

INSTITUTIONAL DEVELOPMENT PLAN

(Based on NEP-2020 and UGC Guidelines)

2025-2035



PT. RAVISHANKAR SHUKLA UNIVERSITY RAIPUR - 492010

(CHHATTISGARH)

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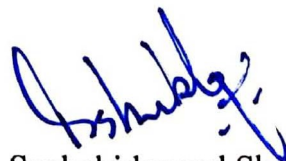
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INSTITUTIONAL DEVELOPMENT PLAN

The Institutional Development Plan (IDP) is a cornerstone document that delineates the comprehensive profile of an institution, encompassing its current operational framework, historical progression, and aspirational future roadmap. Serving as a strategic blueprint, the IDP is meticulously crafted to facilitate systematic institutional growth and development.

In its formulation, the IDP adheres rigorously to the policies and directives promulgated by the higher education authorities at both central and state levels. It is intricately aligned with the transformative vision and foundational principles articulated in the National Education Policy (NEP) 2020. Furthermore, it complies with the evaluative benchmarks established by the National Assessment and Accreditation Council (NAAC), National Institutional Ranking Framework (NIRF), the regulatory frameworks prescribed by the University Grants Commission (UGC), and the specific mandates outlined by the Department of Higher Education, Government of Chhattisgarh (DHECG).

This multidimensional and integrative approach underscores the institution's unwavering commitment to fostering academic excellence, institutional inclusivity, and administrative efficacy. The IDP functions as a dynamic instrument of quality assurance, charting a sustainable trajectory for institutional progress aligned with operational goals and long-term goals while addressing contemporary educational imperatives. It encapsulates a holistic vision aimed at cultivating intellectual innovation, promoting equitable access, and fulfilling the institution's broader mandate to advance societal and national development goals of VIKSHIT BHARAT.



Prof. Sachchidanand Shukla
Vice-Chancellor

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ABOUT THE UNIVERSITY:

Pt. Ravishankar Shukla University is Chhattisgarh's one of the largest and oldest institutions of higher education, founded in 1964, named after the first chief minister of erstwhile Madhya Pradesh. The campus of university is spread in more than 300 acres of land. There are 29 teaching departments in the University. Aspirants are attracted by the opportunity to study and conduct advanced research with renowned professors and fellow scholars. Pt. Ravishankar Shukla University is NAAC “B++” accredited as well as ranked by NIRF, funded by DST schemes like-PURSE, FIST, etc.





University Logo

Pt. Ravishankar Shukla Vishwavidyalaya's coat-of-arms has the whole spire of the famous Rajivlochan temple of Rajim in Gariyaband district (Raipur division), in the center, which represents the glorious cultural heritage of Chhattisgarh (ancient South Kosala).

It is a symbol of excellent knowledge of Prajapati-Vidya and Samvatsara-Vidya of Vedanti ideology.

The marking of wavy lines on both sides of the peak is a symbolic depiction of the Ganges-Mahanadi (ancient Chitropala) of Chhattisgarh.

In the lower half of the peak, the balian spread in a semicircular form on the left and right side proves agriculture as the basis of the economic life of the people of Chhattisgarh and the civilization of this region is of rural nature.

All these symbols are surrounded by a big circle, which is the symbol of the globe. In this circle the name of the university is written in Nagari and Roman wards, which surround the central circle moving to the left and right. The larger circle rests on a semicircular plinth with fan corners. The design of this pedestal is a symbolic representation of the swan, which is used for transcendental knowledge in Indian thought. The motto of the university is inscribed on it in the Nagari wards, which has been selected from the Agnisukta of the Rigveda.

The saying is "Agni ne supatha raye", which translates as-

"O Agni! Lead us on the right path to prosperity."

VISION, MISSION & VALUE Statements

VISION



- To be a leading institution of higher education known for its innovative teaching and research, exceptional faculty, staff, and outstanding students of diverse social, cultural, religious, economical and tribal background, who are prepared to tackle the challenges of the 21st century.

MISSION



- To provide a world-class education to our students, to create and disseminate knowledge through cutting-edge research, and to engage with communities to better understand and solve their most pressing challenges.

VALUE



- Honest, Tolerant & Ethical towards
 - Humanity
 - Teamwork
 - Trustworthyness

ACTION PLAN FOR IMPLEMENTATION OF IDP

MULTIDISCIPLINARY EDUCATION

A multidisciplinary approach in education is a way of learning that emphasizes diverse perspectives and different disciplines of learning to illustrate a theme, concept, or any other issue for an enhanced learning experience for students.

Policies:

- Adopt foundational knowledge in the basic discipline through a multidisciplinary education mode.
- To remove prevalent rigid boundaries and create new possibilities for lifelong learning.
- An effort to incorporate vocational and skill-oriented courses aligned with National Skill Qualification Framework (NSQF).
- To adopt modern pedagogy for better learning and understanding.
- Encourage new ways of learning, understanding & pedagogy.
- Promote learning through field projects/research projects and practical hands-on training.
- Promote academic institutional, and industrial linkage for research.
- Entrepreneurship promotion through multidisciplinary education.
- Environment education in the UG/PG level.
- Interaction between the local artists for different programmes in various arts for students as per the UGC guidelines.
- Implementation of the Common University Entrance Test (CUET) as a standardized and holistic mechanism for streamlining admissions to undergraduate and postgraduate programs, ensuring transparency, meritocracy, and equitable access to higher education opportunities

Outcomes:

Integration of Humanities and Arts with Science, Technology, Engineering, and Mathematics (STEM) will indicate positive learning outcomes for society.

Operational Goals
• Curriculum Design • Faculty Development • Student Engagement • Industry Collaboration • Resource Allocation

Long -Term Goals
• Curricular Integration • Innovation Hub • Global Recognition • Alumni Impact • Lifelong Learning

Operational Goals:

1. **Curriculum Design:** For multidisciplinary courses by blending two or more disciplines.
2. **Faculty Development:** Design training programmes for faculty development for multidisciplinary teaching.
3. **Student Engagement:** Run inter-departmental projects per semester.
4. **Industry Collaboration:** Secure five industry partnerships for multidisciplinary internships by year-end.
5. **Resource Allocation:** Allocate funding and resources for multidisciplinary activities in the next budget.

Long-Term Goals:

1. **Curricular Integration:** Fully integrate multidisciplinary education in all programmes by 2035.
2. **Innovation Hub:** Set up a centre for entrepreneurship and innovation by 2035.
3. **Global Recognition:** Achieve global recognition for multidisciplinary education by 2035.
4. **Alumni Impact:** Boost interdisciplinary careers or entrepreneurship by 20% by 2035.
5. **Lifelong Learning:** Enhance the enrollment of the participants annually in lifelong multidisciplinary programmes by 2035.

ADOPTION OF ACADEMIC BANK OF CREDITS

"Academic Bank of Credits" means an academic service mechanism as a digital/virtual/online entity established by the University Grants Commission to facilitate students to become its academic accounts holder, thereby paving the way for seamless students' mobility between or within degree-granting Higher Education Institutions (HEIs) through a formal system of credit recognition, credit accumulation, credit transfer, and credit redemption to promote distributed and flexible teaching learning.

Policies:

- The students will have the broad scope of freedom in terms of their academic choices.
- The students will be able to drop out of their institute from any year/semester and exchange the credits earned so far with a certificate/diploma if eligible.
- It will not let the time a student has spent for his higher education go waste if he/she decides to drop off the course/institute for any reason.
- Promote the Learning Management System for long-term goals.
- Providing inter-institution credit transfer facility.
- Provide creditization of EC (Elective Courses) and CC (Core Courses)

Outcomes:

The students will be able to drop out of their institute from any year/semester and exchange the credits earned so far with a certificate/diploma if eligible. They will also be able to redeem the credits and rejoin the same institute or some other institute of his/her choice at the same time or some other time in the future and continue from the year/semester their education is pending.

Operational Goals
• Platform Implementation • Awareness and Training • Credit Mapping • Inter-Institutional Agreements • Monitoring and Feedback

Long -Term Goals
• Scalable Expansion • Flexibility and Retention • Comprehensive Credit Ecosystem • Lifelong Learning Integration • National Leadership

Operational Goals:

1. **Platform Implementation:** Launch the Academic Bank of Credits (ABC) platform within the academic system by the end of the upcoming academic year.
2. **Awareness and Training:** Conduct workshops to ensure 100% proficiency in the ABC system for students, faculty, and staff within the first semester.
3. **Credit Mapping:** Map all courses to the ABC framework for seamless credit transfer by next year.
4. **Inter-Institutional Agreements:** Secure agreements with the university to enable credit transfer within the first year.
5. **Monitoring and Feedback:** Establish a quarterly review system to assess and improve ABC performance.

