INSTITUTIONAL DEVELOPMENT PLAN (IDP)

(As per UGC Guidelines)

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PART - I

a. Social Mission – MITS University

- MITS University is committed to serving society by ensuring equitable access to **high-quality, affordable higher education for all**, including Persons with Disabilities.
- Strive to create and disseminate knowledge that addresses pressing societal challenges through multidisciplinary and experiential Research, harnessing both technical and non-technical Innovations for public welfare.
- Mission is to act as a catalyst for **Social transformation**, embedding vocational education, skilling, and entrepreneurship into our academic fabric, ensuring our graduates are I**ndustry-ready, socially conscious, and environmentally responsible**.
- Work toward reducing inequalities, enhancing Gender parity, Promoting Diversity, Cultural inclusion and fostering environmental stewardship in alignment with the **United Nations Sustainable Development Goals**.
- Through active **international collaborations**, mobility programs, and community-oriented initiatives, MITS builds global citizens who are empowered to contribute toward **improving quality of life, raising living standards, and ensuring sustainable socio-economic development**.

b. Academic Mission – MITS University

- MITS University seeks to nurture intellectual growth and holistic development of learners by fostering **multidisciplinary, cross-disciplinary and interdisciplinary learning** in a knowledge-driven ecosystem and enable students to achieve core learning outcomes in their respective disciplines while cultivating **character, ethical values, scientific temper, creativity and a spirit of service**.
- Academic mission prioritizes development of higher-order skills and competencies including **critical thinking, Problem-solving, Innovation, Analytical reasoning, Adaptive learning, Design thinking, Computational thinking, Social intelligence, cross-cultural competency, New media literacy and Virtual collaboration**.
- Strive to prepare learners for a lifetime of continuous education by encouraging intellectual curiosity, diversity of perspectives, and ethical decision-making. By providing immersive and experiential learning opportunities across sciences, engineering, humanities, arts, technology and vocational domains, MITS University empowers students to **realize their highest potential** in both their professional and personal lives ultimately shaping leaders and innovators with a global outlook and local responsibility.

Social and Academic Missions to Measurable Operational Strategies:

Mission Focus	Goal Category	Measurable Target	Responsibility Unit	Review Frequency	Timeline
Social Mission	Equitable Access & Inclusion	100% campus accessibility compliance; at least 5 PwD enrolments per year; creation of assistive resource centre	Dean (Student Affairs), PwD Cell, Engineering Works Division	Annual	Short-term (1-2 years)
Social Mission	Community & Skill Integration	Establish 3 local community skilling centres; train 500+ beneficiaries annually	Centre for Extension Activities, Industry Relations Office	Biannual	Short-term (1-2 years)
Social Mission	Sustainable Development & SDG Awareness	Conduct 10 SDG-focused outreach events per academic year; integrate sustainability modules in all UG curricula	NSS/NCC Units, IQAC, Dean (Academics)	Annual	Short-term (1-2 years)
Social Mission	Vocational Education Integration	Launch Vocational School; 20% of programs integrated with vocational credits; 5 industry partners onboarded	Dean (Skill Development), Academic Council	Annual	Mid-term (3-5 Years)
Social Mission	Internationalisation	10 foreign MoUs in skill & student exchange; 50 outbound/inbound exchanges annually	Office of International Relations	Annual	Mid-term (3-5 Years)
Social Mission	Gender & Diversity Initiatives	Gender/Diversity Cell operational; 40% female participation in all student leadership roles	HR Cell	Annual	Mid-term (3-5 Years)
Social Mission	Societal Impact Research	15 funded projects addressing regional socio-technical issues; 2 patents or social innovations annually	Research & Development Cell	Biannual	Long-term(6+ Years)
Social Mission	Global Alumni Network	Launch Alumni Connect Portal; Annual Innovation Grant sponsored by alumni	Alumni Relations Office	Annual	Long-term(6+ Years)

Mission Focus	Goal Category	Measurable Target	Responsibility Unit	Review Frequency	Timeline
Academic Mission	Holistic and Multidisciplinary Learning	Introduce 5 interdisciplinary foundation courses; integrate 3 cross-disciplinary electives in each program	Curriculum Committee, Dean (Academics)	Annual	Short-term (1-2 years)
Academic Mission	Outcome-Based Curriculum	Map and display learning outcomes for 100% courses; conduct annual attainment analysis	IQAC, Department BOS	Annual	Short-term (1-2 years)
Academic Mission	Faculty Pedagogical Advancement	100% faculty trained in design thinking and Bloom's taxonomy-based assessment	Department Heads	Biannual	Short-term (1-2 years)
Academic Mission	Digital & Lifelong Learning Ecosystem	20 short MOOC courses hosted on LMS; student usage >70%	E-Learning Centre	Annual	Short-term (1-2 years)
Academic Mission	Creditisation & Flexibility	100% programs adopting credit transfer including vocational/experiential learning	Academic Council, Controller of Examinations	Annual	Mid-term (3-5 Years)
Academic Mission	Multidisciplinary Research Clusters	5 clusters formed (engineering, social sciences, environment, AI, education) with publications in Scopus-indexed journals	Dean (R&D), Research Clusters Heads	Annual	Mid-term (3-5 Years)
Academic Mission	Technology-enabled Learning	Complete AI-LMS ecosystem; virtual collaboration tools in 100% departments	ICT Centre, Dean (Academics)	Biannual	Mid-term (3-5 Years)
Academic Mission	National Recognition & Lifelong Learning	Achieve Top 20 national ranking in innovation/sustainability category; Alumni re-skilling hub operational with 1000+ learners	IQAC	Biennial	Long-term (6+ Years)
Academic Mission	Policy Leadership & Global Outreach	Participation in 3 National Education policy Panels; global outreach programs in 10+ countries	Vice-Chancellor's Office, International Relations Committee	Biennial	Long-term (6+ Years)

c. Basic Key Principles for MITS University Focusing on IDP

- **Respect for Diversity and Context:** Recognize and embrace the diverse socio-cultural, linguistic, and aspirational aspects of India's multi-state education landscape. The IDP should be flexible to accommodate this diversity rather than a rigid, one-size-fits-all approach.
- **Learner-Centric Excellence:** Foster academic, research, and teaching excellence by prioritizing learner-centric pedagogies that encourage knowledge creation, innovation, and application across disciplines.
- **Multidisciplinary Integration:** Support multidisciplinary and interdisciplinary education that blends sciences, humanities, arts, vocational training, sports, and more, aligning with NEP 2020's broad vision.
- **Vocational and Skilling Integration:** Embed vocational education, training, and skilling as integral parts of the curriculum and learning ecosystem, promoting holistic education and employability.
- **Balanced Autonomy and Accountability:** Empower MITS University with comprehensive academic, administrative, and financial autonomy balanced with robust accountability mechanisms and responsible governance frameworks.
- **Inclusive Participation and Collaboration:** Encourage participative governance, inclusivity, and responsiveness by fostering open collaboration, community engagement, and innovation culture within and beyond the institution.
- **Governance and Smooth IDP Execution:** Prioritize good governance practices ensuring smooth design, implementation, monitoring, and review of the Institutional Development Plan.
- **Building Trust Among Stakeholders:** Bridge trust gaps among all stakeholders (students, faculty, regulators, community, industry) through transparent communication and stakeholder involvement in the IDP process.
- **Research and Startup Ecosystem:** Create and sustain an enabling environment for research excellence, innovation, and startup development led by institutional initiatives.
- **Future-Ready Vision:** Develop and align the Institutional Development Plan with a future-ready approach, envisioning growth and excellence across a 15-year horizon.
- **Quality Assurance and Accreditation Harmonization:** Integrate external quality assurance and accreditation processes into institutional planning and evaluation to ensure optimal benefit and continuous improvement.

d. University Profile

Madanapalle Institute of Technology & Science (MITS) was established in 1998 in the scenic and serene surroundings of Madanapalle. Institute is ideally situated on a spacious 26.17-acre campus in the Madanapalle–Anantapur Highway (NH-205), near Angallu, approximately 10 km from Madanapalle. MITS was founded under the Ratakonda Ranga Reddy Educational Academy, under the leadership of Late Sri N. Krishna Kumar, M.S. (U.S.A.), the then President, and Dr. N. Vijaya Bhaskar Choudary, Ph.D. the visionary leader of the Academy.

With 27 years of academic excellence, MITS has earned NAAC A+ accreditation and NBA recognition for its programs. In recognition of its quality standards and contributions to higher education, the Government of India has conferred MITS the status of a Deemed to be University under Section 3 of the UGC Act, 1956. vide Notification No. 9-1/2025-U.3(A) dated 15th July, 2025.

MITS - Deemed to be University is now governed by the visionary and proactive leadership of Dr. N. Vijaya Bhaskar Choudary, the founder and Chancellor. Redefining the education in the international standard, MITS Deemed to be University, now continues to strive with a total commitment and dedication to establish the institution as one of the foremost centres of academic excellence in India. With well-defined strategies and action plans that align with the evolving needs of the globe, MITS Deemed to be University has set forth its educational Odyssey.

Institutional SWOC Analysis

Category	Details
Strengths	Visionary and proactive leadership with strong governance
	NAAC A+ and NBA accreditation for eligible UG & PG programs
	UGC recognition under 2(f) & 12(B); autonomous since 2014
	Highly qualified diverse faculty, many from premier institutions
	Strong research culture with publications, consultancy, and institutional support
	State-of-the-art infrastructure (IT, e-learning, eco-friendly campus)
	Active industry collaborations and internship opportunities
	National recognition for student MOOCs and placements
	Consistently full admissions in UG & PG programs
	Strong alumni support and student-centric initiatives
	Limited communication skills among rural-background students
	Gender imbalance among staff

Weaknesses	Lack of diversity in student admissions
	Absence of residential facilities for staff
	Limited placements in core industries
	Insufficient advanced research infrastructure in core areas
	Few foreign collaborations in research and development
Opportunities	Unique position as the only potential Deemed-to-be University in Rayalaseema region
	Scope to produce more Ph.D. holders to address regional scarcity
	Potential for establishing Centers of Excellence and incubation hubs
	Attract students migrating to other states for quality higher education
	Expansion of International Student/Faculty exchange and collaborations
	Growth in Entrepreneurship, Innovation and incubation activities
Challenges	Alumni engagement for Academic and Placement support
	New programs in Agriculture, Community-oriented courses and niche job-oriented certifications
	International Accreditations and Foreign Faculty Recruitment
	Strengthened Partnerships with core Industries
	Rapidly evolving Technologies and educational ecosystems
	Bridging gap between academic training and industry skills
	Attracting more core engineering companies for placements
	High competition from established institutions and private universities nearby Securing international student admissions
	- Dependence on funded research projects and commercialization of patents
	- Managing regulatory compliances and demographic shifts
	- Sustaining financial resources amidst uncertainties

e. Vision

To serve our region, nation and world through academic excellence, research relevance, and community engagement while emphasizing the importance of the individuals.

Mission

MITS Deemed to be University is committed to providing a dynamic and inclusive learning environment that nurtures intellectual curiosity, promotes critical thinking, and cultivates ethical leadership. Our mission is to empower students with the knowledge, skills, and values necessary to thrive in a rapidly changing global society.

f. Goals and Objectives

MITS University envisions the following goals for Quality assurance**.**

Timeframe	Strategic Goals	Key Focus Areas / Expected Outcomes
Short-Term (1–2 years)	❖ Enhance Academic Curriculum by integrating emerging technologies and industry trends. ❖ Strengthen Student support services through career counselling and placement assistance. ❖ Improve Research output via increased funding and Faculty Development Programs. ❖ Achieve 100% compliance with Quality Assurance standards such as NAAC and NBA. ❖ Upgrade campus infrastructure with smart classrooms and advanced laboratory facilities. ❖ Foster collaborations with local industries for Internships and live projects.	Curriculum Innovation, Student Employability, Research Enhancement, Accreditation Compliance, Infrastructure Upgrade, Industry Linkages
Mid-Term (3–5 years)	❖ Establish Centres of Excellence in strategic research and technology domains. ❖ Expand postgraduate and interdisciplinary programs in line with industry demand. ❖ Increase national and international research publications and patents. ❖ Implement advanced digital learning ecosystems and blended pedagogical models. - Develop a strong alumni network and active industry advisory boards. - Enhance faculty qualifications through Ph.D. completions and global research collaborations.	Research Capacity Building, Program Diversification, Scholarly Output, Digital Learning, Alumni Engagement, Faculty Development
Long-Term (6+ years)	❖ Attain global accreditations and enhance international student and faculty mobility aligned with ranking frameworks such as QS, THE, and NIRF considering teaching, research, international outlook, industry income, and institutional reputation. ❖ Become a recognized centre for innovation and entrepreneurship with incubation and start up support facilities. ❖ Contribute significantly to societal development through community engagement and sustainable practices. ❖ Secure major national and international research grants for institutional growth. ❖ Establish strategic partnerships with leading global universities for joint research and dual academic programs.	Global Accreditation, Innovation Ecosystem, Social Impact, Research Grant Acquisition, International Partnerships

g. Vision 2030: Strategic Objectives

Aligned with UGC guidelines, NEP 2020 goals and Global standards following are the objectives:

- Transform into a Research-Driven Multidisciplinary University
- Ensure holistic, flexible and Skill-Integrated Education
- Promote Innovation and Entrepreneurship
- Enhance Internationalization and Global Partnerships
- Strengthen Digital Infrastructure and Blended learning
- Improve Institutional Governance and Transparency

PART II

Institutional Development Plan

A,Governance Enablers

Governance enablers play a crucial role in promoting transparency, accountability, and informed decision-making within the University. They ensure that policies and processes are fully aligned with the institution's mission, facilitating effective leadership and active engagement of all stakeholders. By driving quality assurance and fostering continuous improvement, these enablers create an environment that encourages innovation, academic excellence, and sustainable growth. Additionally, they are fundamental in maintaining compliance with regulatory requirements, thereby securing the University's long-term success and resilience.

a. Primary objectives:

- Promote transparency in all administrative, academic, and financial processes to build trust among stakeholders and ensure open communication.
- Ensure accountability of all university authorities and officials by instituting robust monitoring, reporting, and evaluation mechanisms aligned with regulatory standards.
- Facilitate informed decision-making through well-defined policies, data-driven insights, and stakeholder engagement, supporting the university's strategic goals.
- Align governance structures and processes fully with the institution's mission and vision, enabling coherent leadership and effective institutional management.
- Foster active participation and collaboration among all stakeholders including faculty, staff, students, alumni, industry partners, and governing councils.
- Drive continuous quality assurance and institutional improvement through systematic reviews, audits, and feedback mechanisms.
- Encourage innovation and academic excellence by supporting interdisciplinary initiatives, research advancements, and integrated academic-industry linkages.
- Maintain regulatory compliance with statutory bodies such as UGC and other accreditation agencies, ensuring sustainable institutional growth and long-term resilience.
- Strengthen governance capacity by digitizing administrative functions, implementing ERP systems, and establishing transparent funding and resource allocation processes.
- Build a governance ecosystem that balances academic autonomy with administrative oversight, ensuring ethical conduct and adherence to institutional values and policies

b. Monitoring and Evaluation Related

Academic program conducts course evaluations at regular intervals during the academic year, consisting of two key phases: Phase I feedback, which takes place midway through the semester, and Phase II feedback, conducted at the end of the semester. This dual-feedback approach allows for timely insights and continuous improvement.

c. Best Practices for Course Evaluations

- **Mid-semester (Phase I) Feedback:** Provides formative feedback to instructors and students, allowing adjustments in teaching strategies and learning activities while the course is in progress.
- **End-semester (Phase II) Feedback:** Summative evaluation intended to assess the overall effectiveness of the course, teaching quality, and learning outcomes.
- **Digital Implementation:** Moving evaluations online enhances accessibility and response rates, enabling easier data collection and analysis.
- **Question Design:** Use a mix of rating scales, multiple choice, rank order and open-ended questions to gather comprehensive feedback on Instructor preparedness, Course content, structure, delivery and examination fairness.
- **Reminders and Integration:** Automated reminders increase response rates and integrating surveys into existing academic platforms facilitates participation.
- **Use of Feedback:** Data collected is used for instructional improvement, accountability, and curriculum enhancement, supported by transparent dissemination of results and Faculty mentoring.

A.1 BoG/ Senate/ Syndicate

Governance enablers within universities center on a documented hierarchy supported by statutory bodies like **Executive Committee, Executive Council**, **Academic Council, Finance Committee, and Board of Studies** incorporating input from a range of stakeholders. These structures are designed to ensure decision-making processes are transparent, accountable, and participatory at all institutional levels.

a. Executive Committee (Trust)

- Acts as the steering and oversight body for the University.
- Provides strategic leadership, supervises policy implementation, and ensures alignment of Institutional Development Plan (IDP) objectives with the Trust's mission.
- Has authority for decision-making on urgent matters and resource allocation related to Development Plans.

- Acts as liaison between the Trust board and Management for smooth communication and governance.
- Monitors progress and accountability of Development Plans under the Trust's governance.

b. Executive Council (University)

- Principal governing body handling policy decisions, administration, and overall governance of the University.
- Approves Strategic Plans, Policies, Budgets and significant appointments.
- Ensures compliance with regulatory frameworks and statutory bodies.
- Governs the execution of University functions in alignment with external and internal mandates.
- Typically chaired by the Vice-Chancellor of the University.

c. Academic Council (University)

- Highest academic authority responsible for maintaining and regulating academic standards.
- Controls curricula, teaching methods, evaluation systems, and academic policies.
- Approves new courses, syllabi, academic programs, and examination regulations.
- Oversees Research promotion and Faculty recruitment criteria.
- Typically chaired by the Vice-Chancellor, including Deans, Heads of Departments, Professors and representatives.
- Reviews and ensures quality and standards of Academic programs and recommends academic reforms.

d. Finance Committee (University)

- Oversees Financial Management, Budgeting and Resource allocation for University activities.
- Reviews expenditures, Investments, Audit reports and financial policies.
- Recommends Budgets for approval to the Executive Council
- Ensures sound Financial Planning that supports academic and operational goals.
- Ensures regulatory compliance in financial matters and assists with fundraising strategies.

Board of Studies (BoS - Department)

- Department level Academic body focused on Curriculum Development and academic delivery.
- Designs and updates syllabi aligned with university Policies and Market/Industry relevance.
- Oversees Course content, Teaching plans and assessment methods at the Department level.
- Coordinates with Academic Council on academic matters and program evaluations.
- Typically composed of senior Faculty members and experts from Academia or Industry.
- Acts as curriculum guardians ensuring Department-level Academic quality and relevance

A.2 Quality Assurance

Internal Quality Assurance Cell (IQAC) at MITS, established on 29th June 2015, serves as a vital mechanism for ongoing Quality Enhancement and Sustenance Post-accreditation, as recommended by NAAC. IQAC integrates Quality assurance into the Institutional system, driving Continuous improvement in Academic and Administrative performance.

Its primary role is to coordinate strategic initiatives that foster holistic academic excellence, transforming quality enhancement from a procedural mandate into a participatory institutional

culture. IQAC acts as a catalyst for change, facilitating interventionist measures to identify gaps, implement improvements, and sustain high standards.

