



**PROF. DR. T.J. SAWANT**  
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Approved by Govt. of Maharashtra and Affiliated to SPPU, Pune-07.

College Code: PU/PN/CS/485/2018

**PROF.DR.V.R. KULKARNI**  
M.Com. MBA, Ph.D,  
**PRINCIPAL**

## 6.1: Institutional Vision and Leadership

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.



**PRINCIPAL**  
JSPM's  
Jayawant Shikshan Prasarak  
Commerce & Science College  
Hadapsar, Pune - 411 028.



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## 1. Vision & Mission

### Vision

“Providing affordable quality education by expanding our academic horizons and to set the institution on par by grooming the students into socially responsible, globally competent and excellent human resource.”

### Mission

- To provide a platform to the students to excel in the field of academics.
- To offer a socio-economical scenario wherein the students become socially responsible.
- To undertake a variety of tasks to enrich the promising students globally competent and a valuable human res





## 2. Decentralization participative management

### a. Governing Body:

Sr. No.	Mane of the members	Designation	Roles and Responsibilities
1	Prof. Dr. Shivaji Jayawant Sawant	President	<ul style="list-style-type: none"> <li>To approve an overall comprehensive development plan of the college regarding academic, administrative and infrastructural growth and enable the college to foster excellence in curricular, co-curricular and extra-curricular activities.</li> <li>To approve the annual financial estimates (budget) and financial statements of the college.</li> <li>To approve the recommendations regarding the students and employees welfare activities in the college.</li> </ul>
2	Prof. Dr. Tanaji Jayawant Sawant	Secretary	
3	Mr. Giriraj Tanaji Sawant	Member	
4	Mr. Sudhir Lakshman Bhilare	Member	
5	Mr. Lakshman Maruti Bhilare	Member	
6	Mr. Anil Subhash Sawant	Member	
7	Mrs. Usha Damodar Takke	Member	
8	Mr. Vilas Mahadev Bhusare	Member	
9	Mr. Rushiraj Tanaji Sawant	Member	
10	Mr. Sanjay Kalidas Sawant	Member	



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## b. CDC Committee:

Sr. No.	Mane of the members	Designation	Roles and Responsibilities
1	Prof. Dr. Tanaji Jayawant Sawant	Chairperson of the management	<ul style="list-style-type: none"> <li>• Prepare an overall comprehensive development plan of the institute regarding academic, administrative and infrastructural growth, and enable Institute to foster excellence in curricular, co-curricular and extra-curricular activities.</li> <li>• Make specific recommendations to the management to encourage and strengthen research culture, consultancy and extension activities in the institute</li> <li>• Frame suitable admissions procedure for different programs by following the statutory norms.</li> <li>• Plan major annual events in the institute, such as annual day, sports events, cultural events, etc.</li> <li>• Recommend the administration about appropriate steps to be taken regarding the discipline, safety and security issues of the institute or institution.</li> </ul>
2	Prof. Dr. Sanjay Kalidas Sawant	Local Members	
3	Dr. Vinod Ramakant Kulkarni	Principal	
4	Dr. Maruti Nivrutti Autade	Local Members	
5	Mrs. Archana Anil Ghadge	Co-ordinator (IQAC)	
6	Dr Sunil Hari Ajarar	Local Members	
7	Dr Ravi Shankar Joshi	Local Members	
8	Dr Prashant Vilas Mane Deshmukh	Head of Department	
9	Dr Kanhaiyyalal Barbole	Secretary of the management	
10	Vaishnavi Latthe	President of College Students Council	
11	Avinash Chavan	Secretary of College Students Council	
12	Mangesh Arjun Memane	Non-Teaching	
13	Pravin Ashok Babar	Teachers	



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### c. IQAC Committee:

