



Biyani Institute of Science & Management

Accredited by NAAC

Approved by AICTE, Ministry of HRD, Govt. of India
Affiliated to the Rajasthan Technical University, Kota

Sector-3, Vidhyadhar Nagar, JAIPUR - 302 039

An Exclusive Girls College with a difference...



*Mission: Women Empowerment
Vision: Professional Education*

STRATEGIC PLAN & DEPLOYMENT (2021- 2025)





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Message From The Chairman

Bilingual explanation and discussion are imparted to the slow learners after the class hours for better understanding. Biyani Institute of Science and Management located in the Pink City, Jaipur of Rajasthan to promote technological and professional education of highest standards. I am delighted to see that a team of dedicated and experienced faculty members are toiling hard to take this university to the next level to be at par with the other top colleges. I express all my wishes to them for their best efforts. I am also much buoyed to see the state-of-the-art campus infrastructure with modern teaching and research facilities adding value in teaching learning in line with the vision and mission of the college. It is more satisfying to see the college offering career-oriented courses matching the requirements of the industry and society at large and at every stage. The college was established in 2007 and since then the first batches of MBA & MCA have passed out successfully. Nevertheless, other batches are on the verge of completing their respective education programs and thereafter joining their chosen professional field to win laurels in their specific domains.

Predominantly, the Board of Management feels the college should strategize its road map of success for the coming years. Hence, preparation of "**Strategic Plan**" is the top priority in this direction. Nonetheless, the enthusiastic academic teaching fraternity under the leadership of Academic Director, Research Director, Principal and experienced faculty has exerted their core to prepare the best possible strategies and its deployment plan for the college for the forthcoming years to the benefit not only to the students but rather every stakeholder. I am confident that this team will implement the strategic plans in its total letter and spirit and the society will reap its benefits in coming years.

Last but not the least, I extend my best wishes to the Director's, Principal's, Deans, Faculty members, Staff and Students and Extended Family of Biyani Institute of Science and Management for their contribution and putting whole hearted efforts to see College at new heights.

Dr. Rajeev Biyani

Chairman- Biyani Institute of Science and Management



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Preface

Since the inception of the college, it becomes sacrosanct for BISMA management for having a well-planned and systematic strategic planning to achieve the Vision of the college set-forth to attain growth and success in every sphere of college's functions and operations. The present "**Strategic Plan & Deployment**" is based on to address future possibilities through which the college would progress in order to meet its goals and objectives and to reach pinnacle of success.

The first section of the aforementioned document discusses the college's vision and mission, as well as key value, long term & short term goals of the college. The goals of the college, ever since its establishment, is to build up perennial growth by the involvement of each responsible stakeholder poised to contribute in this specific task with utmost sincerity and dedication. To attain outcomes of the college's strategic goals, the responsible team of professionals ensures the continuous growth in its teaching and learning process through a well-structured SWOC (Strengths, Weaknesses, Opportunities and Challenges) analysis.

This aforementioned "**Strategic Plan & Deployment**" will serve as the driving force for BISMA in achieving its mission of becoming an academically excellent institution which would provide to the society many qualified young teachers, lawyers, scientists, and managers who will contribute in the development of the nation in the years to come henceforth.



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Vision

Empower Young women with Technical and Professional education to make them industry appropriate & self-reliant.

Mission

- To provide students with world class infrastructure, a transformational educational environment with emphasis on leadership, innovation, and entrepreneurial skills
- To emphasize on intellectual growth, problem solving skills, professional as well as personal grooming, ethical and human values among the students to be socially responsible global citizens.
- To practice high esteem of teaching and learning process with the accumulated & collective expertise of competent and experienced faculty.
- To empower the students with knowledge and information by providing technological and practical enabled education with high emphasis on quality of transmission.
- To promote exchange of innovative ideas across the disciplines through effective use of tools and techniques in different fields of knowledge-domain for promoting interdisciplinary research to generate, disseminate, preserve along with creation of pure source of knowledge and make significant contribution to nation building.
- To focus on deep disciplinary traits & to create holistic impressions in society at regional, national and global level.
- To create a transparent, accountable and objective examination & evaluation system.

