

# Institutional Development Plan

## **Governance Enablers**

At Aditya Institute of Management Studies and Research (AIMSR), Borivali, the governance structure comprising the Board of Governors (BoG), Senate, and Syndicate is fully functional and largely staffed. To enhance its effectiveness, the institute have a clearly define the roles and responsibilities of each governance body, integrate alumni as key influencers in decision-making, and conduct quarterly evaluations to assess governance efficiency. Quality assurance processes are in place and continuously evolving to meet academic and administrative excellence. The institute has a comprehensive Standard Operating Procedures (SOPs) for both academic and administrative functions, establish clear Key Performance Indicators (KPIs) for all departments, and implement internal audits supported by peer review mechanisms.

Financial autonomy is steadily progressing, with active efforts to build self-sustainability through industry-funded initiatives, research collaborations, and consultancy services. We have also laid the foundation for Research Chairs through Ph.D. programs, Research projects and Grants thereby contributing to emerging areas such as Digital Transformation, Sustainability, and Entrepreneurship. This strengthens our academic and industry interface.

Leadership at AIMSRS is visionary and effective, driving the institution toward excellence in education, innovation, and global relevance. Strategic planning sessions ensure that our goals are aligned with both regional and international benchmarks. AIMSRS has well defined Vision, Mission, Values and Quality policy that help us in achieving quality benchmark and excellence in academic and administrative activities. Our strategic direction is clear and supported by a committed team of faculty, staff, students, and stakeholders. We are actively developing a roadmap with short-term and long-term milestones to guide our growth and impact. With a strong foundation, a collaborative culture, and a future-ready mindset, AIMSRS is well-positioned to lead in the field of management education and contribute meaningfully to the academic and professional landscape.

## **Financial Enablers and Funding Models**

At AIMSRS, we recognize that strong financial enablers are essential to sustaining academic excellence and institutional growth. Our budget allocation strategy prioritizes key areas such as faculty development, curriculum enhancement, and research initiatives to ensure continuous academic advancement. Significant investments are directed toward modern infrastructure, including technologically equipped classrooms, digital libraries, and innovation labs that foster experiential learning. Student services are also a major focus, with dedicated funding for career development programs, mental health support, and vibrant extracurricular activities that promote holistic growth. To maintain transparency, AIMSRS conducts annual financial audits, and publishing summarized reports for public review.

Financial sustainability is a cornerstone of our long-term strategy. AIMSRS is actively diversifying its revenue streams through program fees, executive education, certification programs, research grants, consultancy services, and alumni contributions. Cost control measures are being implemented by optimizing operational expenses through digital transformation and encouraging

shared services across departments. Our investment strategy includes building a low-risk portfolio to support scholarships and infrastructure development, with expert financial advisors guiding fund management. Returns from these investments are reinvested into high-impact initiatives such as faculty research and student-led projects. Collaboration is another key enabler, with strong ties being built with government bodies for grants and policy support, private sector partners for internships and joint research, and international institutions for exchange programs and global funding. Stakeholder engagement remains central to our financial planning, with regular town halls, feedback platforms, and community partnerships ensuring inclusive and responsive financial decision-making.

### **Academic Enablers**

#### **1. Courses catering to professional/future requirements**

In AIMS curriculum is crafted to keep pace with the latest industry trends and the technological advancements on the horizon. We regularly update our courses to include topics like AI, machine learning, cybersecurity, cloud computing, and data analytics. To boost employability, we've integrated skill-based learning modules and certifications. Plus, students can select from a range of interdisciplinary electives that align with their career aspirations. By collaborating with industry experts, we ensure that students gain practical experience through hands-on projects and internships.

#### **2. Curriculum updated as per industry requirements**

AIMS curriculum gets regular updates to keep pace with the ever-changing demands of the industry, bringing in the latest technologies like Artificial Intelligence, Machine Learning, Data Science, Cybersecurity, and Cloud Computing. We gather insights from industry professionals, academic advisory boards, and alumni to make sure our course content aligns with the skills needed in the job market. To prepare students for real-world challenges, we include skill-based modules, hands-on projects, and professional certifications.

#### **3. Curriculum embedded with Employability Skill**

The curriculum is thoughtfully designed to weave in employability skills, making sure students are well-prepared for the professional world. It covers essential areas like communication, problem-solving, critical thinking, teamwork, leadership, and digital literacy across a range of subjects and hands-on experiences. By incorporating industry-relevant tools, project-based learning, internships, and programs focused on soft skill development, we aim for a well-rounded growth.

