FR. C. RODRIGUES INSTITUTE OF MANAGEMENT STUDIES (FCRIMS)

INSTITUTIONAL DEVELOPMENT PLAN (IDP)

Plan for 2026 – 2031

APPROVAL PAGE

Institution: Fr. C. Rodrigues Institute of Management Studies (FCRIMS)
Address: Agnel Technical Education Complex, Sector 9A, Vashi, Navi Mumbai – 400703
Affiliated to: University of Mumbai
Approved by: AICTE, New Delhi
Planning Period: 2026–2031
Prepared by: Institutional Development Planning Committee

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1. **Executive Summary**

   The Institutional Development Plan (IDP) 2026–2031 of Fr. C. Rodrigues Institute of Management Studies outlines a strategic roadmap for the institution's growth and development. Aligned with National Education Policy 2020, University Grants Commission guidelines, and All India Council for Technical Education quality standards, the plan aims to strengthen academic excellence, research, innovation, employability, and social responsibility. It also focuses on preparing the institute for recognition under UGC Sections 2(f) and 12(B), positioning FCRIMS as a leading management institution.

2. **Institutional Profile**

   (FCRIMS) is a premier management institution situated in Navi Mumbai and affiliated to the University of Mumbai. The institute offers postgraduate management education with a focus on academic rigor, industry relevance, and holistic student development.

   Key Features

   - AICTE Approved MMS Programme
   - Industry-oriented curriculum
   - Experienced faculty members
   - Strong alumni network
   - Strategic location in Navi Mumbai
   - Corporate and community engagement initiatives

3. Vision, Mission and Core Values

Vision To be an eminent management institute that develops socially responsible leaders

Mission

- To augment students learning process by offering innovative pedagogy and experiential learning.
- To create ethical leaders who endorse inclusivity and diversity
- To equip students with industry relevant skills that meet organizational expectations

Core Values

- Commitment to high-quality teaching, learning, and continuous improvement.
- Upholding honesty, transparency, and professional conduct.
- Encouraging new ideas, entrepreneurship, and problem-solving.
- Fostering holistic growth, leadership, and lifelong learning.
- Aligning education with evolving business and societal needs.
- Promoting inquiry, research, and evidence-based decision-making.
- Contributing to community development and sustainable practices.
- Valuing diversity, collaboration, and equal opportunities.
- Developing responsible and competent future managers.

4. Environmental Scan and SWOC Analysis

Strengths	Opportunities
• Qualified faculty team • Strong industry location advantage • Supportive management • Growing alumni base • Good placement support system	• NEP 2020 reforms • Corporate partnerships • Online and blended learning • Industry-sponsored research • Executive education programs
Weaknesses	**Challenges**
• Limited funded research projects • Moderate national visibility • Dependence on student fee revenue • Limited international exposure	• Intense competition among management institutes • Declining management education enrollments • Technological disruptions • Increasing employer expectations

5. Institutional Development Framework

The development framework rests on nine strategic pillars:

1. Academic Excellence
2. Research and Innovation
3. Student Success
4. Faculty Excellence
5. Infrastructure Development
6. Governance and Leadership
7. Industry and Global Engagement
8. Community Outreach
9. Financial Sustainability

6. Strategic Goals and Objectives:

Strategic Goals-

- **Academic Excellence** : Enhance the quality of teaching, learning, and evaluation processes.
- **Student Development** : Promote overall personality development, leadership, ethics, and employability skills among students.
- **Research and Innovation** : Encourage research activities, publications, innovation, and project-based learning.
- **Infrastructure Development** : Improve classrooms, laboratories, library, technology, and campus facilities.

- **Industry Interaction and Placements** : Strengthen industry collaborations, internships, training, and placement opportunities.
- **Faculty Development** : Support continuous professional development and training for faculty and staff.
- **Digital and Technological Advancement** : Integrate modern technology and digital learning methods into education.
- **Community Engagement and Social Responsibility** : Conduct extension activities, social outreach programs, and environmental initiatives.
- **Quality Assurance** : Maintain accreditation standards and continuously improve institutional performance.
- **Global Exposure and Collaboration** : Build partnerships with national and international institutions for academic exchange and collaboration.

Objectives:

- To impart knowledge of management theories and practices to solve the problems in organizations.
- To instill students with value-based leadership and develop them to be responsible citizens.
- To equip the students with analytical and critical thinking ability for decision making

7. Academic Excellence and Curriculum Development

Objectives

- Strengthen Outcome Based Education.
- Align curriculum with industry requirements.
- Enhance experiential learning.

Strategies

Curriculum Enrichment

- Value-added courses
- Professional certifications
- Business simulations
- Case study pedagogy

Learning Enhancement

- Learning Management System
- MOOC integration
- Flipped classroom practices
- Project-based learning

Targets

- Optimum CO-PO Mapping
- Industry relevant Value-Added Courses annually
- 100% Faculty ICT Adoption

8. Research, Innovation and Consultancy

Objectives

- Build a vibrant research culture.
- Increase publications and funded projects.
- Promote consultancy services.

