



MAEER MIT PUNE'S
MAHARASHTRA INSTITUTE OF MEDICAL EDUCATION AND RESEARCH ,
MEDICAL COLLEGE (ESTD – 1995)
DR. BHAUSAHEB SARDESAI TALEGAON RURAL HOSPITAL

Accredited by NAAC with 'A' Grade
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STRATEGIC PLAN DOCUMENT

Institute has a well-defined organizational structure. There is an apex committee such as College council which governs the structure and functions of various other committees. Regular meetings are required to be arranged by college council for their long term activities and short term tasks.

Planning for smooth functioning of the organization is done in the following areas:

1. Curriculum development and implementation:

The Curriculum committee follows the norms of Medical Council of India (MCI) and National Medical Commission (NMC) for implementation of Competency based medical education (CBME). Academic plan is developed at the beginning of every year. Revisions and amendments are done regularly as per instructions from Maharashtra University of Health Sciences (MUHS).

2. Research activities:

Research committee, Department of Clinical research, Central Research Laboratory (CRL) and student research council Conduct workshops on Research Methodology every year for newly joined faculty as well as residents. Various potential research areas to be identified and after due approval from Technical & Institutional Ethics Committee (IEC), these research activities are carried out. Institute organizes annual research society conference every year. Institute also organizes research society monthly sessions. Institute conducts MUHS and ICMR funded projects regularly. Faculties receive grants for research projects and incentives for paper presentations and publications.

3. Student admission and welfare:

Institution follows the rules and regulations given by of state CET cell, Directorate of Medical Education and Research (DMER) regarding admission process of undergraduate and post graduate admission process. Institute appoints admission committee of senior faculty members for smooth conduction of the admission process. The committee includes personnel from accounts section, student section and hostel rectors.

Institute pays attention on settlement of students in the new college environment. Hostel accommodations are provided to the students as per their requirements.

Institute takes due precautions for prevention of ragging of students.

Institute also allocates mentor for the students. These Mentors takes care of the students during the academic course. Students are also informed about various welfare schemes.

4. **Teaching, examination and evaluation:**

Institute has a Curriculum committee for smooth planning and implementation of various academic activities. Coordinators of each academic year carry out all academic activities in coordination with Curriculum committee.

Curriculum committee prepares academic plan before starting of the academic year. This information is regularly updated on the College website for students as well as faculty. Institute plans the theory and practical examinations periodically and follows the formative and summative assessment methods.

5. **Human resource: HR** department is central pillar of any organization. The department is responsible for Recruitment & Selection, Joining and Induction, Performance Appraisal, Promotion, increment, Salary & Attendance, Leave, employee Grievances etc. Institute maintains ethical hiring practices and aligning with the regulatory environment.

Selection and Promotion of the faculties is granted on the basis of Regulation issued by Medical Council of India. Attendance of the staff is monitored through Bio-metric punching machine for all and Salary are paid identifying appropriate compensation based on role, performance, and legal requirements. Annual Performance Appraisal is carried out yearly in the month of April. Various welfare activities are provided to the employees such as facility of Gymnasium & Playground and Wi-Fi facility.

6. **Annual Budget:**

At the beginning of financial year, all the departments submit their proposed budget to the Principal office. After checking, it is forwarded to the Management for further review and approval.


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