



## Criterion 6

### 6.2.1- The institutional Strategic/ perspective plan is effectively deployed

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Strategic/Perspective Plan



**PERSPECTIVE/STRATEGIC  
PLAN**

**2021-2026**

<b>PES MODERN COLLEGE OF ENGINEERING</b> <b>PERSPECTIVE/ STRATEGIC PLAN (2021-2026)</b>	
<b>VISION</b>	<i>“To create a collaborative academic environment to foster professional excellence and ethical values”</i>
<b>MISSION</b>	<ol style="list-style-type: none"><li>1. To develop outstanding engineers &amp; professionals with high ethical standards capable of creating and managing global enterprises.</li><li>2. To foster innovation and research by providing a stimulating learning environment.</li><li>3. To ensure equitable development of students of all ability levels and backgrounds.</li><li>4. To be responsive to changes in technology, socio-economic levels and environmental conditions.</li><li>5. To foster and maintain mutually beneficial partnerships with alumni and industry.</li></ol>
<b>QUALITY POLICY</b>	<p>We, PES Modern College of Engineering are committed to develop and foster cultured and promising professionals by imparting quality education in the field of Engineering and Management.</p>

<p><b>GOALS</b></p>	<ul style="list-style-type: none"> <li>• Developing quality human resources possessing soft and technical skills and amenable to team working, requiring minimum or no training period, in the areas high National/ International demands.</li> <li>• Augment human and physical resources for developing strong Industry-Institute and R. &amp; D Organization-Institute interaction to encourage bilateral sharing of skills and knowledge</li> <li>• Offering Post-Graduate programs to promote careers of potential teachers.</li> <li>• Promoting research activities for R&amp; D cell.</li> <li>• Becoming an autonomous Institute.</li> <li>• Becoming eligible for collaboration with Foreign Universities and renowned Industrial houses.</li> <li>• Becoming excellent centre in the fields of Electronics and Telecommunication, Computer Engineering, Information Technology, Mechanical and Electrical Engineering and eventually achieve the Deemed University status.</li> </ul>
<p><b>OBJECTIVES</b></p>	<ul style="list-style-type: none"> <li>• To develop infrastructure appropriate for delivering quality education.</li> <li>• To develop the overall personality of students who will be innovators and future leaders capable of prospering in their work environment.</li> <li>• To inculcate ethical standards and make students aware of their social responsibilities.</li> <li>• Promote close interaction among industry, faculty and students to enrich the learning process and enhance career opportunities.</li> <li>• Encourage faculty in continuous professional growth through quality enhancement programs and research and development activities.</li> <li>• Foster a healthy work environment which allows for freedom of expression and protection of the rights of all stakeholders through open channels of communication.</li> </ul>

## **PES MODERN COLLEGE OF ENGINEERING**

### **PERSPECTIVE/ STRATEGIC PLAN (2021-2026)**

#### **INTRODUCTION**

- ✓ The Institute has prepared a Strategic/ Perspective Plan for a period of ten years commencing from academic year 2021-22 to academic year 2025-26 by taking into consideration the quality indicators defined by various accrediting agencies.
- ✓ In the preparation of the Perspective Plan, the Planning and Development Committee of the Institute has taken initiative to gather inputs from all stakeholders regarding their expectations and incorporated them in the Perspective plan.
- ✓ The IQAC plays a vital role in maintaining and enhancing the quality of the institution and suggests quality measures.
- ✓ Management policies, goals and objectives of the Institute are considered as a base for formulation of the perspective plan.
- ✓ The draft of Perspective Plan has been discussed, reviewed and approved in the College Development Committee of the Institute.
- ✓ The perspective plan broadly covers the following aspects:

**Strategy 1: Experiential and Innovative teaching-learning environments**

**Strategy 2: Reinforce Student Centric Mechanism for their Overall Development and Superior Career Prospective**

**Strategy 3 Promotion of Research among staff and students**

**Strategy4: Enhancing the Collaboration with Industry**

**Strategy 5: Strengthening Schemes for Faculty Empowerment**

**Strategy 6: Quality Assurance Measures**

✓ **Strategy 1: Experiential and Innovative teaching-learning environments**

**Activity I:** Import project based learning approach to the student from entry to final level of the program

**Activity II:** Encourage teaching faculty members for effective development of online/ offline-training modules

**Activity III:** Excellence in experiential learning opportunities and conserve fundamental laboratory and quality classrooms