Long-Term Goals:

1. **Scalable Expansion:** Partner with international universities for global credit transfer by 2035.
2. **Flexibility and Retention:** Increase student retention by 30% by 2035 through the flexibility of the ABC system.
3. **Comprehensive Credit Ecosystem:** Build an ecosystem recognizing online courses, internships, and certifications by 2035.
4. **Lifelong Learning Integration:** Create a lifelong learning framework allowing credit accumulation for alumni and professionals by 2035.
5. **National Leadership:** Establish the university as a leader in credit-based education and academic innovation by 2035.

ADOPTION OF MULTIPLE ENTRY AND EXIT

The multiple entry and exit points in the academic programmes offered at HEIs would remove rigid boundaries and create new possibilities for students to choose and learn the subject(s) of their choice.

Policies:

- Reduce dropout rate and boost Gross Enrollment Ratio (GER).
- Withdraw the fixed boundaries of the diploma/degree completion period.
- Allow different discipline combinations such as to enable multiple entry exit points.
- Incorporating students' choice of courses in consideration for a flexible curriculum approach.

Outcomes:

With the implementation of the Multiple Entry and Exit System (MEES/MEME), these rigid boundaries will be eliminated, guaranteeing students won't lose any time if they leave college early.

Operational Goals
• Flexible Curriculum • Student Support • Credit Transfer • Faculty Training • Awareness Campaign

Long -Term Goals
• Student Retention • Programme Expansion • Lifelong Learning • Global Recognition • Data-Driven Improvement

Operational Goals:

1. **Flexible Curriculum:** Adapt 50% of programmes to include multiple entry and exit points by the next academic year.
2. **Student Support:** Set up personalized advising to guide students through multiple entry/exit options within the first year.
3. **Credit Transfer:** Create a credit framework supporting transitions between diploma, degree, and postgraduate levels by next year.
4. **Faculty Training:** Train 100% of faculty in adapting teaching for flexible student entry/exit within six months.

5. **Awareness Campaign:** Inform all stakeholders about the system's benefits during the first semester.

Long-Term Goals:

1. **Student Retention:** Reduce dropout rates by 30% and increase enrollment by 2035.
2. **Programme Expansion:** Offer more interdisciplinary and multidisciplinary programmes by 2035.
3. **Lifelong Learning:** Enable alumni and professionals to re-enter and update skills by 2035.
4. **Global Recognition:** Achieve national and international recognition for flexible education by 2035.
5. **Data-Driven Improvement:** Use analytics to improve student outcomes, aiming for a rise in satisfaction by 2035.

NATIONAL HIGHER EDUCATION QUALIFICATIONS FRAMEWORK (NHEQF) & CURRICULUM AND CREDIT FRAMEWORK (CCF)

NHEQF provides flexibility for learners to move from one institution to another to enable them to have multi and/or interdisciplinary learning.

Policies:

- National and internationally recognized courses to be developed that would be accepted all over India as well as abroad.
- Well-designed curricula in alignment with programme-specific outcomes such as Programme Outcomes (POs), Programme Specific Outcomes (PSOs) and Course Outcomes (COs) with the participation of all stakeholders in designing the curricula and periodic review of the programme.
- Attainment of POs, PSOs, and COs and periodic review of the programme outcomes.
- Providing effective teaching learning strategies with a continuous evaluation system and grievance redressal system in the academic areas.

- Provide support for differential learning needs including remedial teaching.
- Promote the Learning Management System (LMS) for long-term goals.
- Providing curriculum flexibility by Dual degree and Twinning programmes.
- Regular revision of the curriculum.
- Provide the guidance of the progress pathways from one level to another higher level including multiple entry, exit or re-entry options.
- Flexibility to move from one discipline of study to another.
- Opportunity for learners to choose the courses of their interest in all disciplines.
- Facilitating multiple entry and exit options with UG certificate/ UG diploma/ or degree depending upon the number of credits secured.
- Flexibility to switch to alternative modes of learning (offline, ODL, and Online learning, and hybrid modes).

Outcomes:

Practical, professional, and procedural knowledge required for carrying out professional or highly skilled work/tasks related to the chosen field(s) of learning, including knowledge required for undertaking self-employment initiatives, and knowledge and mindset required for entrepreneurship involving enterprise creation, improved product development, or a new mode of organization.

Operational Goals	Long -Term Goals
• Curriculum Alignment • Stakeholder Engagement • Flexible Learning Pathways • LMS Enhancement • Support for Differential Learning	• Global Programme Recognition • Continuous Curriculum Improvement • Entrepreneurial Education • Comprehensive Credit Framework • Student Satisfaction

Operational Goals:

1. **Curriculum Alignment:** Align all programmes with the NHEQF within two years to meet national and international standards.
2. **Stakeholder Engagement:** Conduct regular meetings with industry, alumni, students, and faculty for curriculum reviews, completing the first review within one year.

3. **Flexible Learning Pathways:** Implement dual degrees, twinning, and flexible entry/exit options in 50% of programmes by next year.
4. **LMS Enhancement:** Upgrade the LMS for hybrid, online, and offline learning with full implementation by the end of next year.
5. **Support for Differential Learning:** Launch a support system for students with differential learning needs within six months.

Long-Term Goals:

1. **Global Programme Recognition:** Attain international recognition for 50% of programmes by 2035 to facilitate global credit transfer.
2. **Continuous Curriculum Improvement:** Revise all programmes every three years by 2030 based on stakeholder feedback.
3. **Entrepreneurial Education:** Integrate entrepreneurial skills into all programmes by 2035 to foster innovation and self-employment.
4. **Comprehensive Credit Framework:** Implement a flexible credit system across disciplines and learning modes by 2035.
5. **Student Satisfaction:** Boost student satisfaction and success rates by 25% by 2035 with personalized learning and strong support system.

OPEN DISTANCE LEARNING (ODL) AND ONLINE PROGRAMMES

Open distance learning (ODL) and online learning (OL) will offer a large number of programme/degree/certificate/diploma as well as selective online courses resulting in the enhancement in gross enrollment. This will fulfill the NEP enrollment criteria. Online distance learning is any form of remote learning where learners are not required to be physically present to attend lectures or classes.

Policies:

- Enhance gross enrollment and comply with sustainable development goals.
- Education material is posted on the online platform, students no longer need to purchase expensive textbooks.
- Will provide access to lectures and learning materials 24/7.

- Latest knowledge and research will be published immediately and made available on academic platforms.
- Develop online programme/course (language, E-class).
- Develop open distance learning courses (degree/certificate/diploma) in affiliated colleges or university to enhance the gross enrollment ratio.
- Promote Virtual lab and E-Class.
- Promote Online training (Advanced Instrumentation Techniques/Practical).

Outcomes:

ODL and OL will certainly get an enriched learning experience when they start interacting with peers who come from completely different parts of the world, and different background, and get a worldview of their own.

Operational Goals
• Launch Online Programme • Virtual Labs & E-Classrooms • Accessible Learning Materials • Global Student Platform • Faculty Training

Long -Term Goals
• Increase GER • Global Recognition • Curriculum Innovation • SDG Alignment • Infrastructure Expansion

Operational Goals:

1. **Launch Online Programmes:** Offer a range of online degree, diploma, and certificate programmes by next year to boost enrollment.
2. **Virtual Labs & E-Classrooms:** Implement virtual labs and e-classrooms for science and technology programmes within six months.
3. **Accessible Learning Materials:** Make all course materials available online 24/7 through a centralized platform by next semester.
4. **Global Student Platform:** Launch an online platform for global student interaction within six months.
5. **Faculty Training:** Ensure 100% faculty participation in online teaching training within one year.

Long-Term Goals:

1. **Increase GER:** Achieve a 40% increase in GER by 2035 through online and distance learning programmes.
2. **Global Recognition:** Gain international recognition for online and ODL programmes by 2035.
3. **Curriculum Innovation:** Update online and ODL curricula every two years by 2030.
4. **Sustainable development goals (SDGs) Alignment:** Align all online programmes with the SDGs by 2035.
5. **Infrastructure Expansion:** Expand virtual learning infrastructure by 2035 to support advanced training in specialized fields.