Sr. No.	Members	Designation in IQAC	Roles and Responsibilities
1	Dr. V. R. Kulkarni	Chairperson	<ul style="list-style-type: none"> <li>• Development and application of quality benchmarks/parameters for various academic and administrative activities of the institution.</li> <li>• Facilitating the creation of a learner-centric environment conducive to quality education and faculty maturation to adopt the required knowledge and technology for participatory teaching and learning process.</li> <li>• Arrangement for feedback response from students, parents and other stakeholders on quality-related institutional processes.</li> <li>• Dissemination of information on various quality parameters of higher education. 20 5. Organization of inter and intra institutional workshops, seminars on quality related themes and promotion of quality circles.</li> <li>• 6. Documentation of the various programmes /activities leading to quality improvement.</li> </ul>
2	Mrs. Archana Ghadge	IQAC Coordinator	
3	Dr. Prashant Mane Deshmukh	Teachers to represent All level	
4	Mr. Pravin Babar	Teachers to represent All level	
5	Mr. Rahul H. Vishwase	Teachers to represent All level	
6	Mr. Kasif Shaikh	Teachers to represent All level	
7	Dr. Sanjay Sawant	Member from Management	
8	Mrs. Monali Kulkarni	Senior Administrative officer	
9	Dr. Sneha V. Renke	Nominee from Local Society	
10	Avinash Chavan	Nominee from student	
11	Bhargav Nale	Nominee from Alumni	
12	Mr. Yuvraj Bhandare	Nominee from Employers	
13	Mr. Janardhan Kotule	Nominee from Industrialists	
14	Mr. Javalkar Santosh Tanaji	Nominee from stakeholders	



*(Signature)*

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#### d. Student Grievance Redressal Committee:

Sr. No	Name of the members	Designation	Roles and Responsibilities
1	Prof. Dr. H. R. Kulkarni	Chairman	<ul style="list-style-type: none"> <li>To review any student grievance complaint registered online/offline.</li> <li>To know the student representative of Student Grievance Committee.</li> <li>Any other issue discuss with the Chairman.</li> </ul>
2	Prof. Dr. Sandip Gawate	Secretary	
3	Prof. Archana Ghadge	Coordinator	
4	Prof. Pravin Babar	Member	
5	Prof. Prashant Mane Deshmukh	Member	
6	Prof. Kiran Lalge	Member	
7	Ms.Gayatri Awchar	Student representative	



  
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### e. Anti-Ragging Committee:

Sr. No.	Name of the members	Role	Representation	Roles and Responsibilities
1	Prof. Dr. H.R.Kulkarni	Chairman	Principal	<ul style="list-style-type: none"> <li>To ensure compliance with the provisions of Anti-Ragging regulations as well as the provisions of any law for the time being in force concerning ragging.</li> <li>To monitor and oversee the performance of the Anti-Ragging Squad in prevention of ragging in the institution.</li> <li>To carryout regular checks for any ragging activity.</li> <li>To carryout surprise checks in ragging prone zones.</li> <li>To investigate the cases and to make recommendations on actions to be taken.</li> </ul>
2	Prof. Dr.SandipGawate	Secretary	Faculty Representative	
3	Prof. Prashant Mane-Deshmukh	Member	Faculty Representative	
4	MrMangeshMemane	Member	Non-Teaching Staff Representative	
5	Prof. Archana Ghadge	Member	Girls Hostel Rector	
6	Ms. Chavan Nikita Chaban	Member	Senior Student	
7	Mr. Desai Ganesh Ramesh	Member	Senior Student	
8	Mr. Kachhi Jafar Mansoor	Member	Fresher Student	
9	Ms. BhavnaShinde	Member	Fresher Student	
10	Mr. DeepakAwchar	Member	Parents' Representative	



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## f. Anti- Sexual Harassment Committee:

