IDP

Institutional Development Plan

Centenary Celebrated Sharnbasveshwar Vidya Vardhaka Sangha's

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SHARNBASVA UNIVERSITY

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About University

The Sharnbasva University was established in the year 2017 under the aegis of Sharnbasveshwar Vidya Vardhak Sangha, which is steered by the Chancellor, His Holiness, Param Poojya Dr. SharnbaswappaAppaji. The University was established under Sharnbasva University Act 2012, Karnataka, Act No.17 of 2013, and was published in the official gadget extraordinary on 8th February 2013, by Government of Karnataka. It was notified through its notification No. ED144URC2016 dated 29/07/2017. Further, the University is covered under section 2f of UGC. The University has also sought approvals from various statutory/ regularity bodies and authorities.

The 18th century social reformer and saint Mahadasohi Sharnbasveshwar established the Mahadasoha Peetha at Sharnbasveshwar Samsthana, Kalaburagi. Lingaikya Poojya Doddappa Appaji, the 7th Mahadasoha Peethadhipati of Sharnbasveshwar Samsthana and the Founder President of the Sharnbasveshwar Vidya Vardhaka Sangha massively initiated educational activities during his eight decades of administration of the Sangha. The 8th Mahadasoha Peethadhipati of the Sharnbasveshwar Samsthana, the present President of the Sharnbasveshwar Vidya Vardhaka Sangha, Vidya Bhandari, Poojya Dr. Sharnbaswappa Appaji, who is the founder Chancellor of Sharnbasva University has given a new dimension to higher education during his regime. At this juncture the Chairperson of the Sharanabasaveshwar Vidya Vardak Sangha, popularly known as "Annapurneshwari," Poojya Matoshree Dr. Dakshayini Avvaji - member of the Board of Governors of the Sharnbasva University, has been instrumental in continuing the Dasoha philosophy in its true spirit, is actively heading the educational empire of our Sangha. The 9th Mahadasoha Peethadhipati of the Sharnbasveshwar Samsthana, Poojya Chiranjeevi Doddappa Appaji is gradually learning the nuances of administration through his mother and maternal uncle Sri Basavaraj Deshmukh.

In just seven years, Sharnbasva University has made remarkable progress, achieving accolades from educationists and creating ripples in academic circles with its commitment to quality education at affordable costs. The university has crossed many milestones and emerged as one of the fastest-growing academic institutions. At Sharnbasva University, research is a cornerstone of both undergraduate and postgraduate education, with every student required to present a research project each semester, fostering a research-oriented mindset for their future academic endeavors.

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Sharnbasva University, the pioneering initiative of visionary educationist Poojya Dr. Appaji, is the first private university established in North Karnataka. It has created a new era of higher education by offering emerging courses like Artificial Intelligence and Machine Learning, Artificial Intelligence and Data Science, both at the undergraduate and postgraduate levels, along with many other programs that offer wide-ranging employment opportunities.

Although the Sharnbasveshwar Vidya Vardhaka Sangha was established more than 100 years ago, it was Poojya Dr. Appaji who reshaped the destiny of the educational institutions under the Sangha. He established four new engineering colleges before founding Sharnbasva University, including the first-ever exclusive engineering college for women, launched 23 postgraduate courses, started five MBA colleges, and opened an exclusive postgraduate center for Master of Computer Applications and other professional courses.

It is a matter of pride that the University is turning itself into a Global campus. The University has transformed itself to provide a platform for the students of the region to pursue their postgraduate education in reputed foreign universities of their choice. We have entered into a MoU with a Bengaluru based consultant, Edu ventures for establishing links with foreign universities of repute. Already the University is offering collaborative post graduate courses like Big Data and Business Analytics with universities like FOM University, a center of higher education much sought after from Germany. The University has also entered into MoU with Florida based Atlantis University in USA for student and teacher exchange program and admitting the students from this university in the courses offered by the Atlantis University, USA.

One of the university's notable achievements this year is the award of ISO 21001:2018, a well-deserved recognition for its dedication to quality education and adherence to the rules and regulations stipulated by organizations like the University Grants Commission (UGC), AICTE, COA and PCI, Govt. Of India. The university also follows the standards set by agencies such as NAAC and NBA, providing top-notch infrastructure, laboratories, libraries, and other facilities. I am happy to announce that the University is in the process of applying for the NAAC and NBA accreditation.