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Core Values

“The Biyani Institute of Science and Management continuously with absolute determination strives to pursue quality in higher teaching and learning through innovative and globally accepted methods”.

The college believes that one of the finest methods to create a nation is to impart education and disseminate information at par with the best of the global education standards amongst youth, with which the college set- forth its Vision to implement with Late Shri Jugal Kishor Ji Biyani's ideology.

The BISMA's core values revolve around following factors:

- Excellence commits us to challenge ourselves to utilize our God-given gifts - intellectual, social, physical, spiritual and ethical.
- Compassion compels us to stand with and embrace others in their suffering that, together, we may experience God's liberating and healing presence.
- Sensitize students and faculty commitment towards community development and serve to the society by maintaining equanimity.
- Integrity gives us the ability to realize the greater good in our actions and programs and challenges us to look at our work and ourselves holistically and as one united with others across the globe.

Moreover, some of the other core values with which the college is established are as under:

- Maintain a culture of respect among all students, staff members as well as stakeholders.
- Maintain a culture of equity in gender classification and equanimity amongst the students.
- Maintain a culture of professionalism by emphasizing human values and ethics.
- Maintain a culture of encouraging team work and healthy competition.
- Maintain a culture of a conducive environment for good teaching and learning process by using modern ICT tools and innovative practices.
- Maintain a culture of promoting equality, honesty, patriotism and impressing upon to practice it.
- Maintain a culture of developing over all skills, personality and mental quotients to all its students



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SWOC ANALYSIS:

Strength –

Some of the strong strengths of the college are being encapsulated here under:

- Reputation for high quality teaching and learning standards by exhibiting unique and innovative practices in every domain of education level and adopting more innovative ways to improve it further for the benefits to the students.
- Give equal importance to co-curricular and extracurricular activities for the overall development of its students.
- Monitoring the progress of each and every student by taking Internal Examination's.
- Pleasant and environmentally friendly working environment suitable for teaching and learning ambience.
- All efforts in student's training and grooming in order to make them industry ready and improve their employability skills through technical training, soft skill development, personality development, GD and aptitude courses and other means.
- Inculcation of Traditional and Ethical Values in students by enlightening them with supreme knowledge of Shrimad Bhagwad Gita preached by Lord Shri Krishna.
- Frequent motivational session's by Academic Director on how to cope with stress and depression in this competent world where modernization is taking place at very fast pace.
- Green pollution free environment.
- Various Forum/club activities, hobby classes for the holistic development of the students.
- Organizing orientation session for the new comers "OORJA" as well as Fresher's Party for the students to encourage them towards happy transition from School life to College life and Farewell is given at grand level to all the passing out students.
- Regular conduction of morning assembly to make the students believe in the path of spirituality and devotion.
- Regular conduction of in campus placement drive "Shakti" for students as well as encouraging and guiding them for new startups by organizing conference's and programs.



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Weaknesses-

- Being established in heart of the pink city, Jaipur there is less scope for the expansion of the main campus of the college building.
- Despite considerable efforts in promotion and awareness campaigns, desirable results erode due to limitation of program available.

Opportunities-

- Support to the faculty members and constantly encouraging them to pursue Ph.D. and Research, for their professional accomplishment and enhancement of their qualifications and academic prodigies.
- Encourage more entrepreneurial development skills amongst the students and regular sensitization sessions for them to pursue it.
- Welcome each year many reputed corporate and industrial houses willing to provide placement to our students. In future also college looks forward to adding on this number in many folds owing to strong connection and relationship with industry.
- Strong alumni base to help with employment opportunities and career development of junior student as referrals.
- Explore opportunities in research activities and partnerships with industry and corporate.
- Opportunities in the program for the students preparing for Administrative sector such as RAS & IAS through inculcation of Samyak Classes.

Challenges-

- Students coming from different language, cultural origins and different states take time for their improvement and adjustments which becomes impediments in the teaching and learning process of the college.
- One of the challenges students commonly face in college is missing home while transitioning from school life to college life which is most likely for hostellers.
- New alternatives to college and getting degrees while sitting at home results in the decline of students attending college on regular mode.