Importantly, IQAC functions as a collaborative and voluntary body, not a hierarchical structure, promoting collective ownership among all stakeholders. Its efforts directly support the Design, Implementation and review of the Institutional Development Plan (IDP), aligning Quality assurance with Institutional growth and excellence.

a. IQAC Goals:

- Develop and maintain a quality culture as a central concern for the Institution.
- Ensure continuous improvement in Academic and Administrative performance.
- Institutionalize all quality enhancement initiatives, creating a sustainable system.
- Promote holistic Academic excellence and alignment with accreditation requirements.

b. IQAC Objectives:

- Develop systems for conscious and consistent improvement in institutional performance.
- Promote Quality enhancement measures through internalization of quality culture and best practices.
- Ensure timely, efficient, and progressive performance of Academic, Administrative, and financial tasks.
- Enhance relevance and quality of academic and research programs.
- Provide equitable access and affordability of academic programs to diverse sections of society.
- Optimize and Integrate modern teaching and learning methods.
- Ensure credibility and fairness of evaluation and assessment procedures.
- Maintain and upgrade support structures and services for academic excellence.
- Facilitate feedback mechanisms from students, parents, and stakeholders to drive quality improvements.
- Organize quality-related workshops, seminars, and promote quality circles.
- Act as a nodal agency coordinating quality-related activities within University
- Develop and maintain an Institutional database for quality management and documentation through Portal via **IQAC Hours.**
- Prepare and submit the Annual Quality Assurance Report (AQAR) as per NAAC guidelines.
- Conduct regular Academic and Administrative audits and implement follow-up actions as per ISO 21001:2018 standards.

c. Functions of the Internal Quality Assurance Cell (IQAC):

1. **Development and Application of Quality Benchmarks:** IQAC formulates and implements strategies for conscious, consistent, and catalytic improvement in academic and administrative performance.
2. **Quality Enhancement Planning:** It promotes institutional functioning towards quality enhancement through internalization and institutionalization of quality culture and best practices.
3. **Coordinating Quality-Related Activities:** Acts as a nodal agency to coordinate quality-related activities, including adoption and dissemination of good practices.
4. **Data Management:** Facilitates development and maintenance of institutional data through Management Information System (MIS) for quality monitoring and enhancement.
5. **Preparation of Annual Quality Assurance Report (AQAR):** Prepares and submits AQAR based on quality parameters prescribed by accreditation bodies like NAAC.
6. **Monitoring and Follow-Up:** Ensures follow-up of quality enhancement measures based on AQAR findings, and submits reports to relevant authorities such as the affiliating university and UGC.
7. **Promoting Research and Innovation Culture:** Encourages development of research, innovation, and start-up ecosystems within the institution.
8. **Fostering Collaboration and Network Building:** Facilitates collaborative partnerships for academic, research, and innovation advancements.
9. **Enhancing Stakeholder Participation:** Engages all institutional stakeholders to foster a quality culture and participatory governance.
10. **Documentation and Communication:** Establishes methodologies for organized documentation and internal communication regarding quality assurance initiatives.

A.3 Financial Autonomy

- **Budget Forecasting** for capital and operational expenditure
- Mobilize funds through:
  - ❖ Research and Consultancy projects
  - ❖ Industry partnerships and CSR funds
  - ❖ Alumni Contributions
  - ❖ Government and philanthropic grants
- Establish **Endowment funds** for scholarships and Infrastructure

A.4 Leadership

Emphasize that leaders must possess:

- Visionary planning abilities
- Administrative agility
- Skills in mentoring and capacity-building
- Commitment to inclusivity, innovation, and benchmarking against national and global standards.

Board of Management (BOM):

- Highest governing body, independent of the sponsoring Trust/Society.
- Consists of 10-15 members, including the Vice-Chancellor as Chairperson, Pro Vice-Chancellor, Deans, Eminent academics, Government/UGC nominees, Teacher representatives, Sponsoring body nominees and the Registrar (ex-officio Secretary).
- Powers include making rules, decisions on academic, administrative, personnel, financial, and developmental matters.
- BOM can delegate powers to the Vice Chancellor, other officers/Faculties, or committees, with delegated actions reported at the next BOM meeting.

a. Chancellor

Serves as the ceremonial head and holds the ultimate Authority of the University.

- Exercises the power to issue directives guiding the overall growth, governance, and development of the institution.
- Approves key senior appointments, including that of the Vice Chancellor.
- Holds final Decision-making Authority and exercises oversight over University affairs.
- Has the authority to intervene in Administrative matters when necessary to uphold the university's mission and integrity.
- Provides Visionary Leadership, ensuring alignment with the strategic objectives and long-term goals of the university.

b. Pro Chancellor

Deputizes for Chancellor, acts on delegated powers, supports governance

- Appointed by the Chancellor to act as the Deputy or representative of the Chancellor.
- Authorized to exercise all powers delegated by the Chancellor.
- Represents the Chancellor at official functions, presides over ceremonies, and supports governance activities.
- Acts on behalf of the Chancellor when the latter is unavailable.
- Assists in strategic decision-making and monitoring overall governance effectiveness.

c. Vice Chancellor

- **Executive & Academic Head implements Decisions, chairs key University bodies**

- Responsible for the comprehensive supervision and control of all university affairs.

- Ensures implementation of decisions made by the Board of Management, operating under the oversight of the Chancellor.
- Chairs key governance bodies including the Board of Management, Academic Council, and Finance Committee.
- Holds the authority to convene meetings of university authorities and make decisions in accordance with university statutes.
- Possesses emergency powers to take immediate action on urgent matters, subject to subsequent reporting to appropriate authorities.
- Ensures strict maintenance of discipline and adherence to university rules and regulations.
- May delegate certain powers to subordinate officers with approval from the Board of Management.
- Performs other functions as stipulated by university regulations and statutes.

d. Registrar

Registrar shall be an officer appointed by the Board of Management based on the recommendations of a duly constituted Selection Committee, in accordance with the University Grants Commission regulations.

Registrar is entrusted with the custodianship of all university records, funds, and properties and is responsible for the efficient administration of statutory and operational functions of the university. Qualifications, selection process, and conditions of service shall adhere strictly to the norms prescribed by the University Grants Commission to ensure compliance, transparency and merit-based appointment.

Key Responsibilities include:

- Acting as the ex-officio Secretary to the Board of Management, Academic Council, and Planning and Monitoring Board, facilitating the organization and documentation of meetings, including issuing notices and maintaining accurate minutes.
- Managing official correspondence and communication with internal and external stakeholders.
- Overseeing administrative functions related to examinations, student records, campus infrastructure, and legal matters concerning the university, either directly or through authorized representatives.
- Reporting to and working under the overall guidance and supervision of the Vice Chancellor to ensure the seamless functioning of the university's administrative machinery.
- Ensuring compliance with regulatory requirements, maintaining discipline within the university jurisdiction, and safeguarding institutional assets.

e. Executive Committee and Executive Council

Leaders within these bodies are expected to:

- Articulate and implement a forward-looking strategic plan aligned with National goals and local needs.
- Champion collaborative decision-making, transparency, and adaptive leadership, particularly in times of change or crisis.
- Foster an organizational culture that prizes innovation, continuous learning, and inclusion at all governance levels.

f. Academic Council

Academic Council steers the Institution's Academic excellence through curriculum oversight, Policy setting and Research Promotion. Leadership here involves:

- Encouraging Interdisciplinary approaches and curriculum Innovation to meet evolving educational standards.
- Mentoring Faculty members and promoting collaborative, evidence-driven decision-making in Academic policies.
- Ensuring Quality assurance, Benchmarking, and implementation of best practices for Teaching and Research.

g. BoS plays a key role in developing subject-specific curricula and assessment methods.

- Integrating contemporary Pedagogies and Stakeholder feedback to keep course offerings relevant and forward-thinking.
- Promoting Faculty Development, Industry-Academia collaboration, and leveraging Technology for blended learning and Research.

Contributing to the Institution's Strategic Capacity-building through Regular Curriculum Reviews, Faculty empowerment and adoption of Innovative Teaching tool.

A.5 Vision, Mission and Roadmap for HEI

a. Vision and Mission Development

- Prepare a formal Vision and Mission statement that reflects the University values, aspirations, and strategic direction, ensuring clarity and alignment with regulatory and national policy frameworks such as **NEP 2020** and Sustainable **Development Goals**.
- Evolve a shared vision by conducting comprehensive consultations with key internal and external stakeholders, including governance bodies (Executive Committee, Executive Council, Academic Council), Faculty, Students, Alumni, and Industry partners.

- Engage reliable consultants with a proven track record or leverage internal expertise, as needed, to facilitate benchmarking and institutional introspection.

b. Roadmap and Planning

- Prepare a phased Roadmap with clearly defined short-term (2 years), medium-term (5 years), and long-term (10 years) strategic plans, mapping to Vision and Mission priorities.
- Set measurable Targets, including academic program growth, Infrastructure, industry collaboration, student success outcomes, and inclusion goals.
- Institutionalize Annual activity/capacity building plans that address Academic, Administrative and organizational gaps.
- Implement mechanisms for regular review, feedback and course-correction via governance enablers, ensuring continuous improvement and sustained progress.

c. Enabling Department-Level Implementation

- Develop structured roadmap templates for Heads of Departments (HODs) and Section In-charges, guiding them to translate University-level Vision and Mission into actionable Departmental plans that support the overarching strategy.
- Foster robust communication channels and capacity-building support for periodic Departmental review and alignment with goals.

A.6 IT/Web-based MIS

a. Parameter Finalization:

- Establish an empowered committee (such as Academic Council, IQAC) to define and periodically review parameters for performance monitoring, ensuring metrics are relevant, comprehensive, and mapped to institutional goal.
- Include parameters such as Teaching-learning outcomes, Student progression, Research outputs, Faculty Performance (leveraging 360° feedback and Academic Performance Indicators) Infrastructure utilization, Admissions, Placements, and Stakeholder satisfaction.

b. Integration of Feedback Sources:

- Implement systems for continuous feedback collection from Students, Faculty, Parents, Alumni and Industry using standardized e-surveys, dashboards, and analytics integrated with the MIS platform.
- Consider guidelines and recommended best practices from both UGC and AICTE regarding Feedback weights, confidentiality and use in appraisals and quality enhancement.

c. Academic System Implementation:

- Prioritize deployment of Academic management modules (examination, attendance,

curriculum mapping, online assessment) within the MIS to ensure paperless, transparent, and efficient academic operations.

- Ensure MIS provides real-time analytics, compliance tracking, and customizable reports for governance enablers to support evidence-based decision-making.

d. Alignment & Compliance:

- All parameters and feedback systems must be in accordance with latest UGC and AICTE norms, such as use of 360° feedback for faculty assessment, digital record-keeping, and transparent review processes. Regularly update governance documentation to reflect changes in regulatory frameworks or new best practices.

e. Oversight and Review:

- Executive bodies (IQAC, Academic Council, Executive Council and relevant Finance committee) must receive periodic dashboards and analytics from the MIS for review and strategic intervention.
- Conduct annual and semester audits of data integrity, compliance, and action taken based on MIS outputs.

A.7 Risk Management Analysis

a. Yearly Meeting with Insurance Representatives

- Governance bodies (Executive Council, Risk Management Committee, Finance Committee) should mandate at least one yearly formal meeting with insurance company representatives to comprehensively review risk exposure and mitigation strategies.
- Discuss a wide spectrum of risk scenarios including legal liabilities, safety protocols, financial risks, natural disaster preparedness, environmental hazards, cybersecurity, and reputational risks. This ensures holistic risk awareness and preparedness.
- Meetings should directly link to the enterprise risk management (ERM) framework, integrating updated feedback on emerging risks, compliance mandates, and evolving best practices provided by insurance experts.
- Review adequacy and relevance of current Insurance policies property, casualty, cyber-liability, student health, and others—based on updated risk assessments and asset valuations. Negotiate coverage terms to match evolving institutional needs.
- Insurance representatives should advise on cost-effective risk control measures, safety upgrades, emergency preparedness drills, legal compliance, and mental health support, helping reduce claim incidences and insurance premiums.
- Involve cross-functional stakeholders like legal, safety officers, finance, student services, and

IT to ensure comprehensive input and institutional buy-in on risk mitigation.

- Maintain detailed minutes of discussions, action items, recommended improvements, and timelines for implementation. Governance bodies must track progress and ensure accountability for risk mitigation.
- Use these meetings as opportunities for training Institutional Leadership and staff on emerging risks and compliance requirements drawn from insurance sector insights.
- Collaborate with specialized Insurance advisors experienced in the higher education sector to access market trends, regulatory updates, and customized risk solutions

A. 8 University Advisory Boards

- **Composition**

  Constitute the **University Advisory Board (UAB)** with distinguished members from diverse backgrounds including prominent industrialists, reputed academics, government officers and other sector experts relevant to the institution's domain and goals.

- **Role and Mandate**

  UAB will provide strategic advice, industry insights, and governance recommendations to support the Academic, Research and operational excellence aligned with evolving market and societal needs.

- **Frequency of Meetings**

  Schedule UAB meetings at least once per semester to maintain regular, timely inputs, ideally coinciding with student presentations, academic events, or milestone functions for direct interaction with the University community

- **Engagement Scope**

  Facilitate interaction between UAB members and Faculty, students, and management to discuss emerging trends, challenges, curriculum relevance, skill development needs, innovation opportunities, and policy support.

- **Strategic Input**

  UAB will actively contribute to shaping vision, mission, and strategic roadmaps within the IDP, offering external perspectives on priorities related to academic programs, industry linkages, research collaborations, infrastructure, and skill enhancement.

- **Feedback and Follow-up**

  Institutionalize a mechanism to capture UAB recommendations in reports, integrate actionable items into Institutional plans and provide feedback on implementation progress in

subsequent meetings.

- **Capacity Building and Networking:**

  Facilitating Industry-Academia collaborations, Guest lectures, Internship opportunities, Placement support and collaborative Research, enriching ecosystem.

A.9 Student Feedback

Governance Roles and Responsibilities for 360-Degree Feedback

a. Governance Committee

- Approve the overall 360-degree feedback policy and framework aligned with institutional goals.
- Ensure compliance with confidentiality, ethical standards, and guidelines.
- Monitor implementation status and integration with performance appraisal and faculty development processes.
- Review summary reports and trends for quality improvements.

b. Key Oversight Responsibilities (Stakeholder's Feedback)

- Ensuring anonymity and fairness throughout the process.
- Setting timelines and monitoring adherence.
- Facilitating transparent communication to build stakeholder trust.
- Linking feedback results to meaningful professional development interventions.
- Periodically reviewing and refining the feedback process based on stakeholder inputs and institutional needs.

c. Heads of Departments (HODs)

- Facilitate and coordinate Departmental Participation in the 360-degree feedback process.
- Collect and consolidate feedback data from faculty.
- Engage Faculty members in proposing and refining feedback methodologies.
- Support Faculty in interpreting Feedback and developing improvement plans.
- Monitor Progress on Action plans and provide mentoring or resources as needed.

d. Faculty Members

- Participate actively and honestly as feedback providers and receivers.
- Propose feedback methodologies through HODs.
- Use feedback constructively to enhance teaching effectiveness and professional growth.
- Maintain open communication with governance bodies on progress and challenges.

e. Internal Quality Assurance Cell (IQAC)

- Manage the 360-degree feedback administration, including survey design, distribution, data collection, and confidential handling.
- Train participants on giving and receiving constructive feedback.

- Analyze feedback data to generate actionable reports.
- Facilitate workshops for feedback interpretation and development planning.
- Provide regular updates to governance committees on effectiveness and challenges.

f. Senior Leadership

- Champion the 360-degree feedback culture Ensure allocation of necessary resources for process sustainability.
- Endorse action plans and link feedback outcomes with Institutional reward and recognition frameworks.

g. Feedback Facilitators

- Provide technical expertise in designing the feedback tools.
- Conduct training for participants.
- Assist in interpreting complex data.
- Support continuous improvement of the feedback system.

Summary:

Phase	Key Actions
Years 1-5	**System alignment, Committee setup, Ombudsperson, SDGs, e-governance, Delegation to Administration/finance roles**
Years 6-10	**Review/improvisation of rules, Budgeting, Monitoring, 30% Financial power delegation**
Years 11-15	**Off-shore governance, Statutory compliance, impact/SDG assessment, Institute of Eminence, 40% Financial delegation**

B. Financial Enablers and Funding Models

Objective	Short Term (1–2 Years)	Mid Term (3-5Years)	Long Term(5+ Years)
Financial Roadmap	Streamlining expenses, fundraisers	Establish endowments, expand income	Diversify Income, achieve independence
Revenue Creation	Apply for Grants, events, alumni	Executive education, sponsored R&D	Global Fundraising, IP monetization
Fund Allocation	Prioritize needs through budgeting	Support welfare, research, infrastructure	Funding assets and recurring expenditure
Financial Governance	Develop Policies and review annually	Cross-campus coordination	Scalable Governance, participatory leadership

B.1 Financial Policies

Component	Key Roles and Responsibilities
Financial Governance Framework	❖ Establish a robust financial management framework within the IDP ensuring compliance, transparency, and accountability in managing financial resources.
Deans	❖ Oversee and allocate Departmental budgets aligned with academic and research priorities. ❖ Participate in strategic planning for resource mobilization and cost optimization. ❖ Ensure academic programs remain financially viable through revenue and cost monitoring.
Heads of Departments (HoDs)	❖ Manage daily Departmental financial operations, including resource utilization and procurement. ❖ Align curriculum and program development with sustainable enrollments and tuition revenue. ❖ Foster research funding and collaboration opportunities contributing to financial sustainability.
Finance Section/Office	❖ Prepare financial forecasts, budgets, and performance analyses. ❖ Track revenue streams from tuition, grants, and other sources; promote ❖ Innovative revenue generation initiatives such as patents and consultancies. ❖ Monitor university-wide costs, recommend efficiency measures, ensure regulatory compliance, and manage audit processes.

University Leadership (Vice-Chancellor, Registrar)	❖ Provide oversight and strategic direction for financial sustainability. ❖ Ensure alignment of financial policies with institutional vision and goals. ❖ Facilitate external funding acquisition and stewardship.
Finance Committee	❖ Approve budgets, financial policies, and audit reports. ❖ Review and guide investments, resource allocation, and risk management strategies.
Transparency and Accountability	❖ Ensure transparent financial transactions with regular reporting to stakeholders. ❖ Embed financial sustainability measures including diversified income ❖ Streams, cost control, and risk mitigation.
Integration with Institutional Plans	❖ Align financial policies with academic, infrastructural, and research initiatives outlined in the IDP. ❖ Conduct regular review and adjustment of financial strategies based on monitoring outcomes and institutional priorities.

Timeframe	Goals	Key Focus Areas
Short-Term Goals (1–2 years)	❖ Establish clear financial governance policies defining roles and responsibilities of university officers and departments. ❖ Develop budget preparation, approval, and monitoring processes aligned with institutional priorities. ❖ Ensure transparency through regular financial reporting and audit compliance. ❖ Train finance officers and department heads on financial procedures and policies. ❖ Integrate basic financial management modules with institutional administrative systems.	Policy Framework, Training, Process Standardization, Transparency, System Integration
Mid-Term Goals (3–5 years)	❖ Optimize resource allocation through data-driven decision-making and periodic financial reviews. ❖ Strengthen internal controls and risk management related to financial assets. ❖ Diversify revenue streams including grants, research funding, and entrepreneurial activities. ❖ Enhance capacity building for financial staff on advanced financial planning and compliance. ❖ Incorporate financial sustainability criteria into academic and research program planning.	Financial Optimization, Risk Management, Revenue Diversification, Capacity Building, Sustainability Alignment

Long-Term Goals (6–10 years)	❖ Institutionalize a culture of financial accountability and continuous improvement. ❖ Establish robust financial forecasting and investment strategies to support long-term growth. ❖ Foster partnerships for collaborative funding and resource optimization with industry and governmental bodies. ❖ Deploy advanced integrated financial management systems linked with institutional development metrics. ❖ Regularly review and update finance policies to adapt to changing regulatory and institutional landscapes.	Accountability Culture, Strategic Investments, Partnerships, Technology Integration, Policy Evolution

B.2 Action Plans and Budgets

Timeframe	Goals	Key Financial Outcomes
Short-Term (1–2 years)	❖ Prepare a 3-year comprehensive budget template for academic and administrative planning. ❖ Identify internal resource mobilization options through departmental initiatives and academic services. ❖ Launch alumni giving drive targeting contributions of ₹0.5–1.5 lakh.	Structured budgeting, Internal revenue channels, Alumni fund initiation
Mid-Term (3–5 years)	❖ Diversify Institutional Revenue via executive education programs, consultancy services, and industry-linked projects. ❖ Establish a corpus/endowment plan with an initial Seed Funding of ₹5–15 lakh and implement related governance policy.	Revenue diversification, Corpus fund creation, Financial policy framework
Long-Term (6–10 years)	❖ Build sustainable endowments and define an institutional investment policy for long-term capital growth. ❖ Establish income-generating centres and Innovation Hubs with financial scalability of ₹50+ lakh, depending on institutional size.	Endowment sustainability, Investment framework, Self-financing academic centres

B.3 Main Sources of Revenue to be developed

Timeframe	Goals	Key Focus Areas / Expected Outcomes
Short-Term (1–2 years)	❖ Assess and optimize current tuition fee structures for competitiveness and sustainability. ❖ Organize fundraising events such as alumni meets, cultural or sports tournaments. ❖ Identify and apply for grants from government agencies, NGOs, and corporate foundations. ❖ Generate revenue from self-financed or add-on courses. ❖ Conduct basic financial literacy workshops for staff and students.	Fee Optimization, Fundraising Initiatives, Grant Acquisition, Course-based Revenue, Financial Awareness