DIGITAL NODAL CENTRES

The multifaceted initiatives under the National Mission on Education through ICT (NMEICT) encompass flagship programs such as SWAYAM, SWAYAM Prabha, National Digital Library (NDL), e-Yantra, Free and Open Source Software for Education (FOSSEE), Spoken Tutorials, and Virtual Labs. These initiatives are meticulously designed and implemented by premier higher educational institutions to foster digital pedagogy, facilitate open-access learning resources, and promote innovation in education through cutting-edge technological interventions.

Policies:

- Will endeavor to optimize and tailor the architecture of national-level digital education platforms, encompassing portals, applications, and virtual laboratories, to align with the evolving educational demands and pedagogical advancements.
- Will disseminate the digital content through multiple modes.
- Will try to collaborate and coordinate with national and state-level institutions for convergence of efforts.
- Develop nodal centers for different disciplines/subjects to smooth the functioning of the ODL and OL.

Outcomes:

Digital education will enhance access to quality content which in turn will improve the learning outcomes.



Operational Goals:

1. **Digital Nodal Centres:** Establish centres for key disciplines with the required technology for online learning by next year.
2. **Platform Customization:** Customize digital education platforms in collaboration with national institutions within 12 months.
3. **Content Dissemination:** Ensure 100% course coverage via SWAYAM, NDL, and other channels by next academic year.
4. **Faculty Training:** Achieve 100% training of faculty and staff in managing digital centres within six months.
5. **National Collaborations:** Partner with three national educational initiatives by the end of next year.

Long-Term Goals:

1. **National Leadership:** Become a national leader in digital education with recognized centres of excellence by 2035.
2. **Innovation:** Continuously innovate digital platforms and content, staying ahead of trends by 2035.
3. **Expanded Access:** Expand digital learning to underserved regions, increasing access by 2035.
4. **Learning Outcomes:** Improve student learning outcomes by 25% by 2035 through high-quality digital resources.

5. **Global Collaborations:** Form global partnerships for recognized courses and knowledge exchange by 2035.

INTERNSHIP/APPRENTICESHIP EMBEDDED DEGREE PROGRAMME

The Apprenticeship Embedded Degree Programme (AEDP) is designed to integrate practical, hands-on experiential learning with comprehensive theoretical knowledge, fostering a holistic understanding and application of concepts in real-world contexts.

Policies:

- AEDP shall be treated at par with the UG degree programme specified by the UGC under section 22(3) of UGC Act.
- AEDP qualified students shall be eligible to be admission in Master's programmes in the specified subject for which they have taken 24 credits in the core subject as a part of the UG degree.
- Higher Educational Institutions (HEIs) must design courses in alignment with the prescribed guidelines, in collaboration with industry stakeholders such as the All India Council for Technical Education (AICTE), Federation of Indian Chambers of Commerce and Industry (FICCI), and the Confederation of Indian Industry (CII), among others.
- HEIs need to sign a prior Memorandum of Understanding (MoU) with the industry before introducing AEDP.
- Adopt internship/degree programmes for UG and PG standards.
- New Programmes will be adopted as per the NEP 2020.

Outcomes:

Will enhance the employability of students enrolled in undergraduate (UG) degree programmes by establishing robust and dynamic linkages between the higher education ecosystem and various sectors, including industry, commercial enterprises, and non-commercial organizations.

Operational Goals	Long -Term Goals
• Curriculum & Industry Collaboration • MoUs with Industry • Pilot AEDP Launch • Training for Students & Faculty • Evaluation System	• Expand AEDP • Increase Graduate Employability • Strengthen Industry-University Ties • National Recognition • Seamless Postgraduate Pathways

Operational Goals:

1. **Curriculum & Industry Collaboration:** Implement the Apprenticeship Embedded Degree Programme (AEDP) in selected undergraduate programmes with industry support by the next academic year.
2. **MoUs with Industry:** Establish MoUs with five key industries per programme within six months for internships and practical training.
3. **Pilot AEDP Launch:** Introduce AEDP in one undergraduate programme with 50 students as a pilot in the first year.
4. **Training for Students & Faculty:** Conduct 100% orientation and training for AEDP participants before programme launch.
5. **Evaluation System:** Set up a feedback mechanism to assess AEDP progress and collect insights for improvement after the first year.

Long-Term Goals:

1. **Expand AEDP:** Roll out AEDP to 50% of undergraduate and postgraduate programmes by 2035.
2. **Increase Graduate Employability:** Boost employability of AEDP graduates by 40% by 2035, based on employment rates and employer feedback.
3. **Strengthen Industry-University Ties:** Create long-term industry partnerships for ongoing internships and curriculum updates by 2035.
4. **National Recognition:** Establish the AEDP as a national model by 2035, with graduates highly valued for their practical skills.

5. **Seamless Postgraduate Pathways:** Ensure AEDP credits are recognized for smooth transition to postgraduate studies by 2035.

ALUMNI CONNECT

A distinguished alumni convergence programme aimed at fostering synergistic collaborations to advance institutional development objectives and strategic planning initiatives

Policies:

- Will establish an Alumni Connect Cell (ACC) and organize distinguished alumni meet at the university level.
- Planning for university development goals to achieve the social need.
- Development of different cells through alumni for sustainable development goals.
- Campus modification and beautification programme through alumni connect.
- E-riksha, canteen and shopping center through alumni linkage with the institute.
- Consultancy scheme through alumni.

Outcomes:

Will facilitate comprehensive institutional advancement by fostering deeper engagement with society and addressing its evolving needs through strategic collaborations and knowledge exchange.

Operational Goals	Long -Term Goals
• Annual Alumni Meet • Alumni-Led Development Cell • Campus Improvement Projects • New Campus Facilities • Alumni Consultancy Scheme	• Stronger Alumni Network • Sustainable Development Projects • Upgrade Campus Infrastructure • Alumni Consultancy Impact • Institutional Recognition

Operational Goals:

1. **Annual Alumni Meet:** Organize an annual Distinguished Alumni Meet within the next six months to strengthen alumni relations and gather input on institutional development.

2. **Alumni-Led Development Cell:** Establish alumni-led development cell focused on sustainable development goals (SDGs) within the next year.
3. **Campus Improvement Projects:** Initiate campus beautification projects supported by alumni, with the first phase completed within 12 months.
4. **New Campus Facilities:** Develop alumni-funded facilities like E-riksha services, improved canteen, and shopping centre, with one facility operational within a year.
5. **Alumni Consultancy Scheme:** Launch a consultancy scheme with alumni providing expertise, starting three major projects within the first year.

Long-Term Goals:

1. **Stronger Alumni Network:** Increase active alumni participation by 50% by 2035, contributing to the university's strategic goals.
2. **Sustainable Development Projects:** Implement five major sustainable development initiatives through alumni by 2035, aligned with global SDGs.
3. **Campus Infrastructure Upgrade:** Achieve a significant upgrade in campus facilities funded by alumni, with major improvements by 2035.
4. **Alumni Consultancy Impact:** Position the university as a leader in utilizing alumni expertise, with notable operational and strategic improvements by 2035.
5. **Institutional Recognition:** Attain national and international recognition for excellence through strategic alumni engagement by 2035.

INDUSTRY- INSTITUTE LINKAGE

Collaboration with industries facilitates the systematic integration of advanced skill development and specialized training programmes for both students and faculty, fostering mutual growth and innovation

Policies:

- Encourage Industry-Academia Collaboration.
- By infusing industry-based skills into education, we ensure students gain the practical know-how to match theories and graduate with a holistic view of the specializations and stand out among their peers when entering the workplace.

- Employer projects enable students to deep dive into business needs, meet senior leaders and develop practical solutions to business issues.
- Public Outreach Centre and Section-8 company.
- University-Industry linked project.
- MoUs with different Industries and Institutes.
- Entrepreneurship development programmes for students and society.
- Advanced Instrumentation training center for research scholars and students.
- Scientific Social responsibility (SSR) programmes.
- Community-based research and technology transfer.
- Start-ups incubated and supported through Technology Business Incubator (TBI)
- Collaboration with industry, NGOs, IICs and various companies.
- Corporate Social Responsibility (CSR) from industries.
- Integration of Life Skills (Jeevan Kaushal) into the curriculum, as per the guidelines of the UGC, to empower students with essential competencies for personal and professional growth.