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Strategic Objectives and Adherence

After much deliberation, BISMA team has articulated the College's strategic goals, driven by the College's Mission and Vision, Stakeholder expectations, and SWOC analysis for the years to come with a determination to achieve it.

Some of the basic strategic objectives of the college in the sphere of teaching and learning activities are as under:

- Adheres to an effective teaching and learning method through pre-approved faculty files.
- Maintains leadership and participatory management development system and implementation.
- Expand institutional resources and enhance operational excellence.
- Increase student enrollment, retention, graduation, and job placement rates to serve areas of community needs.
- Ensures the growth and involvement of students.
- Ensures the growth and well-being of employees.
- Maintains strong contact and relationship between the College and the industry promotes entrepreneurship development.
- Encourages research and development.
- Welcomes alumni participation and interaction, as well as outreach activities.
- Participates extensively in Community Services and Activities.
- Culture of continuous improvement to create better teaching and learning ambience.

In the pursuit of Academic and Administration excellence, BISMA consistently strategies and reviews its policies to maintain equilibrium in all aspects of teaching and learning process. Therefore, the College maintains up-standards of the following activities on a day-to-day basis and structures a road map for the future for quality maintenance in academic and administration standards.



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Teaching learning process	<ul style="list-style-type: none"> • More improvement in the existing Academic planning and Academic Calendar preparation for better academic administration management. • Creating lesson plans based on Outcome based education (OBE) and Course Outcome (CO) and Program Outcome (PO) mapping. • Further increasing the use of instructional aids and the adoption of ICT. • Creation of e-learning resources. • Encourage with more rigors the development of a research culture and infrastructure. • Maintain an open and equitable feedback system. • Conduct more training-based assignments. • Continual assessment and evaluation to track progress of students. • Best practices for the development of the students, faculty and society to be implemented.
Leadership and Participative Management	<ul style="list-style-type: none"> • More scientific and professional reporting structure through LMS will be developed. • Academic, administrative, and student-related powers and duties should be decentralized. • Specify tasks, duties, responsibility and accountability to be assigned with proper control and supervision to uphold the academics standard of the college. • More practical Assignments for projects to be put into practice. • Formation of committees and investiture ceremony of students for better coordination and supervision to maintain an environment of discipline among the students.



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Internal Quality Assurance System

- IQAC has been established and in existence and extending assigned responsibilities. However, in future years it will become more dynamic and proactive in advising, guiding, supervising the Quality standards of the college.
- To develop a system for conscious and consistent catalytic action, to improve the academic and administrative performance of the institution.
- Dedicated quality monitoring committee is introduced and functional.
- To facilitate institution nationalism of quality initiatives, for improvement of the academic and administrative performance of the college.
- Establishing an audit team and methodology; conducting a remedial audit; and promoting best practices.
- Preparing and submitting annual reports.
- It also continuously validates the conformity between academic and administrative delivery, to ensure that there is no disconnect in comprehensive effectiveness.

Student's Development and Participation

- Special dedicated sessions for student development programs and activities which shall be supervised by student representatives themselves through which they would learn professional development, will be planned and proper review will be made in each academic year.
- Extensive Training & Placement Activities for Students for their better placement will be made and each year extension in the same shall be made for future development of the student's with new ideas and methods.
- Progressive and further development of student's forums and representation of students in numerous committees and clubs.
- Student's participation in contests and competition will be planned in extensive manner for their skills and personality development and each year new innovative ideas would be added into it.