Mid-Term (3–5 years)	❖ Establish Endowment funds through Alumni donations, corporate sponsorships and philanthropy. ❖ Diversify revenue via new Academic Programs, Research centres and facility rentals. ❖ Collaborate with Industries for Internships, Research sponsorships and Consultancy Projects. ❖ Invest in infrastructure improvements to attract Students and Faculty for enhanced revenue growth.	Endowment Formation, Program Diversification, Industry Collaboration, Infrastructure-driven Growth
Long-Term (6+ years)	❖ Implement sustainability initiatives to reduce operational costs, such as renewable energy projects. ❖ Launch capital campaigns to raise substantial funds for infrastructure and academic innovation. ❖ Develop dedicated funding mechanisms to support research, innovation, and commercialization. ❖ Strengthen international collaborations to expand academic offerings and global revenue streams.	Cost Sustainability, Capital Development, Research Funding, Global Partnerships

B.4 Close liaison with GOI ministries/ agencies and others for funding and Access to external Grants and Funding

Timeframe	Goals	Key Focus Areas / Expected Outcomes
Short-Term (1–2 years)	❖ Establish Standard Operating Procedures (SOPs) and Proforma/templates for government and external funding applications. ❖ Create a dedicated team or office to coordinate grant applications and liaise with government departments. ❖ Compile a comprehensive database of funding schemes and deadlines from 20+ ministries/agencies. ❖ Train faculty on proposal writing, budgeting, and funding guidelines.	SOP Development, Grant Coordination, Funding Database Creation, Faculty Skill Building
Mid-Term (3–5 years)	❖ Strengthen relationships with key ministries and external agencies through regular engagement and participation in government projects. ❖ Develop Inter-Departmental coordination to enhance grant approval probability and generate overhead revenue. ❖ Promote Interdisciplinary and Multi-university Research proposals targeting large-scale funding opportunities. ❖ Streamline compliance and Audit mechanisms for Government-Funded projects.	Stakeholder Engagement, Departmental Collaboration, Large Grant Proposals, Compliance Management
	❖ Oversee, scale, and manage external funding processes through Research Development Cell	Institutionalization of RDC, Funding

Long-Term (6 +years)	❖ Diversify funding sources to include International agencies, Industry partnerships, and CSR projects. ❖ Establish sustainable Partnerships with ministries, autonomous bodies and funding consortiums for long-term grants. ❖ Position the University as a preferred research collaborator with GOI and major Funding agencies through proven expertise and National reputation.	Diversification, Strategic Partnerships, National Research Leadership

B.5 Internal Revenue Generation (IRG) Scheme in each Department

Timeframe	Goals	Key Focus Areas / Expected Outcomes
Short-Term (1–2 years)	❖ Establish a dedicated Institutional Research Office responsible for identifying, applying, and managing research grants. ❖ Develop a comprehensive database of potential external funding agencies and schemes from GOI ministries, industry, and international bodies. ❖ Conduct workshops and training sessions for faculty on proposal writing, grant application, and compliance procedures. ❖ Initiate small-scale collaborative, interdisciplinary research projects to build institutional capacity and track record.	Research Office Setup, Funding Database, Faculty Training, Initial Collaborations
Mid-Term (3–5 years)	❖ Increase success rate of external research grant applications through collaborative and international research partnerships. ❖ Establish internal peer review and mentorship systems for proposal development and quality improvement. ❖ Expand research funding portfolio to include larger, multi-institutional and industry-sponsored projects. ❖ Implement institutional policies for incentivizing research through seed grants, pilot project funding, and recognition mechanisms.	Grant Success Growth, Quality Review Mechanisms, Portfolio Expansion, Research Incentivization
Long-Term (Beyond 5 years)	❖ Earn recognition as a Centre of Excellence in selected research domains, attracting national and international large-scale grants. ❖ Establish a research and innovation park, incubator, and technology transfer office for commercialization of research outcomes. ❖ Secure sustained government and industry funding to develop a self-sustaining research and innovation ecosystem.	Research Excellence, Innovation Commercialization, Sustained Funding Ecosystem

B.6 Financial/Investment Committee

a. Key Functions of the Financial/Investment Committee:

- Review and approve budget proposals related to grants received from UGC and other sources.
- Oversee utilization of funds from tuition fees, government subsidies, Research Projects and donations.
- Develop and implement an investment strategy that balances risk and return to maximize institutional resources.
- Monitor financial performance, audit reports, and compliance with regulatory requirements.
- Advise the Governing Body/Board of Management on financial policies and resource mobilization.
- Ensure transparency, accountability, and good financial governance with timely reporting to stakeholders.
- Collaborate with auditors, finance officers, and other administrative units for smooth financial operations.

b. Composition and Structure:

- Typically includes Senior Administrative Officials (e.g., Finance Officer as Member Secretary), External experts, senior Faculty members and Representatives from Governing bodies.
- Chaired by a senior authority such as a finance chairperson or a senior member of the Board of Governors.
- Meets periodically (Quarterly or Biannually) to review financial status and guide investment decisions.

B.7 Staff Providing Financial Services

Timeframe	Strategic Objectives	Institutional Actions	Expected Impact / Outcomes
Short-Term (1–2 years)	Build Institutional capacity for Research Management and External funding engagement.	❖ Establish the Institutional Research Office for grant identification and management. ❖ Develop a centralized database of National, Industry and International funding schemes. ❖ Train faculty through Proposal writing and compliance workshops. ❖ Launch Pilot-level Interdisciplinary Research collaborations.	Functional Research Office, Trained Faculty Pool, Structured Funding Database, Foundational Research Collaborations
Mid-Term (3–5 years)	Expand research competitiveness and	❖ Foster International and Inter-Institutional collaborations for joint proposals.	Increased Grant Approvals, Strengthened Research Networks,

	Interdisciplinary Funding success.	❖ Create **internal peer review and Mentorship committees** for proposal quality assurance. ❖ Diversify research funding through multi-institutional and Industry-linked projects. ❖ Introduce Institutional research incentive policies and internal seed funding mechanisms.	**Enhanced Funding Portfolio**, Motivated Research Culture
Long-Term (Beyond 6+ years)	Institutionalize Research excellence and sustainable funding ecosystem.	❖ Attain Centre of Excellence status in niche research domains. ❖ Establish a **Research and Innovation Park** with Incubation and technology transfer functions. ❖ Build enduring Partnerships with Government and Industries for continuous funding support. ❖ Promote commercialization of intellectual outputs for long-term institutional revenue.	Global Research Reputation, Innovation Commercialization, Sustained External Funding, Self-sufficient Research Ecosystem

C. Academic Enablers

Primary Objectives:

Regular and continuous capacity building of Faculty through Refresher Programs and training of trainers (in case of VE) especially in the following areas:

- Implementation and operationalization of National Credit Framework (NCrF)
- Implementation and operationalization of Academic Bank of Credits (ABC)
- Implementation and operationalization of National Higher Education Qualification Framework (NHEQF) with level descriptors
- Integrating Vocational Education, Training & Skilling into HEIs
- Implementation and operationalization of National SkillsQualification Framework (NSQF) with level descriptors
- Implementation and operationalization of Indian Knowledge System (IKS) and Future Skills

Curriculum Reform:

- Implement the Choice Based Credit System (CBCS) with semester and credit flexibility, enabling students to select interdisciplinary minors and majors.
- Integrate online courses via platforms like SWAYAM to complement traditional learning and enhance accessibility.

Outcome-Based Education (OBE) and Bloom's Taxonomy:

- Design curricula and assessments based on OBE principles to clearly define learning outcomes.
- Use Bloom's taxonomy to structure learning objectives from knowledge acquisition to higher-order thinking skills like analysis, synthesis, and evaluation.

Academic Bank of Credits (ABC) and National Academic Depository (NAD):

- Facilitate credit accumulation and transfer through ABC, allowing learners to earn and use credits across institutions.
- Leverage NAD for secure digital storage and verification of academic credentials, promoting student mobility and lifelong learning.

Skill Development Programs aligned with NSDC:

- Collaborate with the National Skill Development Corporation to offer industry-relevant skill programs.
- Embed certified vocational and soft skill training within academic programs to enhance employability.

Faculty Development Programs (FDPs):

- Conduct regular FDPs focused on innovative pedagogy, research methodologies, and advanced tools including Artificial Intelligence applications in teaching and learning.
- Ensure faculty are equipped to deliver contemporary, skill-oriented education effectively.

IQAC (Internal Quality Assurance Cell):

- Oversees quality assurance mechanisms and continuous improvements

C.1 Courses catering to Professional/Future requirements

Timeframe	Goals	Key Outcomes
Short-Term (1–2 Years)	➢ Update curricula with industry trends. ➢ Add skill-based modules and certifications. ➢ Conduct guest talks, workshops, and short Internships. ➢ Launch faculty upskilling and blended courses.	Industry-aligned Curriculum, Skill Development, Faculty Readiness, Flexible Learning
Mid-Term (3–5 Years)	➢ Introduce interdisciplinary, industry-backed courses. Extend internships and apprenticeships. ➢ Embed real-world assessments and certifications. ➢ Enhance faculty training with professional bodies.	Applied Learning, Strong Industry Linkages, Curriculum Innovation, Faculty Excellence
Long-Term (6–10 Years)	➢ Establish advanced professional learning centers. ➢ Offer global certifications and lifelong learning. ➢ Institutionalize industry partnerships. Position faculty as professional mentors.	Global Standards, Industry Collaboration, Career Pathways, Lifelong Learning Ecosystem

C.2 Curriculum- updated as per Industry requirements

Timeframe	Goals	Key Outcomes
Short-Term (1–2 Years)	➢ Align curriculum with current industry needs. ➢ Host guest lectures and workshops with professionals. ➢ Introduce modular, skill-based courses. ➢ Launch internship and practical exposure programs. ➢ Integrate employer and alumni feedback loops.	Industry-Relevant Curriculum, Skill Integration, Practical Exposure, Continuous Feedback
Mid-Term (3–5 Years)	➢ Co-develop interdisciplinary and emerging tech courses with industry. ➢ Institutionalize internships, apprenticeships, and on-job training. ➢ Add advanced certifications and experiential assessments. ➢ Strengthen faculty-industry interface for professional growth. ➢ Ensure dynamic curriculum updates responsive to market change.	Industry Collaboration, Experiential Learning, Faculty Upskilling, Agile Curriculum
Long-Term (10 Years)	➢ Establish centres of excellence for collaboration and innovation. ➢ Enable flexible, personalized learning models. ➢ Create self-evolving curriculum frameworks. ➢ Expand global industry partnerships. ➢ Cultivate a lifelong learning and up skilling culture.	Innovation Hubs, Global Partnerships, Adaptive Curriculum, Lifelong Professional Learning

C.3 Curriculum embedded with Employability Skills

Skill Area	Short-term Goals (1-2yrs)	Mid-term Goals (3 -5 yrs)	Long-term Goals (6-10yrs)
Constitutional/Citizenship Values	Intro modules, awareness sessions	Embed in all years/disciplines, active citizenship projects	Graduate attribute, leadership frameworks
Career Development & Goal Setting	Goal-setting workshops, career talks	Structured career planning integrated into seminars/labs	Alumni mentoring, lifelong career guidance
21st Century	Code of conduct,	Workplace	Industry-linked

Professionalism	etiquette sessions	behaviour, ethics course	professional skills certification
Communication Skills	Communication labs, presentations	Integrated communication rubrics across curricula	Advanced communication capstone projects
English Proficiency	Basic English refresher, peer learning groups	Continuous English competency assessment, debate groups	English as core outcome, international exchange support
Inclusivity & Diversity	Gender sensitization, PwD workshops	Policy & project-based learning around inclusivity	Universal design and diversity embedded as campus culture
Digital Literacy/Skills	ICT orientation, digital safety workshops	Digital skills labs, project-based digital tools	Digital fluency as a core graduate attribute, AI/data electives
Financial & Legal Literacy	Basic finance, legal awareness sessions	Applied finance/law modules, simulations	Startup management, compliance training embedded
Entrepreneurship	Startup talks, idea pitching basics	Incubation cell projects, cross-faculty business planning	Entrepreneurship ecosystem, venture funding modules
Customer Service Orientation	Customer scenarios, role plays	Internship-linked applied customer service modules	Industry partner certifications, service excellence awards
Job Readiness & Exam Prep	Résumé/interview bootcamps	Integrated employability test prep within curriculum	National skill certification, campus-to-career transition units
Critical & Analytical Thinking	Short workshops, case studies	Integrated in assignments, assessment rubrics	Embedded as outcome-based requirement
Creative Thinking & Innovation	Hackathons, creative games	Design thinking projects across disciplines	Campus innovation showcases, patents, start-ups
Adaptive & Computational Thinking	Real-world scenario exercises	STEM integration, simulation/AI training	Industry-aligned adaptive thinking certifications
Social Intelligence & Collaboration	Group tasks, teamwork games	Project-based cross-cultural collaborations	Virtual global teamwork, partnership awards
Cross-Cultural Competency	Culture days, language basics	Exchange programs, diversity seminars	International project participation, credits
New Media Literacy	Social media	Create digital	Showcase digital

	workshops, blogging basics	portfolios, integrate new media in assignments	content, media literacy project credits
Decision Making & Conflict Resolution	Decision games, mock negotiations	Embedded negotiation and conflict labs	Advanced decision frameworks, external certifications

C.4 Skill Enhancement Courses

Skill Area	Short-term Goals (1-2yrs)	Mid-term Goals (3 -5 yrs)	Long-term Goals (5-10yrs)
AI & Machine Learning	Introductory workshops, coding boot camps	Full elective modules, AI-lab projects, industry talks	Applied research, industry-aligned capstone, AI in all disciplines
Block chain	Awareness sessions, basics through Hackathons	Lab-based course on Block chain applications	Block chain integrated for University operations, campuswide applications
IoT	Sensor basics, Arduino/Raspberry Pi workshops	IoT-enabled smart projects, real-world data collection	IoT ecosystem for campus operations, cross-dept IoT research clusters
Drones	Tech demonstrations and competitions	Practicals on drone assembly & operation, applications in agriculture, surveying, etc.	Autonomous drones for campus needs, advanced certification partnerships
Industry 4.0 Concepts	Foundational courses (smart manufacturing, automation)	Cross-disciplinary smart factory simulations, virtual labs	Digital twin implementations, MSME/industry linkage, full-scale automation ecosystems
Data Analytics	Basic data analysis modules, Excel/Python training	Advanced analytics with Big Data, visualization courses	Machine learning/data science embedded, industry certifications
Cybersecurity	Awareness drives, basic online safety lessons	Core courses, cyber security simulation labs	Security-by-design projects, campus-wide audits, national/international alignment
Cloud Computing	Starter kits and cloud accounts for students	Course integration, cloud-based collaboration projects	Cloud platforms for institutional management, research and teaching delivery
Digital Literacy	Digital skill primers, online resource usage	Assessment integrated throughout curriculum	Digital fluency as graduation standard across all streams
Collaborative Platforms	Training on digital project/team management	Virtual collaboration in coursework	International partnerships using digital platforms, remote internships

C.5 Emerging Technologies Integration

Goals for Centers of Excellence

- Establish specialized Centers of Excellence that collaborate with industry and academic partners to identify skill gaps, conduct research, develop training programs, and drive curriculum innovation in emerging technology areas.
- Integrate foundational and advanced technology modules (AI, ML, RPA, IoT, Blockchain, Cybersecurity, Cloud, AR/VR, digital twins, etc.) into all streams with progressive credit-earning components.
- Ensure 21st-century skills (communication, collaboration, creativity, problem solving, initiative, emotional stability, physical fitness, global confidence) are mandatory, graded, and mapped to both academic and co-curricular achievement

Skill Area	Short-term Goals (1-2 years)	Mid-term Goals (3 -5 years)	Long-term Goals (5-10 years)
AI & ML	Introductory modules, hands-on exercises	Dedicated courses, AI/ML labs, industry collaboration	Research capstones, published projects with industry
Robotic Process Automation	RPA demos, awareness, online tool tutorials	Integrated workflow projects, automation boot camps	Hyper automation campus operations, student-led innovations
Data Analytics	Data literacy and visualization basics	Big Data electives, real datasets, internships	Advanced analytics tracks, analytics centre for all streams
IoT / IIoT	Sensor basics, prototyping workshops	Smart campus projects, IIoT in labs, interdisciplinary	Campus wide IoT ecosystems, MSME/industry linkages
Blockchain	Basic principles, Fintech case studies	Block chain labs, applied projects, credit modules	Secure campus records, digital credentialing
Cybersecurity	Awareness, safety drills, baseline modules	Simulation labs, real-world cyber case projects	Institutional security audits, international certifications
Cloud Computing	Cloud platform orientation, software setup tutorials	Cloud-enabled assignments, scalable Practical	Entire campus infra on cloud, integrated learning platforms
AR/VR/XR	Demos, simulation exercises, basic design tools	Labs for immersive content creation, credit electives	Campus wide extended reality experiences, content hubs
3D Printing	Intro seminars, prototyping workshops	Central 3D lab access for all streams, design assignments	Rapid prototyping centers, MSME/industry collaboration
Digital Twins/Metaverse	Concept sessions, simulation game creation	Full digital twin development for campus assets/projects	Research centers, industry partnerships for digital twins

Content Development	Digital literacy workshops, creation as assessment	Development competitions, simulation-based assignments	Cross-disciplinary content hubs, student portfolio credits
Social & Mobile Tech	Social media ethics, mobile app introduction	Mobile projects, collaborative digital portfolios	Digital social platforms, international partnerships
21st-century Soft Skills	Skill primers (communication, creativity, etc.)	Assessed modules, integration in project work	Skills embedded in progression/graduation criteria
Emotional Stability	Wellness programs, emotional skill workshops	Continuous assessment, real-life stress management labs	Embedded in graduate profile, counseling center partnerships
Physical Fitness	Sports/wellness curriculum, participation incentives	Credit-earning activities, integration with co-curriculum	Campus fitness as core value, achievement benchmarks
World-class Confidence	International exhibitions, global hackathons	Leadership events, international internship partnerships	Alumni success on global stage, confidence rated for credits

C.6 Center for Curricular & Life Skills Development (CCLSD)

Short-term goals for a Centre for Curricular & Life Skills Development (CCLSD) focus on initial establishment, core skill training and building awareness, while Mid-term goals prioritize curriculum integration and broader reach and Long-term goals emphasize institutionalizing continuous upgrades, cross-disciplinary impact, and national leadership in life skills.

Timeframe	Strategic Goals	Key Focus Areas / Expected Outcomes
Short-Term (Year 1–2)	➢ Establish the Centre for Continuous Curriculum and Life ➢ Skills Development (CCLSD) with defined mandate. Conduct needs assessment to identify curricular and life skill gaps. ➢ Launch foundational workshops on emotional intelligence, communication, critical thinking, and self-awareness for new students. ➢ Promote NEP-aligned awareness drives on holistic and 21st-century skill development, Pilot life skill modules as electives or mandatory courses in specific programs. ➢ Train faculty through capacity-building workshops to act as life skills mentors.	Institutional Setup of CCLSD, Skill Need Assessment, Foundational Life Skill Training, NEP Awareness, Faculty Mentor Development
	➢ Embed life skills modules communication, collaboration, empathy, decision-making, digital and financial literacy across all departments.	

Mid-Term (Year 3–5)	➢ Periodically revise curriculum using global best practices and feedback from industry and alumni. ➢ Extend life skills training to community stakeholders (schools, youth groups, industry partners). ➢ Develop standardized rubrics for assessing student life skills progress. ➢ Implement peer coaching and mentorship schemes for life skills enhancement. ➢ Initiate research and publications to innovate life skills pedagogy.	Curriculum Integration, Feedback-Based Updates, Community Outreach, Structured Life Skills Assessments, Peer Mentorship, Research Culture
Long-Term (5–10 Years)	➢ Institutionalize **CCLSD** as a permanent cross-disciplinary structure for continuous curriculum enhancement. ➢ Position **CCLSD** as a regional/national hub for policy, training and research on life skills development. ➢ Integrate advanced life skills, AI Emotional Intelligence, Digital agility, Global citizenship and leadership for future work into credit-based curricula. ➢ Embed holistic evaluation of academic, co-curricular, and extracurricular achievements into transcripts. ➢ Build International collaborations for Research, Benchmarking and exchange programs. ➢ Track Alumni outcomes in Employability, Social engagement and lifelong learning.	Permanent Governance Framework, National Leadership in Life Skills, Advanced Skills Integration, Holistic Graduate Profiling, Global Collaboration, Outcome Measurement & Impact Tracking

C.7 Faculty/Teaching Staff

- Recognize qualified, experienced, and committed faculty as key organizational assets critical to Academic excellence and reputation.
- Promote regular upgradation of knowledge through Continued Professional Development (CPD), including attending workshops, seminars, online courses, and conferences.
- Encourage active engagement in research activities to create new knowledge and innovations; motivate students to participate in research projects collaboratively.
- Engage Subject Matter Experts (SMEs) from the industry as Adjunct Faculty, Trainers and Instructors to provide practical, Industry-relevant knowledge and exposure.
- Faculty to act as role models by demonstrating Professional ethics, guiding students appropriately, and fostering a culture of inquiry and academic integrity.
- Encourage Faculty to create and lead new research or innovation projects aligned with Centres of Excellence (CoEs) and present outcomes at peer conferences to facilitate continuous intellectual growth.
- Develop expertise in emerging technology and pedagogical areas through formal training and interdisciplinary collaboration.