Sr. No.	Name	Designation	Roles and Responsibilities
1	Prof. Dr. H. R. Kulkarni	Chairman (Principal)	<ul style="list-style-type: none"> <li>• To provide a neutral, confidential and supportive environment for members of the campus community who may have been sexually harassed.</li> <li>• To advice complainants of the informal and formal means of resolution as specified by the Cell.</li> <li>• To ensure the fair and timely resolution of sexual harassment complaints;</li> <li>• To provide information regarding counseling and support services on the campus.</li> <li>• To promote awareness about sexual harassment through educational initiatives that encourages and fosters a respectful and safe campus environment.</li> </ul>
2	Prof. Dr. Sandip Gawate	Secretary	
3	Ms Namita S. Mane	Member	
4	Mrs. Pooja Shinde	Member	
5	Prof. Archana A. Ghadge	Coordinator	
6	Ms Kajal Garad	Student Representatives	





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## g. Library Committee:

Sr No	Name of the members	Role	Roles and Responsibilities
1	Prof. Dr. V.R.Kulkarni	Chairman	<ul style="list-style-type: none"> <li>To fulfil the students' requirements regarding learning aids.</li> <li>This committee examines the procurement of books/ Journals/ Periodicals/ Magazines in the library.</li> <li>Library Committee takes initiative in the formation of rules and regulations for students and faculty.</li> <li>Committees supervise the allocation &amp; utilization of fund distribution for purchase books and journals in the library.</li> <li>Committee work as an advisory committee for the overall development of the library to solve administrative problems.</li> </ul>
2	Madhuri Gawade	Librarian	
3	Prof. Archana Ghadge	Member	
4	Prof. Pravin Babar	Member	
5	Prof. Rahul Vishwase	Member	
6	Prof. Kiran Lalge	Member	



  
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## h. SC/ST Committee (Reservation Cell Committee):

Sr No	Mane of the members	Role	Representation	Roles and Responsibilities
1	Dr. H.R.Kulkarni	Chairman	Principal	1. Upliftment of students and staff belongs to SC/ST category. 2. To share various government schemes & Programs with concern members. 3. To ensure proper implementation of various schemes of MHRD Government of India and State Govt. concerning scholarships, stipends, etc. for the welfare of reserved categories. 4. To keep watch on any activity related to discrimination on the basis of caste in college premises.
2	Dr. Sandip Gawate	Secretary	Faculty Representative	
3	Mr Rajesh Dhakane	Co-coordinator	Faculty Representative	
4	Mrs. Archana Ghadge	Member	Faculty Representative	
5	Mr. Lalge Kiran M	Member	Non-Teaching Staff Representative	
6	Mr. KasbeVikas Nana	Member	Senior Student	
7	Mr. ThoratSidhant Suresh	Member	Senior Student	



  
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## i. Exam Committee:

Sr No	Name of the members	Role	Roles and Responsibilities
1	Prof Prashant Mane-Deshmukh	College Exam officer	<ul style="list-style-type: none"> <li>• Communicate the examination schedule and necessary instructions to students and faculty.</li> <li>• Collect, review, and ensure the confidentiality of question papers.</li> <li>• Coordinate with faculty for moderation and quality assurance of exam papers.</li> <li>• Organize the logistics of exam venues, seating arrangements, and materials.</li> <li>• Coordinate the evaluation process, verify results, and ensure timely dissemination to students.</li> </ul>
2	Prof. Archana Ghadge	Member	
3	Prof. Ganesh Nanaware	Member	
4	Prof. Pravin Babar	Member	
5	Rahul Vishwase	Member	



  
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## j. Alumni Committee:

Sr No	Name of the members	Role	Roles and Responsibilities
1	Dr. Vinod Kulkarni	Principal	<ul style="list-style-type: none"> <li>The Alumni Committee is responsible for fostering alumni engagement, organizing events, maintaining an alumni database, facilitating networking opportunities, and supporting the institution's development efforts.</li> </ul>
2	Mr. Abhishek Pande	Student	
3	Mr. Prashant Mane-Deshmukh	Assistant Professor	
4	Mr. Mangesh Memane	Treasurer	
5	Ms. Nikita Bhandare	Student	
6	Mr. Prathamesh Ghule	Student	
7	Mr. Kiran Lalge	Assistant Professor	
8	Ms. Vaishavi Ghule	Student	
9	Mr. Gaurav Joshi	Student	