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	<ul style="list-style-type: none"> • College puts in place adjustable attendance methods in recognition of participation in extracurricular activities. The same shall be modified from time to time as per the demand of the hour. • The goal of increasing participation is to create an environment in which all students have an opportunity to fully take part in the course and improve their learning. • Organizing each class session to include opportunities throughout to ask and answer questions; preparing initial and follow-up questions ahead of time.
Staff Selection and Development & Welfare	<ul style="list-style-type: none"> • College places on records a well-structured HR policy in practice as well. Time to time revision also is in the scope of the policy for the betterment of the same. • College has a system for improving employees' quality performance through professional and Faculty development Programs (FDP). • College maintains state of the art infrastructure facilities which creates adequate ambience for teaching and learning process. • College implements staff welfare policy, code of conduct, service regulations, and leave rules which are in place for the compliance for one and all. • College provides employees with an opportunity to practice level of competency and others areas of self-interest. • College introduce to agency philosophy, purpose, administrator's policies and regulation to the new employees. • College invites speakers for seminars, conferences, and workshops, among other things. • College welcomes support for research, consulting, and new Ideas and in future will put more efforts in these directions in the years to come.



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Industry Interaction	<ul style="list-style-type: none"> • College puts all out efforts to establish connect with the industries of repute to explore benefits from them. • College always explores opportunities for Internships, visits, trainings, and guest lectures through developing relationship with them.
Alumni Interaction	<ul style="list-style-type: none"> • College will make a mechanism to remain connect with the alumni through a dedicated Alumni Association. • College's Alumni Association will create a data base of alumnus and interact with them on a regular basis. • College will invite alumni and alumnus for guest lectures, internships, placements, training, and entrepreneurship and to share their corporate journey towards success.
Community Services and outreach activities	<ul style="list-style-type: none"> • College always encourages community services and provides resources for such activities which are beneficial for the betterment of the society. • College always explores its resources in Identifying community and social development work and the societal obstacles for development work and extends support by sensitizing the community in such situation. • College provides educational support to people through organizing regular public awareness campaigns.
Physical Infrastructure	<ul style="list-style-type: none"> • College is committed to constantly undertake construction and renovation of infrastructure to maintain its art of the infrastructure. • College is committed to make best use of smart classrooms, tutorials, and seminar halls, laboratories, language lab etc. to make teaching and learning more effective. • College is committed to upgrade library infrastructure, e-Learning functionalities, and safety and security measures.



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	<ul style="list-style-type: none">• College is committed to ensure continuous pure water supply.• College is committed to upgrade its existing and future (indoor/outdoor) sports facilities within the campus.• College is committed to conduct time to time plantations drives in the campus to maintain the green eco-environment system.• College is committed to prioritize zero-waste, and to maintain green campus.• College is committed to use recycled water for gardening and other toiletries matters.
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Strategy Implementation and Monitoring

The College has a procedure to evaluate the progress of strategic planning on a regular basis during the course of its execution. As a result, the implementation document explicitly spells out the measurable success indicators. The strategic plan and its implementation will be overseen by the Board of Management, Academic Council, and other team members.

Governance & Administration	Chairman, Director & Dean Administration
Students Admissions	Admission Cell
Infrastructure (Physical)	Supervisor
Infrastructure (Academics)	Director , HOD's
Teaching-Learning	Director, HOD's , IQAC coordinator
Research & Development	Research Director
Students Development	E-Cell
Training & Placement	Training Placement Officer (TPO)
Quality Assurance	IQAC team
Innovation & Incubation Cell	Director Incubator



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Measurable Steps during Implementation

Effective Teaching and learning process	<ul style="list-style-type: none"> • College regularly reframe COs, POs, PSOs & PEOs for each program and map them accordingly. • College issues proper calendars for the academic events, each academic session and conducts structured events accordingly and declares results within stipulated time. • College encourages students to accept responsibility for their own learning and accommodates the diverse learning needs of all students. • College effectively allocates time for students to engage in hands-on experiences, discuss and process content and make meaningful connections. • College has duly approved system of undertaking mini projects, major projects, research projects, dissertation projects etc. as part of partial fulfillment of the respective course. • College takes student feedback to ascertain their satisfaction concerning to teaching and Learning process of the college.
Leadership and Participative Management	<ul style="list-style-type: none"> • Many faculty members are part of the Board of Studies & Board of Management. • To conduct all the activities of college in a smooth manner, various committees containing all the faculty members as in charge & member shall be formed. • Before planning an event in college; suggestion shall be invited from faculty members, staff members & students. • Every academic and non-academic activity shall be completed with the collective efforts of Principal, faculty members, & administrative staff.