- Implement Mentorship programs for junior faculty and foster peer learning and observation to improve teaching quality.
- Maintain a supportive environment for faculty well-being, work-life balance, and career progression.
- Ensure systematic documentation and appraisal of Faculty achievements in Teaching, Research and Community engagement to inform promotions and rewards**.**

C.8 Center for Faculty Development

Timeframe	Strategic Goals	Key Focus Areas / Expected Outcomes
Short-Term (1–2 Years)	➢ Initiate exchange and internship programs with select industry partners for faculty and staff skill enhancement. ➢ Procure essential tools and teaching aids videography kits, AI software licenses, and robotics starter kits. ➢ Recruit and train non-teaching staff to support CFD operations and technology-enabled teaching. ➢ Conduct workshops and webinars introducing faculty to AI, AR/VR, and gamified pedagogy techniques.	Industry Exposure, Technology Procurement, Staff Capacity Building, Digital Pedagogy Familiarization
Mid-Term (3–5 Years)	➢ Expand industry collaborations through formal MOUs enabling structured exchanges and joint projects. ➢ Establish specialized labs for videography, AI development, robotics, and immersive (AR/VR) content creation. ➢ Enhance non-teaching team for technical, content, and coordination support. ➢ Launch certified FDPs and courses on AI, Metaverse, AR/VR, and gamified learning methodologies.	Structured Partnerships, Tech-Integrated Labs, Skilled Support Teams, Certified Faculty Development Programs
Long-Term (5–10 Years)	➢ Emerge as a hub for sustained Faculty Industry–academia collaborations with global Research and exchange programs. ➢ Establish a Centre of Excellence in AI, Robotics, Immersive Tech, and Digital Education. ➢ Develop a holistic support system of instructional designers, multimedia experts, and technology managers. ➢ Create innovative teaching models leveraging AI, Metaverse, AR/VR, and gamification to lead in next-generation education delivery.	Global Collaboration Hub, Advanced Research Infrastructure, Comprehensive Support Ecosystem, Leadership in Future Learning Models

C.9 Non-Teaching Staff

Timeframe	Strategic Goals	Key Focus Areas / Expected Outcomes
Short-Term (1–2 Years)	➢ Recruit non-teaching staff as per UGC-prescribed qualifications and experience. ➢ Develop standardized templates and procedures for session-wise teaching plans aligned with course outcomes. ➢ Conduct orientation sessions for non-teaching staff on academic support roles. ➢ Establish monitoring systems to track adherence to teaching plans.	UGC-Compliant Recruitment, Structured Academic Planning, Staff Orientation, Teaching Plan Monitoring
Mid-Term (3–5 Years)	➢ Strengthen Recruitment and Professional Development policies for non-teaching staff. ➢ Integrate digital tools for teaching plan documentation, review, and quality assurance. ➢ Foster collaboration between teaching and non-teaching staff for coordinated academic operations.	Continuous Skill Up gradation, Digital Process Integration, Collaborative Academic Ecosystem
Long-Term (6+ Years)	➢ Institutionalize policies ensuring advanced qualifications and specialized training for non-teaching staff in academic and research support. ➢ Develop AI and data-driven systems for optimizing teaching-learning processes and outcomes. ➢ Encourage continuous improvement through feedback-based refinement of teaching plans. ➢ Establish non-teaching staff as strategic partners with defined roles, growth paths, and recognition in line with UGC norms.	Qualified and Empowered Staff, AI-Enabled Academic Planning, Continuous Improvement Culture, Recognized Academic Partnership

C.10 Session-wise Teaching Plan

Time Frame	Core Goals	SMART Measure/Indicator
Short Term (1–2 Years)	1. Implement session-wise Teaching Plans with defined Learning Objectives. 2. Ensure use of latest UGC-recommended textbooks and update course materials with new technologies.	100% courses with approved Teaching plans and current textbook editions within 2 years.
Mid Term (3–5 Years)	1. Establish Periodic Review of Teaching plans and materials. 2. Integrate Digital and multimedia learning content in course delivery.	Biennial review completed; ≥70% of courses use digital/interactive content.
Long Term (5+ Years)	1. Institutionalize academic feedback loop for continual improvement. 2. Adopt advanced technology tools (AI, AR/VR, Metaverse) for teaching enhancement.	Documented feedback integration; ≥3 AI/AR-enabled teaching tools deployed by year 6.

C.11 Study Materials

Time Frame	Core Goals	SMART Measure/Indicator
Short Term (1–2 Years)	1. Faculty upload structured study materials (notes, PPTs, reading lists) to LMS before semester start. 2. Form departmental committees to update academic resources. 3. Digitize and share past exam papers for student access.	➢ 100% courses with LMS materials ready before semester; all departments with resource committees; ➢ Complete repository of past exam papers accessible.
Mid Term (3–5 Years)	1. Develop in-house materials for interdisciplinary courses. 2. Annually update reading lists ensuring inclusivity. 3. Establish centralized repository for academic content.	➢ ≥5 interdisciplinary modules developed; ➢ annual reading list updates documented; ➢ fully functional digital repository established.
Long Term (5–10 Years)	1. Implement peer review of academic materials every three years. 2. Transition to digital-first, open-access content. 3. Integrate AI-based tools for personalized learning.	➢ Review reports every 3 years; ≥80% courses in Digital/open-access format; ➢ At least 2 AI learning tools adopted Institution-wide.

C.12 Question Bank

Time Frame	Core Goals	SMART Measure/Indicator
Short Term (1–2 Years)	1. Develop question banks aligned with all Bloom's cognitive levels. 2. Train faculty to use Bloom's action verbs in framing objectives and questions. 3. Implement review processes ensuring higher-order thinking skills are included.	➢ 100% courses with Bloom's-based question banks ➢ ≥2 Faculty Training sessions per year ➢ Review audit showing ≥40% questions at higher-order levels.
Mid Term (3–5 Years)	1. Revise and expand question banks regularly to ensure level-wise balance. 2. Conduct advanced workshops on Bloom's revised taxonomy for curriculum integration.	➢ Updated question banks every 2 years ➢ ≥70% Faculty trained in revised taxonomy application.
Long Term (5–10 Years)	1. Institutionalize peer review of assessment questions for Bloom's alignment. 2. Use AI and analytics tools to evaluate cognitive skill distribution. 3. Foster a critical-thinking culture through assessment design and analytics dashboards.	➢ Peer review every 3 years; analytics reports showing balanced cognitive-level coverage ➢ Dashboards implemented for personalized learning interventions.

C.13 Assignments

Time Frame	Core Goals	SMART Measure/Indicator
Short Term (1–2 Years)	1. Assign diverse tasks (term papers, practicums, question bank responses) for broad learning coverage. 2. Ensure periodic submissions with defined deadlines and internal assessment focused on Quality and timeliness.	➢ 100% courses with structured assignment schedules; ➢ ≥90% timely submissions; ➢ Internal evaluation reports aligned with learning objectives.
Mid Term (3–5 Years)	1. Design assignments targeting higher-order skills per Bloom's taxonomy. 2. Implement LMS-based assignment submission and tracking. 3. Train faculty on holistic assignment design and use assessment data for learning-gap analysis.	➢ ≥70% assignments at higher-order levels; ➢ fully operational LMS tracking; faculty workshop reports on design and evaluation training.
Long Term (5–10 Years)	1. Institutionalize policies for curriculum-aligned, time- bound assignments. 2. Integrate AI-supported personalized feedback tools. 3. Promote interdisciplinary, real-world experiential tasks and refine methods based on performance analytics.	➢ Formalized policy document; ➢ ≥2 AI tools integrated into evaluation; ➢ ≥25% assignments Interdisciplinary or experiential by year 10.

C.14 Assessments

Time Frame	Core Goals	SMART Measure/Indicator
Short Term (1–2 Years)	1. Employ multiple assessment strategies written, practical, oral, project-based. 2. Implement flexible online, offline, and blended, assessment modes. 3. Introduce on-demand and makeup assessments for diverse learner needs. 4. Extend assessments to interdisciplinary and skill- based areas.	➢ ≥4 assessment types adopted institution-wide; ➢ ≥90% courses offering flexible modes; ➢ Documented policy for on-demand and skill-based assessments.
Mid Term (3–5 Years)	1. Develop integrated assessment framework aligned with OBE and NEP 2020. 2. Deploy technology-enabled systems for managing assessments and feedback. 3. Institutionalize policies for flexible scheduling and competency-based evaluations. 4. Broaden assessments to experiential and project-based types.	➢ OBE-aligned framework finalized ➢ Digital assessment system operational ➢ ≥50% programs adopting experiential evaluations.
Long Term	1. Institutionalize continuous and comprehensive adaptive assessment systems.	➢ CCE system fully implemented ➢ ≥3 AI/data tools in use

(5+ Years)	2. Integrate AI and analytics for personalized evaluation and learning outcome tracking. 3. Partner with industry/community for employability-focused assessments. 4. Strengthen academic integrity through faculty training on ethical assessment practices.	➢ ≥3 external partnerships supporting assessment innovation ➢ annual faculty workshop on ethical evaluation.

C.15 Value added skills Enhancement Papers

Time Frame	Core Goals	SMART Measure/Indicator
Short Term (1–2 Years)	1. Introduce value-added modules on general Professional skills for employability. 2. Offer credit-based skill papers taught by Industry experts. 3. Incorporate experiential learning using real or virtual environments. 4. Collaborate with industry for guest lectures and practical sessions.	➢ At least 3 new skill modules introduced ➢ ≥2 industry professionals engaged per semester ➢ 100% programs include experiential components.
Mid Term (3–5 Years)	1. Expand Value-Added paper Portfolio into emerging and Interdisciplinary areas. 2. Establish formal partnerships with Industry and professional bodies for co-designed curricula. 3. Integrate virtual labs, simulations and Projects into teaching. 4. Train faculty and professionals in experiential education.	➢ ≥10 new interdisciplinary skill papers ➢ ≥5 MoUs with industry/professional bodies ➢ ≥70% courses use virtual labs/simulations ➢ annual Faculty training held.
Long Term (5+ Years)	1. Institutionalize skill enhancement Papers across all programs with ongoing Industry Review. 2. Create Centres of Excellence for experiential and professional skill learning. 3. Apply analytics to track employability and refine modules. 4. Promote interdisciplinary and entrepreneurship-oriented skill Programs.	➢ Skill papers implemented in all programs; ➢ at least 2 Centres of Excellence established; ➢ annual employability data reports; ➢ ≥20% modules entrepreneurship-focused.

C.16 Pedagogy

Goal Term	Pedagogical Goals	Key Actions and Techniques
Short-Term (1 -2years)	Mix of traditional and modern teaching methods	Conduct faculty workshops on blended pedagogy, flipped classrooms, and active learning techniques
	Encourage use of technology-enhanced learning	Deploy digital tools (LMS, multimedia, quizzes), training in AI-enabled teaching aids

	Ensure learner-centric pedagogy initiation	Pilot project-based learning, think-pair-share, problem-solving sessions
Mid-Term (3-5 Years)	Promote blended learning as a norm	Develop hybrid course models incorporating synchronous and asynchronous learning
	Expand availability of inclusive teaching materials for PwDs	Develop audio-visual aids, screen reader compatible content, easy-to-read and sign language videos
	Embed active, participative pedagogies systemically	Use peer teaching, case studies, role plays, collaborative group work
	Enhance formative assessment methods	Integrate frequent low-stakes quizzes, self and peer assessments
Long-Term (6-10Years)	Institutionalize advanced technology-enabled pedagogy	Invest in VR/AR labs, AI-driven personalized learning, virtual reality simulations
	Ensure comprehensive accessible education for all learners	Adopt Universal Design for Learning principles across all courses
	Fully integrate holistic co-curricular activities into curriculum	Implement interdisciplinary courses integrating arts, sports, wellness with academic content
	Foster research-based and experiential learning	Create opportunities for student research projects, internships, community engagement

C.17 Co-curricular Activities

Goal Term	Activity Integration Goals	Key Actions and Techniques
Short-Term (1 -3years)	Integrate extracurricular activities like sports, arts, cultural skills as core components	Include sports, music, and cultural activities in course syllabi with defined learning outcomes
	Assign proper assessment weightage	Develop rubrics for assessing participation, skills developed, and outcomes
	Start skill-building through cultural and traditional craft activities	Organize workshops on traditional crafts, design thinking exercises inspired by culture
	Encourage social work in teams	Form student groups for social service activities, document participation
Mid-Term (3-5 Years)	Institutionalize structured assessment with credit for co-curricular activities	Formalize assessment systems with defined marks for core extracurricular components
	Expand skill development programs	Introduce design thinking courses linked to cultural heritage and innovation
	Promote team-based community engagement projects	Partner with NGOs and community bodies for student group projects with social impact
	Foster reflection and self-assessment post activities	Implement journals, presentations, or portfolios for students to reflect on learning and character growth

Long-Term (5-10Yrs)	Embed holistic development with mandated co-curricular credits	Integrate mandatory credit hours for extracurricular and social responsibility activities
	Develop centers and labs for cultural innovation and social impact	Establish dedicated centers for culture, arts, and social innovation supported by faculty and industry
	Cultivate leadership and team skills via sustained social contribution initiatives	Launch leadership development programs incorporating social responsibility and collective action
	Use assessment analytics for continuous improvement	Analyze performance data to refine and enhance extracurricular and social learning offerings

C.18 Earn-While-Learn Options

Goal Term	Earn While Learn Goals	Key Actions and Techniques
Short-Term (1 -2years)	Introduce pilot programs providing part-time on-campus/off-campus work opportunities	Collaborate with campus departments and local industries to offer student jobs supporting financial needs
	Design flexible course schedules to accommodate work commitments	Offer evening, weekend, and hybrid classes to balance academic and work responsibilities
	Raise awareness among students about responsible work ethics and time management	Conduct orientation and workshops on maintaining academic performance alongside work
Mid-Term (3-5 Years)	Develop multidisciplinary course options integrating experiential work, internships, and skill development	Create credit-based internship, project work, and micro-credential courses linked to employability
	Formalize policies supporting students' earning activities while ensuring academic progress	Establish clear guidelines and support systems (mentorship, counselling) for work-study students
	Expand partnerships with industry and community for diverse earning opportunities aligned to student skills	Build signed MOUs with organizations for student hiring, internships, and live projects
Long-Term (5-10Years)	Institutionalize Earn While Learn as a core academic and financial support model	Integrate structured work-learning credits into degree programs
	Use technology platforms for matching student skills with earning opportunities and for progress tracking	Develop digital portals to facilitate placement, monitor work hours, academic performance, and provide feedback
	Promote entrepreneurship and innovation as earning pathways	Launch startup incubators, innovation labs supporting student-led ventures linked to curriculum

C.19 Flexibility/Multidisciplinary

Goal Term	Flexibility and Multidisciplinary Goals	Key Actions and Techniques
Short-Term	Design flexible UG/PG programs tailored to diverse student needs	Introduce modular course structures allowing interdisciplinary course selection
	Offer additional certificate programs in emerging and cross-domain areas	Launch short-term certificate courses supplementing core programs

(1-2 Years)	Initiate MoUs with industries and international organizations for certificate collaborations	Formalize partnership agreements for joint curriculum delivery and guest lectures
	Encourage Student autonomy in Project/Research work	Allocate supervisory mentorship hours and flexible timelines for Projects
Mid-Term (3-5 Years)	Develop multi-disciplinary programs with credit transfer via **Academic Bank of Credits (ABC)**	Implement **Multiple Entry-Exit pathways** with seamless academic credit movement
	Scale up certificate offerings covering Interdisciplinary and skill-based areas	Strengthen Industry-Academia co-developed certificate courses and internships
	Establish strong Industry/International collaboration ecosystems	Create institutional cells for continuous engagement and curriculum updates
	Foster independent student research culture with enhanced mentor support	Integrate **Project Based Learning (PBL) and Research Based Learning (RBL**) as credit components
Long-Term (5-10Years)	Institutionalize highly flexible curriculum models with comprehensive Multidisciplinary options	Full adoption of **NEP 2020 guidelines** including holistic curriculum reforms and lifelong learning paths
	Develop robust systems for recognition of work experience, online courses, and interdisciplinary credits	Implement **Digital Academic Credit Bank system**s with AI-enabled student advising tools
	Expand global collaborations for certificate and degree program delivery	Joint Degree/certificate programs with reputed International and Industry partners
	Promote student-driven innovation and research through open-ended projects and interdisciplinary teams	Establish Research Innovation hubs and Incubation centres linked with academic programs

C.20 Opportunities to develop & utilize Research & Innovative thinking skills

Goal Term	Research & Innovation Development Goals	Key Actions and Techniques
Short-Term (1-2Years)	Encourage individual and team-based research and innovation activities	Facilitate faculty-mentored projects, seed funding for student innovations
	Organize hackathons and innovation competitions	Host events fostering creative problem-solving and prototyping
	Provide academic support for building research skills and innovative thinking	Conduct workshops on research methodology, critical thinking, and innovation management
Mid-Term (3-5Years)	Enhance competency, confidence, and collaborative research culture	Establish innovation clubs, Interdisciplinary Project groups, and peer mentoring
	Expand participation in national and international research forums and exchange programs	Promote student participation in conferences, overseas exchanges, and collaborative research networks
	Develop formalized training on entrepreneurship and intellectual property for students	Offer certificate programs or modules on innovation commercialization and patent basics
	Institutionalize research and innovation as core curricular components	Embed Research, Innovation, and entrepreneurship in degree requirements

Long-Term (5-10Yrs)	Establish innovation hubs and incubation centers linked to academic programs	Create cross-disciplinary centers supporting startups, Technology Transfer, and mentorship
	Foster global collaborations for joint innovation projects and exchanges	Formalize MoUs with international institutions for joint Ph.D. and innovation programs

C.21 International Exposure

Goal Term	International Exposure Goals	Key Actions and Techniques
Short-Term (1-2 Years)	Initiate international collaborations and MoUs	Identify and formalize partnerships with reputed global institutions
	Invite foreign faculty for guest lectures and short-term teaching assignments	Organize visiting faculty programs and cross-institutional academic exchanges
	Provide information and support for international scholarships	Establish dedicated scholarship counseling and application assistance centers
	Host international conferences, seminars, and webinars	Plan and conduct events with international experts participation
Mid-Term (3-5 Years)	Expand and deepen international academic partnerships	Engage in joint research projects, student/faculty exchange programs, and dual degree offerings
	Increase frequency and diversity of foreign faculty visits	Collaborate with international networks to invite specialized foreign experts
	Facilitate student participation in global scholarship programs	Implement preparatory training and mentoring for scholarship applications
	Regularly organize large-scale international conferences and workshops	Establish permanent conference committees and infrastructure support
Long-Term (5-10Years)	Institutionalize sustainable global academic alliances	Develop multi-institutional consortia for research, curriculum development, and innovation partnerships
	Host permanent foreign faculty positions or joint professorships	Establish global centers of excellence with foreign academic leadership
	Secure substantial international scholarships and funding opportunities	Build strong relationships with global scholarship bodies and funding agencies
	Become a recognized hub for international conferences and research dissemination	Develop world-class conference infrastructure and outreach mechanisms

D. Research and Intellectual Property Enablers

Primary Objectives

- Involving all stakeholders in Research, Innovation and scholarly publication.
- Cultivating a culture of Innovative thinking.
- Promoting Systematic Institutional research.
- Collaborating with Universities, Research Centers, industry, and the community.
- Focusing on Quality Research programs and Intellectual Property development.
- Encouraging Faculty Participation in Research Projects.
- Setting aspirational goals and creating Resource optimization mechanisms.
- Monetizing research outcomes through IP protection and commercialization efforts.
- Identifying commercially valuable research outcomes and engaging with Industryand fostering collaborations with Industry stakeholders.
- Providing Training programs for Researchers on Research monetization and IP protection.
- Defining clear licensing and technology transfer processes.
- Offering Mentorship and support to startups.
- Exploring funding mechanisms and cultivating an entrepreneurial culture.