Outcomes:

Through robust industry-institute linkages, students will develop industry-relevant skills and practical knowledge, preparing them for the demands of the 21st-century workforce. By engaging in real-world projects, leadership interactions, and specialized training, they will graduate with a comprehensive, application-driven understanding of their field, enhancing both their employability and innovation capabilities.

Operational Goals	Long -Term Goals
• Industry-Academia Programmes • MoUs with Industry • Industry-Linked Projects • Advanced Instrumentation Centre • Entrepreneurship Programmes	• Sustained Industry Partnerships • Improved Employability • Expansion of Technology Business Incubator • Community Research • National Leadership

Operational Goals:

1. **Industry-Academia Programs:** Implement structured collaboration programs across three key disciplines within the next academic year.

2. **MoUs with Industry:** Sign agreements with at least five major industries and research institutes within the next year for collaborative projects and internships.
3. **Industry-Linked Projects:** Launch at least 10 industry-linked projects for students to solve real business problems within the next academic year.
4. **Advanced Instrumentation Centre:** Establish an Advanced Instrumentation Training Centre with cutting-edge equipment, operational within 18 months.
5. **Entrepreneurship Programs:** Start entrepreneurship development programs for students and the community, with the first cohort completing within a year.

Long-Term Goals:

1. **Sustained Industry Partnerships:** Build sustainable partnerships with at least 20 key industries by 2035 for ongoing collaboration and growth.
2. **Improved Employability:** Ensure 70% of graduates participate in industry-linked projects or internships, with 90% securing relevant jobs within six months by 2035.
3. **Expansion of Technology Business Incubator (TBI):** Grow the Technology Business Incubator to support 50 start-ups by 2035, offering resources and mentorship.
4. **Community Research:** Complete at least 10 impactful community-based research and technology transfer projects addressing local needs by 2035.
5. **National Leadership:** Position the university as a national leader in industry-institute collaboration by 2035, known for innovation and strong industry partnerships.

RESEARCH AND DEVELOPMENT

The establishment of the University R&D Cell is to develop and strengthen the research environment in the departments and to align it with the educational policies of India.

Policies:

- The university will make 360° effort to ensure transformation and translation of research through creation of ecosystem for research through innovation and inventions.
- A robust mechanism for developing and strengthening the research ecosystem within university, and affiliated colleges, aligned with the provision of NEP-2020.
- Create a conducive environment for enhancement of research productivity.

- Encourage collaboration across industry, government, community-based organizations, and agencies at the local, national and international levels.
- Facilitate greater access to research through mobilization of resources and funding.
- Research-intensive university in India and to be a key partner in the development and advancement of national and international research initiatives.
- Promote research through a range of publications, technology developments, patents, and other forms of IPR.
- Arrange brainstorming sessions through talks by eminent personalities from industry, R & D organizations and institutions of repute for the better understanding of research methodology and practices currently followed.
- Support faculty for delivering talks at different events and conducting workshops, training programs, seminars, conferences, symposia and faculty development programs.
- Keep everyone informed about announcements by various funding agencies like DST, DAE, DRDO, ISRO, CSIR, AICTE, UGC and University etc.
- Innovation/ tinkering labs, fabrication labs and Incubation Centre.
- IPR Cell, R &D cell, Section-8 company, IIC and all other cell will support the research and development goals.
- MoU with National and International Institute, Industry, University.
- Laboratory on wheel and research-based incentive scheme.
- Central instrumentation facility to be developed for research and training.
- Advanced graphic printing and press to be developed.
- Exam centers with computer facility and separate exam hall for students to be developed.
- Collaboration and connectivity with outstanding national and foreign universities, industries and organizations.
- Promote Research Publication in SCOPUS/WoS/UGC CARE/ Book/ Book Chapters.
- H-index and citation index from SCOPUS and Web of Science (WoS).
- Development of research resources: membership/subscription of e-journals like-ACS, RSC, Elsevier, Springer etc., licensed statistical software.
- Foster a dynamic start-up culture and instill entrepreneurial mindset among students and faculties, aiming to develop global professionals and position in our country as a leading force in the global economy.
- Support through all cells and clubs of University.

Outcomes:

Research and Development cell will help in developing and strengthening the research ecosystem within University, and affiliated colleges, aligned with the provision of NEP-2020.

Operational Goals	Long -Term Goals
• Centralized R&D Cell • Innovation and Incubation Centres • Research Incentive Schemes • Research Collaborations • Expansion of Research Facilities • Startup	• National Recognition • Enhanced Research Productivity • Global Research Partnership • Increased Research Funding • Comprehensive Research Ecosystem • Recognized Centre

Operational Goals:

1. **Centralized R&D Cell:** Establish a centralized R&D cell within the next year to coordinate research activities and enhance productivity in alignment with NEP-2020 guidelines.
2. **Innovation and Incubation Centres:** Launch innovation labs and an Incubation Centre within 18 months to promote creativity, innovation, and entrepreneurship among students and faculty.
3. **Research Incentive Schemes:** Implement incentive schemes to encourage high-quality research output, including publications and patents, operational within the next academic year.
4. **Research Collaborations:** Sign at least five MoUs with national and international universities and industries within the next year to facilitate collaborative research projects.
5. **Expansion of Research Facilities :** Develop advanced research facilities, including a central instrumentation facility and computer-equipped exam centres, within the next two years.
6. **Startup:** Establish a structured support system, including access to mentors, industry experts, and incubation facilities, to guide students and faculty through the startup process.

Long-Term Goals:

1. **National Recognition:** Position the university as a leading research-intensive institution in India by 2035, known for significant contributions to national and international research.
2. **Enhanced Research Productivity:** Double the number of high-impact research publications by 2035 to substantially increase research output and impact.
3. **Global Research Partnership:** Establish partnership with at least 20 national and foreign universities by 2035 to promote global research initiatives.
4. **Increased Research Funding:** Triple the university's research funding by 2035 to support a diverse range of innovative projects.
5. **Comprehensive Research Ecosystem:** Create a robust research support ecosystem, including an IPR Cell and professional development for faculty, ensuring research excellence by 2035.
6. **Recognized Centre:** Position the university as a nationally recognized innovation hub, consistently launching successful startups and facilitating technology transfer that impacts the broader economy.

ACADEMIC AND RESEARCH COLLABORATION BETWEEN INDIAN, FOREIGN AND HEI'S

Academic and Research Collaboration will impart high quality holistic education through cutting-edge courses and internationally relevant curricula that will be able to attract a large number of students from abroad.

Policies:

- Provide greater mobility to Indian students through transfer credits to, or carry out research at institutions in abroad.
- Foreign University (FU) collaboration will improve access, build domestic capacity, improve student choice, and vastly reduce foreign exchange outflows while potentially increasing inflows.
- It will push towards a culture of openness, competitiveness, research orientation, and innovation in the university.

- It will help in creating an interconnected R & D ecosystem that can promote indigenous innovation and technology development.
- FUs collaboration in India will also reinforce the NEP's vision of making India a *Vishwa Guru*, where foreign students will come to study.
- Organizing awareness workshop/conferences for the student and teacher exchange programmes.

Outcomes:

By providing an educational experience of global standards at a relatively low cost, India will re-establish its long-lost position as the *Vishwa Guru*.

Operational Goals	Long -Term Goals
• International Academic Partnership • Global Mobility Programmes • Awareness Workshops and Conferences • Centralized Office for International Collaboration • Joint Research Initiatives	• Global Recognition • International Research Ecosystem • Culture of Openness • Dual-Degree Programmes • <i>Vishwa Guru</i> Vision

Operational Goals:

1. **International Academic Partnership:** Formalize partnership with at least five foreign universities within two years to facilitate student exchange, joint research, and credit transfer.
2. **Global Mobility Programmes:** Implement exchange programmes for students and faculty, establishing transfer credit systems and research collaboration opportunities, with the first cohort participating in the next academic year.
3. **Awareness Workshops and Conferences:** Conduct workshops and conferences on international collaboration opportunities for students and faculty within the next six months.
4. **Centralized Office for International Collaboration:** Establish an office to manage and coordinate international academic partnerships, ensuring compliance and smooth execution, operational within the next year.

5. **Joint Research Initiatives:** Launch joint research initiatives with foreign universities, targeting at least three collaborative grants and joint publications in recognized journals within two years.

