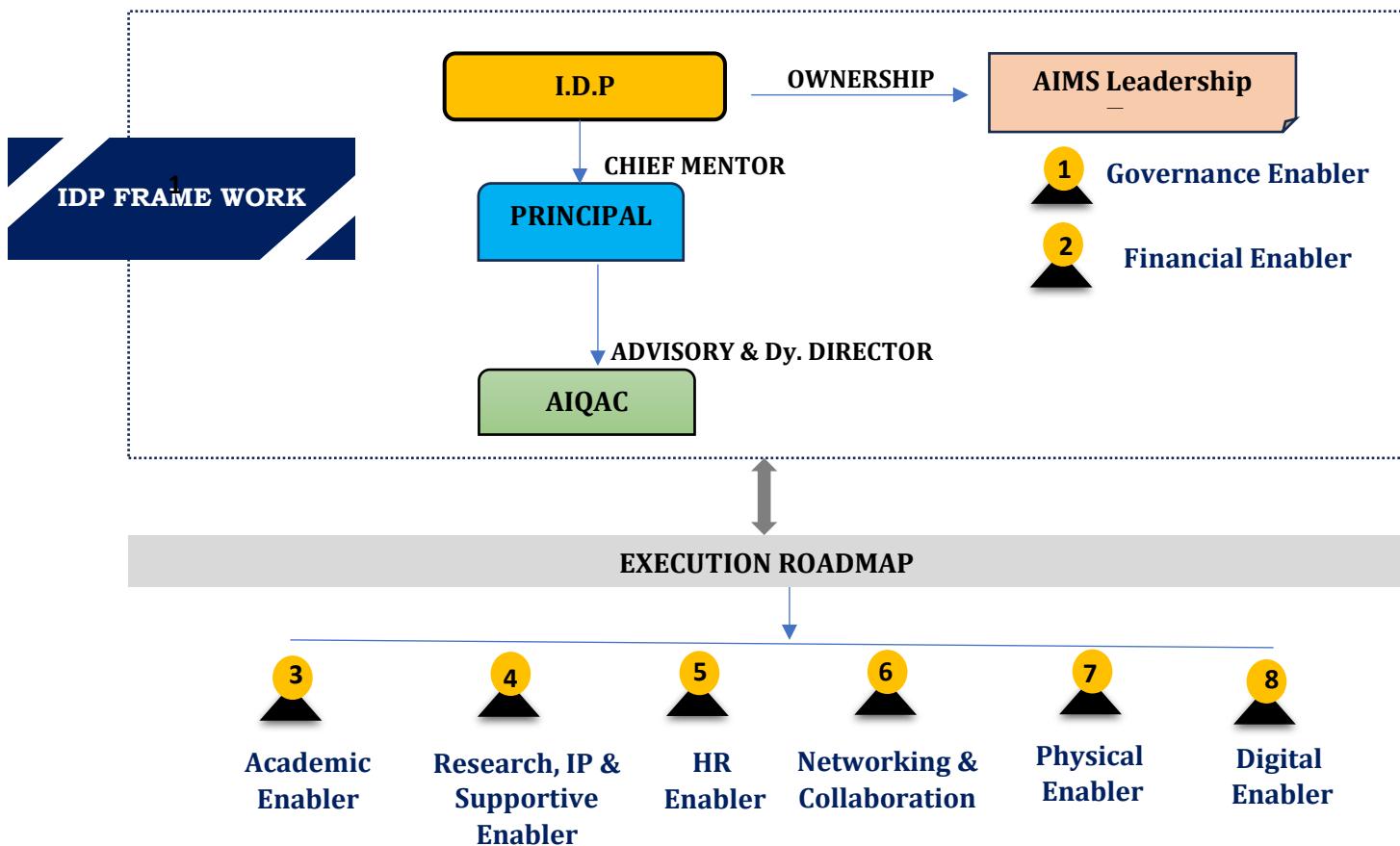
This document is the result of collaborative efforts, incorporating valuable insights and feedback from all stakeholders. It reflects a balanced consideration of both internal capabilities and the realistic expectations of the external environment.