  
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### k. Entrepreneur Development Cell:

Sr No	Name of the members	Role	Roles and Responsibilities
1	Prof. Dr. Rajesh Dhakne	Chairman	<ul style="list-style-type: none"> <li>Business plan competitions or hackathons encourage students to develop their ideas and compete for seed funding .</li> <li>Connecting students with experienced mentors who can provide guidance and support throughout the entrepreneurial journey is a valuable service offered by EDCs.</li> <li>Supporting student research projects with potential for commercialization.</li> <li>Working with institutions to create a more supportive environment for student entrepreneurs.</li> </ul>
2	Prof. Sunil Hadke	Member	
3	Prof. Kiran Lalge	Member	
4	Mrs. Pooja Shinde	Member	
5	Prof. Nawaz Shaikh	Member	
6	Mr. Ganesh Nanaware	Member	



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## 1. Training and Placement Committee:

Sr No	Name of the members	Role	Roles and Responsibilities
1	Prof. Kasif Shaikh	TPO	<ul style="list-style-type: none"> <li>To monitor the overall activity of placement.</li> </ul>
2	Prof. Rajesh Dhakne	TPC	<ul style="list-style-type: none"> <li>To improve quality of the student's training process.</li> <li>To increase placement related activities.</li> <li>To provide placement assistance to the students.</li> </ul>
3	Prof. Sunil Hadke	TPC	
4	Prof. Vishal Londhe	TPC	
5	Prof. Rahul Vishwase	TPC	



  
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### m. Hostel Committee:

Sr No	Name of the members	Role	Roles and Responsibilities
1	Prof. Archana Ghadge	Chairman	<ul style="list-style-type: none"> <li>The committee acts as a bridge between hostel residents and the hostel administration</li> <li>The committee works towards maintaining a safe and secure living environment within the hostel.</li> <li>They may also organize social events or cultural activities to foster a positive and inclusive atmosphere.</li> </ul>
3	Prof. Pravin Babar	Member	
4	Prof. Rahul Vishwase	Member	
5	Prof. Samina Khan	Member	



  
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## n. Academic Monitoring Committee (AMC):

Sr No	Name of the members	Role	Roles and Responsibilities
1	Prof. Sunil Hadke	Chairman	<ul style="list-style-type: none"> <li>• Preparing of Institute Academic Calendar</li> <li>• Planning for execution of course file audit</li> <li>• Faculty Appreciation</li> <li>• Counseling for average and defaulter students</li> </ul>
3	Prof. Prashant Mane Deshmukh	Member	
4	Prof. Rahul Vishwase	Member	
5	Prof. Kasif Shaikh	Member	
6	Prof. Archana Ghadge	Member	
7	Prof. Pravin Babar	Member	



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### 3. Short term and long term Institutional Perspective Plan

JAYAWANT SHIKSHAN PRASARAK MANDAL'S

**Jayawantrao Sawant Commerce and Science College**

Sr. No. 58, Handewadi Road, Satavnagar, Hadapsar, Pune-411028

**Perspective/Strategic Plan 2022-27**



Jayawantrao Sawant Commerce and Science College has developed a strategic plan from 2022 to 2027. This plan outlines strategies for planning and implementing actions to achieve specific goals. The main objectives of this plan are to provide high-quality education and equip students with skills and knowledge to secure meaningful employment.

This plan was created after discussions with different groups like teachers, industry experts, college staff, current students, and alumni to understand their vision for the college's future.

Our future plans and their outcomes will guide us to make our college a top-notch learning institution. Through many discussions, we've identified our strengths, opportunities, and challenges to reach our goals. This strategic plan will guide us over the next five years.