**Activity IV:** Motivate teaching faculty members for effective implementation of Experiential and Innovative teaching learning techniques

✓ **Strategy 2: Reinforce Student Centric Mechanism for their Overall Development and Superior Career Prospective**

**Activity I:** Efforts to enhance required skill among students to satisfy needs of the industry.

**Activity II:** Motivate students for participation in social activities, extracurricular and co-curricular activities

**Activity III:** Offer supported training or certification courses for increasing placements of the students in renowned industry.

**Activity IV:** Motivate students to take part in research activities.

**Activity V:** Offer necessary inspiration and support for Entrepreneurship

**Activity VI:** Provide necessary guidance to under graduate students for higher education and competitive examinations

✓ **Strategy 3 Promotion of Research among staff and students**

**Activity I:** Encourage under-graduate students to contribute in the research

**Activity II:** Offer requisite support and motivation for research and professional ethical practices to teaching faculty members

**Activity III:** Collaboration with reputed research institutes

**Activity IV:** Develop areas of excellence in a cutting-edge technology

#### ✓ Strategy 4 :Enhancing the Collaboration with Industry

**Activity I:** Strengthen the collaboration with industry through Industrial Visits, Expert Talks, Guest Lectures, etc.

**Activity II:** Collaboration with industry through industry sponsored projects, Internships

**Activity III:** Motivate teaching faculty members to take consultancy projects

**Activity IV:** Collaboration with national, international industry through Alumni network

**Activity V:** Development of industry supported laboratory

#### ✓ Strategy 5: Strengthening Schemes for Faculty Empowerment

**Activity I:** Motivate teaching faculty members to actively participate in organization Workshop, Short Term training Programs, Conference in cutting-edge areas

**Activity II:** Encourage and provide necessary support to teaching faculty members and non-teaching staff for higher education

**Activity III:** Offer essential support to teaching faculty members for research publications in quality indexed journals and conferences