#### **4. Curriculum embedded with Skill Enhancement Courses**

In AIMS Skill Enhancement Courses play a vital role in shaping students into confident, capable professionals. For MMS students, these courses focus on building leadership, communication, and analytical thinking—skills that are essential in today's dynamic business environment. MCA students, on the other hand, benefit from hands-on training in programming, data science, and emerging technologies, helping them stay ahead in the tech-driven world. By embedding these practical modules into the curriculum, we ensure

that students don't just learn concepts—they learn how to apply them, making them industry-ready from day one.

#### **5. Curriculum embedded with emerging technologies to be integrated with future of work**

AIMSR focuses on embedding future skills aligned with emerging technologies like AI, ML, RPA, Data Analytics, IoT, Blockchain, Cyber Security, Cloud Computing, AR/VR/XR, Digital Twins, and Metaverses through value-added courses, certifications, and ICT-enabled infrastructure.

LMS platforms (MS Teams, TCS iON), smartboards, and financial databases (CMIE, TickerPlant) are used to deliver hybrid learning and simulate real work environments.

Curriculum is enhanced with 21st-century skills such as communication, collaboration, creativity, emotional intelligence, and problem-solving through live projects, workshops, and simulation-based learning.

Centers for continual curriculum upgrading ensure integration of credit-based 21st-century skills.

#### **6. Centre for Curricular & Life Skills Development (CCLSD)**

Functional as per sanctioned strength. Conducts sessions for life skills, digital literacy, aptitude building, and personality development. Collaborates with IQAC and placement cell to align training with industry expectations and NEP recommendations.

#### **7. Faculty/ Teaching Staff**

Faculty is qualified, experienced, and engaged in continuous learning through FDPs, research, and industry interaction. Research-focused environment encourages faculty and students to co-create new knowledge and innovations. Industry experts and SMEs are involved for guest lectures and skill-based training. Faculty act as mentors and role models, guiding students in research, innovation, and entrepreneurship. Faculty contribute to curriculum development, COE-aligned projects, and peer-reviewed research for institutional development.

#### **8. Session wise teaching plan**

AIMSR follow a thoughtfully planned session-wise approach that makes learning smooth, engaging, and practical. Each subject is divided into weekly sessions that help students absorb concepts gradually while connecting them to real-world scenarios. Whether it's marketing, finance, HR, or operations, every session includes interactive lectures, case studies, role plays, and group activities that encourage students to think critically and participate actively. This structured flow not only keeps the learning process organized but also gives students the time and space to reflect, apply, and grow into confident management professionals ready to take on industry challenges.

#### **9. Learning material like Study books**

AIMSR place strong emphasis on providing high-quality learning materials that support both academic and practical growth. Students have access to well-curated study books, reference texts, and digital resources that align closely with the curriculum and industry standards. For MMS, materials include management casebooks, business journals, and strategy guides that help students connect theory with real-world business practices. MCA students benefit from up-to-date programming manuals, software documentation, and tech-focused publications that keep them in sync with the latest developments in the field.

#### **10. Question bank**

In AIMSR to ensure fair and focused evaluation, a well-structured question bank is developed that strictly aligns with the syllabus, eliminating the chances of out-of-syllabus questions. These question banks are thoughtfully designed to assess not just memory-based learning, but also a student's overall understanding, application, and analytical skills. Alongside this, a variety of assignments—ranging from case studies and presentations to problem-solving tasks and reflective writing—are regularly conducted. This mix of assessments helps students engage deeply with the subject matter, encourages independent thinking, and supports holistic academic development.

#### **11. Assignments**

In AIMSR assignments often include case analyses, business simulations, and strategic planning exercises that mirror real-world management challenges. Students engage in coding tasks, system design projects, and tech-based problem-solving that build their technical confidence. These assignments vary in type and complexity, allowing students to apply classroom learning in practical ways while developing critical skills like research, collaboration, and innovation. Overall, they play a key role in shaping well-rounded, industry-ready professionals.

#### **12. Assessments**

Programs are designed to truly reflect a student's understanding, application, and growth throughout the course. Rather than relying solely on traditional exams, we use a mix of evaluation methods—like presentations, case studies, practical tasks, and written tests—to capture different dimensions of learning. MMS students are assessed on their ability to analyze business scenarios, make strategic decisions, and communicate effectively, while MCA students are evaluated through coding assignments, system design, and real-time problem-solving. This balanced approach ensures that assessments are fair, relevant, and aligned with industry expectations, helping students build confidence and readiness for their professional journey.

#### **13. Value added skills enhancement Papers**

To complement core academic learning, all programs include value-added skill enhancement papers that focus on building practical, industry-relevant capabilities. These papers are designed to help students develop essential skills like business communication, data analytics, entrepreneurship, and emerging technologies. For MMS students, the focus is on sharpening managerial and strategic thinking, while MCA students gain exposure to advanced programming, cybersecurity, and software tools. These skill-based papers not

only enrich the curriculum but also prepare students to meet the evolving demands of the professional world with confidence and adaptability.