## Preamble

JSPM's Jayawantrao Sawant Commerce and Science College is established from the academic year 2018-19. It is founded by Hon. Prof. Dr. T. J. Sawant, Founder Secretary, JSPM. It is affiliated to Savitribai Phule Pune University and approved by Government of Maharashtra. The college is in the well developed and serene campus duly surrounded by greenery. The college has an aim to provide quality education, to groom the students into socially responsible, globally competent and excellent human resource.

The college has a well-equipped laboratories and well-furnished classrooms. We have highly qualified as well as experienced faculties. We believe in the multitalented development of the students. We trust the incorporation of Information and communications technology in the teaching learning process. The prime focus of the college is students' resourceful development. With this consideration we believe in the outcome based education.

To inculcate the moral as well as ethical values among the students we organize various cultural and social activities. Our ultra-modern campus keeps in pace with the happenings around the world. Thus, the college, being the platform of higher education, will surely create the promising, versatile, techno-savvy, and employable candidates as the valuable human resources.

## Draft Committee

- **Dr. Vinod R. Kulkarni (Principal)**
- **Mrs. Archana A. Ghadge (IQAC Co-ordinator)**
- **Dr. Prashant Mane Deshmukh (Senior Staff)**
- **Dr. Shubhangi R. Shinde (External Senior Academician)**



## Contents

- Vision & Mission
- SWOC Analysis
- Core values
- Progress indicators
- Goals
  
- High academic excellence.
- Holistic development of student.
- Research, Innovation and skilled based education
- Development of brand value of our institute.
- Infrastructure and human resource development





## Vision

Providing affordable quality education by expanding our academic horizons and to set the institution on par by grooming the students into socially responsible, globally competent and excellent human resource.



## Mission

- To provide a platform to the students to excel in the field of academics.
- To offer a socio-economic scenario wherein the students become socially responsible.
- To undertake a variety of tasks to enrich the promising students globally competent and a valuable human resource.



## SWOC Analysis



### ***Institutional Strength:***

1. Institute is affiliated to Savitribai Phule Pune University, Pune.
2. Proactive and supportive management.
3. Strong Guardian Faculty Members (GFM) for Mentoring/Counseling to the student.
4. Community services and extension activities through NSS program.
5. Well qualified Committed Faculty Members.
6. Conducive Environment for teaching- learning.
7. Excellent infrastructure and green campus.

### ***Institutional Weakness***

1. Increase Percentage of student's enrollment for online MOOC/ SWYAM programs
2. Less number of funded projects, research, fieldwork and development primarily due to undergraduate programme only.
3. Increase percentage of students benefited by scholarships and free ships

### ***Institutional Opportunity***

1. Increase functional MoUs for academic and industrial collaboration.
2. Increase number of research papers in UGC care list & SCOPUS index
3. Promote students to participate in national/international level sports and cultural events.

### ***Institutional Challenges***

1. Introduce Postgraduate Programs to meet societal requirements.
2. To prepare students for higher studies through Entrance exam and other competitive examination



## Core Values



- **Excellence:** We strive for academic excellence, fostering a culture of continuous improvement and achievement in all academic endeavours.
- **Social Responsibility:** "We cultivate a culture of ethical behaviour, civic engagement, and community service among our students, empowering them to make meaningful contributions to society."
- **Global Competence:** We emphasize global awareness, cultural sensitivity, and the development of skills necessary to thrive in an interconnected world.
- **Affordability:** We are committed to providing accessible and affordable quality education to students from diverse socio-economic backgrounds, ensuring inclusivity and equal opportunity.
- **Innovation:** We encourage innovation and creativity in teaching, learning, and research, fostering an environment where new ideas and approaches flourish.
- **Collaboration:** We value collaboration and partnerships with local and global stakeholders, leveraging collective expertise and resources to enhance educational outcomes and community impact.
- **Personal and Professional Development:** We support the holistic development of students, nurturing their intellectual growth, personal well-being, and career readiness.



## Goals

- High academic excellence.
- Holistic development of student.
- Research, Innovation and skilled based education
- Development of brand value of our institute.
- Infrastructure and human resource development.