D.1 Quality Research

a. Increase Student Intake in Research-Based Curriculum

Achieve annual growth in enrollment of students in Research-focused programs over the next three years through targeted outreach, Interdisciplinary Research integration and enhanced academic advisement.

b. Undertake Quality Research Projects

Initiate Funded research projects annually, ensuring adherence to rigorous quality standards and alignment with National and International Research priorities.

c. Establish Portfolio Approach and Quality Research Infrastructure

Develop and implement a comprehensive **Research Project Portfolio** Management system within one year, coupled with the establishment and continual upgrading of state-of-the-art research laboratories and facilities to support cutting-edge investigations and innovation.

D.2 Research Oriented experienced Faculty members

Objective	Short-Term Goals (1-2 Years)	Mid-Term Goals (3-5 Years)	Long-Term Goals (6+ Years)
Develop a Self-Sustaining Research Model	Identify potential funding sources and initiate grant applications	Establish Industry tie-ups and Consultancy projects to generate funds	Achieve at least 50% of Research funding from self-generated sources annually
Undertake Both Basic and Applied Research	Initiate foundational basic and applied Research Projects	Increase number and Diversity of Projects with Interdisciplinary scope	Achieve National/international recognition for research outputs and collaborations
Facilitate Development of Disruptive and Affordable Technologies	Support initial Innovation Projects and Prototype development	File Patents and demonstrate working affordable technology prototypes	Commercialize key Technologies for societal impact and Technology transfer
Foster a Research-Inclined Faculty Culture	Recruit Faculty and organize skill development workshops	Implement regular Research incentives and Performance appraisals	Cultivate a sustained culture of high-impact research and leadership in innovation

D.3. API (Academic Performance Index) based Faculty Compensation

Objective	Short-Term Goals (1-2 Years)	Mid-Term Goals (3-5 Years)	Long-Term Goals (6+ Years)
Encourage Research and Innovation Participation	Promote awareness campaigns and workshops for Academics, Staff, and students on Research and IP importance	Establish regular Research and Innovation forums and incubation support	Develop a robust, active Intellectual Property (IP) ecosystem across the university
Implement Faculty Compensation Scheme Based on API Scores	Design and introduce an API-based Faculty compensation policy	Monitor impact and fine-tune the API scoring and compensation framework	Institutionalize API-based incentives as a key driver for research excellence and IP growth
Foster Healthy Competition via API-Based Compensation	Initiate transparent reporting and recognition systems for API achievement	Boost Faculty awareness and engagement through competitions and rewards	Achieve significant growth in faculty-driven IP creation and accelerated research outputs

D.4 Targeted Research and Collaborative Research

Objective	Short-Term Goals (1-2 Years)	Mid-Term Goals (3-5 Years)	Long-Term Goals (6+ Years)
Identify Emerging Research Fields and Support Faculty	Map new and emerging research areas across disciplines; Identify competent Faculty	Provide Resources, Mentorship and Funding support for targeted research projects	Establish recognized centres of excellence in emerging fields
Promote Targeted Research through Portfolio Approach	Develop and implement a strategic research Portfolio aligning University goals	Encourage Multidisciplinary Research collaborations and patent filings	Achieve International recognition and growth of university IPR Portfolio
Build International Brand via IPR and Strategic Research	Facilitate Patent applications and publications in high-impact outlets	Organize International collaborations, conferences and Industry Partnerships	Position the university as a global leader in innovative Research and Intellectual Property

D.5 More Ph.D. & Post-Doctoral Research Scholars

Objective	Short-Term Goals (1-2 Years)	Mid-Term Goals (3-5 Years)	Long-Term Goals (6+ Years)
Increase Ph.D. Scholars	Admit 20% more Research scholars	Expand Research Scholar capacity	Achieve sustained high Scholar intake
Appoint Research Professors	Appoint 5 Research-focused Faculty	Increase supervisory Faculty	Maintain robust Research supervision
Launch Post-Doctoral Programs	Start Post-Doctoral Projects	Grow post-doc Program offerings	Establish strong post-doc Research culture

D.6. More Faculty members with Ph.D.

Goal/Action Area	Strategic Goal (Short/Mid/Long Term)	KPIs	Expected Outcomes
	Short Term: a) Actively motivate eligible faculty to enrol in Ph.D. programs; b) Provide incentives; c) Conduct orientation for research pathways	➢ Number of Faculty registered for Ph.D. ➢ Number of orientation programs conducted ➢ Uptake of study leave/flexible schedules	a. Increased enrolment in Ph.D. Programs; b. Faculty awareness and Preparedness for Doctoral studies; c. Improved Research culture
	Mid Term: a) Annual progress reviews;	➢ Yearly Review completion rate	a. Increased Inter-university Research collaboration

Enhancing Faculty Qualification	b) Strategic alliances for Joint/Part-time Ph.D through Faculty Research Development Cell	➢ Number of Faculty in Interdisciplinary/joint initiatives ➢ Operational status of Research Development Cell	b. Improved Faculty Ph.D. progress tracking
	Long Term: a) Attain a minimum of 70% Faculty with Ph.D.; b) Sustainable advanced research framework; c) Global recognition of research output	➢ Percentage of Ph.D. qualified Faculty ➢ Number of Postdoctoral/Faculty training programs ➢ High-impact Research Publications and Patents ➢ National/International Research awards	a. Dominant Doctoral Faculty Profile; b. globally competitive Research output; c. International Partnerships and recognition
Strengthening Research Mentorship & Capacity	**Short Term**: a) Build Mentorship Pool from Ph.D. holders; b) Organize workshops on guidance and supervision	➢ Number of Faculty ➢ Mentors assigned Workshop Participation rates	a. Strengthened Mentorship for Doctoral/Postgraduate Researchers; b. Improved Research guidance quality
	Mid Term: a) Expand UGC/AICTE approved supervisors; b) Promote Interdisciplinary models; facilitate Joint Supervision	➢ Number of approved Supervisors ➢ Number of Interdisciplinary Research Projects ➢ Number of signed MoUs for Joint Supervision	a. Greater Research Diversity; higher Ph.D. supervisor Pool; b. Increased external collaborations
	Long Term: a) Institutionalize Research mentorship; b) create Centres of Excellence; c) Boost International Research partnerships	➢ Number of Functional Centres of Excellence ➢ Number of externally Funded research Projects ➢ Number of collaborative agreements	a. Robust Research Ecosystem; b. Sustainable doctoral pipeline; c. Elevated University Research Rankings

D.7 Faculty Encouragement for Book Publications, Research Publications and Patents

Time Frame	Goals	Description	Indicators / Metrics
Short-term (1-2 Years)	Awareness and Motivation	Create awareness about Publication and Patent benefits, motivate faculty through workshops and incentives	Attendance at awareness Programs, initial submission of Publications/patent ideas, participation in workshops
	Capacity Building	Provide Training on Research writing, Patent drafting and publishing processes	Number of Training sessions, Faculty trained, Feedback scores
	Goal Setting	Define Individual publication and patent goals, align with institutional targets	Documented individual goals, planned submissions for the year
Mid-term (3-5 Years)	Support and Incentives	Establish Incentive Policies, provide Financial and infrastructural support	Number of Incentives awarded, Funded Projects initiated, Patents filed, Publications in reputed Journals
	Collaborative Research	Promote Interdisciplinary research and collaborations	Number of collaborative projects, Joint publications, co-inventor patents
	Infrastructure Development	Set up dedicated research support, patent filing helpdesk, publication assistance	Infrastructure operational, support services used frequently
Long-term (6-10 Years)	Institutional Recognition	Achieve a substantial **Portfolio** of Publications and Patents, recognition, and awards	Increased Publication and Patent count, awards, Ranking improvements
	Research Culture & Sustainability	Foster a sustainable research environment with continuous mentorship, Incentives, and knowledge sharing	Continuous Publication/patent pipeline, sustained Research activities, Faculty recognition
	Strategic Innovation & Industry Linkages	Commercialize Patents, Industry Collaborations, Patents licensing	Number of Patent licenses, Industry Partnerships, commercialization Revenue

D.8 More conferences (Atleast two Conferences per year per College)

Time Frame	Goals	Description	Indicators / Metrics
	Conference Theme & Schedule	Define conference themes aligned with college goals; set dates	Conference themes decided, dates scheduled
	Initial Budget & Funding	Prepare preliminary budget; identify funding sources and sponsorship	Budget draft, funding sources secured
	Faculty & Speaker Engagement	Invite Faculty and External experts as Speakers and Participants	Number of invited and confirmed Speakers
	Marketing & Promotion	Promote conferences through websites, social media, and networks	Reach and engagement metrics, registrations

Mid-term (3-5 Years)	Infrastructure Setup	Arrange venues, virtual platforms, and logistics support	Venues booked, tech readiness, logistics confirmed
	Paper Submission & Review	Open call for papers; establish peer review process	Number of submissions, papers reviewed
	Participant Support	Provide travel grants, accommodations, and hospitality for attendees	Number of grants awarded, attendee satisfaction
Long-term (6-10 Years)	Quality & Impact Monitoring	Collect feedback, evaluate conference outcomes and research impact	Feedback scores, citations, collaborations
	Institutionalization	Make conferences a regular, prestigious event with continuous improvement	Number of conferences held, institutional recognition
	Industry & Multidisciplinary Engagement	Incorporate industry experts and promote cross-discipline participation	Number of industry collaborations, diverse participation

D.9 Student Involvement in Research

Time Frame	Goals	Description	Indicators / Metrics
Short-term (1-2 Years)	Awareness and Orientation	Conduct workshops and sessions to introduce research concepts and importance to students	Number of workshops, student attendance, feedback
	Basic Research Skills	Provide training on research methodology, literature survey, and ethics	Number of training sessions, student participation
	Involve Students in Ongoing Projects	Engage students as interns or assistants in faculty research projects	Number of students involved, projects supported
Mid-term (3-5 Years)	Independent Research Projects	Facilitate student-led minor research projects or thesis work with faculty mentoring	Number of student projects initiated, quality of outputs
	Research Presentation Skills	Organize seminars and poster presentations for students to showcase research	Number of presentations, student participation
	Publication & Conference Participation	Encourage students to publish and present at conferences	Number of student papers published/presented
Long-term (6-10 Years)	Research Culture & Collaboration	Establish research clubs, student research forums, and interdisciplinary collaborations	Number of active clubs/forums, collaborative projects
	Innovation & Patents	Support students in filing patents and innovation competitions	Number of patents filed by students, competition wins
	Career & Academic Development	Provide research internships, industry linkages, and funding for advanced studies	Number of internships, industry collaborations, scholarships

D.10 Industry and Institutional Collaboration & Consultation

Time Frame	Goals	Description	Indicators / Metrics
Short-term (1-2 Years)	Initiate Engagements	Identify potential industry and institutional partners; establish initial contacts and exploratory meetings	Number of partners identified, meetings conducted
	Small Collaborative Projects	Launch pilot projects or consultancy engagements to build trust and assess collaboration potential	Number of pilot projects, initial deliverables
	Set Collaboration Framework	Develop MoUs, NDAs, and other legal agreements aligning expectations and IP rights	Number of agreements signed, framework established
Mid-term (3-5 Years)	Expand Collaborative Research	Develop joint research projects, funding proposals, and shared resource utilization	Number of joint projects, funding secured
	Internship and Training	Facilitate student and faculty internships, expert lectures, and training programs with industry partners	Number of internships, training sessions
	Technology Transfer & Innovation	Implement mechanisms for patent licensing, technology commercialization, and joint innovation initiatives	Number of technology transfers, patents licensed
	Regular Coordination	Establish joint committees and regular meetings for progress review and strategy alignment	Frequency of meetings, committee effectiveness
Long-term (6-10 Years)	Strategic Partnerships	Build long-term strategic alliances with industry and institutions for sustained collaboration	Number of strategic partners, multi-year agreements
	Industry-driven Curriculum	Co-develop curricula and projects with industry input aligning education with market needs	Number of curriculum updates, industry-led projects
	Impact Assessment & Scaling	Evaluate collaboration impact on research outputs, employability, and innovation; scale successful models	Impact reports, growth in collaboration scope

D.11 University Incubation Centers

Proposed Research Centres: Strategic Vision for MITS Deemed to be University

MITS Deemed to be University, as part of its forward-looking expansion strategy, will establish a suite of multidisciplinary research centres. These centres are designed not only to align with strengths and priorities but also to address pressing societal, Industry and global challenges thereby elevating the University's academic reputation and impact.

Overview of Research Centres:

S. No.	Research Centre	Focus and Key Objectives
1	Interdisciplinary Research Centre	Catalyses collaborative research across diverse academic domains, fostering innovation by leveraging complementary expertise and driving holistic problem-solving for complex real-world challenges.
2	Health and Medical Research Centre	Pursues advanced research in disease mechanisms, medical treatments, public health, and healthcare policy with the goal of innovating healthcare practices and improving health outcomes for communities.
3	Environmental Sustainability Centre	Focuses on critical areas such as climate change, renewable energy technologies, conservation strategies, and sustainable development solutions to champion environmental protection and resilience.
4	Data Science and Artificial Intelligence Research Centre	Leads high-impact initiatives in Artificial Intelligence, Machine Learning, Big Data analytics, and their interdisciplinary applications across healthcare, technology, industry, and finance.
5	Social Sciences Research Centre	Undertakes research on societal systems, cultural dynamics, economic patterns, behavioural studies, and social policy, contributing to holistic understanding and informed policymaking.
6	Engineering and Technology Innovation Centre	Advances engineering frontiers by engaging in cutting-edge research in robotics, nanotechnology, smart systems, and materials science addressing emerging technological needs of society and industry.
7	Business and Economic Research Centre	Drives scholarly investigation on economic trends, business strategies, entrepreneurship, financial markets, and policy frameworks, supporting evidence-based business development and economic planning.
8	Education and Pedagogy Research Centre	Elevates academic excellence by exploring innovative pedagogical techniques, curriculum development, digital learning methodologies, and learning sciences for continuous improvement of teaching and learning.
9	Arts and Humanities Research Centre	Enriches human expression and intellectual inquiry by supporting scholarship in literature, history, philosophy, languages, and cultural studies.
10	Cyber Security and Digital Privacy Research Centre	Specializes in cyber security, digital forensics, cryptography, and privacy protection to safeguard digital assets and reputation in an increasingly interconnected world.
11	Policy and Governance Research Centre	Facilitates rigorous research in public policy, governance systems, political science, and international relations to inform responsive and effective management of societal needs.
12	Biotechnology and Biomedical Research Centre	Propels advancements in Genetics, Biomedicine, Bioengineering and Pharmaceuticals directly impacting healthcare innovation and addressing global life sciences challenges.

D.12 University Publication through its own press

Time Frame	Strategic Goal	Key Performance Indicators (KPIs)
Short Term (1-2 years)	Establish Press Infrastructure and basic outputs	❖ No. of Publications released (Books, Proceedings, Monographs) ❖ Turnaround time for Publication (submission to release) ❖ Faculty adoption rate (%) for in-house Press ❖ - Launch of Digital/Online portal (Y/N)
Mid Term (3-5 years)	Broaden Academic Scope and Digital impact	❖ No. of indexed Journal launches ❖ % publications with DOI assigned ❖ Usage/download stats of Digital publications ❖ No. of external Partnerships or co-publications ❖ - No. of Faculty/Researcher Training programs conducted
Long Term (10 years)	Attain reputational excellence and sustain growth	❖ Journals indexed in major databases (Scopus, Web of Science, UGC CARE) ❖ Press citation count (total citations accrued) ❖ Global access/download metrics ❖ Revenue from commercialized outputs ❖ Open access repository size and reach

D.13. University Publications & Citation service

Time Frame	Strategic Goal	Key Performance Indicators (KPIs)
Short Term (1–2 years)	Establish basic citation services and Internal awareness	❖ Launch citation platform (Y/N) ❖ Number of faculty/researcher registrations ❖ Workshops conducted for citation awareness ❖ User satisfaction rating of service
Mid Term (3–5 years)	Expand service usage and support scholarly impact	❖ Number of articles processed annually ❖ Citation analysis reports delivered ❖ Increase in publication quality scores ❖ Citation accuracy rate ❖ Integration with university research repositories
Long Term (10 years)	Position as a leader in Research support and maximize global impact	❖ Percentage of university publications indexed in international databases ❖ Total university citation count per year ❖ Citation-based improvement in university research rankings ❖ External stakeholder registrations for service ❖ AI-driven citation analytics adoption rate

D.14 Target Patent claim for UG & PG Projects in Professional subject areas

Time Frame	Strategic Goal	Key Performance Indicators (KPIs)
Short Term (1–2 years)	Build foundational IP awareness, enable project identification	❖ Number of IP workshops/mentoring sessions held for UG/PG students ❖ Patentable project disclosures submitted per semester - Internship placements in IP-related roles ❖ % students briefed in patent process/ownership policy
Mid Term (3–5 years)	Scale patent filings and academia-industry linkage	❖ Number of provisional/complete patent applications filed by UG/PG ❖ Active industry collaborations for patentable student projects ❖ Patents awarded to student/faculty teams ❖ Revenue generated through patent licensing ❖ Student participation rate in patent filing programs
Long Term (10 years)	Institutionalize innovation and maximize commercialization	❖ Cumulative patents filed and commercialized by alumni ❖ Patents portfolio value and impact on university rankings ❖ Global recognition for university-affiliated Patents ❖ % projects leading to start-up ventures/technology transfer ❖ Sustained annual growth in patent-related internships, mentoring, and industry partnerships

D.15 Faculty Ranking(Annual) System

Time Frame	Strategic Goal	Key Performance Indicators (KPIs)	Outcome/Impact
Short Term (1–2 years)	Establish basic API Scoring and Ranking system	❖ API score calculation ❖ Faculty API data collection rate ❖ Faculty participation rate in ranking ❖ Initial Ranking and Grading published annually	Foundation for transparent, Data-driven Faculty assessment
Mid Term (3–5 years)	Refine, Automate, and Integrate API system	❖ Reduction in manual oversight/time taken ❖ Accuracy and completeness of API data	Increased efficiency, Faculty motivation and Administrative ease

		❖ Faculty Perception/Satisfaction with Ranking system ❖ Use of API scores in Promotions/rewards	
Long Term (10 years)	Institutionalize excellence culture through Ranking	❖ Improvement in overall Faculty Performance scores ❖ Linkage of Faculty Ranking with career development ❖ Benchmarking API scores against National/Global standards ❖ Continuous reduction in oversight needs	Sustained Faculty excellence culture, Data-driven governance and reduced supervision

D.16 Chief Technology Officer (CTO) Research Monetization

Time Frame	Strategic Goals	Key Performance Indicators (KPIs)	Outcomes/Impact
Short Term (1–2 years)	❖ Establish centralized office for research monetization ❖ Recruit experienced TTO professionals ❖ Define clear IP, licensing & royalty guidelines ❖ Launch initial training programs on IP and monetization	❖ Office establishment and staffing completed ❖ Number of training programs conducted ❖ Published IP guidelines and licensing framework ❖ No. of invention disclosures received	Foundation for streamlined IP protection and awareness
Mid Term (3–5 years)	❖ Roll out integrated systems for IP protection, licensing, and technology transfer ❖ Broaden researcher and staff education including on-demand/blended assessments ❖ - Set up diversified internal/external funding mechanisms	❖ % of disclosed inventions with IP filings ❖ Licensing agreements executed ❖ Researcher participation in monetization training ❖ Funding secured (grants, industry partnerships)	Efficient IP commercialization, enhanced funding, and capacity building
	❖ Institutionalize a sustainable	❖ Annual revenue from licensing and commercialization	Long-term financial sustainability,

Long Term (10 years)	innovation ecosystem ❖ Achieve significant revenue from IP licensing and technology commercialization ❖ Continuous improvement of assessment modes including digital transformation ❖ - Expand internationally recognized IP portfolio	❖ Number of technologies successfully commercialized - External funding growth rate ❖ Global ranking/recognition for innovation impact	global leadership in research monetisation

D.17 Value added Skill Enhancement Papers

Time Frame	Goal	Key Actions	Expected Outcome
Short Term (1–2 years)	Introduce Skill modules	Develop Curriculum, engage Industry Experts, Pilot experiential learning	Initial student employability improvements
Mid Term (3–5 years)	Expand Experiential learning	Integrate virtual/real projects, train Faculty, strengthen industry links	Enhanced practical skills and stronger partnerships
Long Term (10 years)	Institutionalize skill enhancement	Sustainable Industry collaboration, Blended learning, Multidisciplinary modules	Graduates with superior professional readiness

D.18 Other activities as part of Learning

Time Frame	Goal	Key Actions	Expected Outcome
Short Term (1–2 years)	Integrate Core Learning activities	➢ Assign proper weightage in assessments ➢ Organize team/social activities	Develop teamwork, social responsibility, and basic skills
Mid Term (3–5 years)	Enhance Skill Development through Culture & social work	➢ Include Cultural/traditional skill modules; ➢ Promote group projects	Improved design thinking, character building and collaboration skills
Long Term (10 years)	Institutionalize inclusive and holistic development	➢ Support Financially weaker students ➢ Establish sustained community engagement	Confident, competent graduates with strong values and social awareness

D.19 Earn while learn Facility & Flexibility

Time Frame	Goal	Key Actions	Expected Outcome
Short Term (1–2 years)	Implement basic earn-while-learn model	Design multidisciplinary courses, set up part-time/ apprenticeship roles, provide flexible scheduling	Students gain financial support and basic work experience
Mid Term (3–5 years)	Expand work-integrated learning	Strengthen industry partnerships, increase skill-based Internships/apprenticeships; enhance online/blended course offerings	Improved employability, practical skills and financial independence
Long Term (10 years)	Institutionalize earn-while-learn culture	Integrate multidisciplinary curriculum fully, scale diverse earning opportunities, track graduate outcomes	Sustainable student financial empowerment with strong career readiness

D.20. Flexibility and Multidisciplinary

Time Frame	Goal	Key Actions	Expected Outcome
Short Term (1–2 years)	Design flexible UG/PG programs	➢ Develop modular courses ➢ Initiate Certificate programs ➢ Facilitate independent Projects under guide	➢ Students explore diverse subjects ➢ Start self-directed learning
Mid Term (3–5 years)	Expand Multidisciplinary and Industry linkages	➢ Establish MoUs for Certificate courses ➢ Enhance multi-disciplinary projects ➢ Expand research guidance	➢ Broader learning choices ➢ stronger Industry-Academia collaboration
Long Term (10 years)	Institutionalize flexible, multidisciplinary education	➢ Implement credit transfer ➢ Support entry-exit options ➢ Continual curriculum review	Graduates with Interdisciplinary skills and Autonomy in learning

D.21 Opportunities to develop & utilize Research & Innovative thinking skills.