#### ✓ Strategy 6: Quality Assurance Measures

**Activity I:** Acquire accreditation from National Assessment and Accreditation Council (NAAC)

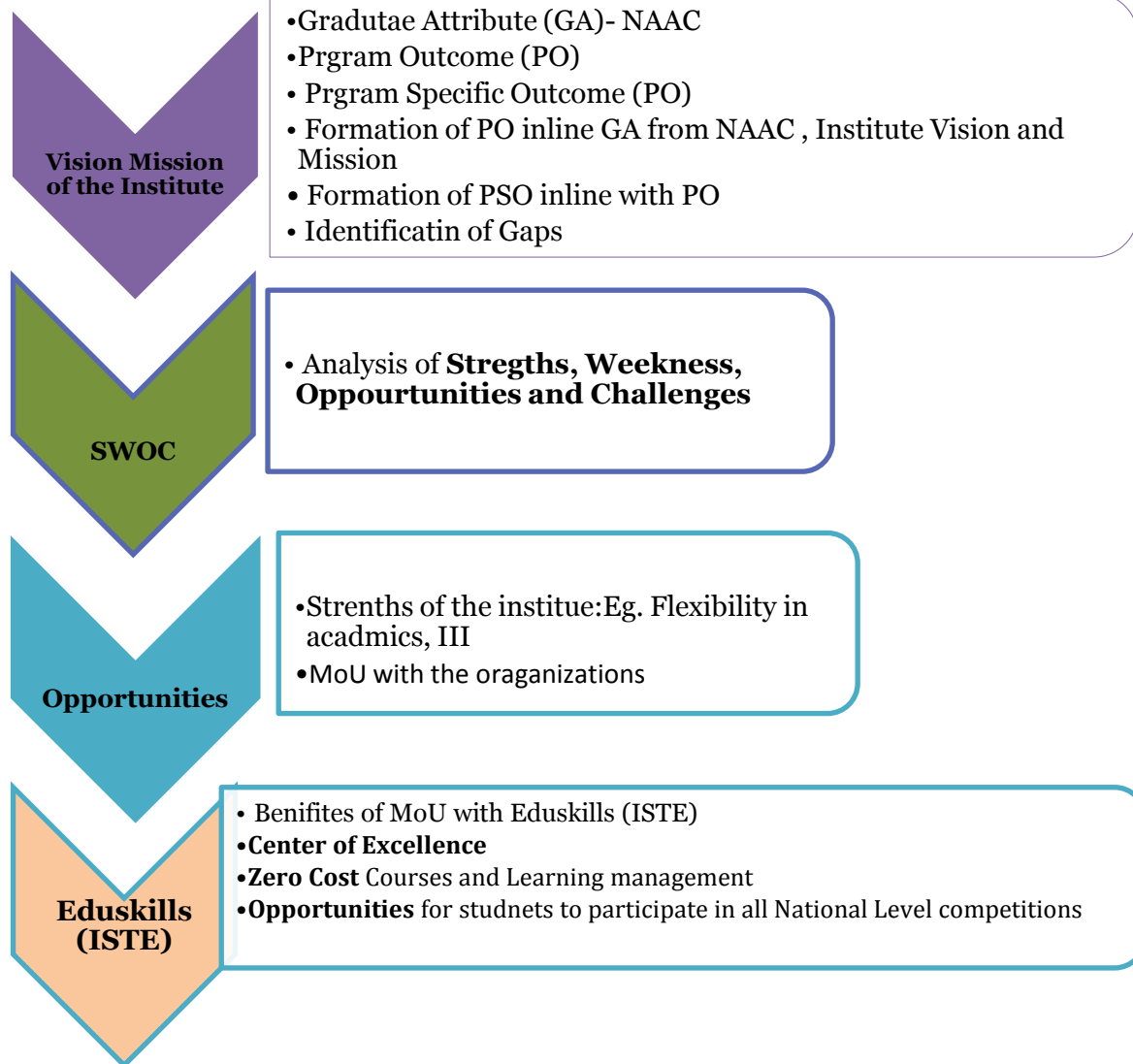
**Activity II:** Acquire status as an Autonomous Institution


**Activity III:** Acquire accreditation for all Programs from National Board of Accreditation (NBA).

**Activity IV:** Preparation towards National Education Policy (NEP 2020)

**Activity V:** Achieve reputable ranking in National Institute Ranking Framework (NIRF) and other rankings

## Deployment of Strategic Plan



  
Prof. Dr. (Mrs.) K. R. Joshi  
Principal, PES's MCOE, Pune 05  
Principal  
P.E.S. Modern College of Engg.  
Pune-5.



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## Case Study: Center of Excellence (EduSkills)

### INDUSTRY CENTER OF EXCELLENCE

 **P.E.S. Modern College of Engineering**

*in association with*



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## MOU between EduSkills and PES MCOE Pune 05

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### **MEMORANDUM OF UNDERSTANDING**

BETWEEN



**EduSkills Foundation ("EduSkills")**

AND



**P.E.S. Modern College of Engineering**

**FOR EDUSKILLS MEMBERSHIP PROGRAM**

This Memorandum of Understanding ("MOU") is effective from the date of signatures below ("Effective Date"); hereinafter, each a "Party" or together, "the Parties". EduSkills will be referred as "First party" and other party will be referred as "Second party".

The Parties have been discussing a proposed collaboration in the area of "Skill Development, IT Education and Workforce Development Programs" ("Collaboration Areas").

Now the Parties agree as follows:

**A. NON-BINDING TERMS**

The Parties understand that MOU is intended only to summarize the current understanding of the parties with respect to the principal terms of the proposed collaboration.

The Parties understand that this MOU is intended only to summarize the current understanding of the Parties with respect to the Collaboration Areas and to facilitate their further discussions regarding certain objectives of the proposed partnership, as more fully described in Exhibit A, which are non-binding on the Parties. The terms and objectives set forth in Exhibit A shall be used for discussion purposes only and shall not be deemed to create any rights or obligations for or on behalf of any Party.

**B. BINDING TERMS**

The Parties hereby acknowledge and agree that the following subsections under this Section B (Binding Terms) shall be binding and create legal rights and obligations on the Parties.