In addition to hosting regular national and international conferences, the university invites senior scientists, technocrats, industry leaders, business icons, and experts from the fine arts,

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music, and other disciplines to deliver lectures and share their invaluable experiences with students and faculty.

Another notable performance of the University is the students' placement in different reputed companies. Even though there was universal slackness in the recruitment drive by the companies due to worldwide recession, the university managed to get placement to 430 students during 2023-24 in reputed companies like TCS, Accenture, DXC, HCL, Capgemini, Tech Mahindra, Schnider Electric and others. During the current year another 180 students have been successfully placed in different companies and this process of recruitment drive is continuing. The highest package in the placement was Rs 7.2 lakhs and the average package in the recruitments was Rs 4 lakh per annum.

During the 6th annual convocation, a total of 1517 candidates including 939 UG, 571 PG and 7 Ph.D. candidates have received their degree certificates, rank certificates, gold medals and cash prizes.

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Drafting Committee

Institutional Development Plan (IDP)

Sl.No	Name	Designation
1	Prof. Anilkumar G Bidve Vice-Chancellor	Chairman
2	Dr. Sannabasanagouda Dollegoudar Registrar	Member Convener
3	Dr.S H Honnalli Registrar (Evaluation)	Member
4	Dr.V.D Mytri Director	Member
5	Dr.Lakshmi Patil Maka Dean	Member
6	Prof. Kiran Maka Finance Officer	Member
7	Deans & Chairpersons of all Faculties	Members
8	Dr. Shobha Hangarki,	Element 1: Excellence in Governance and Management
9	Dr. Basavaraj Shrigiri, Dr. Shilpa Shrigiri and Dr. Shivakumar Kagi	Element 2: Enhanced Teaching and Learning
10	Prof. Anand Patil and Prof. Prasanth C	Element 3: Technological advancement
11	Dr. Shrinath Shapure	Element 4: Outreach and partnership
12	Dr. Sujata Mallapur and Dr. Virupakshi	Element 5: Research and Skill Development

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Vision, mission, values and objectives

Vision

➢ Enhancing the horizon of world knowledge by promoting international understanding through imparting quality education and creating value added skill based human resource.

➢ We aspire to become top ranking National and International Centre of Excellence producting high Caliber leaders and Captains of industry.

➢ Inculcating the spirit of "Vasudeva Kutumbakam" (The world is one family).

➢ "Sakala Jeevathmarige Lesane Bayasuva" (Wishing the worldly good and betterment of all the living beings) is our moto.

Mission

➢ Achieving academic excellence through innovatively designed, research intensive, industry-oriented education.

➢ Imbibing the culture of independent thinking, independent writing, independent speaking and independent living among the students in all the activities.

➢ Foster the spirit of National development and develop global competences. Nurture creativity and encourage entrepreneurship and provide an education with rigor and relevance.

➢ Provide academically excellent, time efficient, and cost-effective higher education. Provide an education which enhances the ability of students to learn throughout the life.

➢ Ensure freedom of thought and expression in a campus without discrimination

➢ Encourage the spirit of questioning and ensure close inter-relationship between Teaching, Scholarship and Research.

➢ Develop and deliver distinctive and value driven academic programme that are flexible and responsible to Local, National and International needs.

➢ Cultivate academic, business and community driven partnership that positions the University as a leading choice for adult learners.

➢ To work effectively with other institutions and organisations, where such partnerships can lead to understanding research and teaching.

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Foreword

I am happy to acknowledge that in a very short span of 7 years of its existence, Sharnbasva University has made efforts to prepare its IDP in a most judicious and meticulous way under the guidance and efforts of senior professors and the drafting team was equally well commanded by the Registrar of our university under the stewardship of the Vice-chancellor. Now, based on the parameters set by IDP, the university has to move on and march forward and develop initiatives and realize the set goals.

Poojya Matoshree Dr. Dakshayini S. Appa
Chancellor
Sharnbasva University

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From the Vice-chancellor's Desk

The IDP of Sharnbasva University will facilitate us to periodically implement and enable to march forward to realise our set targets. The planned activities of IDP will have duration of five years, and it will be periodically renewed and reinforced with newer ideas and ideals based on our timely needs. However, we will have to work to achieve the time -bound targets. I am pretty certain that with one of our time-tested principles, i.e., the consultative deliberation, we certainly will be able to reach our destination and achieve all the set targets.