Time Frame	Goal	Key Actions	Expected Outcome
Short Term (1–2 years)	Encourage Individual and Team research	➢ Promote participation in hackathons, ➢ Initiate innovation workshops	Build foundational Research and teamwork skills

Mid Term (3–5 years)	Enhance Competency and confidence	➢ Provide Academic support for innovation skills; ➢ Organize Regular competitions and mentoring	Increased student Innovation output and confidence
Long Term (10 years)	Institutionalize global Innovation culture	➢ Establish Overseas exchange programs; ➢ Foster sustained Research collaborations	Graduates with strong Innovative capabilities and International exposure

E. Human Resources and Support -Facilitative Enablers

Human Resources Enablers:

Regulatory and Statutory requirements:

- Recruitment and Selection (Faculty Hiring)
- Onboarding and Orientation (Faculty Orientation)
- Training and Development (Faculty Development)
- Performance Management (Faculty Evaluation)
- Compensation and Benefits (Faculty Compensation)
- Workforce Planning (Faculty Workforce Planning)
- Diversity and Inclusion (Faculty Diversity)
- Legal Compliance (Faculty Contracts and Labor Laws)
- Talent Acquisition and Succession Planning (Faculty Recruitment Strategy)

For Staff:

- **Professional Development**: Invest in continuous education and training programsto enhance the skill set of administrative staff.
- **Well-being Programs**: Implement initiatives that support the mental and physicalwell-being of staff, such as health benefits, gym memberships, and counselling services.
- **Performance Management Systems**: Develop clear performance appraisal systems that reward excellence and provide constructive feedback.
- **Flexibility and Work-Life Balance:** Create policies that offer flexible working hoursand telecommuting options to support a healthy work-life balance

For Students and Learners:

- **Career Development Services**: Provide robust career counselling and placement services, including internships, industry projects, and job placement assistance.
- **Skill Development Workshops**: Organize regular workshops on soft skills, leadership, and industry-specific skills to prepare students for the workforce.
- **Scholarships and Financial Aid**: Offer a variety of scholarships, grants, and financial aid options to support students from diverse backgrounds.
- **Mentoring Programs**: Establish mentoring programs pairing students with Faculty, Alumni or Professionals for guidance and support.
- **Student Exchange Programs**: Facilitate international exchange programs to provide global exposure and learning opportunities.
- **Safeguarding and well-being**: Ensuring the protection and well-being of students within these approaches is an important part of the ethos and the commitment ofthe HEIs.

For Faculty and Researchers:

- **Research Grants and Funding**: Provide accessible information and support for faculty to apply for research grants and funding opportunities.
- **Sabbatical Leave**: Offer sabbatical leave for faculty to pursue research interests, further study, or community engagement projects.
- **Teaching Excellence Resources**: Provide resources and support for pedagogical innovation and teaching excellence, such as access to the latest educationaltechnology.
- **Collaboration Opportunities**: Foster opportunities for collaboration with industry,other institutions, and within the university to encourage cross-disciplinary research and teaching.

E.1 Staff Empowerment Enablers

Time Frame	Goal	Key Actions	Expected Outcome
Short Term (1–2 years)	Implement competency-based recruitment	❖ Define competencies aligned to institutional goals ❖ update recruitment policies	Recruit staff with aligned skills and values
Mid Term (3–5 years)	Establish professional development pathways	❖ Create clear career maps ❖ launch continuous training programs	Improved staff skills, satisfaction, and retention
Long Term (10 years)	Institutionalize inclusive induction	❖ Develop comprehensive induction protocols ❖ foster belonging and mission alignment	High staff engagement, commitment and culture fit

E.2 Student and Learner Enablers:

Time Frame	Goal	Key Actions	Expected Outcome
Short Term (1–2 yrs)	Implement holistic Admissions framework	Develop and apply inclusive admission criteria assessing academics and extracurricular	More diverse and Mission-aligned student cohort
Mid Term (3–5 yrs)	Provide Merit and equity-based Financial aid	Offer scholarships and Aid focusing on underrepresented groups	Increased access and Financial support for needy students
Long Term (10 yrs)	Institutionalize Academic success programs	Establish robust advising, mentorship, and tutoring from entry to graduation	Higher Retention, Graduation rates and student success

E.3 Faculty and Researcher Enablers

Time Frame	Goal	Key Actions	Expected Outcome
Short Term (1–2 years)	Implement transparent Recruitment	Develop clear Recruitment Policies prioritizing excellence, Diversity, Pedagogy and Form diverse search committees	Diverse, high-quality Faculty candidate pool
Mid Term (3–5 years)	Provide continuous Professional development	Launch fellowships, Pedagogical and Research skill-building Programs, mentorship initiatives	Enhanced Faculty skills, Research capacity and leadership growth
Long Term (10 years)	Establish equitable tenure and promotion	Develop fair, multi-dimensional evaluation frameworks recognizing Research, Teaching, Service and community engagement	Motivated Faculty pursuing long-term careers at institution

E.4 Cross-Functional Enablers

Time Frame	Goal	Key Actions	Expected Outcome
Short Term (1–2 years)	Launch recognition and reward systems	Develop comprehensive reward categories covering Research, Mentorship, Service and Leadership	Increased Motivation and acknowledgment of diverse achievements
Mid Term (3–5 years)	Implement resilience and well-being programs	Introduce Mental health support, Resilience workshops, and counselling services	Enhanced well-being, Reduced stress and supportive environment
Long Term (10 years)	Foster leadership and collaboration	Create leadership development programs and cross-disciplinary collaborative platforms	Empowered Staff and Faculty leading Innovation and change

E.5 Strategic Funding and Emotional Support Enablers

Time Frame	Goal	Key Actions	Expected Outcome
Short Term (1–2 years)	Establish Innovative funding streams	❖ Launch Incubation grants ❖ Prioritize early-career Researcher Funding; ❖ Identify funding partners	Increased access to seed funding for pioneering projects
Mid Term (3–5 years)	Embed Emotional Intelligence and support networks	❖ Introduce EI training sessions ❖ Create peer support groups and counselling services	Improved resilience and well-being across campus community
Long Term (10 years)	Institutionalize Sustainable Funding and emotional support	❖ Develop long-term funding strategies	Strong Research profile and resilient, supported campus Population

		❖ Formally integrate EI and support programs	

E.6 Enablers for Pedagogical Innovation

Time Frame	Goal	Key Actions	Expected Outcome
Short Term (1–2 years)	Launch Teaching excellence initiatives	❖ Establish specialized Fellowships and Innovation programs	Faculty engage in Innovative curriculum design and Pedagogy
Mid Term (3–5 years)	Expand Pedagogical innovation	❖ Incorporate latest Educational technologies ❖ Support interdisciplinary teaching practices	Enhanced Teaching Quality and Student learning experiences
Long Term (10 years)	Institutionalize Pedagogical excellence	❖ Develop a culture of continuous improvement and scholarship in teaching	Sustained Teaching Innovation and improved Academic reputation

Supportive- Facilitative Enablers

S. No.	Emotional Strength Enabler	Goal (Short, Mid, Long Term)	Key Actions	Expected Outcome
E.7	Accessibility/Proximity	Short: Establish open-door leadership culture	Leaders available regularly, approachable for support	Enhanced leader-staff connectivity and support culture
E.8	Rich Communication	Short: Implement interactive communication platforms	Real-time digital tools, clear messaging, feedback mechanisms	Improved clarity, collaboration, and engagement
E.9	Role Model	Mid: Develop leadership exemplars	Leaders demonstrate vision, motivate via targets	Motivated community aligned with university growth
E.10	Institutional Values	Mid: Embed core values in culture	Workshops, orientation programs	Stakeholder alignment with institutional ethos
E.11	Vision	Long: Communicate ambitious vision	Vision workshops, regular communication	Forward-thinking culture promoting proactive planning
E.12	Trust	Mid: Build trust among stakeholders	Transparency, engagement forums	Sense of unity, cooperation, and commitment
E.13	Institutional Traditions & Rituals	Long: Preserve and celebrate traditions	Annual festivals, rituals, heritage programs	Strong emotional bonds and institutional loyalty

E.14	Alternative Strategies & Support	Short: Develop backup plans	Contingency teams, resource availability	Continuity of academic services and reduced disruptions
E.15	Goal Setting in Students	Short: Create goal awareness programs	Workshops, mentoring on goal setting	Student motivation and self-directed progress
E.16	Safety & Security	Short: Strengthen campus safety	Security audits, awareness campaigns	Safe, inclusive environment increasing well-being
E.17	Search for Proximity	Short: Facilitate sense of belonging	Local food, Culture programs, Peer buddy systems	Enhanced Student comfort and cultural integration
E.18	Legacy of the System	Long: Maintain Institutional legacy	Document traditions, maintain organizational protocols	Respect for heritage and continuity
E.19	Respect & Perception	Long: Foster Positive perception	Alumni engagement, branding campaigns	Stakeholders proud of Institutional affiliation
E.20	Openness in Information	Mid: Maintain Transparency	Open data Policies, clear reporting	Trust through transparency
E.21	Ability to Deliver Promises	Mid: Enhance operational reliability	Prompt issue resolution, Autonomous decision-making	Improved reputation and stakeholder confidence
E.22	Accountability Measures	Mid: Implement accountability frameworks	Regular Reviews, Feedback systems	Ethical stakeholder behaviour
E.23	Mental Health	Short: Provide Mental health infrastructure	Counselling centres, Awareness workshops	Enhanced Psychological well-being and resilience

Summary:

Phase	Key Actions and Initiatives
Years 1-5	❖ Recruit and retain full-time faculty from premier institutes to maintain FSR ❖ Induct Adjunct/Professor of Practice/Emeritus faculty ❖ Promote Women Led Leadership ❖ Strengthen incentives for research outputs (publications, projects, patents, consultancy, awards) ❖ Enhance capacity via Malaviya Mission - Financial assistance for faculty attending ❖ FDPs, workshops, conferences
Years 6-10	❖ Recruit and retain full-time faculty to maintain FSR below 1:15 ❖ Recruit international faculty with strong research background ❖ Management Development Programs (MDPs) to encourage faculty revenue generation
Years 11-15	❖ Support faculty for product development ❖ Establish Centres of Excellence, research labs ❖ Offer consultancy to industry

F. Networking and Collaborations Enablers

- **Forge Strategic Partnerships**: Cultivate collaborations with local, national, and global agencies to support innovative academic programs, research initiatives, and intellectual property development, thereby enhancing the institution's societal impact.
- **Leverage Alumni Networks**: Actively engage alumni across industries, education sectors, and research institutions both nationally and internationally to foster mentorship, knowledge exchange, and joint ventures that benefit students and the broader community.
- **Enhance Academic and Research Collaborations**: Build well-structured alliances with other HEIs and research bodies to facilitate joint research projects, faculty exchange programs, and shared resources, leading to academic excellence and innovation.
- **Support Societal Engagement and Impact**: Strengthen engagement with community organizations and industry partners to develop emotional support programs, social initiatives, and community service projects that fulfil the core societal role of HEIs.
- **Create Mutual Value Networks**: Prioritize networking strategies that foster win-win relationships, which promote self-improvement, mutual development, and brand enhancement by creating positive-sum collaborations.
- **Promote Intellectual Property and Innovation**: Collaborate with industry and government agencies to support patent development, commercialization of research, and innovative startups originating from HEIs.
- **Develop Emotional Support Programs**: Establish partnerships with mental health and social welfare institutions to provide emotional support and well-being programs for students, staff, and stakeholders, strengthening institutional resilience.

Enabler No	Enabler Area	Time Frame	Goal	Key Actions	Expected Outcome
F.1	Strategic Collaborations	**Short Term (1-2 years)**	Establish foundational partnerships	Initiate MoUs with select industries, alumni, and community orgs	Begin collaboration projects and engagement
		Mid Term (3-5 years)	Expand and diversify partnerships	Broaden MoUs scope across research, curriculum, and internships	More integrated multi-sectoral collaborations
		Long Term (10 years)	Institutionalize dynamic networks	Develop sustained alumni and industry ecosystems supporting research and infrastructure	Continuous mutual growth and enhanced institutional profile
		Short Term (1-2 years)	Start academic and research linkages	Initiate cross-institutional dialogue and pilot joint research	Early outcomes in shared curricula and collaborative publications

F.2	**Academic and Research Excellence**	**Mid Term (3-5 years)**	Strengthen research collaboration	Form consortia, enable student mobility, share facilities	Increased joint research output and student exchange
		Long Term (10 years)	Institutionalize excellence programs	Maintain dual degree programs and international research projects	Recognized global research standing and academic synergy
F.3.	**Practical Exposure and Experience**	**Short Term (1-2 years)**	Introduce hands-on learning targets	Integrate practical workshops and live industry projects	Initial up skilling and student work readiness
		Mid Term (3-5 years)	Expand earn-while-learn and hybrid learning	Develop structured professional experience programs alongside studies	Enhanced student employability and skill development
		Long Term (10 years)	Institutionalize practice-based learning	Fully integrate experiential learning in curricula and industry partnerships	Graduates well-prepared for work and innovation leadership
F.4.	**Community Development**	**Short Term (1-2 years)**	Initiate social integration programs	Collaborate with NGOs and local bodies on outreach projects	Early community involvement and student social awareness
		Mid Term (3-5 years)	Strengthen civic partnerships	Deepen engagement with government and NGOs, implement field programs	Sustainable social impact projects and student civic responsibility
		Long Term (10 years)	Institutionalize community-centric education	Embed community service in academic programs and university ethos	Strong community-university partnerships and social leadership
F.5.	**Professional Development & Employment**	**Short Term (1-2 years)**	Build Placement Networks and promote Faculty consultancy	Establish Industry connections for internships; initiate consultancy projects	Increased student placements and Faculty industry engagement
		Mid Term (3-5 years)	Strengthen placement cells and professional	Expand Internship programs; enhance Faculty & Staff career development	Higher employment rates and skilled Faculty & Non Teaching Staff

			growth opportunities		
		Long Term (10 years)	Institutionalize sustained employment excellence	Maintain robust placement ecosystem and consultancy culture	Consistently strong graduate employment and industry ties
F.6.	**Quality and Credibility**	**Short Term (1-2 years)**	Secure initial accreditations	Prepare for and apply to national and international accreditation bodies	Institution gains quality recognition
		Mid Term (3-5 years)	Implement quality assurance systems	Adopt recognized Quality Assurance frameworks; improve learning outcomes	Enhanced academic standards and credibility
		Long Term (10 years)	Maintain and elevate Institutional reputation	Continuous accreditation compliance and improvements	Strong Institutional brand and stakeholder trust
F.7.	**Innovation and Entrepreneurship**	**Short Term (1-2 years)**	Launch incubation and startup support centers	Establish incubation infrastructure and funding channels	Initial support for Start-up ideas
		Mid Term (3-5 years)	Expand startup ecosystem	Broaden funding, mentorship and network support for entrepreneurs	Increased Start-up success and entrepreneurial activity
		Long Term (10 years)	Institutionalize innovation culture	Embed entrepreneurship in Academia and sustain vibrant startup ecosystem	Recognized innovation leadership

G. Physical Enablers

Campus Planning and Environmental Principles aligned with Best practices

a) **Integrated Activity:** Design campus layout to ensure seamless interaction between academic, research, cultural, and operational areas, fostering collaboration and synergy.
b) **Preservation of Essence:** Maintain the campus as a living embodiment of the university's mission, preserving its aesthetic and historic value as a vibrant learning environment.
c) **Environmental Responsibility:** Commit to sustainability by enhancing energy efficiency, reducing waste, conserving resources, and adopting green technologies to minimize ecological footprint.
d) **Facility Integration:** Integrate facilities and equipment, especially for vocational education and skill development, to promote practical learning and operational efficiency.
e) **Inclusivity and Safety:** Ensure universal accessibility for persons with disabilities, promote gender inclusivity, and enforce zero tolerance towards discrimination, ragging, bullying, and cyberbullying, creating a safe and welcoming environment.
f) **Safety and Risk Management:** Prioritize the safety and well-being of campus users by establishing robust safety protocols, emergency preparedness, and risk mitigation in design and operations.
g) **Holistic Development:** Provide diverse facilities supporting arts, sports, fitness, health, and mental well-being, including counselling and wellness centres to nurture overall student growth.
h) **Resource Management:** Emphasize efficient knowledge management systems to drive resource optimization, innovation, and sustainable campus operations.