**1. Confidentiality**

In this MOU "Confidential Information" means any information or data, irrespective of the form and nature thereof, that is material to the Party disclosing such information ("Discloser") to the other Party ("Recipient"), including, but not limited to technical know how, specifications, designs, models, software, techniques, drawings, processes, as well as industrial and intellectual property rights, business information, trade secrets, customer lists, financial information, process, costs, sales and marketing plans, information posted on their respective websites or any other information with the Recipient knows or reasonably ought to know is confidential, proprietary or trade secret information of the Discloser.

The Recipient shall at all times, both during the term of this MOU and for a period of at least three (3) years after its expiration or termination, keep in trust and confidence all such Confidential Information, and shall not use such Confidential Information other than for the purpose of fulfilling its obligations under this MOU, nor shall the Recipient disclose any such Confidential Information to any third party without the Disclosing Party's prior written consent. Upon termination of this MOU or written request from the Discloser, the Recipient shall, within fifteen (15) days from such termination or request, return all Confidential Information and any and all copies thereof to the Discloser, or at the Discloser's option, destroy the Confidential Information and any and all copies thereof, and certify such destruction.

The obligations of confidentiality set forth herein shall not apply to information which:

- a. Was rightfully in possession of or known to the Recipient without any obligation of confidentiality prior to receiving it from the Discloser;
- b. Is, or subsequently becomes, legally and publicly available without breach of this MOU;
- c. Is rightfully obtained by the Recipient from a source other than the Discloser, without any obligation of confidentiality; or
- d. Is developed by or for the Recipient without use of the Confidential Information.

The Recipient may only disclose Confidential Information pursuant to a valid order issued by a court or governmental agency, provided that the Recipient provides the Discloser:

- a. Prior written notice of such obligation; and
- b. The opportunity to oppose such disclosure or obtain a protective order.

The Confidential Information shall remain the property of the Discloser and no license to any existing or future intellectual property rights or Confidential Information is granted or implied under this MOU.

Discussed by:

EduSkills Confidential



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All Confidential Information is provided "AS IS". The Discloser shall not be liable for any inaccuracy or completeness of the Confidential Information, nor are there any express or implied representations or warranties by either party to the other, including with respect to the infringement of any intellectual property rights or any right of privacy, or any rights of third persons.

## 2. Scope

The scope of this MOU does not cover any development work, testing, licensing, distribution, support, sales, or maintenance. Should the Parties decide to pursue such matter that is outside the scope of this MOU, the Parties shall enter into a development, license, distribution, or other appropriate written agreement(s) accordingly.

## 3. Publicity

The Parties hereby agree that no press release or other public announcements regarding this MOU or any agreements contemplated thereby shall be made without prior review and written agreement signed by a duly authorized representative of the other Party.

## 4. Term and Termination

The Parties agree that this MOU shall be effective as of the Effective Date and shall continue in effect until the earliest occurrence of one of the following: (1) the execution of a definitive MOU or definitive agreement relating to the scope of this MOU; (2) written notice by one Party to the other of termination of this MOU; or **thirty six (36) months** from the Effective Date of this MOU. Section B (including all subsections) shall survive any termination of this MOU. Upon expiry of the Term, it is the intention of the Parties to further progress the solutions initiated under this MOU towards overall achievement of the objectives and outcomes contemplated herein. Second party shall, to this extent, endeavor to continue maintaining and promoting such solutions and projects to further the objectives set forth in the MOU.

## 5. Limitation of Liability

Except for liability relating to either Party's breach of the other Party's confidential information or intellectual property rights, in no event shall either Party be liable to the other Party for any direct, indirect, incidental, special, punitive or consequential damages or loss of profits, lost revenue or loss of data.

Notwithstanding the foregoing, nothing in this MOU shall limit the Parties liability for bodily injury or death caused by its negligence or its liability in the tort of deceit.

## 6. Intellectual property rights

Each Party will retain the exclusive rights, title and ownership of all its pre-existing Intellectual Property, Confidential Information and materials (including, without limitation, proprietary ideas, sketches, diagrams, text, know-how, concepts, proofs of concepts, artwork, software, algorithms, methods, processes, identifier codes or other technology) owned or developed by such Party.