The strategy promotes a transparent and inclusive system for the institution's holistic development, with a strong emphasis on leveraging digital technologies and tools to optimize resource utilization and ensure balanced, equitable progress. It establishes a foundation for fostering a culture of lifelong learning, enhanced employability, and entrepreneurship through the integration of skill development into the higher education framework.

In addition, the document outlines a clear roadmap for the internationalization of education, focusing on establishing global academic equivalence and encouraging exchange programs for both faculty and students. This global outlook aims to enhance the institution's academic standards and broaden learning opportunities.

The plan also ensures the monitoring and evaluation processes which involves regular review of goal achievements within defined timeframes, enabling continuous improvement and helping the institution realize its full potential in achieving **academic excellence**.

INSTITUTIONAL DEVELOPMENT PLAN



Enabler	Description
Governance Enabler - Quality Assurance - Admission Strategy - Placement Strategy	Ensures transparent leadership, strategic planning, and policy compliance to uphold AIMS Institutes' vision and mission.
Financial Enabler	Supports sustainable institutional growth through effective budgeting, resource mobilization, and financial planning.
Academic Enabler - Student Development Plan	Enhances teaching-learning processes, curriculum design, and academic rigor to deliver quality education and learner outcomes
Research, IP & Supportive Enabler	Promotes faculty and student research, innovation, and intellectual property creation with institutional support and external funding.
HR Enabler	Recruits, develops, and retains qualified faculty and staff while fostering a collaborative and inclusive work culture.
Networking and Collaboration	Builds strong academic-industry linkages, MoUs, and global partnerships to enrich student exposure and institutional capabilities.
Physical Enabler	Provides state-of-the-art classrooms, labs, libraries, and campus facilities to create a conducive learning environment.
Digital Enabler	Integrates learning management systems, digital tools, and data-driven technologies to enhance academic delivery and administration.

INSTITUTIONAL DEVELOPMENT PLAN

IDP REVIEW COMMITTEE

Sl.No.	Designation	Name
1	Chairman	Dr. Priyanandan Reddy CEO, AIMS Institute Dr. Roja Reddy Executive Director, AIMS Institute
2	Convenor	Dr. B.M Rama Murthy Principal, AIMS Institutes
3	Co-Convenor	Dr. Ramesh Ayer Principal Advisory, AIQAC
4	Co-ordinator	Prof. Rekha C Dy. Director, AIQAC
5	Members	Dr. Kalpana Venugopal Assoc. Director, School of Management and School of Commerce Dr. Indrajit Chaudary Director, School of Hospitality Mr. Manohar shaw Head, Accounts and Finance Mr. Sham Sundar Manager, HR Mr. Sridhar Director, Administration and Infrastructure Dr. Anuradha Director, AIMS Centre for Student Development (ACSD) Dr. Jayaprakash Reddy Director, AIMS Centre for Research (ACR)

INSTITUTIONAL DEVELOPMENT PLAN

IDP Enablers	Short term Plan	Long term goal
Governance Enabler	<ul style="list-style-type: none"> • KRA: Establish and update governance frameworks to ensure clarity in roles, responsibilities, and decision-making processes. • KPI: Completion of governance framework updates with clearly defined roles and decision-making processes within the set timeline. • Implement transparent reporting mechanisms (e.g., dashboards, annual reports, meeting minutes) to enhance accountability. 	<ul style="list-style-type: none"> • The Institutional Strategic Plan and Vision 2030 serve as AIMS Institutes' long-term roadmap to achieve academic excellence, industry relevance, and global recognition. It outlines strategic priorities across teaching, research, governance, and community engagement to transform AIMS Institutes into a future-ready, innovation-driven institution by the year 2030. • Institutional Preparedness towards NEP 2020, SEP 2024 and Autonomous status
Quality Assurance	<ul style="list-style-type: none"> • 80–100% Implementation of Outcome-Based Education (OBE) • Implementing digital systems for faculty appraisal, HR management, and decision tracking to enhance transparency and accountability. • Providing access to academic resources, grievance redressal, counseling services, and FAQs to support students round-the-clock. • Establish a robust, multi-level feedback mechanism involving students, faculty, alumni, and employers to systematically collect, analyze, and act on inputs for continuous academic and administrative improvement. 	<ul style="list-style-type: none"> • Implement a structured self-assessment and improvement plan aligned with Maturity-Based Graded Levels (MBGL) and the Binary Accreditation Process, integrating National Skills Qualifications Framework (NSQF) standards and digital governance practices to identify current maturity levels, address gaps through targeted interventions, and document progress aimed at achieving higher maturity grades in the next accreditation cycle.
Admission Strategy	<ul style="list-style-type: none"> • Implement strategic initiatives including digital marketing campaigns, improved counseling services, collaboration with feeder schools, and simplified application procedures to achieve a 25% increase in student admissions. 	<ul style="list-style-type: none"> • Develop and launch targeted branding initiatives highlighting global education programs, immersive learning experiences, industry tie-ups, and internship placements to increase visibility and attract diverse student cohorts