## Progress Indicators

Years	2018	2019	2020	2021	2022	2023
Total students	128	283	423	463	505	528
Female student	64	135	215	224	241	271
Male student	64	148	208	239	264	257
Total Teaching staff	10	14	14	18	26	27
Course offered	2	2	2	2	2	2
Ph.D. Registered	0	1	-	-	2	3
Journal publications	6	20	16	5	05	3
Book published	0	0	6	9	19	0





## High academic excellence

We pride ourselves on fostering a rigorous academic environment that empowers students to achieve their fullest potential.



### *Action points*

1. Faculty Development and Support
2. Curriculum Enhancement
3. Innovations in teaching and learning pedagogies
4. Collocation with reputed academia's

### *Metrics/Target*

Activity	2022-23	2023-24	2024-25	2025-26	2026-27
FDP	4	5	6	7	8
Internship	85	101	120	130	150
Expert talk	9	10	15	20	25



## **Holistic development of student**

Create a dynamic learning environment where students participate in different subjects and activities, guided by faculty, to develop academic, professional, and life skills.

### *Action points*

1. Skill Development Programs
2. Experiential learning
3. Personalized Support
4. Collaboration with Industry
5. Community and society engagements



### **Metric /Target**

Key performance indicator	2022-23	2023-24	2024-25	2025-26	2026-27
Skill development courses	4	5	10+	10+	10+
Experiential learning					
• Industry Visits (Per Student)	7	8	10+	10+	10+
• Online Courses enrolment	0%	17%	40%	60%	100%
• Seminars/Workshops/Competitions	17	25	25+	30+	40+
• Value Added/Add On Courses	4	5	5+	5+	5+
Mentor-Mentee Interactions	4	4	4	4	4
Collaborations/Linkages	1	2	5	10	15



## Research, Innovation and skilled based education

### *Action points*

- Promoting students for participation in research paper writing, research projects and research competitions.
- Motivate students & faculty for book and chapters writing.
- Establishment of various cells and students unit for actively participation in research and skilled based activities.
- Research Collaborations



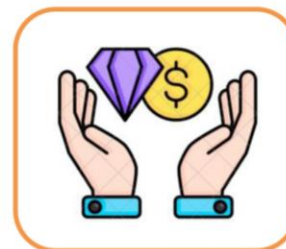
### **Metric /Target**

Key performance indicator	2022-23	2023-24	2024-25	2025-26	2026-27
Journal publications	05	3	27+	30+	30+
Book published	5	19	20+	20+	20+
Journal club	No	Yes	Yes	Yes	Yes
IPR cell	No	Yes	Yes	Yes	Yes



## ✦ Development of brand value of our institute

Cultivate an environment that attracts talented students through active engagement on social media, maintaining connections with stakeholders such as alumni and industry, and expanding our social outreach efforts.



### *Action points*

- Strengthen ties with alumni and use social media to attract top students.
- Strengthen community engagement by participating and conducting educational and social events.
- Implement a system to share information regularly with all stakeholders through print, electronic, and social media every month or quarter.

### **Metric /Target**

Key performance indicator	2022-23	2023-24	2024-25	2025-26	2026-27
Social media (Face book & Instagram post)	128	130	150	200	250
Alumni meet	1	2	2	2	2
Government /Private scholarship	139	174	250	300	360
Admissions	505	528	650	690	720
Newspaper Advertisement	2	4	5	6	6
Articles in print media	2	2	4	5	6



## ✚ Infrastructure and human resource development.

Build modern facilities that meet the needs of students and researchers, enabling them to explore opportunities for successful careers.

### *Action points*

- Develop sustainable campus.
- Provide well equipped laboratories
- Enrich library facilities with digital resource
- Upgrade gymnasium and sports ground



### **Target**

- More additional of scientific equipment
- Digital resource development
- Separate reading room for girls
- Increase more indoor games facilities.



**PRINCIPAL**  
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