G.1 Smart Campus

Time Frame	Goal	Key Actions	Expected Outcome	Priority Category
Short Term (1-2 years)	Assess current campus infrastructure	Conduct audit of existing systems; identify integration needs	Baseline for upgrades; awareness of current gaps	Essential
Mid Term (3-5 years)	Implement integrated performance systems	Deploy IoT sensors for lighting, security, environment; start small-scale automation	Improved operational efficiency and problem detection	Essential
Long Term (10 years)	Institutionalize smart infrastructure	Integrate building systems with real-time monitoring; adopt energy optimization and greenhouse gas reduction technologies	Resilient, cost-effective campus with high uptime and sustainability	Aspirational

G.2 Green/ Sustainable building

Time Frame	Goal	Key Actions	Expected Outcome	Priority Category
Short (1-2 years)	Implement basic green building practices	❖ Apply Resource-efficient construction methods; ❖ use water and energy consumption optimization models	Reduced campus resource consumption and initial green certification	Essential
Mid (3-5 years)	Expand use of renewable, recycled resources	❖ Install solar panels, rainwater harvesting; ❖ employ green energy and recycled materials on campus	Significant Reduction in greenhouse gas emissions and sustainable resource use	Desirable
Long (10 years)	Achieve aspirational green campus goals	Construct high-tech, green-certified buildings with smart energy and environmental controls	Fully sustainable campus Infrastructure with low carbon footprint	Aspirational

G.3 Infrastructure to commute

Time Frame	Goal	Key Actions	Expected Outcome	Priority Category
Short Term (1-2 years)	Improve basic commute accessibility	Install clear signage, ramps, tactile paths; provide wheelchair-friendly sidewalks	Barrier-free movement and enhanced visibility for all users	Essential
Mid Term (3-5 years)	Develop eco-friendly, inclusive commute lanes	Construct dedicated bicycle paths, motorways for battery vehicles; improve PwD access	Encourage sustainable and inclusive commuting	Desirable
Long Term (10 years)	Establish fully accessible, multi-modal transport	Integrate shuttle services, smart mobility aids, and accessible transport systems	Comprehensive, inclusive campus transport network	Aspirational

G.4 Administrative Block, Faculty Cubicles

Time Frame	Goal	Key Actions	Expected Outcome	Priority Category
Short (1-2 years)	Provide adequate space for Admission and	Allocate and optimize existing space for	Efficient handling of student Administrative needs	Essential

	counselling activities	Admission & counselling operations		
Mid (3-5 years)	Expand Administrative support infrastructure	Plan and construct dedicated faculty cubicles as per demand; design optimized workflow areas	Enhanced faculty workspace and administrative efficiency	Desirable
Long (10 years)	Departmentalized admin buildings with Digital integration	Develop separate buildings for departments with Digital office automation	Streamlined Departmental and Institutional administration	Desirable

G.5 Library / Digital Resource Centre

Time Frame	Goal	Key Actions	Expected Outcome	Priority Category
Short (1-2 years)	Ensure adequate space for reading rooms and stock	Upgrade existing facilities and optimize layout for user comfort and access	Improved user experience and resource availability	Essential
Mid (3-5 years)	Enhance digital access and resource diversity	Expand online databases, Install e-journal access and improve IT infrastructure	Increased digital resource availability and remote access	Essential
Long (10 years)	Modernize into smart learning hub	Develop **AI-enabled resource centres with integrated physical and digital access**	Advanced, user-centric, technology-rich library environment	Aspirational

G.6 Lecture Complex / Classrooms

Time Frame	Goal	Key Actions	Expected Outcome	Priority Category
Short (1-2 years)	Provide varied lecture and classroom spaces	Upgrade existing classrooms with comfortable seating and essential technology	Improved student comfort and basic teaching facilities	Essential
Mid (3-5 years)	Develop multi-sized tutorial and discussion rooms	Create rooms of different sizes with flexible layouts and AV equipment	Enhanced collaborative learning and discussion capabilities	Desirable
Long (10 years)	Establish fully interactive, Tech-augmented lecture complexes	Integrate smart boards, advanced audio visual systems and tiered seating	State-of-the-art interactive learning environments	Aspirational

G.7 Tutorial Rooms

Time Frame	Goal	Key Actions	Expected Outcome	Priority Category
Short (1-2 years)	Provide basic video recording setup	Install cameras, microphones, and recording equipment	Enable recording and replay of tutorials for student review	Desirable
Mid (3-5 years)	Upgrade AV systems and control	Implement centralized AV management and higher quality equipment	Enhanced video quality and streamlined recording process	Desirable
Long (10 years)	Integrate AI and advanced analytics	Use **AI for video indexing**, transcription, and learning analytics	Personalized learning support and advanced video utilization	Aspirational

G.8 Examination Branch

Time Frame	Goal	Key Actions	Expected Outcome	Priority Category
Short (1-2 years)	Establish secure exam office with strong room	Allocate and setup a secure room for confidential exam materials	Secure storage and management of examination papers	Essential
Mid (3-5 years)	Upgrade with Digital security systems	Implement CCTV, controlled access, and Digital logging systems	Enhanced security and accountability for exam materials	Essential
Long (10 years)	Automate Exam processing and management	Adopt Software solutions for secure exam handling and archive management	Efficient, transparent, and tamper-proof exam administration	Aspirational

G.9 Faculty & Staff Facilities

Time Frame	Goal	Key Actions	Expected Outcome	Priority Category
Short (1-2 years)	Provide adequate Faculty chambers	Construct and equip rooms for Permanent, Visiting, Part-time faculty and Research scholars	Comfortable and functional workspaces for all faculty	Essential
Mid (3-5 years)	Expand residential quarters for staffs	Build 2-3 Bedroom Residential quarters for Resident faculty and staff	Support campus community and ease of faculty availability	Desirable
Long (10 years)	Integrate faculty residential and workspaces	Develop comprehensive residential and work facilities supporting faculty well-being	Engaged, satisfied Faculty contributing to academic excellence	Aspirational

G.10 Meeting Rooms

Time Frame	Goal	Key Actions	Expected Outcome	Priority Category
Short (1-2 years)	Provide meeting rooms with standard space and basic AV equipment	Furnish meeting rooms with appropriate seating, tables, and projectors	Functional meeting spaces supporting small to medium groups	Essential
Mid (3-5 years)	Upgrade rooms with advanced AV and communication tools	Install video conferencing systems, interactive whiteboards	Enhanced collaboration and remote meeting support	Desirable
Long (10 years)	Develop smart, technology-rich meeting spaces	Implement integrated AV control systems, AI-assisted room management	State-of-the-art meeting facilities for diverse needs	Aspirational

G.11 Office Rooms

Time Frame	Goal	Key Actions	Expected Outcome	Priority Category
Short (1-2 Years)	Provide adequate office rooms for all staff members	Allocate office spaces considering staff numbers and roles	Functional and comfortable workspace for staff	Essential
Mid (3-5 Years)	Upgrade offices with ergonomic Furniture and technology	Modernize workspaces with ergonomic furniture and IT setups	Improved staff productivity and workplace well-being	Desirable
Long (10 Years)	Develop flexible, Tech-enabled office environments	Integrate smart office solutions, flexible layouts, and shared workspaces	Adaptive and efficient office spaces for evolving needs	Aspirational

G.12 Laboratories & Research Centers

Time Frame	Goal	Key Actions	Expected Outcome	Priority Category
Short (1-2 Years)	Establish modern labs with basic Research Infrastructure	Equip labs with essential Instruments; provide safety and ventilation systems	Functional, safe, and well-equipped laboratory spaces	Essential
Mid (3-5 Years)	Develop advanced super specialty research centers	Add specialty instruments; enhance lab IT Infrastructure; establish Departmental libraries	Enhanced research capabilities and resource access	Desirable
Long (10 Years)	Create world-class research	**Integrate AI and IoT in labs**, expand Digital	Leading-edge research environment	Aspirational

	centers with Digital libraries	resources and global research collaborations	with comprehensive information	

G.13 Computer Centers / Multimedia Studios

Time Frame	Goal	Key Actions	Expected Outcome	Priority Category
Short (1-2 Years)	Maintain AICTE/UGC prescribed Computer: Student ratio	Procure sufficient computers; ensure fair distribution among programs	Improved student access to computing resources	Essential
Mid (3-5 Years)	Establish multimedia studios for content creation	Set up sound-controlled studios with recording, editing, and production equipment	Support for digital content development and e-learning	Aspirational
Long (10 Years)	Expand advanced multimedia and tech infrastructure	Integrate VR/AR, AI-based editing and production tools in studios	Cutting-edge facilities fostering innovation in digital media	Aspirational

G.14 Cafeteria / Dining Facilities

Time Frame	Goal	Key Actions	Expected Outcome	Priority Category
Short (1-2 years)	Equip Cafeteria with modern cooking appliances	Install efficient cooking stations, Refrigeration, and Dishwashing systems	Improved Food quality, hygiene, and kitchen efficiency	Essential
Mid (3-5 years)	Enhance Dining area and service technology	Upgrade serving counters, introduce Digital menu boards and self-service kiosks	Streamlined food service and enhanced dining experience	Desirable
Long (10 years)	Integrate Smart, sustainable Kitchen systems	Implement automated cooking, Inventory management, and UV sanitation tools	Sustainable, efficient, and safe dining environment	Aspirational

G.15 Games & Sports Facilities

Time Frame	Goal	Key Actions	Expected Outcome	Priority Category
Short (1-2 years)	Provide playgrounds and indoor stadiums	Develop standard-size Playgrounds; build Indoor stadiums for multiple games	Basic sports infrastructure supporting diverse activities	Essential
Mid (3-5 years)	Establish gymnasium and workout centers	Construct Modern gym, Swimming pool and training facilities	Enhanced fitness and sports training environment	Desirable

Long (10 years)	Develop high-tech, multi-purpose sports complexes	Build advanced indoor stadiums, high-tech playgrounds, and multi-sport arenas	State-of-the-art sports Infrastructure supporting elite and mass participation	Aspirational

G.16 Auditorium & Conference Rooms

Time Frame	Goal	Key Actions	Expected Outcome	Priority Category
Short (1-2 Years)	Provide medium-size auditorium and conference rooms	Build auditorium seating 150-200; conference rooms of varied capacities	Functional venues to host seminars, workshops, and events	Essential
Mid (3-5 Years)	Expand seating capacities and improve AV systems	Increase auditorium size to 300+ seats; equip conference rooms with modern AV	Enhanced event hosting capacity and technology integration	Desirable
Long (10 Years)	Create large, multi-use auditorium and conference complex	Construct auditorium with 1000+ seats and multiple conference halls	State-of-the-art facility supporting large-scale events	Aspirational

G.17 Hostels

Time Frame	Goal	Key Actions	Expected Outcome	Priority Category
Short (1-2 Years)	Provide hostel accommodation for 60%+ students	Construct and maintain sufficient dormitories for outstation students	Adequate student housing ensuring campus accessibility	Essential
Mid (3-5 Years)	Develop research scholar hostels with modern amenities	Build and equip comfortable, secure housing for research scholars	Enhanced support for research community and academic focus	Desirable
Long (10 Years)	Expand and modernize hostels with smart facilities	Provide digitally enabled, comfortable living spaces for students and scholars	High-quality student life promoting academic excellence	Aspirational

G.18 Parking Facilities

Time Frame	Goal	Key Actions	Expected Outcome	Priority Category
Short (1-2 Years)	Develop sufficient parking for Staff, students and visitors	Construct well-planned parking lots with clear signage and access routes	Convenient and secure parking for all campus users	Essential

Mid (3-5 Years)	Improve parking management and accessibility	Implement designated parking zones, digital parking systems, and accessible parking	Enhanced parking efficiency, safety, and inclusivity	Desirable
Long (10 Years)	Provide Parking Facilities aligned with international hostel expansion	Design and develop parking spaces near international hostels with additional security	Support for international student needs, smooth transportation flow	Aspirational

G.19 Exhibition Halls

Time Frame	Goal	Key Actions	Expected Outcome	Priority Category
Short (1-2 years)	Provide adequate **Exhibition spaces for Show & Tell Corner**	Allocate and equip halls to host academic and vocational exhibitions	Functional spaces supporting curricular showcases	Essential
Mid (3-5 years)	Expand Exhibition facilities	Enhance halls with modular setups, lighting, and digital display systems	Flexible, well-equipped exhibition environments	Desirable
Long (10 years)	Develop large-scale, multi-purpose Exhibition centers	Build state-of-the-art halls with advanced infrastructure and accessibility	Premier venues supporting large academic and industry events	Aspirational

G.20 Guest Accommodation

Time Frame	Goal	Key Actions	Expected Outcome	Priority Category
Short (1-2 Years)	Provide suitable Guest house facilities	Construct and maintain guest houses with essential amenities	Comfortable, safe, and functional accommodation for university guests	Essential
Mid (3-5 Years)	Develop Star hotel-type Guest hostels	Build guest hostels offering accommodation, food, and recreation	Enhanced guest experience with high-quality hospitality services	Desirable
Long (10 Years)	Expand to luxury guest accommodations with integrated recreational facilities	Integrate wellness centers, conference spaces and premium services	Premier accommodation promoting university reputation and guest satisfaction	Aspirational

G.21. Commercial Shops / Centers

Time Frame	Goal	Key Actions	Expected Outcome	Priority Category
Short (1-2 years)	Enhance essential convenience shops on campus	Enhance Shops offering daily necessities, snacks and academic supplies	Convenient access to essential items for students and staff	Essential
Mid (3-5 years)	Develop multi-store shopping centers	Establish shopping complexes with diverse retail and service outlets	Enhanced on-campus shopping experience with wide variety	Desirable
Long (10 years)	Expand to tech-enabled, hybrid shopping hubs	Integrate Autonomous stores, online-to-offline retail solutions	Modern, efficient retail ecosystem offering convenience and innovation	Aspirational

G.22. Health & Wellbeing

Time Frame	Goal	Key Actions	Expected Outcome	Priority Category
Mid (3-5 yrs)	Establish 24/7 Healthcare services including inpatient and outpatient care	Build or upgrade Dispensary/Hospital with emergency, outpatient, inpatient, and diagnostic facilities	Comprehensive healthcare services available round-the-clock for campus community	Desirable
Long (10 yrs)	Integrate Advanced Medical technology and telemedicine	Implement digital health records, Teleconsultation, diagnostic automation	High-quality, accessible healthcare with smart infrastructure	Aspirational

G.23 Student Recreation Facilities

Feature	Time Frame	Goal	Key Actions	Expected Outcome	Priority Category
Short (1-2 years) Spacious gymnasiums and multi-activity courts		Provide diverse sports & fitness spaces	Build or upgrade gymnasiums and courts for multiple sports	Enhanced fitness and sports participation opportunities	Essential
Strength/cardio training areas, fitness studios, climbing walls	**Short (1-2 years)**	Equip specialized fitness zones	Install strength and cardio equipment, fitness studios, climbing facilities	Comprehensive fitness training options	Essential

Multi-functional rooms, student lounges, social spaces **Short (1-2 years)**	Create social and exercise community spaces	Develop flexible group exercise rooms and comfortable lounges	Promotion of social interaction and group fitness	Essential
Aquatics facility (recreational pool) **Mid (3-5 years)**	Establish recreational aquatics facility	Build or upgrade swimming pool with fitness and leisure features	Support for aquatics-based fitness and leisure activities	Desirable
Natural lighting and open, airy designs **Mid (3-5 years)**	Create welcoming and vibrant environment	Incorporate architectural designs maximizing natural light and space	Improved environment enhancing user well-being	Desirable
Technology for virtual fitness, reservations, tracking **Mid (3-5 years)**	Integrate technology-enabled fitness services	Implement virtual class platforms, booking/reservation systems, fitness trackers	Enhanced engagement and user convenience	Desirable
Inclusive design (gender, accessibility) **Long (10 years)**	Ensure diverse and accessible facilities	Implement universal design principles catering all genders and abilities	Equitable access fostering community inclusion	Aspirational
Flexible spaces adaptable to evolving trends **Long (10 years)**	Develop adaptable, future-ready recreation spaces	Design multipurpose, modular spaces responsive to changing needs	Sustained relevance and user satisfaction	Aspirational

G.24 International Student Centers

S.No	Feature	Time Frame	Goal	Key Actions	Expected Outcome	Priority Category
1	Contemporary student amenities	**Short (1-2 years)**	Establish essential amenities for international students	Provide lounges, study areas, cultural activity spaces	Improved comfort and engagement of international students	Essential
2	Cultural and social integration	**Mid (3-5 years)**	Develop programs and spaces supporting social and cultural integration	Organize cultural events, language support, intercultural zones	Enhanced community bonding and cross-cultural exchange	Desirable
3	Technology-enabled services	**Mid (3-5 years)**	Implement digital platforms for support and communication	Introduce mobile apps, virtual advising,	Convenient and accessible	Desirable

				online resources	student services	
4	Wellness and counseling centers	**Long (6-10 years)**	Provide comprehensive health and wellness services	Establish counseling, health clinics, and stress-relief spaces	Promoted physical and mental well-being of international students	Aspirational
5	Integration with campus facilities	**Long (6-10 years)**	Create seamless connectivity with broader campus facilities	Develop transport, housing, dining, and academic linkages	Enhanced campus experience and student satisfaction	Aspirational

G.25 Incubation Centre / Research Park

S.No	Feature	Time Frame	Goal	Key Actions	Expected Outcome	Priority Category
1	In-house industry R&D units	**Short (1-2 years)**	Establish foundational R&D infrastructure	Set up core lab spaces, industry collaboration frameworks, and office areas	Basic operational units supporting research and innovation	Essential
2	Industry collaboration mechanisms	**Mid (3-5 years)**	Strengthen partnerships with industry for joint R&D	Develop structured collaboration programs, internships, consultancy	Active engagement and mutual benefits between industry and academia	Desirable
3	Advanced incubation facilities	**Mid (3-5 years)**	Provide comprehensive start-up incubation services	Offer mentoring, seed funding access, prototyping facilities	Supported growth of innovative start-ups and technology commercialization	Desirable
4	Innovation ecosystem integration	**Long (6-10 years)**	Build a vibrant Research park integrating Academia, Industry, and investors	Expand facilities, integrate venture capital, legal support, and networking	Sustainable innovation hub catalyzing regional economic growth	Aspirational
5	Cutting-edge research infrastructure	**Long (6-10 years)**	Incorporate advanced technologies and smart infrastructure	Deploy IoT, AI labs, digital collaboration platforms	World-class research and development environment	Aspirational

G.26 Botanical Park / Garden

S.No	Feature	Time Frame	Goal	Key Actions	Expected Outcome	Priority Category
1	Living plant collection	**Short (1-2 years)**	Establish documented living plant collection	Identify, classify and document plant species; create thematic plant beds	Comprehensive and scientifically valuable plant repository	Essential
2	Research facilities and labs	**Mid (3-5 years)**	Develop research infrastructure linked to garden	Build labs, glasshouses, seed banks, and controlled environment chambers	Support experimental botany and plant science research	Desirable
3	Conservation and education zones	**Mid (3-5 years)**	Create conservation plots & educational signage	Set up rare/endangered species zones; provide learning stations and guided tours	Promote conservation awareness and educational outreach	Desirable
4	Integrated digital documentation	**Long (6-10 years)**	Implement digital plant data management	Use QR codes, databases, and virtual tours for plant identification and research	Enhanced access to botanical data and engagement	Aspirational
5	Sustainable environment design	**Long (6-10 years)**	Develop eco-friendly and sustainable garden design	Optimize irrigation, natural habitats, and pollinator zones	Model botanical park focusing on sustainability and biodiversity	Aspirational

G.27. Vocational Education & Skilling Infrastructure

S.No	Infrastructure Item	Time Frame	Goal	Key Actions	Expected Outcome	Priority Category
1	Building Space & Workshops	**Short (1-2 years)**	Provide adequate classrooms and workshops	Construct training rooms, workshops with proper ventilation, safety	Functional space supportive of hands-on vocational learning	Essential
2	Equipment & Machinery	**Short (1-2 years)**	Equip vocational labs with trade-specific tools	Procure industry-standard equipment and tools for	Hands-on skills development aligned with trade industry needs	Essential

			and machines	practical learning		
3	Computer & Technology Labs	**Short (1-2 years)**	Establish well-equipped computer and technology labs	Setup computer labs with internet access, modern software, and training tools	Foster digital literacy and technical skills	Essential
4	Faculty Development	**Mid (3-5 years)**	Train instructors in modern vocational teaching methods	Conduct workshops, certifications, and industry exposure for faculty	Skilled trainers ensuring quality vocational education	Desirable
5	Curriculum and Assessments	**Mid (3-5 years)**	Align courses with industry standards and NSQF levels	Update curricula and design competency-based assessments	Industry-relevant, comprehensive skill certification	Desirable
6	Technology Integration	**Long (6-10 years)**	Integrate digital learning management systems	Adopt LMS, virtual simulation tools, and online resources	Enhanced personalized learning and administrative efficiency	Aspirational

H. Digital Enablers

Implementing Digital Initiatives in Higher Education Institutions entails a strategic and phased approach as follows:

- **Digital Transformation:** Transition to a paperless system across all educational activities, offering stakeholders seamless online access to academic and administrative processes. Centralize critical functions such as admissions, student fee payments, and faculty compensation via integrated digital platforms to enhance efficiency and transparency.
- **Enhancing Digital Presence:** Develop and maintain dynamic, user-friendly websites and online teaching systems. Implement computerized examination platforms and digital credentialing to streamline operations. Cultivate online alumni networks and support comprehensive e-placement initiatives to strengthen institutional connectivity and career support.
- **Implementation Strategy:** Adopt a phased digital transformation approach over one to two years, leveraging either internal capabilities or external partnerships with specialized IT firms or EdTech organizations. This ensures manageable change, risk reduction, and alignment with institutional goals.