Strategic Initiatives

Research Promotion

- Research and Development Cell
- Seed Funding Scheme
- Publication Incentive Policy

Innovation Promotion

- Entrepreneurship Development Cell
- Innovation Hub
- Startup Mentoring

Targets by 2031

- Increase Scopus/ABDC indexed publications
- Undertake Funded Projects
- Undertake Consultancy Assignments
- Apply for Intellectual Property Registrations

9. Student Development and Employability

Objectives

- Enhance employability.
- Promote holistic development.

Key Initiatives

Placement Enhancement

- Corporate connect program
- Industry mentoring
- Placement readiness workshops

Skill Development

- Aptitude Training
- Soft Skills Development
- Communication Skills

- Analytics Certifications

Targets

- 95% Placement Rate
- 100% Internship Completion
- 40% Increase in Average Salary

10. Faculty Development

Objectives

- Develop future-ready faculty.
- Promote academic leadership.

Key Initiatives

- Annual Faculty Development Plan
- Research Methodology Workshops
- Industry Immersion Programs
- Leadership Development Programs

Targets

- 100% Faculty FDP Participation
- 50% Faculty with Ph.D.
- 75% Faculty with Research Publications

11. Infrastructure and Digital Transformation

Objectives

- Create a technology-enabled campus.

Infrastructure Projects

Academic Infrastructure

- Smart Classrooms
- Seminar Facilities
- Business Analytics Laboratory

Digital Infrastructure

- ERP Implementation
- Learning Management System
- Digital Library Expansion

Targets

- Fully Digitized Academic Processes

- Smart Learning Environment
- Campus-wide Technology Integration

12. Governance and Leadership

Objectives

- Strengthen institutional governance.
- Promote transparency and accountability.

Initiatives

- Institutional KPI Dashboard
- E-Governance Systems
- Academic and Administrative Audits
- Risk Management Framework

Governance Committees

- Governing Council
- Academic Advisory Board
- IQAC
- Research Advisory Committee

13. Industry and International Collaborations

Objectives

- Strengthen industry-academia partnerships.
- Expand global exposure.

Strategies

Industry Collaboration

- Corporate Advisory Board
- Industry Projects
- Guest Lectures
- Live Business Cases

Internationalization

- Academic MoUs
- Virtual Exchange Programs
- International Faculty Interactions

Targets

- 20 Active MoUs
- 100+ Corporate Partners

- 5+ International Collaborations

14. **Community Engagement and Sustainability**

Objectives

- Promote responsible citizenship.
- Contribute to sustainable development.

Initiatives

Community Development

- Financial Literacy Programs
- Entrepreneurship Awareness Camps
- NGO Partnerships

Sustainability

- Green Campus Initiatives
- Energy Conservation Projects
- Waste Management Systems

SDG Alignment

Activities will be mapped with relevant Sustainable Development Goals.

15. **Financial Sustainability Plan**

Objectives

- Diversify revenue streams.
- Reduce dependence on tuition fees.

Revenue Sources

- Executive Education Programs
- Management Development Programs
- Consultancy Assignments
- Corporate Training
- Research Grants
- Alumni Contributions

16. **Quality Assurance Framework**

IQAC Responsibilities

- Continuous quality monitoring
- Academic audits
- Stakeholder feedback analysis
- Benchmarking exercises

Quality Indicators

- Student Satisfaction

- Placement Performance
- Research Productivity
- Faculty Development
- Stakeholder Engagement

17. UGC 2(f) and 12(B) Readiness Roadmap

- Ensure statutory compliance and university affiliation
- Strengthen academic quality, faculty, and infrastructure
- Promote research, innovation, and incubation activities through CIBA
- Maintain effective IQAC and documentation systems
- Enhance student support, extension, and industry linkages
- Ensure financial transparency and e-governance practices
- Conduct gap analysis and prepare documents for UGC application

Outcome: Improved institutional credibility and eligibility for UGC grants and support.

18. Implementation Framework

INSTITUTIONAL DEVELOPMENT PLANNING COMMITTEE

- ➢ Chairperson
- ➢ Director
- ➢ Members
  - IQAC Coordinator
  - Programme Coordinator
  - Senior Faculty Members
  - Industry Representative
  - Alumni Representative
  - Student Representative

19. Monitoring and Evaluation Mechanism

Review Schedule

Monthly

- Departmental Progress Review

Quarterly

- KPI Monitoring

Half-Yearly

- Strategic Goal Assessment

Annual

- Institutional Performance Audit

20. Budget and Resource Mobilization Plan

Area	Estimated Allocation (%)
Academic Development	20
Infrastructure	25
Research	15
Faculty Development	10
Student Development	15
Digital Transformation	10
Community Outreach	5

Resource mobilization shall include institutional funds, grants, consultancy revenue, CSR support, alumni contributions, and sponsored projects.

21. Expected Outcomes

- Recognition under UGC Sections 2(f) and 12(B)
- Strengthened institutional governance
- Enhanced academic reputation
- 95% placement achievement
- Significant increase in research output
- Strong industry partnerships
- Sustainable revenue model
- Readiness for NAAC Accreditation and future autonomous status
- Recognition as a leading management institution in the Mumbai