Placement Strategy	<ul style="list-style-type: none"> Establish an Industry Advisory Board to align curriculum and skills with market needs. Establish a Student-Driven Placement Subcommittee to actively engage students in all facets of the placement process—ranging from organizing pre-placement activities, coordinating with recruiters, conducting peer training sessions, to gathering and analyzing feedback—ensuring their direct and indirect involvement enhances ownership, preparedness, and placement outcomes. Implement targeted skill development and placement activities to ensure 75%–80% of eligible candidates secure meaningful employment by the end of the placement cycle. 	<ul style="list-style-type: none"> To consistently achieve 75%–80% placement for all eligible candidates by expanding collaborations with Fortune 500 companies, increasing the number and diversity of campus recruitment drives, and strengthening comprehensive skill development programs that align with industry needs.
Financial Enabler	<ul style="list-style-type: none"> Introduce department-wise budgeting and quarterly financial performance reviews. Standardize approval processes for expenditures. ≥90% adherence to financial control protocols. Develop financial dashboards and periodic (monthly/quarterly) internal reports for leadership. Stakeholder satisfaction score ≥85% on financial transparency (via survey or feedback). <p>Form a curriculum review committee</p>	<ul style="list-style-type: none"> Support Vision 2030 goals by funding infrastructure, research, and digital transformation. Develop a rolling 5–10 year financial forecast tied to strategic plan milestones. Increase institutional income by expanding international partnerships, strengthening alumni contributions, offering executive education programs, and leveraging research outputs for commercial opportunities.
Academic Enabler	<ul style="list-style-type: none"> Involving faculty and industry experts. Benchmark courses against industry needs and accreditation standards. Update or introduce at least 2 new skill-based modules within the academic year. At least 80% positive feedback from students and industry on updated curriculum. Support faculty participation in certification programs or advanced studies. Conduct at least 3 faculty training workshops on modern teaching methods and research tools. Establish dashboards to monitor academic performance metrics regularly. Faculty satisfaction rate of ≥85% on development programs. 	<ul style="list-style-type: none"> Build a high-performing, self-governing academic institution that continuously innovates curriculum, empowers faculty, and delivers exceptional student outcomes—meeting all regulatory and quality standards to maintain autonomous status and institutional excellence by 2030. Empower faculty-led Academic Council to design and approve curricula, policies, and quality frameworks independently. Leverage autonomy to build flexible collaborations for internships, joint research, and curriculum inputs.