H.1 Internet usage

S.No	Time Frame	Goal	Key Actions	Expected Outcome	Priority Category
1	**Short Term (1-2 years)**	Establish robust Campus-wide Internet connectivity	Upgrade existing Network Infrastructure, ensure Wi-Fi coverage in all academic and residential areas	Reliable, high-speed Internet access for all stakeholders	Essential
2	**Mid Term (3-5 years)**	Integrate advanced digital platforms and tools	Deploy centralized Learning Management System (LMS), **Campus-wide VPN,** Cloud services and Mobile access solutions	Seamless Digital Learning, Communication and Administrative workflows	Desirable
3	**Long Term (6-10 years)**	Implement Smart Campus Technologies and continuous upgrades	Utilize AI-driven network Management, IoT for Campus Facilities and ongoing infrastructure scalability	Future-ready, Intelligent Digital ecosystem enhancing campus experience	Aspirational

H.2 Website

S.No	Time Frame	Goal	Key Actions	Expected Outcome	Priority Category
1	**Short Term (1-2 years)**	Launch a user-friendly, informative website	Design a responsive website with clear navigation, essential Institutional Information, and simple content management system	Accessible Platform providing updated information to Public	Essential
2	**Mid Term (3-5 years)**	Enhance website with interactive features	Integrate search functionality, Event Calendars, News feeds, multimedia content and inquiry forms	Improved User engagement and Dynamic communication	Desirable
3	**Long Term (6-10 years)**	Optimize and personalize digital experience	Implement analytics, Personalization, Multilingual support, **AI chatbots** and continuous optimization	Superior user experience tailored to diverse visitor needs	Aspirational

H.3 Online Messaging Stakeholders' Groups

S.No	Time Frame	Goal	Key Actions	Expected Outcome	Priority Category
1	**Short Term (1-2 years)**	Establish basic online messaging platforms	Deploy email distribution lists, WhatsApp/Telegram groups, and basic messaging apps	Reliable communication channels for quick vertical and horizontal messaging	Essential
2	**Mid Term (3-5 years)**	Integrate unified communication tools	Implement platforms like Microsoft Teams, Slack, or Google Workspace for real-time chat, Video call and group collaboration	Enhanced coordinated communication and collaboration across Departments and stakeholder groups	Desirable
3	**Long Term (6-10 years)**	Develop Integrated stakeholder communication ecosystem	Create a centralized communication Hub Integrating messaging, notifications, Forums and Project collaboration tools	Seamless, transparent, and efficient communication enhancing stakeholder engagement and decision-making	Aspirational

H.4 Online Blogs & Sites for Every Course

S.No	Time Frame	Goal	Key Actions	Expected Outcome	Priority Category
1	**Short Term (1-2 years)**	Launch basic online blogs for key courses	Create dedicated course blogs managed by faculty with essential course content, updates, and student interaction	Increased course Visibility and Engagement	Essential
2	**Mid Term (3-5 years)**	Expand blog coverage to all courses with multimedia	Include Videos, Podcasts, Guest posts, and Interactive content across all course blogs	Enhanced Learning Resources and Student Participation	Desirable
3	**Long Term (6-10 years)**	Integrate blogs with Learning Management Systems and Social Platforms	Enable seamless access to blogs through LMS and promote content on Social media	Integrated, interactive knowledge sharing and Community Building	Aspirational

H.5 Wi-Fi Campus

S.No	Time Frame	Goal	Key Actions	Expected Outcome	Priority Category
1	**Short Term (1-2 years)**	Achieve comprehensive Wi-Fi coverage across campus	Install sufficient access points and ensure reliable high-speed connectivity in all Teaching, Administrative and Residential zones	Always-on, campus-wide wireless access for all stakeholders	Essential
2	**Mid Term (3-5 years)**	Optimize network Security and Management	Implement advanced Security Protocols, Bandwidth Management, and regular performance monitoring	Secure and smoothly managed Internet usage campus-wide	Desirable
3	**Long Term (6-10 years)**	Upgrade to smart and scalable Wireless Infrastructure	Integrate AI-based Network optimization, support for IoT devices, and scalable solutions for future growth	Future-proof and adaptive wireless ecosystem	Aspirational

H.6 Online Study Material

S.No	Time Frame	Goal	Key Actions	Expected Outcome	Priority Category
1	**Short Term (1-2 years)**	Develop accessible online study material repository	Digitize Lecture notes, upload course materials, provide downloadable content	Easy, anytime access to study materials for all students	Essential
2	**Mid Term (3-5 years)**	Enhance with Multimedia and Interactive content	Integrate videos, quizzes, simulations, and discussion forums	Engaged learning through varied digital content	Desirable
3	**Long Term (6-10 years)**	Integrate online materials with LMS and Personalized learning	Link materials with LMS assignments, AI tutoring, Adaptive Learning paths	Tailored Learning experiences improving student outcomes	Aspirational

H.7 Digital Library

S.No	Time Frame	Goal	Key Actions	Expected Outcome	Priority Category
1	**Short Term (1-2 years)**	Establish core Digital library Infrastructure	Develop Digital library Platform, Digitize key collections, provide Digital memberships	Access to essential Digital resources for university stakeholders	Essential
2	**Mid Term (3-5 years)**	Expand Digital content and collaborative Partnerships	Collaborate with national and global digital libraries, enrich collections with journals, periodicals, and annual reports	Broader access to Diverse and comprehensive Digital academic content	Desirable
3	**Long Term (6-10 years)**	Implement advanced Digital Library features	Integrate AI-powered search, Personalized access, Digital Preservation and continuous resource updates	Personalized, efficient, and sustainable Digital knowledge ecosystem	Aspirational

H.8 Digital Publication

S.No	Time Frame	Goal	Key Actions	Expected Outcome	Priority Category
1	**Short Term (1-2 years)**	Establish Digital Publication Infrastructure	Develop online Platform for Publishing books, Newsletters, Magazines,	Accessible, organized Digital Repository of University Publications	Essential

			Journals, and Exam Papers		
2	**Mid Term (3-5 years)**	Transition to open access Digital Publications	Implement open access Policies, integrate global Digital Library Networks, promote Digital content	Increased global Visibility and Accessibility of University Research and Academic output	Desirable
3	**Long Term (6-10 years)**	Innovate with Multimedia and scholarly Publishing Technologies	Incorporate Multimedia content, Peer Review systems, altmetrics and Digital preservation	Enhanced impact, engagement, and sustainability of University publications	Aspirational

H.9 Paperless Office

S.No	Time Frame	Goal	Key Actions	Expected Outcome	Priority Category
1	**Short Term (1-2 years)**	Develop and deploy digital workflows and document management systems	Digitize Administrative Forms, files, and paperwork and implement secure cloud storage and electronic signatures	Reduced Paper usage, Faster Processing and improved accessibility	Essential
2	**Mid Term (3-5 years)**	Integrate comprehensive online office environment	Implement ERP modules covering admissions, examinations, HR, Finance and communication with Stakeholder portals	Streamlined Academic and Administrative operations with real-time tracking	Desirable
3	**Long Term (6-10 years)**	Achieve fully automated, AI-assisted paperless office	Use AI for workflow optimization, Predictive analytics and chatbot support; maintain continuous process improvement	Highly efficient, transparent, eco-friendly office environment enhancing stakeholder satisfaction	Aspirational

H.10 Paperless Exams

S.No	Time Frame	Goal	Key Actions	Expected Outcome	Priority Category
1	**Short Term (1-2 years)**	Implement Pilot Digital Examination system	Select Digital Exam software, conduct trial runs, train Faculty and students	Smooth initial adoption, Adaptation to new system	Essential
2	**Mid Term (3-5 years)**	Extend Digital Exams for all courses	Fully implement online exams, Question banks, Digital evaluation, and secure authentication	Paperless examination, faster evaluation, enhanced security	Desirable
3	**Long Term (6-10 years)**	Integrate AI, analytics and remote proctoring	Use AI for exam monitoring, result analytics, automated grading, and remote access	Efficient, scalable, transparent, and accessible exam ecosystem	Aspirational

H.11 Online Evaluation

S.No	Time Frame	Goal	Key Actions	Expected Outcome	Priority Category
1	**Short Term (1-2 years)**	Implement pilot online evaluation system	**Deploy Digital Answer sheet scanning, onscreen marking software and train evaluators**	Reduced manual workload, faster grading, and evaluator ease	Essential
2	**Mid Term (3-5 years)**	Scale online evaluation to all exams	Integrate evaluation system with LMS, Automate Result Processing and enable re-evaluation requests digitally	Efficient evaluation cycle, quick results, and transparent scoring	Desirable
3	**Long Term (6-10 years)**	Employ AI-assisted evaluation and analytics	Use AI for Automated grading support, Analytics on Student performance, and advanced monitoring	High accuracy, bias mitigation, deep insights into learning outcomes	Aspirational

H.12 Website based Result Announcement

S.No	Time Frame	Goal	Key Actions	Expected Outcome	Priority Category
1	**Short Term (1-2 years)**	Launch secure, accessible online result portal	Design and deploy user-friendly Results page with login access for students and parents	Quick, anywhere access to exam results	Essential
2	**Mid Term**	Improve Portal accessibility and mobile usability	Optimize site for mobile devices, **enable multilingual support**,	Greater reach and convenience for diverse users	Desirable

	(3-5 years)		and downloadable results		
3	**Long Term (6-10 years)**	Integrate automated notifications and analytics	Automate Result notifications via SMS/email; Use analytics to monitor and improve service	Real-time updates and personalized communication	Aspirational

H.13 NAD Marks Cards Facility

S.No	Time Frame	Goal	Key Actions	Expected Outcome	Priority Category
1	**Short Term (1-2 years)**	Register MITS University with **National Academic Depository (NAD)** platform	Coordinate with NAD authorities, digitize academic records, and upload degree certificates and mark sheets	Secure, Digitally Authenticated academic records accessible online	Essential
2	**Mid Term (3-5 years)**	Provide NAD digital marks card to all students	Train administrative staff, educate students on NAD usage, integrate NAD access into student portals	Students and stakeholders access verified Digital Academic credentials anytime, anywhere	Desirable
3	**Long Term (6-10 years)**	Integrate NAD with university academic and administration systems	Automate issuance and verification of academic awards through NAD, enable seamless validation for employers and agencies	Fully digital, tamper-proof academic document ecosystem enhancing trust and efficiency	Aspirational

H.14 Online Admission Test

S.No	Time Frame	Goal	Key Actions	Expected Outcome	Priority Category
1	**Short Term (1-2 years)**	Develop and launch online Admission Test Platform	Build a secure, scalable online Test Portal accessible globally; support MCQ and other question formats	Convenient, accessible admission testing to candidates worldwide	Essential
2	**Mid Term (3-5 years)**	Integrate Online Test system with admission workflows	Automate Test Registration, scheduling, Result processing and ranking integration with admission system	Streamlined, transparent, and efficient admission workflow	Desirable
3	**Long Term (6-10 years)**	Enhance platform with AI-based proctoring and analytics	Implement AI-enabled remote proctoring, Real-time cheating detection, and in-depth performance analytics	High-integrity and data-driven admission decision-making	Aspirational

H.15 Education ERP

S.No	Time Frame	Goal	Key Actions	Expected Outcome	Priority Category
1	**Short Term (1-2 years)**	Deploy core ERP modules	Implement student management, admissions, Finance, and HR modules	Centralized data and improved operational efficiency	Essential
2	**Mid Term (3-5 years)**	Integrate Academic and Administrative processes	Connect examination, timetable, payroll, and communication modules	Seamless information flow and reduced redundancy	Desirable
3	**Long Term (6-10 years)**	Full-scale Digital transformation with analytics	Add AI-enabled decision support, Real-time dashboards, and mobile access	Enhanced Institutional agility, transparency and data-driven decisions	Aspirational

H.16 Plagiarism Software Facility

S.No	Time Frame	Goal	Key Actions	Expected Outcome	Priority Category
1	**Short Term (1-2 years)**	Enhance the use of Institutional Plagiarism detection software	❖ Select, procure, and deploy a standard Turnitin Plagiarism software ❖ Provide training to Faculty and students; ❖ Implement policy guidelines	All Research and submissions scanned for originality and awareness among stakeholders	Essential
2	**Mid Term (3-5 years)**	Integrate Plagiarism software with LMS and workflows	❖ Link Plagiarism checks to assignment submission in LMS ❖ Automate similarity reporting for coursework and theses ❖ Conduct regular workshops on academic integrity	Efficient, Routine plagiarism checking embedded in academic processes	Desirable
3	**Long Term (6-10 years)**	Enhance analytical capacity and continuous improvement	❖ Use Software analytics for Research trends, Periodic Audits and Institutional benchmarking ❖ Update policies as per evolving standards and integrate with NAAC/UGC compliance	Culture of Academic honesty and data-driven Improvement in Research quality	Aspirational

H.17 Online Digital Magazine & Student Publication

S.No	Time Frame	Goal	Key Actions	Expected Outcome	Priority Category
1	**Short Term (1-2 years)**	Launch a Student-driven Digital Magazine platform	Form an editorial board, set Publication policy, train students in content creation and Digital Publishing tools	Establishment of a creative online space for student expression and communication	Essential
2	**Mid Term (3-5 years)**	Expand Digital Magazine features and visibility	**Integrate multimedia content (Videos, Podcasts),** enable Mobile-responsive design and link to University website & LMS	Increased student engagement, institutional visibility, and participatory culture	Desirable
3	**Long Term (6-10 years)**	Globalize Student publications as open-access repositories	Implement DOI/ISBN for Student journals, collaborate with International Student Publications, Introduce AI tools for editorial support	Recognition as a hub for creative and scholarly student excellence with global access	Aspirational

H.18 Online Placement (Project, Internship & final)

S.No	Time Frame	Goal	Key Actions	Expected Outcome	Priority Category
1	**Short Term (1-2 years)**	Launch an Integrated online Placement support portal	Deploy a centralized web platform for students to apply for projects, Internships and final placements and offer online Application tracking and virtual interview scheduling	Increased reach and streamlined Placement support for all students	Essential
2	**Mid Term (3-5 years)**	Expand corporate engagement and career services	Facilitate online job fairs, Virtual employer meets, resume building, webinars; and Integrate with major career platforms and on boarding systems	Enhanced Placement opportunities and better preparedness of students	Desirable
3	**Long Term (6-10 years)**	Implement AI-driven career guidance and global access	Use AI for job matching and career planning, provide global virtual internships, enable industry partnerships and automated analytics	Personalized guidance and global placement scope for every student	Aspirational

H.19 Video Documentation of each Course & each College

S.No	Time Frame	Goal	Key Actions	Expected Outcome	Priority Category
1	**Short Term (1-2 years)**	Create high-quality Video lectures for all courses	Plan, script, and Record concise (5-9 min) instructional videos using available tools (screen recording, slides, or instructor video)	Accessible and engaging course content available online globally	Essential
2	**Mid Term (3-5 years)**	Develop a centralized Digital video repository	Host videos on secure, user-friendly platforms with metadata tagging, transcript availability, and mobile compatibility	Easy search and continuous access to course videos anytime, anywhere	Desirable
3	**Long Term (6-10 years)**	Integrate Interactive and Multimedia learning	Incorporate quizzes, annotations, AR/VR demos, and Video analytics to enhance learning experiences and feedback	Rich, immersive, and adaptive learning experience with global outreach	Aspirational

H.20 Video Documentation on Online Public Platforms

S.No	Time Frame	Goal	Key Actions	Expected Outcome	Priority Category
1	**Short Term (1-2 years)**	Identify and select secure, scalable Video hosting platforms	Evaluate and choose platforms such as **YouTube, Panopto, VdoCipher or VIDIZMO for hosting Course Videos**	Secure and accessible online space for hosting academic videos	Essential
2	**Mid Term (3-5 years)**	Upload and organize Video content with Metadata and accessibility Features	Upload course and college videos, add detailed metadata, captions, and transcriptions for accessibility	Easy global discovery, search ability, and inclusive access to videos	Desirable
3	**Long Term (6-10 years)**	Integrate interactive and AI-powered Video learning features	Incorporate interactive quizzes, AI-based search, user engagement analytics, and multilingual support	Enhanced learner engagement and personalized learning experiences worldwide	Aspirational

H.21 Social Media based Promotions

S.No	Time Frame	Goal	Key Actions	Expected Outcome	Priority Category
1	**Short Term (1-2 years)**	Establish consistent and engaging Social Media presence	Define college Voice, Create content calendar, Post regularly about campus news, events, student stories, and achievements	Enhanced brand visibility and engagement with students and stakeholders	Essential
2	**Mid Term (3-5 years)**	Leverage Multimedia and interactive content	Use videos, live streams, virtual tours, student takeovers, and user-generated content to deepen audience connection	Increased authentic interaction, follower growth, and wider outreach	Desirable
3	**Long Term (6-10 years)**	Harness AI tools and influencer collaborations	Implement AI-driven content optimization, chatbots for instant responses and partner with alumni/influencers for brand amplification	Sustained brand strength, real-time engagement, and expanded global reach	Aspirational

H.22 Use of ICCT underlying technologies like AI, BA, CC, DS,MB, OC, VR & AR

For adopting ICCT (Information Communication and Computation Technologies) underlying technologies like AI (Artificial Intelligence), BA (Business Analytics), CC (Cloud Computing), DS (Data Science), MB (Mobile Computing), OC (Open source Computing), VR (Virtual Reality), and AR (Augmented Reality) at MITS University towards Automation and Enhanced service delivery, Goal Mapping is provided as follows:

S.No	Time Frame	Goal	Key Actions	Expected Outcome	Priority Category
1	**Short Term (1-2 years)**	Pilot ICCT technologies for specific services	Implement AI chatbots for student queries, cloud-based document management, mobile apps for attendance and notifications	Early efficiency gains, improved student service access	Essential
2	**Mid Term (3-5 years)**	Expand use of analytics, Data science and open computing	Deploy business analytics for academic and administrative decisions, leverage big data and data science to enhance student learning and performance tracking	Data-driven Institutional Decision making and personalized learning	Desirable

3	**Long Term (6-10 years)**	Integrate Immersive technologies and advanced automation	Use VR/AR for virtual labs, Remote learning and campus tours and fully automate administrative workflows using AI and cloud platforms	Transformative learning experiences and highly efficient operations	Aspirational

H.23 Studio for Video online classes

S.No	Time Frame	Goal	Key Actions	Expected Outcome	Priority Category
1	**Short Term (1-2 years)**	Enhance the use of **Community Radio Set up** with basic Digital Recording studio	Procure essential equipment: HD cameras, Professional microphones, lighting kits, green screen	Clear audio-video capture with professional look	Essential
2	**Mid Term (3-5 years)**	Enhance studio capabilities with Multi-camera, Digital board	Integrate Digital boards, multi-angle camera setups, and real-time switching for dynamic lessons	Interactive, versatile, and engaging online content	Desirable
3	**Long Term (6-10 years)**	Implement Advanced studio tech with VR/AR and AI	Add Virtual/Augmented Reality features, AI-driven Video editing and automated content tagging	Immersive, personalized and cutting-edge learning experience	Aspirational

H.24 Video Conference Facility

S.No	Time Frame	Goal	Key Actions	Expected Outcome	Priority Category
1	**Short Term (1-2 years)**	Establish basic high-quality Video conference room	Set up HD cameras, Professional microphones, large displays, reliable internet connectivity and video conferencing software	Seamless, clear audio-video communication for virtual meetings	Essential
2	**Mid Term (3-5 years)**	Expand to Multi-room and Interactive conferencing	Integrate multiple cameras, microphones, whiteboards and interactive features and enable multi-location connections	Collaborative, interactive sessions with participants from multiple sites	Desirable
3	**Long Term (6-10 years)**	Deploy advanced Telepresence and AI features	Add telepresence solutions, AI-based noise cancellation, automatic transcription, and real-	Immersive, accessible and intelligent global conferencing ecosystem	Aspirational

			time language translation		

H.25 Online Open Publication system

S.No	Time Frame	Goal	Key Actions	Expected Outcome	Priority Category
1	**Short Term (1-2 years)**	Deploy an open access Digital publication platform	Implement **Open Journal Systems (OJS)** or similar Open-Source software for Publishing scholarly work	▪ Availability of open-access research; ▪ Enhanced institutional repository	Essential
2	**Mid Term (3-5 years)**	Promote open access culture and training	Conduct workshops, seminars and awareness campaigns for Faculty and Researchers on benefits and compliance	▪ Increased open publishing and institutional open access policy	Desirable
3	**Long Term (6-10 years)**	Integrate with Global indexing, Archiving & Funding	Achieve indexing in DOAJ(Directory of Open Access Journals (DOAJ), comprehensive online directory), Google Scholar, set up open access funds to support publication costs	▪ High visibility, greater research impact, sustainable Open Access funding	Aspirational