## 7. Governing laws and jurisdiction

The Parties shall make efforts in good faith to amicably resolve all disputes as may arise out of or in connection with this MOU. This MOU shall be subject to and governed by the laws of India and the Indian courts shall have exclusive jurisdiction over any claim arising under this MOU. Notwithstanding the foregoing, either Party may seek interim injunctive relief in any court of appropriate jurisdiction with respect to any alleged breach of such Party's intellectual property or proprietary rights.

## 8. Costs

Unless otherwise agreed upon in writing, each Party shall bear its own costs and expenses arising in connection with this MOU and the possible negotiations, completion and implementation of definitive Agreements if any, including but not limited to costs of experts, consultants, lawyers and travel expenses.

DocuSigned by:



EduSkills Confidential

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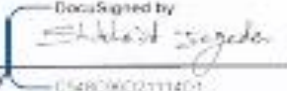
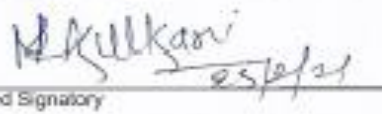
**9. Amendment**

This MOU may be amended at any time by the mutual written assent of the Parties.

**10. Severability.**

Should any portion of this MOU be determined to be illegal or unenforceable, the remainder of the MOU shall continue in full force and effect, and either party may renegotiate the terms affected by the severance.

IN WITNESS WHEREOF, the parties hereto have executed this MOU by persons duly authorized as of the date and year first above written.

Signed for and on behalf of <b>EduSkills Foundation</b>	Signed for and on behalf of <b>P.E.S. Modern College of Engineering</b>
By:  Authorized Signatory DocuSigned by: 05480902111401	By:  Authorized Signatory
Shubhajit Jagsdev Name	Dr. Prof. (Mrs.) K. R. Joshi Name
Executive Director Designation	Principal Designation
25th Feb 2021 Date	23.2.21 Date
Address for communication: EduSkills Foundation #806, DLF Cyber City, Technology Corridor, Infocity, Bhubaneswar - 7510024, Odisha, India	Address for communication: P.E.S. Modern College of Engineering, 1186/A, Off J.M. Road, Shivaji nagar, Pune, Maharashtra 411005
Email: info@eduskillsfoundation.org	Email: principal@moderncoe.edu.in



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EXHIBIT A

NON-BINDING TERMS

1. Scope and Intent

EduSkills and P.E.S. Modern College of Engineering have decided to work together for the purpose of expanding digital skills into higher education system through offering various world class technical programs in Networking, Cybersecurity, Cloud computing, automation, RPA and other industry 4.0 skills to the colleges and their students.

2. Proposed obligations of EduSkills:

- To offer digital content and courses of up to 8 global academy programs to its member institution.
- To offer LMS of the academy programs, where ever applicable.
- To offer branding collateral access and usage of academy programs.
- 'Train the Trainers' to the nominated educators by the institution.
- Virtual orientation session/workshop for the institution.
- In-person/remote support for any troubleshooting needed during the onboarding process.
- To offer opportunities to participate in job fairs, seminars, conferences and any regional/national/global competitions or platforms for the students, educators and/or institution's leadership.

3. Proposed Obligations of P.E.S. Modern College of Engineering:

- To create awareness for adoption and registration of technical courses from interested students.
- To nominate a point of contact who could monitor and review the program updates.
- Pay membership fee every year. Following year's membership fee can be incremented on nominal basis, if the need arises. **Agreement to be renewed after 3 years.**
- GoDaddy Academy: Minimum 50 students commitment every year.
- VMware Academy: Yearly subscription fee needs to be paid to VMware directly.
- Institution need to bear the expense for the AWS, GoDaddy & Red Hat Global Certification fee of faculties as its mandatory.
- To ensure following pre-requisites to be followed by the participating colleges:
  - a. High speed broadband connectivity, computer labs for relevant courses and classroom IT set-up for all participating institutions.
  - b. Identify upto 2 (Two) Educators with required qualification like Engineers/MCA in Computer Science/IT/Electronics, etc. or experienced diploma holders to receive Training of Trainers for each academy program.

4. Annual Membership Fee

- Year 1: INR 40,000 + Training fee + GST
- Year 2: INR 40,000\* + GST
- Year 3: INR 40,000\* + GST

\* Can be incremented annually on a very nominal basis.