Student Development Plan	<ul style="list-style-type: none"> Enhance Academic and Skill Development: Ensure 80%–100% student participation in remedial coaching, research activities, NPTEL certifications, value-added courses, and boot camps conducted by respective Programs and Schools and coordinated by the Student Development Cell. Strengthen Career and Entrepreneurship Opportunities: Provide career counseling, internships, and placement support to 90% of eligible students through the Placement Cell, and promote innovation and startup culture via the Entrepreneurship Excellence Centre and Innovation Hub. Promote Inclusivity, Wellness, and Social Responsibility: Facilitate 100% access to mental health support, physical fitness programs (via the Physical Education Dept.), and grievance redressal; engage SC/ST students through the Equal Opportunity Cell, and involve 70% of students in NSS/NCC and community outreach activities. Maximize Scholarship Access and Student Support: Ensure 100% utilization of eligible scholarships through a proactive Scholarship Support System, and promote leadership, cultural, and sports participation through the Student Development Cell. <u>To increase the number of research</u> 	<ul style="list-style-type: none"> Establish Sustainable Platforms for Leadership and Innovation: Organize annual events like the Student Congress Summit to empower student leadership, foster interdisciplinary collaboration, and build a culture of innovation, networking, and social responsibility at a national/international level. Develop Inclusive and Comprehensive Student Support Systems: Set up a Student Welfare Bank to provide financial assistance (micro-loans, emergency aid, academic support) for economically disadvantaged students, promoting equal opportunity and continued access to education. Achieve Holistic Development and Lifelong Employability: Build a long-term ecosystem that integrates academic excellence, entrepreneurship, career readiness, wellness, and cultural participation — ensuring that 100% of students graduate with the skills, values, and support systems needed for lifelong success.
Research, IP & Supportive Enabler	<ul style="list-style-type: none"> publications in high-impact journals categorized under Quartiles Q1 to Q4 Increase in faculty research publications or projects by 10% within a year. Locating funding agencies and passing on the information about research projects to faculty members and encourage them to apply for government and non-government agency grants etc. To organize training programs and workshops on research ethics, academic integrity, and scholarly writing for faculty members and Ph.D. scholars 	<ul style="list-style-type: none"> To develop state-of-the-art research laboratories equipped with advanced tools and facilities to support high-quality research activities for both students and faculty members. To initiate and undertake major research projects from each academic school, aligned with national and global priorities, thereby promoting interdisciplinary research and enhancing institutional research output.

HR Enabler	<ul style="list-style-type: none"> • 100% of updated HR policies (recruitment, appraisal, grievance) implemented and communicated. • To create a transparent, user-friendly dashboard that enables staff to continuously self-appraise, track their performance goals, and align with institutional objectives—supporting ongoing professional development and autonomous governance. 	<ul style="list-style-type: none"> • Integrate recruitment, appraisal, promotion, training, and workload management into a unified digital HCMS. • Enable institution-wide transparency in HR decisions to foster trust and autonomy. • Mandate Individual Development Plans (IDPs) for all academic/administrative staff.
Networking and Collaboration	<ul style="list-style-type: none"> • Identify and sign at least 5 MoUs with academic institutions (national/international) • Initiate 3 functional MoUs with industries for internships, guest lectures, joint projects • Initiate 3 functional MoUs with industries for internships, guest lectures, joint projects 	<ul style="list-style-type: none"> • Develop 10+ long-term MoUs with top-tier academic institutions, research centers, and industries. • Set up at least 2 joint academic programs or dual-degree initiatives with national/international partners. Facilitate long-term faculty/student exchange programs and visiting scholar arrangements. Launch joint research / consultancy / innovation projects Organize annual Industry-Academia Conclave and Partner Meet Secure memberships in 3+ international academic/research consortia Participate in at least 2 SDG-aligned international research projects Host biennial international conference/symposium in focus areas
Physical Enabler	<ul style="list-style-type: none"> • Renovate and modernize 5-10 classrooms with smart boards • Upgrade at least 2 science/computer labs with updated equipment • Improve campus-wide Wi-Fi and LAN infrastructure • Provide basic infrastructure for industry-academia meetups or clubs • Establish/renovate gender-inclusive restrooms, drinking water units, and common rooms 	<ul style="list-style-type: none"> • Upgraded Campus-wide Wi-Fi • Achieve 100% smart classrooms Implement sustainable campus practices (solar, green audit)

Digital Enabler	<ul style="list-style-type: none"> • Install/upscale high-speed Wi-Fi across all academic and administrative blocks • Deploy LMS (Learning Management System) for course delivery and assessment Integrate digital attendance and AIQAC module. • Implement digital HR portal for recruitment, appraisal, and grievance redressal 	<ul style="list-style-type: none"> • Implement campus-wide IoT systems (smart lighting, energy management) • Deploy AI-enabled security and surveillance • Develop executive dashboards integrating HR, finance, academics, and student data • Organize national/international hackathons, workshops, and conferences
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