Long-Term Goals:

1. **Global Recognition:** Position the university as a premier destination for international students, aiming for a 50% increase in enrollment by 2035 through globally relevant curricula and research.
2. **International Research Ecosystem:** Develop a robust interconnected R&D ecosystem with international partners to foster innovation and secure significant research funding by 2035.
3. **Culture of Openness:** Foster a culture of competitiveness and innovation, aiming to become a top 100 global university in research output by 2035 through expanding international collaboration.
4. **Dual-Degree Programme:** Establish at least five dual-degree and joint-degree programs with foreign universities by 2035, allowing students to earn internationally recognized degrees.
5. **Vishwa Guru Vision:** Reinforce India's position as a global education leader by attracting foreign students and promoting the university as a hub for high-quality education aligned with global standards by 2035.

OFFICE OF INTERNATIONAL AFFAIRS

The Office for International Affairs (OIA) will facilitate international academic exchange and collaboration between Indian and Foreign Universities/Institutions.

Policies:

- Facilitate and enhance the global visibility and profile of Indian Universities.
- Develop, coordinate and strengthen international linkages.
- Facilitate, assist and help international students in all their academic pursuits.
- Progressively increase the scope of the Study in India (SIP) and Study Abroad Programmes (SAP).

- Provide a base to assist International and Indian scholars for career advancement and contribute towards enhancing bilateral relations.

Outcomes:

OIA plays an important role in facilitating the exchange of students/faculty/staff members between Indian Universities and Foreign Universities.

Operational Goals	Long-Term Goals
• Comprehensive Support Services • Expand Study Programmes • Enhance Global Visibility • Strengthen Academic Partnership • Career Advancement Resources	• Global Education Hub • Sustainable Global Network • Increase Enrollment • Enhance Bilateral Relations • Global Alumni Network

Operational Goals:

1. **Comprehensive Support Services:** Develop a robust support system for international students, including orientation, visa assistance, and academic counselling with full implementation by the next academic year.
2. **Expand Study Programmes:** Double the number of partner institutions for Study in India (SIP) and Study Abroad Programs (SAP) within two years, increasing student participation.
3. **Enhance Global Visibility:** Implement a strategic marketing plan to boost the university's global profile through international education fairs, online campaigns, and multilingual promotional materials within 18 months.
4. **Strengthen Academic Partnership:** Formalize at least five new international academic linkages annually, focusing on collaborative research, dual-degree programmes, and faculty exchanges.
5. **Career Advancement Resources:** Establish a dedicated resource centre to assist international scholars with job placement, networking events, and professional development workshops within the next year.

Long-Term Goals:

1. **Global Education Hub:** Achieve recognition as a top destination for international students in Asia by 2035 through improved academic offerings and student services.
2. **Sustainable Global Network:** Build a network of at least 50 international partner institutions by 2035, facilitating student and faculty exchange and joint research.
3. **Increase Enrollment:** Aim for an increase in international student enrollment over the next decade through targeted recruitment and enhanced support services.
4. **Enhance Bilateral Relations:** Foster academic collaborations that improve bilateral relations between India and other countries, with significant contributions by 2035.
5. **Global Alumni Network:** Establish a global alumni network for international graduates, promoting lifelong engagement and global career opportunities, with significant growth by 2035.

RANKING EXCELLENCE

Ranking Excellence provide a way to compare higher education institutions based on similar criteria.

Policies:

- Increase the employability rate for the students enrolled in various streams.
- Increase the Information and Communication Technology (ICT) awareness.
- Appoint quality teachers on regular basis not on ad-hoc.
- Bridge the gap between teaching and research.
- Create good infrastructure.
- Institute Development Plan Cell.
- Participation in NAAC, NIRF, NBA and other world ranking system.
- Student Outcomes: Program/workshop for data mining, placement, entrepreneurship, preparation of competitive exams NET, SET, GATE, UPSC, GPAT, etc., Awards/Prizes in conferences and different programmes.
- SWOC analysis will be done every year to update the ranking excellence.
- IQAC will be major monitoring part for all the Ranking Excellence activities.

Outcomes:

Ranking of Indian Universities will be improved if good infrastructure facility is created and online learning, blended mode of learning is offered and also the audit of HEI's is being done from time to time, all these things will attract the foreign students to our universities.

Operational Goals	Long -Term Goals
• Enhance Employability • Improve ICT Awareness • Recruit Quality Faculty • Bridge Teaching and Research • Participate in Rankings	• Top 100 Global Ranking • World-Class Infrastructure • Culture of Continuous Improvement • Global Academic Collaborations • Boost International Enrollment

Operational Goals:

1. **Enhance Employability:** Launch skill development programs and workshops to improve students' employability, aiming for a 25% increase in placement rates over the next two years.
2. **Improve ICT Awareness:** Implement initiatives to achieve 100% ICT literacy among students and faculty through mandatory digital skills courses and regular workshops within three years.
3. **Recruit Quality Faculty:** Establish a strategy for hiring and retaining full-time, high-quality educators, with the goal of filling all teaching positions with qualified faculty within the next academic year.
4. **Bridge Teaching and Research:** Promote interdisciplinary research involving faculty and students, ensuring at least 50% of faculty members are engaged in research that informs their teaching within two years.
5. **Participate in Rankings:** Actively engage in NAAC, NIRF, and global ranking systems to improve the university's ranking by at least 10% in the next annual assessment.

Long-Term Goals:

1. **Top 100 Global Ranking:** Position the university among the top 100 globally ranked institutions by 2035 through improvements in academic standards, research output, and student outcomes.
2. **World-Class Infrastructure:** Invest in modern academic and research facilities, aiming for significant infrastructure upgrades by 2035, including smart classrooms and advanced laboratories.
3. **Culture of Continuous Improvement:** Establish an Institute Development Plan Cell for ongoing quality monitoring and improvement, fostering a culture of excellence across university operations by 2035.
4. **Global Academic Collaborations:** Expand the global academic network by forming partnerships with at least 20 top international universities over the next decade, focusing on joint research and student exchanges.
5. **Boost International Enrollment:** Create an attractive environment to increase the international student population by 2035, enhancing the university's global ranking and diversity.

ADOPTION OF GUIDELINES OF UGC ON IDP

IDP is autonomous in academic, administrative & financial matters which have enhanced its credibility as a catalyst of progressive and incremental changes setting new benchmarks for other institutions of the state to redefine the limits of growth and development in Higher Education.

Policies:

- Maintain a balance between “Theory and Practical” in professional streams and to support industry-institution interaction by appointing contractual or visiting faculty from industries.
- Promote “fast track promotion system” for faculty members for recognising “very high-impact” research and contribution.
- Create multiparameter system for proper assessment of teachers’ performance for tenure, promotion, and salary increments.
- Maintain the faculty-student ratio as set by the UGC.

- Upgrade academic and infrastructure facilities in each institution to support them transform into large multi-disciplinary institutions in accordance with the NEP 2020.
- The draft recommends that the university and colleges create infrastructure for online learning, blended learning, promote sports, wellness and arts for students, teachers and differently-abled students (divyangjan-friendly, barrier-free environment).
- Seek the efficient utilization of land of campus of university.
- Promote research and publications.
- Cell for differently-abled students.
- Cell for Mentoring and Counselling.
- Cell for Socio-Economically Disadvantaged Group (SEDG).
- Technical/Domain-related club activity with involvement of industry bodies, Hackathons and Ideathon workshops.
- Cultural club as well as sports club formation and active participation in national and international festivals.
- Community-related activity with NSS under the umbrella of university.
- Green audits and initiatives for environmental quality of the institution: Energy audit environmental audit (measuring air, water and soil pollution), develop the clean and green campus.
- Strengthening community engagement: Collaborations with local businesses, non-profit organizations, and government agencies to address community challenges and promote social responsibility through service-learning programmes and community outreach.
- Promoting training programs for teachers and students: FDP, AICTE, UGC, ARPIT, MOOCs, SWAYAM, Industrial, AI-based training etc.
- Reflection and Digitization of University: social media including Twitter, LinkedIn, Facebook, You-tube and reflecting other information on website like Prospectus (Including fee structure for various programs), Circulars and Notice, Newsletters, Recent events & Achievements, Announcements, RTI, Job opening, Placement related information and its activities, Admission Procedure and guideline (Indian and Foreign students), Fee refund policy etc.
- Data Management System of the University: Year wise data management through software for IQAC-Administration-departments (Interlinked access in IQAC).
- Improvement of student support system: counselling services, and career development programmes.