**Please Note:** This fee applies on institutions. EduSkills will not charge any fee from the students. Institutions may enroll and extend benefit to as many students they want. No capping on number of students.

DocuSigned by:



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**Certificate of Membership- EduSkills**



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## Educator Training Certificates

➤ Through the MoU with Eduskills faculty members Prof.K.S.Khadke, Prof.Jayprabha Kanase and Prof.Namrata Adhao are trained on cutting edge areas for dissemination of knowledge among stakeholders.

- **Educator Training Certificate from AWS Academy to Prof.K.S.Khadke**



## Educator Training Certificate

Awarded to

**Kunal Sanjeev Khadke**

of

P.E.S. Modern College of Engineering

for successfully completing the AWS Academy Educator Training on

AWS Academy Cloud Foundations

Date : 05/04/2021  
C. No : aee6792a5cb73207e00f0a32c450cdf3



  
Director  
EduSkills Foundation





- Educator Training Certificate from CISCO to Prof. Jayaprabha Kanase
- 



## Educator Training Certificate

Awarded to

**Jayaprabha Kanase**

of

P.E.S. Modern College of Engineering

for successfully completing Cisco Networking Academy

CCNA Instructor Training



C. No : 724a8168acae2545459f218668baf66



  
Director  
EduSkills Foundation



- Educator Training Certificate from aws to Prof.K.S.Khadke





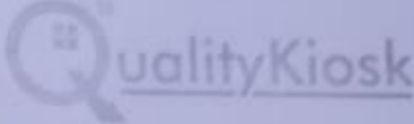
1. Educator Training Certificate from blueprism to Prof.N.N.Adhao



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## Outcome of MoU- Placement of Students in Reputed Organization

- Offer letter from QualityKiosk to Ms. Roshni Anil Dhake (Selected Pages)



Date: 17/3/2021  
Name: Roshni Anil Dhake  
Contact Number: 9145302834 , 8668569296  
Email id: roshnidhake123@gmail.com  
Current Address: A-304 Venezia Society, opposite Audi Showroom, Baner, Pune.  
Permanent Address: mu post ozarkheda, Varangaon, Jalgaon.  
Department: Automation  
Location: Navi Mumbai

**Dear Candidate,**

In response to your application and subsequent interviews, we are pleased to offer you the post of **Digital Quality Engineer (Grade: A3)** in our organization. Remuneration details are given in Annexure - 1 to this letter. You shall join the company on or before **12<sup>th</sup> July 2021**

At the time of joining you will be expected to enter in to an agreement, which will provide details on the scope, terms and conditions of your employment, the necessary trainings and contractual obligations to be with QualityKiosk Technologies Pvt. Ltd for the 24 months training period.

This offer letter stands valid subject to: (a) successful completion of your background verification and Reference Check. (b) You joining the company on the above mentioned joining date and successfully completing the joining formalities which also includes your acceptance to QualityKiosk Technologies Pvt. Ltd employment terms and conditions.

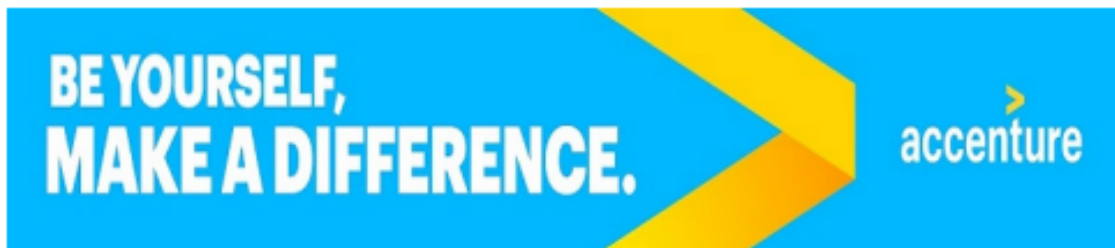
Please return one copy of this letter duly signed by you to signify your acceptance to this Intent Letter.

We look forward to your fruitful association and a successful career with the company.