#### **14. Pedagogy**

The pedagogy adopted in our programs is student-centred, interactive, and designed to bridge the gap between academic learning and real-world application. We move beyond traditional lectures by incorporating case studies, live projects, simulations, group discussions, and hands-on lab work. For MMS students, the focus is on experiential learning through business scenarios, role plays, and industry interactions, while MCA students engage in coding labs, tech workshops, and collaborative problem-solving. This dynamic approach not only keeps students actively involved but also nurtures critical thinking, creativity, and practical skills—ensuring they are well-prepared for the challenges of the professional world.

#### **15. Other activities as part of learning**

Programs goes far beyond the classroom. Students actively participate in a variety of enriching activities such as industry visits, guest lectures, workshops, hackathons, and management games that bring real-world exposure and practical insights. MMS students engage in business plan competitions, leadership seminars, and corporate networking events, while MCA students take part in coding challenges, tech fests, and innovation labs. These activities not only make learning more dynamic and enjoyable but also help students build confidence, teamwork, and problem-solving skills—preparing them to thrive in diverse professional environments.

#### **16. Earn while learn facility & flexibility**

Programs recognize the importance of blending academic learning with real-world experience, which is why we offer flexible "Earn While You Learn" opportunities. These initiatives allow students to take up internships, part-time roles, or campus-based projects that not only support financial independence but also enhance practical skills. The curriculum is designed with enough flexibility to accommodate these engagements without compromising academic performance. Whether it's assisting in research, working with startups, or contributing to tech development or business strategy, students gain valuable exposure while continuing their studies—making learning more meaningful and career-focused.

#### **17. Flexibility and multidisciplinary**

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startups, or contributing to tech development or business strategy, students gain valuable exposure while continuing their studies—making learning more meaningful and career-focused.

### **18. Opportunities to develop & utilize Research & innovative thinking skills**

At AIMSIR, we are committed to fostering a culture of research and innovation among students and faculty. To develop and utilize research and innovative thinking skills, the institute has established dedicated research centres and incubation cell that encourage interdisciplinary exploration and problem-solving. Faculty members will be supported through research grants, sabbaticals, and collaborative projects, while students will be engaged through research-based assignments, live case studies, and participation in national and international conferences. AIMSIR will also introduce structured programs such as research methodology workshops, innovation challenges, and incubation support for entrepreneurial ideas. These initiatives aim to build a strong foundation for critical thinking, creativity, and evidence-based decision-making across all academic disciplines.

### **19. International Exposure**

In addition, AIMSIR recognizes the importance of international exposure in shaping globally competent professionals. The institute has actively pursued partnerships with reputed international universities and institutions to facilitate student and faculty exchange programs, joint research initiatives, and global internships. Curriculum enrichment includes international case studies, guest lectures by global experts, and opportunities to participate in international competitions and study tours. AIMSIR also plans to integrate virtual exchange programs and collaborative online international learning modules to ensure inclusive access to global learning experiences. Through these efforts, AIMSIR aims to broaden the academic horizons of its community and prepare students to thrive in a diverse and interconnected world.

#### **Research, Intellectual Property, and Supportive Enablers**

Aditya Institute of Management Studies and Research (AIMSIR) actively strengthens its research ecosystem by implementing strategic enablers that align with national education and innovation goals. The institute establishes incubation centres that empower students to transform innovative academic projects and internship ideas into viable business ventures, fostering a strong entrepreneurial culture. To promote intellectual property creation, AIMSIR introduces structured mentorship programs and patent guidance cells that support students and faculty in navigating the patent filing process. A performance-driven academic environment is cultivated through a robust API-based faculty evaluation and compensation system, complemented by an annual faculty ranking mechanism that incentivizes high-quality research and publications.

The institute has designed interdisciplinary and flexible academic programs enriched with value-added skill modules delivered by industry professionals, increasing both employability and innovation readiness. AIMSIR has adopted experiential learning enabling students to gain hands-on experience. Regularly organized hackathons, innovation challenges, and international student exchange programs expose students to global research standards and competitive environments.

Student-led research teams, institution-supported digital publication platforms, and co-curricular activities focused on social and cultural development ensure holistic growth.

### **Human Resource Enablers**

At AIMSR, we recognize that effective human resource (HR) practices are central to fostering academic excellence while maintaining institutional autonomy within the framework of regulatory compliance. Our HR strategy is built on the foundation of flexible policy development tailored to the unique culture and needs of the institute, while remaining aligned with statutory guidelines. Faculty and stakeholders are actively engaged in shaping institutional policies, ensuring shared ownership and alignment with AIMSR’s mission and values. We emphasize clear communication of HR policies and their rationale to build trust and transparency across the institution. Customization is encouraged where appropriate—for instance, while adhering to mandated qualifications, we also value additional expertise that supports our academic and research goals. Departments are given autonomy to adapt HR practices to suit their specific academic disciplines, promoting innovation and responsiveness. Regular reviews and feedback mechanisms are in place to refine policies and introduce flexibility where needed. Dedicated compliance committees ensure that HR practices remain agile and compliant, serving as a bridge between regulatory expectations and institutional aspirations.