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	<ul style="list-style-type: none"> • College strongly believes in Academic, administrative, staff welfare, student development, and infrastructure management through participative manner in which all stakeholders shall be involved. • College frequently conducts seminars, workshops on leadership for the students and faculty members. • College conducts professional development workshops for non-teaching staff of the university each year.
Internal Quality Assurance System	<ul style="list-style-type: none"> • College to focus on various accreditations viz. NAAC & NIRF. • College with absolute sincerity working to obtain good grade in NAAC by striving hard for its attainment. • College has proactive IQAC-Internal Quality Assessment Cell to conduct and ascertain the quality Improvements. • IQAC shall maintain an Academic calendar every year and ensure the execution of the same. • IQAC will plan & execute the FDP, Workshop, seminar, conference, research talk etc. • IQAC shall monitor all committees properly. • IQAC shall monitor the all activities of examination cell.
Student's Development and Participation	<ul style="list-style-type: none"> • College has a mandatory policy that all the events shall be managed by the student forums through the involvement of the students. • College conducts exhaustive orientation program OORJA for the newly admitted students during the beginning of each academics session. • College has number of Sports, Information & Broadcasting (I & B) and Events forums which are managed by the students. • College conducts regular sports events, which are managed by the student's forum. • College conducts its annual function, conducting various cultural events, with participation of students.



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Staff Development & welfare	<ul style="list-style-type: none"> • College conducts Faculty Development Program at the time of joining & training is imparted to the faculty members regularly. • College conducts Professional Orientation Program for the development of the non- teaching staff members. • College conducts research FDPs to create a sense for research activities in the campus. • College confers number of employee awards, recognitions, and incentives for the motivation of the staff members which are given away during annual day celebration of the college.
College Industry Interaction	<ul style="list-style-type: none"> • College explores all possible opportunities to with the industry for the benefit to the students. • College encourages regular industry visits to its students to make them aware from the corporate Culture.
Students Career Advancement	<ul style="list-style-type: none"> • College initiates number of career advice trainings sessions to make students ready for the corporate world, and have different modules of Ability and Skill Enhancement (ASE). • College shall organize skill development events regularly to make students self-sufficient to lead a more dignified professional and independent career. • College shall conduct internship drives for placement of students. • College ensures good placement to its students in reputed organization.
Alumni Interaction	<ul style="list-style-type: none"> • College to maintain Alumni data base and interact with them on every important occasion. • College seeks assistance with internships / placements / projects/ consulting. • Contribution to students' development from alumnus and Alumni.



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Enriching Library

- College always time to time enriches its library resource by adding number of volumes and titles in the library; number of national and international periodicals.
- College subscribes regularly for national and international journals/ magazines etc.
- College maintains a proper Digital Library.
- College has 16332 volumes, 3750 Titles and 3697 reference books as well as continuously enriching its library with latest books & software.
- Library has Research Software's both free and paid such as Delnet, and Shodhganga for assistance in Research related tasks.

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Monitoring of strategic plan

College to regularly monitor the progress of teaching and learning process through periodic reviews by Deans, IQAC, Academic Council, and other committees to ensure the strategic plan's implementation and its adherence.

The IQAC will be in charge of independently benchmarking quality standards, monitoring them, and evaluating their attainment. Any such findings are reported to the "Academic Council" and "Board of Management" of the college.

The above authorized bodies will identify corrective actions along with need for additional processes and resource deployment requirement based on a thorough study on the report.

Conclusion

The "Strategic Plan" is an endeavor to pave a route toward achieving the goals that Biyani Institute of Science and Management aspires since inception.

Simply drafting a strategic plan does not guarantee success, but it does provide a guiding framework that is delivered through a participatory brain storming process involving all stakeholders. Through a dynamic process, the appropriate implementation of initiatives with a positive attitude leads to success and long-term sustainability.

It also requires ongoing evolution to integrate lessons learned during implementation and underlines the importance of IQAC in assuring implementation quality.