For QualityKiosk Technologies Pvt. Ltd

**Veena D'Silva**  
**Head - Talent Acquisition**

• Offer letter from Accenture to Ms. Arati Anil Sawant (Selected Pages)



Strictly Private and Confidential

Date:04-Nov-2021

Arati Anil Sawant  
C10291941

a/p.sawantpur, tal.palus , dist.sangli

9518500932

Dear Arati Anil Sawant,

Based on our recent discussion with you, we are pleased to extend an offer to join Accenture Solutions Pvt. Ltd. ("Company") in our Advanced Technology Center, India as per the below terms and conditions:

**Job Profile - Application Development Associate**

**Management Level - 12**

**Job Family Group- Software Engineering**



Please refer to:

- Annexure I for the compensation and benefits details
- Annexure II for the documentation to be submitted by you
- Terms of Employment

Your employment with Accenture will be governed by the clauses mentioned in the attached "Terms of Employment". You are required to carefully read and understand these Terms of Employment before responding to this Offer. This Offer and your employment with Accenture is subject to successful completion of the qualifying examination from your college with an aggregate of 65% and above or 6.5 CGPA and above in the current degree as well as satisfactory completion of verification and/or background or reference checks, which may occur at any time prior to or after your effective start date.

Version 3.0 (Oct 2021)

1

Candidate's Signature

After accepting this offer, we encourage you visit Countdown to the Company

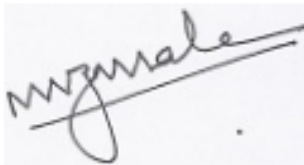
(<http://careers.accenture.com/Microsites/countdown/Pages/welcome-india.aspx>). This on-line, interactive welcome site will help you successfully navigate the first days, weeks and months of your career at Accenture. It will also provide an interesting overview of Company history - as well as tips on how to develop yourself (and your career) in the future.

In case you have a query, please raise them on <https://indiacampus.accenture.com/candidate>

We look forward to hearing from you regarding your decision to join the Company. I wish you a successful career ahead of you and look forward to your joining us.

Yours sincerely,

ACKNOWLEDGED AND AGREED:



Mahesh Vasudeo Zurale

Senior Managing Director

Lead, Advanced Technology Center, India

[ Insert full legal name]

- Offer letter from Neosoft to Ms. Apurva Dhananjay Sonawane (Selected Pages)



Ms. Apurva Dhananjay Sonawane

30<sup>th</sup> August 2021

Offer Confirmation

With reference to your Resume and subsequent interview you had with us, we are pleased to appoint you as a "Trainee Software Engineer" in our organization on the following terms and conditions:

**Date of Joining:** You are expected to join duty on **1<sup>st</sup> September 2021**.

**Joining Location:** Mumbai

During your training period for the first 3 months from the date of Joining, you will get stipend of Rs.10,000/- Per Month.

**Remuneration:** Your Annual Total Employment Cost to the company after 3 months would be **Rs.3,60,000/- Per Annum (Three Lakhs Sixty Thousand Rupees Only)**. This comprises of your salary and the details of which is been given in the **Annexure A** attached below.

Please note that the salary will be on the basis of lump sum and taxes applicable will be deducted from your salary every month.

You will execute an agreement of confirmed employment with us for a period of **27 months** including the period of probation executing a bond to that effect.

We welcome you to The **NeoSOFT** family and look forward to a fruitful collaboration.

We are confident you will be able to make a significant contribution to the success of our company and look forward to working with you.

Yours Sincerely,  
For NeoSOFT  
Technologies  
Rohan Ghure  
HR Manager



B. As an employee of the Company, you shall be entitled to the following benefits subject to any change made by the Company from time to time:

1. **Group Medical Insurance** - In accordance with the Company policy you shall be covered under the Medical Insurance policy, which will be held by the Company. Your entitlement for the same is mentioned in the Annexure.
2. **Group Personal Accident Insurance** - In accordance with the Company policy you shall be covered under the Personal Accident Insurance policy, which will be held by the Company. Your entitlement for the same is mentioned in the Annexure
3. **Annual Leave/Public Holidays** - You will be eligible for annual leaves and public holidays as determined by the Company's Leave Policy which is subject to change from time to time.
4. You are required to treat this letter and its contents as strictly confidential and should not disclose same to any person or entity without our written consent.

Regards,  
Human Resource  
For NeoSOFT Technologies

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