Training and awareness programs are conducted to help faculty and staff understand the coexistence of autonomy and compliance, fostering a culture of informed decision-making. In cases of regulatory ambiguity, AIMSR proactively engages with authorities to seek clarifications or exemptions that support our strategic goals. We promote continuous improvement by periodically assessing HR practices and adapting them based on evolving institutional needs and lessons learned. Transparency in decision-making is a core value, with faculty and staff kept informed about how HR decisions are made and how they contribute to the broader mission. AIMSR ensures a dynamic, inclusive, and forward-thinking academic environment that balances flexibility with accountability.

### **Enablers for Networking and Collaborations**

Networking and collaboration are recognized as strategic enablers that extend the institution’s impact beyond academic boundaries into civil society and the development sector. The institute is committed to fostering high-quality education, impactful research, and community-driven initiatives through dynamic partnerships and stakeholder engagement. AIMSR actively seeks collaborations with Centres of Excellence, industry leaders, research institutions, and international universities to enhance teaching, learning, and research outcomes. Alumni are considered lifelong partners in this journey, with structured engagement models that support mentorship, funding,

knowledge sharing, and institutional development. The institute is building a collaborative network model that integrates industry into curriculum design, training, evaluation, and continuous learning, thereby ensuring relevance and employability. Networking efforts also include outreach to local communities and civil society organizations to co-create inclusive development projects. AIMSIR promotes a culture of trust, transparency, and mutual benefit, where partnerships are thoughtfully structured to drive innovation, intellectual property development, and emotional support programs. Through these enablers, AIMSIR aims to position itself as a socially responsive and globally connected institution, contributing meaningfully to collective progress and societal transformation.

### **Physical Enablers**

AIMSR envisions a transformative campus development through a tiered infrastructure strategy—Essential, Desirable, and Aspirational—ensuring a modern, inclusive, and sustainable learning environment. At the aspirational level, AIMSIR aims to evolve into a smart campus that integrates building systems for optimized performance, energy efficiency, and proactive issue resolution. Green and sustainable buildings will be prioritized, featuring eco-friendly construction, renewable energy sources, and resource recycling. Essential infrastructure includes dedicated commuting paths for bicycles and battery-powered vehicles, inclusive design for differently abled individuals, and clear signage for accessibility. Administrative blocks will house admissions, counseling, and faculty offices, while the library and digital resource center will offer reading spaces and online academic databases. Lecture halls and classrooms will be equipped with advanced teaching aids and comfortable seating, complemented by tutorial rooms with video recording capabilities. Secure examination branches, faculty chambers, residential quarters, and modern meeting and office rooms will support academic and operational functions. Laboratories, research centers, computer labs, and multimedia studios will foster innovation and digital content creation. Student-centric facilities such as hygienic cafeterias, sports complexes, auditoriums, hostels, and parking areas will ensure a vibrant campus life. Exhibition halls, guest accommodations, commercial centers, and health services will enhance convenience and well-being. Desirable additions include student recreation zones and international student centers, while aspirational goals include incubation hubs, botanical gardens, and vocational education infrastructure. Together, these physical enablers will position AIMSIR as a future-ready institution committed to excellence, sustainability, and holistic development.

### **Digital Enablers**

AIMSR is committed to building a robust Digital and ICT framework that supports academic excellence, operational efficiency, and national integration. The institute is investing in high-speed internet connectivity and a dedicated campus area network, anchored by a central ICT centre to ensure seamless access to digital resources. Data management is a key priority, with secure in-house or cloud-based servers, real-time monitoring systems, and structured Wi-Fi networks across the campus.

AIMSR leverages TCS iON, a robust digital learning and administrative platform, to streamline academic processes, enable online teaching, and facilitate two-way communication between

faculty and students. The platform also supports real-time monitoring of student progress and resource utilization. Data management is secured through in-house and cloud-based servers, structured Wi-Fi networks, and a digital content repository that includes coursework, multimedia resources, and immersive AR/VR modules. AIMSRS strictly adheres to cybersecurity protocols and ensures data privacy by processing personal information lawfully and securely. The institute aligns with national policies by storing credentials in government-approved repositories and connecting student and faculty data through unique identifiers. Compliance with AICTE, DTE and other regulatory bodies ensures a trustworthy and standardized digital framework. Through these digital enablers, AIMSRS is creating a smart, secure, and inclusive academic environment that empowers learners and educators alike.



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