- Registration on the All India Survey on Higher Education (AISHE), System for Automated Analytics and Real-Time Handling of Institutions (SAARTHI), and Undertaking Transformative Strategies and Actions in Higher Education (UTSAH) portals facilitate the formulation of data-driven, transformative strategies and evidence-based interventions for advancing excellence in higher education.
- Adoption of the E-Samadhan Portal for the efficient redressal of grievances and the University Activity Monitoring Portal (UAMP) for comprehensive feedback collection and performance assessment, in alignment with the UGC guidelines.
- Optimization of financial resources.
- Regular revision of fees structure (Every 3 year).
- Consultancy generation from university.
- Promote paid training programmes.
- Donation from social sectors, NGOs, Alumni, Industries etc.
- Startup through Section-8 Company of university.
- University Display Center for all the activities.

Outcomes:

IDP will help in improving the institutional status and its capabilities in accordance with UGC.

Operational Goals	Long -Term Goals
• Balance Theory and Practical Learning • Fast Track Promotion System • Comprehensive Teacher Assessment System • Enhance Multidisciplinary Infrastructure • Promote Online and Blended Learning • Psychological Health Centre • Yoga Centre	• Multidisciplinary University Status • Research Excellence and Global Recognition • Comprehensive Support System • Sustainable Campus Initiatives • Strengthen Global Engagement • AI-training Centre

Operational Goals:

1. **Balance Theory and Practical Learning:** Integrate industry-based practical learning into the curriculum by hiring industry professionals, achieving a balance between theory and practical in professional programmes.

2. **Fast Track Promotion System:** Implement a system to expedite faculty promotions based on high-impact research and contributions, recognizing deserving faculty within a reduced timeframe.
3. **Comprehensive Teacher Assessment System:** Create a multiparameter assessment system to evaluate faculty performance transparently, based on research output, teaching effectiveness, and student feedback.
4. **Enhance Multidisciplinary Infrastructure:** Upgrade facilities to transform the institution into multidisciplinary centres of learning, aligning with NEP 2020 guidelines, aiming for completion within three years.
5. **Promote Online and Blended Learning:** Develop infrastructure for online and blended learning to ensure accessibility and inclusivity, targeting full implementation within the next two academic years.
6. **Psychological Health Centre** for solving the psychological issues of the students and staff.
7. **Yoga Centre** for overall fitness for students and staff.

Long-Term Goals:

1. **Multidisciplinary University Status:** Achieve recognition as a multidisciplinary institution by 2035, offering integrated programmes across diverse disciplines in-line with NEP 2020.
2. **Research Excellence and Global Recognition:** Position the university as a leader in high-impact research by 2035, promoting research and international collaborations for global recognition.
3. **Comprehensive Support System:** Establish a robust support system by 2035, including counselling, career development, and faculty development programmes to ensure stakeholder well-being and growth.
4. **Sustainable Campus Initiatives:** Attain "green campus" status by 2035 through implementing green audits, energy efficiency programs, and community engagement for environmental sustainability.
5. **Strengthen Global Engagement:** Increase global visibility by 2035 by attracting international students and faculty through strategic partnerships, scholarships, and participation in global academic networks.

6. **AI- training Centre:** for equipping the students and staff from the latest AI based techniques and its usage.

ACCREDITATION

Accreditation is a vital method for assessing and attesting to the high caliber of educational institutions and programmes.

Policies:

- Ensure that students receive a well-rounded education that meets industry standards.
- Increase the student's enrollment rate in institutions.
- Identify areas for improvement and ensuring that they are providing quality education to their students.
- Make it easier for students to transfer credits from one institution to another.
- Keep up with the latest research and best practices, which can help students and employers stay ahead in their fields and improve their knowledge and skills.
- Student welfare work: Different schemes such as subsidized interest-free loan, admission, health and life insurance scheme.
- Grievance handling mechanism and quality assurance system
- Effective leadership mechanism

Outcomes:

Accreditation pushes institutions to meet and maintain their high standards, in turn increasing trust and confidence among the public and boosting accountability.

Operational Goals	Long -Term Goals
• Achieve Accreditation for All Programmes • Implement Continuous Quality Improvement (CQI) • Develop a Comprehensive Credit Transfer System • Enhance Student Support and Welfare Services • Strengthen Institutional Leadership and Governance	• Achieve High Accreditation Ratings • Foster a Culture of Excellence • Expand Global Recognition and Accreditation • Increase Student Enrollment and Retention • Develop a Sustainable Quality Assurance Ecosystem

Operational Goals:

1. **Achieve Accreditation for All Programmes:** Ensure all academic programmes meet accreditation standards within three years, aligning curricula with industry standards and best practices.
2. **Implement Continuous Quality Improvement (CQI):** Establish a system for regular reviews of academic and administrative processes to identify and implement improvements for maintaining educational quality.
3. **Develop a Comprehensive Credit Transfer System:** Create a seamless credit transfer system to facilitate student mobility and recognition of prior learning, ensuring compliance with accreditation requirements.
4. **Enhance Student Support and Welfare Services:** Introduce initiatives such as interest-free loans, health insurance, and a grievance mechanism to enhance student well-being and satisfaction.
5. **Strengthen Institutional Leadership and Governance:** Implement governance mechanisms focused on accountability and transparency to ensure alignment with accreditation standards and institutional goals.

Long-Term Goals:

1. **Achieve High Accreditation Ratings:** Attain and sustain top accreditation ratings from national and international bodies by 2035, positioning the university as a leader in higher education quality.
2. **Foster a Culture of Excellence:** Embed a culture of excellence and continuous improvement by 2035, ensuring all programmes and services exceed accreditation standards.

3. **Expand Global Recognition and Accreditation:** Obtain accreditation from leading international agencies by 2035, enhancing the university's reputation and attracting international students and faculty.
4. **Increase Student Enrollment and Retention:** Utilize accreditation to boost student enrollment and retention rates by 2035, ensuring competitiveness and attractiveness.
5. **Develop a Sustainable Quality Assurance Ecosystem:** Establish a sustainable quality assurance ecosystem by 2035, integrating accreditation with the latest educational technologies and industry practices to enhance outcome and performance.

FACULTY TRACKING

It is the pathway for promotion and academic job security. It's the process by which an Assistant Professor becomes an Associate Professor and then a Professor.

Policies:

- Keep track of research and monitor its impact through H-index and citation index from SCOPUS and Web of Science and SAMARTH portal.
- Prepare and apply for funding and patents.
- Well equipped with the modern pedagogy.
- Curriculum planner.
- Participate in formal examination.
- Become a resource developer.
- Check how efficiently Faculty is delivering the lectures and interacting with students.
- Set the parameters for faculty to identify the expert faculty based on feedback system.

Outcomes:

Faculty Tracking will enhance the teaching effectiveness and will also improve the student learning experience.

Operational Goals	Long -Term Goals
• Establish Faculty Performance Monitoring • Implement Faculty Development Programmes • Align Tracking with Promotion Processes • Develop Feedback-Driven Improvement • Enhance Research Output Tracking	• Achieve Excellence in Research and Teaching • Foster Continuous Professional Development • Increase Faculty Retention and Satisfaction • Enhance Global Faculty Recognition • Develop a Data-Driven Evaluation System

Operational Goals:

1. **Establish Faculty Performance Monitoring:** Develop a system to track faculty performance in teaching, research, and student feedback for continuous improvement.
2. **Implement Faculty Development Programmes:** Conduct workshops and training sessions on modern pedagogy and research methodologies to keep faculty updated.
3. **Align Tracking with Promotion Processes:** Integrate faculty performance tracking with promotion and criteria based on measurable outcomes like H-index and student engagement.
4. **Develop Feedback-Driven Improvement:** Create a system for collecting and analyzing student feedback on faculty and using data to identify improvement areas.
5. **Enhance Research Output Tracking:** Establish a system to monitor faculty research publications, patents, and grant applications to boost the university's research profile.

Long-Term Goals:

1. **Achieve Excellence in Research and Teaching:** Ensure all faculty meet high standards of teaching and research by 2035, establishing the university as a leader in academic quality.
2. **Foster Continuous Professional Development:** Promote a culture of ongoing professional development with a goal of 100% faculty participation by 2035.
3. **Increase Faculty Retention and Satisfaction:** Implement policies to enhance faculty career growth and satisfaction, aiming for higher retention rates by 2035.
4. **Enhance Global Faculty Recognition:** Position faculty as recognized experts by 2035 through international collaborations and publications in top-tier journals.

