



Vishnu Waman Thakur Charitable Trust's

VIVA Institute of Management & Research

Accredited With NAAC 'A' Grade

(Approved by AICTE, DTE, Affiliated to University of Mumbai.)

Shri Hitendra V. Thakur
President

Ms. Aparna P. Thakur
Secretary

Dr. Hiresh Luhar
Director

Ref. No.: VIVA IMR /

Date : 20/8/26

Cadre	2023-24
Professor	1
Associate Professor	2
Assistance Professor	6
Cadre	2024-25
Professor	1
Associate Professor	2
Assistance Professor	6
Cadre	2025-26
Professor	1
Associate Professor	2
Assistance Professor	6
Cadre	2026-27
Professor	1
Associate Professor	2
Assistance Professor	6

Vision Statement

“Vision of VIVA IMR is to be world- class facilitator of excellence in Management learning by providing accelerated management education, high quality research and training to suit the demands of the global economy.”

Mission Statement

VIVA IMR is committed to the mission of creating highly able managers and professionals, who will achieve consistent high levels of work performance and raise their full potential and thus influence the quality of management in organization they work with.



The Strategic Plan

The strategic plan of VIVA IMR for 2023-27 shall achieve the following goals:

Goal 1: To be one of the preferred institution for the MMS Program in the country.

Goal 2: Promote research work, consultancy, innovation and entrepreneurship activities taking consideration the future endeavors.

Goal 3: To provide opportune, for students to superseding at their highest level by giving quality education.

Goal 4: To recruit, retain and enable quality staff.

Goal 5: To establish and maintain facilities and infrastructure, governance and administration that support the achievement of the institute's vision, mission and values.

Goal 1

Objectives	Strategic Plan	Action Taken
Benchmark the pedagogy with that of the top Institutions in the Country	To encourage innovative and modern way of teaching and learning.	Flipped Classroom session, NPTEL video , case studies, Newspaper articles discussions.
	Enhance faculty and student interaction with reputed institutions/organizations through training programme, workshops and collaborative projects	Training programme /Workshops/FDP. Almost 90 percent of faculties attend such programs. Our students attend various management institutions programmes
Institutional Brand Building	Ensures quality assurance	Academic Audit, QPs are linked to Course Outcome & Program Outcome.
	Enhance the role of stakeholders in decision making and establish structured feedback system from stakeholders for curriculum enrichment activities	Governing Committee, College Development Committee(CDC), Internal Quality Assurance Committee (IQAC), Interaction with Industry Experts
	Monitor the effective implementation of the strategic plan	Director, IQAC Committee.





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	Monitor the effective implementation of the strategic plan	Director, IQAC Committee.
	Evolve mechanisms to attract high quality students	Scholarship, Industry Internship, Strong Industry connect, Bridge Course, Add-on Certification course & Better Placement Opportunity.
Additional/ variation in Programmes/ intake.	VIVA IMR always has a society first motto. Which signifies that the institution is always focused on dynamics of the course through which it tries to bridge the gap between academics and industry.	Wherever the need arise the additional intake shall be sought. Add- on certification course has been introduced.





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	Therefore, whenever the institution shall foresee the requirements, suitable courses shall be identified and offered to students.	
Improvement in Teaching Learning Process	VIVA IMR faculties shall strive for improvement in teaching learning program as a way of life, by increasing interaction with the outside world, and also through training	• Internal mechanisms are set to improve quality of the teaching - learning process • Every year all faculties are actively participated in FDPs and for better learning they attend the NPTEL & Swayam Programs.

Goal 2

Research Environment enhancement	The research will increase with the enhancement of number of faculties pursuing Doctoral degrees.	Atleast by 2025 most of the faculties will be completing their Doctorates. . At least One Conference and FDP organized each year. Effective utilization of MOUs with other organizations will be major highlights.
Research Culture	VIVA IMR developing strong research culture by establishing Research Centre.	The Institute has strong inclination towards research and all the faculties are participating in various research based activities such as FDPs and research, based paper publication. Every year Research based FDPs are conducted in association with University of Mumbai. VIVA IMR has applied for University of Mumbai Ph.D. Research Centre.





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Consultancy	To promote characteristics of consultancy among faculties.	Fore vision on consultancy , initially the faculty has been trained to taken an add on course to get expertise , which will inculcate qualities of good consultants.
Institution Innovation Council (IIC)	To create Job Builders.	The institution conducts various activities to inculcate and enrich the entrepreneurship culture among students.

Goal 3

Quality Assurance in Academic processes	The institution shall have to maintain the academic standards in its academic programs. The graduates of the institution shall have the professional opportunities in the country and abroad.	Annual Academic audits for teaching department, NAAC Accreditation NIRF. Students' feedback. Academic audit is done by University of Mumbai.
Quality of research publications	Ensure quality of research publications in reputed journals.	Procure Anti Plagiarism Software. Publication of research work in UGC CARE, SCOPUS, etc. Index Journal. VIVA IMR has its own International Journal of Management to publish quality research papers and case studies. Institute has publication house where faculties (in-house and others) can publish their books.
Motivation to faculty for excellence	Nothing works better than motivation for bettering the previous achievements. The recognition propels the others to perform beyond their boundaries.	Faculties are appraised on the basis of feedback.





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Goal 4

Ensuring quality intake of faculty and staff	The Institution has laid down a recruitment policy for which the faculty and staff have to go through a rigorous screening process evaluating their capability and interest	A proper recruitment policy has been drafted. Faculty are appointed as per the norms of AICTE and University of Mumbai
	Arrange induction programme for newly joined faculty	Every year at the start of the session
Ensure No. of faculty and cadre ratio as per guidelines of statutory bodies	Availability of faculty to meet cadre ratio	As per the University of Mumbai guidelines. Promotion of faculty are done.
Ensure teaching load of faculty as per cadre	Proper distribution of teaching load	Director looks into the workload distribution is based on as per the University of Mumbai Norms.
Encourage and enable faculty excellence and staff development	Steps taken to improve teaching skills	Mentor-mentee scheme, periodic feedback analysis and mentoring by Director. Attending Pedagogy programs FDP, Use of NPTEL Videos
	Institute research promotion schemes to support higher education for faculty	QIP Policy, Study leave of

Goal 5

Achieve excellence in governance and administration through transparency, accountability, quality and trust	Ensure meetings of statutory bodies, minutes and ATR	Meetings will be conducted as per statutory body norms Minutes will be prepared and circulated .ATR is prepared and communicated.
	Rules, Policies and Procedures are well defined.	Adherence to Service rules, Policies available to all employees, Periodic review of policies and modifications if desired
	Streamline the process of budgeting	The Annual budget is prepared well in advanced and placed in CDC for approval yearly. Review of budget proposed by institution





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	Improve Library facility	Meetings are conducted to check the stocks of books and new books are ordered as per requirements.
	Improve Medical facilities	Tie up by hospitals
	Improving drinking water facilities	Water purifier are in place and regularly maintained.

Dr Hiresh Luhar
Director