5. **Develop a Data-Driven Evaluation System:** Establish a data-driven faculty evaluation system by 2035 for real-time tracking and strategic decision-making regarding promotions and resource allocation.

COURSES IN INDIAN LANGUAGES

The Government of India has undertaken a visionary initiative to offer academic courses in regional languages. As outlined in the National Education Policy (NEP), the approach emphasizes inclusivity, ensuring that no student is disadvantaged due to language preferences. Consequently, technical and professional courses are now being made available in regional languages to promote equitable access to education.

Policies:

- **Enhance Conceptual Understanding:** Mastering complex concepts in one's regional language elevates the learning experience to an unparalleled level. This approach instills a heightened sense of optimism in students while bolstering their confidence and intellectual growth.
- **Promote Higher Education Enrollment:** By removing the language barrier, this initiative motivates meritorious students previously hesitant to pursue advanced studies to actively engage in higher education.
- **Foster Cultural and Academic Inclusion:** Delivering courses in regional languages ensures a bias-free learning environment that promotes cultural integration and academic inclusivity.
- **Expand Access to Quality Education:** Offering regional language courses will empower a broader student demographic to access high-quality education, contributing to improve academic performance and broader societal benefits.
- **Make Learning More Engaging:** For theory-based subjects typically taught in English, regional language instruction can make the content more relatable and engaging for students proficient in their native language, resulting in deeper comprehension and impact.

Outcomes:

Integrating regional languages into higher education will significantly improve learning outcomes by making education more inclusive and accessible. However, technical terminologies will remain consistent across languages to maintain academic and professional standards.

Operational Goals	Long -Term Goals
• Develop Curriculum in Regional Languages • Train Faculty in Multilingual Methods • Promote Regional Language Courses • Create Learning Materials in Regional Languages • Establish Feedback Mechanism	• Increase Enrollment through Regional Language Courses • Improve Academic Performance and Retention • Promote Cultural Inclusivity • Expand Course Offerings in Regional Languages • Foster Regional Language Research

Operational Goals:

1. **Develop Curriculum in Regional Languages:** Collaborate with language experts to create and deliver high-quality curricula in various regional languages.
2. **Train Faculty in Multilingual Methods:** Provide training programs for faculty to effectively teach technical and theoretical courses in regional languages.
3. **Promote Regional Language Courses:** Launch outreach initiatives to raise awareness and boost enrollment in courses offered in students' native languages.
4. **Create Learning Materials in Regional Languages:** Develop textbooks and e-learning resources in regional languages to support student learning.
5. **Establish Feedback Mechanism:** Implement a system to collect student feedback on regional language courses for continuous improvement.

Long-Term Goals:

1. **Increase Enrollment through Regional Language Courses:** By 2035, enhance enrollment from diverse linguistic backgrounds by offering programs in at least five major regional languages.
2. **Improve Academic Performance and Retention:** Achieve better academic outcomes and retention rates by 2035, especially for students studying in their native languages.

3. **Promote Cultural Inclusivity:** Position the university as a leader in culturally inclusive education by 2035, allowing students from various backgrounds to excel.
4. **Expand Course Offerings in Regional Languages:** By 2035, broaden the variety of disciplines and advanced courses available in regional languages.
5. **Foster Regional Language Research:** Support research initiatives in regional languages to generate scholarly contributions and cultural advancements by 2035.

EMBEDDING INDIAN KNOWLEDGE SYSTEMS IN THE CURRICULUM

Indian Knowledge Systems (IKS) represent a vast repository of indigenous knowledge encompassing foundational sciences, engineering and technology, humanities, and social sciences, meticulously categorized into a structured framework. Integrating IKS into education aims to enrich learning while preserving and promoting India's intellectual heritage.

Policies:

- **Prioritize Practical Integration over Passive Preservation:** The curriculum will focus on the dynamic application of Indian Knowledge Systems (IKS), enabling their relevance in contemporary contexts. This approach aims to position India as a global epicenter of knowledge and innovation, resonating with the vision of a progressive and resurgent “Bharat”.
- **Cultivate Cultural Appreciation:** Embedding IKS will foster a deeper understanding and appreciation of India’s diverse cultures, enabling students to embrace these traditions rather than dismiss or critique them.
- **Promote National Unity through Diversity:** By facilitating experiential learning through visits to historically significant sites, the program will deepen students' appreciation of India's rich cultural diversity, contributing to the vision of ‘Ek Bharat Shreshtha Bharat.’
- **Contribution to augmenting study materials in Indian languages through translation and academic writing (ASMITA) as an initiative of UGC.**
- **Implementation of UGC Mulyapravah for fostering human values and professional ethics in HEIs, promoting a culture of integrity, empathy, and ethical excellence in academia.**

Outcomes:

The National Education Policy (NEP) 2020 envisions an education system deeply rooted in India's linguistic, cultural, and artistic heritage. Integrating Indian arts and knowledge into the mainstream curriculum will not only strengthen students' sense of identity and aesthetic sensibilities but also enhance their creative and cognitive abilities. This approach promises to create a generation equipped with a profound understanding of India's cultural richness and intellectual traditions, fostering both innovation and unity.

Operational Goals	Long -Term Goals
• Develop IKS Curriculum Modules • Train Faculty in IKS Field • Create Experiential Learning Opportunities • Promote Interdisciplinary/Multidisciplinary/Transdisciplinary IKS Research • Develop IKS Educational Resources	• IKS in Curriculum • Foster Appreciation for Cultural Heritage • Establish Leadership in IKS Education • Expand IKS Research and Publications • Promote National Unity through IKS

Operational Goals:

1. **Develop IKS Curriculum Modules:** Collaborate with experts to create curriculum modules that integrate Indian Knowledge Systems (IKS) across disciplines, ensuring relevance to modern education.
2. **Train Faculty in IKS Field:** Conduct workshops to equip faculty with the knowledge and skills needed to effectively teach IKS-integrated courses.
3. **Create Experiential Learning Opportunities:** Organize field trips and activities that allow students to explore sites of historical and cultural significance, enhancing their understanding of IKS.
4. **Promote Interdisciplinary/Multidisciplinary/Transdisciplinary IKS Research:** Encourage research projects that apply IKS in contemporary contexts, fostering scholarly contributions from faculty and students.
5. **Develop IKS Educational Resources:** Produce textbooks and e-learning materials that emphasize the principles of IKS, making them accessible to the university community.

Long-Term Goals:

1. **IKS in Curriculum:** Fully integrate IKS into the core curriculum of all programmes by 2035, establishing it as a foundational aspect of education.
2. **Foster Appreciation for Cultural Heritage:** By 2035, cultivate a deep appreciation for India's diverse cultural heritage among students, reflected in increased participation in cultural activities.
3. **Establish Leadership in IKS Education:** Position the university as a national and international leader in IKS education by 2035, recognized for the innovative integration of traditional knowledge.
4. **Expand IKS Research and Publications:** Increase research output on IKS by 2035, contributing to global scholarship and the relevance of Indian Knowledge Systems in academia.
5. **Promote National Unity through IKS:** Support the "Ek Bharat Shrestha Bharat" initiative by 2035, engaging students in programs that foster national unity through the study of India's cultural diversity.

Sustainable Financial Development Strategy

A Sustainable Financial Development Strategy ensures financial stability and growth by integrating resource efficiency, diverse revenue streams, and responsible investments. Aligned with academic, social, and environmental goals, it balances current needs with future aspirations, fostering innovation, equity, and resilience while supporting global sustainability and development objectives.

Policies:

- **Start-ups**

The university has strategically integrated start-ups as a transformative and indispensable component of its ecosystem. This initiative establishes the university as a cradle for future entrepreneurs and leaders, catalyzing innovation, bridging the gap between academia and industry, enhancing advanced skill sets, fostering interdisciplinary collaboration, and contributing significantly to socio-economic development and technological progress.

- **Ideathon**

The university's ideathon is a high-intensity innovation marathon designed to convene

creative minds for the ideation, development, and pitching of groundbreaking concepts. These collaborative events are structured to solve specific, real-world challenges or capitalize on emerging opportunities, fostering intellectual synergy and cultivating cutting-edge solutions within a condensed time frame.

- **Institution's Innovation Council (IIC)**

Aligned with directives from the Ministry of Education, Government of India, the university's Institution's Innovation Council (IIC) is dedicated to fostering a pervasive culture of innovation and entrepreneurial thinking in HEIs. The IIC serves as a platform to actively engage students, faculty, and staff in dynamic innovation activities, thereby bridging academic learning with entrepreneurial ventures.

- **Innovation and Incubation Centre**

The university's Innovation and Incubation Centre is a nexus for fostering creativity, technological innovation, and entrepreneurial ventures. By providing access to critical resources such as expert mentorship, seed funding, and state-of-the-art infrastructure, the center supports the transition of novel ideas into commercially viable technologies. It acts as a bridge between research and industrial application, facilitating technology transfer, commercialization, and sustainable economic growth.

- **Research Seed Funding**

The university has introduced a Research Seed Funding Scheme to support early-career faculty in initiating high-impact research. Grants for Science and Social Sciences are allocated to aid in the generation of preliminary data, pilot studies, or proof-of-concept work, thereby laying the groundwork for securing larger research funding from national and international agencies.

- **Devi Ahilya Bai Financial-Aid Policy for UTD**

The Devi Ahilya Bai Financial-Aid Policy aims to enhance the financial capabilities of the students. It allocates grants to support academic programmes, and research activities.

- **Intellectual Property Rights (IPR)**

The university's Intellectual Property Rights (IPR) Cell is a cornerstone for fostering innovation and creativity. It safeguards creators' intellectual outputs by facilitating patent filing, licensing, and commercialization, thereby incentivizing research and protecting proprietary technologies.

- **Conference and Seminar Grants**

The university has introduced financial grants for organizing conferences and seminars to promote scholarly dialogue and intellectual exchange. Grants are provided to support

event costs, encouraging faculty and departments to host initiatives that enhance academic visibility, foster interdisciplinary collaboration, and contribute to professional development.

- **Academic Travel Grants**

The university offers Academic Travel Grants to support the participation of students, researchers, and faculty in conferences, workshops, and seminars. Grants for national and international travel cover expenses related to travel, accommodation, and registration, thereby facilitating academic networking and knowledge dissemination on global platforms.

- **Consultancy Projects**

University consultancy projects serve as a conduit between academic research and practical applications to strengthen financial growth. They foster academia-industry collaboration, generate revenue, enhance institutional reputation, and provide faculty and students with experiential learning opportunities that align with societal needs and industrial challenges.

- **Corporate Social Responsibility (CSR) Funds**

CSR funds allocated to universities play a pivotal role in driving sustainable development initiatives, innovation, and community welfare. These funds are leveraged to address environmental challenges, enhance education quality, and foster long-term industry-academia partnerships for societal impact.

- **Research Projects**

The university actively undertakes cutting-edge research projects funded by prestigious agencies such as DST-PURSE, ANRF, SERB, DRDO, ICMR, CSIR, CGCOST, and DBT, driving innovation and addressing critical global challenges. These initiatives prioritize academic excellence, translational research, and societal impact, contributing to intellectual advancement and socioeconomic progress. By fostering a robust research ecosystem and pursuing enhanced funding opportunities, the university aims to strengthen its capacity for sustainable innovation and interdisciplinary breakthroughs.

- **Best Department/College/Teacher Awards**

- The university proposes the "**Utkrisht Purushkar Yojana**", a prestigious initiative to incentivize and acknowledge exemplary contributions through awards for the best-performing Department, College, and Faculty. This programme is designed to celebrate excellence in pedagogy, groundbreaking research, and transformative innovation, fostering a culture of academic distinction and inspiring faculty members to achieve unparalleled professional and scholarly advancement.

- **Section-8 Company**

The university has established a **Section-8 company** under the companies act 2013 with the name “**PRSU Innovation Technology and Entrepreneurship Foundation (PITEF)**” to promote academic entrepreneurship, financial aid, and equitable access in the commercial sector. The framework aims to integrate research, innovation, and societal impact into institutional operations.

- **Administrative Staff Training**

Administrative staff training emphasizes strategic financial planning, resource optimization, and inclusivity. The programme equip personnel with skills in modern financial tools, policy alignment, and resource mobilization, fostering institutional sustainability and operational efficiency.

- **Academic Training**

Academic training programmes focus on integrating financial planning with institutional priorities, enabling efficient fund utilization for grants, projects, and cost-effective educational programmes. This alignment supports the university’s long-term sustainability and growth.

- **Activity Clubs**

Activity clubs are integral to the holistic development of student and community engagement. Structured financial plans ensure equitable fund allocation for organizing events, workshops, and outreach programs, aligning with inclusivity and accessibility principles.

- **Legal Aid Clinic**

The university’s Legal Aid Clinic, supported by dedicated funds, provides free legal services and raises legal awareness among stakeholders. Financial support is utilized for establishing infrastructure, conducting workshops, and offering legal consultancy services.

- **Social Connect Initiative**

The social connect initiative bridges academia with society, supporting projects in collaboration with schools, villages, and NGOs. Budget provisions facilitate internships, community-based programmes, and cultural exchanges, promoting societal integration.

- **Women’s Empowerment Programs**

Dedicated financial provisions enable the establishment of gender-inclusive initiatives, including scholarships, skill development programs, and safety measures through the

Center for Women Studies as per the guidelines of UGC. These efforts enhance women's empowerment and promote their active participation in academia and society.

- **Indigenous Knowledge Systems (IKS) Centre**

The IKS Centre aims to integrate traditional knowledge with modern academia. Financial provisions support research, curriculum development, and community engagement, alongside the establishment of digital repositories for indigenous knowledge.

- **Artificial Intelligence (AI) Centre**

The university's AI Centre focuses on cutting-edge research, education, and industry collaboration in artificial intelligence. Financial resources are allocated for infrastructure, academic program development, workshops, and innovation hubs, fostering technological advancements and entrepreneurship.

Outcomes:

A Sustainable Financial Development Strategy integrates diverse revenue streams, resource optimization, and responsible investments to ensure institutional growth and stability. By aligning financial planning with academic, social, and environmental goals, it fosters innovation and equity. This approach supports long-term resilience, societal impact, and global sustainability objectives.

Operational Goals	Long -Term Goals
• Diversification of Revenue Streams • Efficient Resource Allocation • Capacity-Building Initiatives • Monitoring and Evaluation Framework • Integration of Sustainable Practices	• Financial Resilience and Stability • Global Academic Competitiveness • Societal Impact and Inclusivity • Innovation Ecosystem Expansion • Endowment Fund Creation

Operational Goals

1. **Diversification of Revenue Streams**

Implement strategies to generate revenue through start-ups, consultancy projects, CSR funds, and partnerships with industries, reducing reliance on traditional funding sources.

2. **Efficient Resource Allocation**

Develop a transparent budgeting system to prioritize high-impact initiatives such as

research funding, academic travel grants, and innovation programs, ensuring optimal utilization of resources.

3. Capacity-Building Initiatives

Conduct training programmes for faculty, researchers, and administrative staff to enhance financial literacy, resource mobilization, and grant acquisition skills.

4. Monitoring and Evaluation Framework

Establish mechanisms to track the financial performance of initiatives, including research projects, activity clubs, and incubation centers, ensuring accountability and continuous improvement.

5. Integration of Sustainable Practices

Incorporate eco-friendly and cost-effective measures, such as energy-efficient infrastructure and digital transformation, to reduce operational costs and align with global sustainability goals.

Long-Term Goals

1. Financial Resilience and Stability

Build a robust financial framework that supports the university's long-term goals, ensuring stability during economic fluctuations and crises.

2. Global Academic Competitiveness

Strengthen financial support for research, innovation, and global collaborations to enhance the institution's position in international rankings and attract talent worldwide.

3. Societal Impact and Inclusivity

Expand financial aid policies to support underprivileged students, promote gender equity, and fund community-centric programmes that address societal challenges.

4. Innovation Ecosystem Expansion

Develop a self-sustaining innovation ecosystem by scaling start-ups, expanding incubation centers, and fostering technology transfer and commercialization opportunities.

5. Endowment Fund Creation

Establish a substantial endowment fund through alumni contributions, philanthropic donations, and industry partnerships, ensuring long-term financial security and growth.



“A vision is not a project report or a plan target. It is an articulation of the desired and result in broader term.”

-Dr. A P J Abdul Kalam