Prof. Anilkumar Bidve
Vice-chancellor
Sharnbasva University

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ELEMENT 1: EXCELLENCE IN GOVERNANCE AND MANAGEMENT

The governance of the university is based on the principles of participation and transparency. In order to ensure participation of every stakeholder in its governance and decision making, the administration includes representatives from the students, teachers, office staff and parents in every decision-making bodies and encourages them to actively participate and contribute to the growth of the university.

Sharnbasva University offers relevant academic programs that engage students' interdisciplinary education inspiring analytic thinking, creativity, and ethical practices through experiential learning, thus, preparing them to the industry 4.0 ready curriculum.

Student success is the core responsibility of Sharnbasva University. At Sharnbasva University we believe that the success of our students fuels our passion and hence our energies are diverted towards continuously improving student performance.

ISSUE 1.1   IMPROVED GOVERNANCE VIA REFORMS

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Short Term Goals

- ❖ **Assign Specific Designations to Administrative Staff according to the Roles Allotted to the Functionaries**
- ❖ **Adopt Need-Based Digital Technologies for Rendering the Processes Timely, Reliable and User-Friendly**

- ➢ Developing significant advances in robust digital infrastructure to streamline administrative processes.
- ➢ Digitization of library resources
- ➢ Integrated Library Management Open-Source Software

- ❖ **Establish the Board of Governors (BOG) / Board of Management (BOM) / Academic Council (AC)/ Board of Studies (BOS) & other Statutory Committees as per the recommendations of the Statutory Regulatory Authorities (SRAs)**

- ➢ Conducting proceedings of governing bodies in an open manner as much as possible that is permissible by statutes.
- ➢ Publishing an annual report on university performance.
- ➢ Providing as much information as possible to stakeholders on all aspects of university activity related to academic performance.
- ➢ Maintaining a record/ register of interests of members of its governing body ensuring that vacancies are widely publicized both within and outside the University.
- ➢ A well-balanced system is in place for good governance, such as the Governing Body, IQAC, Academic Committee, Academic Performance Monitoring and Counselling Cell, Building Committee, Purchase Committee, Disciplinary Action Committee, Sexual Harassment prevention Cell, Anti Ragging Cell, Medical and Healthcare cell, Students' Union, Alumni association, Parent-Teacher Association etc. Regular monitoring and periodical reviews ensuring alignment with governing body and committees.

Medium Term Goals

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❖ **Establish a Customized Institutional ERP for Data Analytics and Ease of Stakeholders Sharing**

➢ Commitment to a fully integrated Enterprise Resource Planning (ERP) system.

❖ **Review the Functioning of all the Committees and Bodies and Adopt Improvement (if needed)**

➢ Establish industry advisory boards to provide guidance on curriculum development, research priorities, and skill requirements.
➢ Conducting periodic reviews of existing course curriculum and syllabus by BOS based on the feedback analysis.
➢ Review of the functioning of existing statutory committees and bodies of the institution every six months.
➢ Ensuring that curriculum updates reflect/ matches current developments, emerging trends, technological advancements, and global demands.

❖ **Work Towards Paper Less Administrative Environment**

➢ The University shall gradually shift towards paperless administration by making the existing ERP portal as a centralized data control system.
➢ Paperwork related to all academic, administrative, and financial matters shall be processed through ERP.
➢ Enhancing Inter-departmental and official e-communication to reduce the use of paper.
➢ Maintain all databases and information in digital form/ cloud.

Long Term Goals

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❖ **Build a Congenial Workplace Environment to the Satisfaction of all Stakeholders**

➢ Plans for the expansion of the automated library with 24x7 services are underway.

➢ Incorporating new value-added courses and employability courses, focusing on start-ups, entrepreneurship and job readiness.

➢ Collaboration with companies to provide an opportunity for students to undertake research activities, particularly in areas like drone technology, AI, block chain, robotics, etc.

❖ **Bring out Policy Documents wherever Necessary**

➢ Prepare the Annual Quality Assurance Report (AQAR) as per NAAC directions and handing it over to the concerned committee for review regularly.

➢ Policy documents -

- Student handbook
- Academic regulations
- Hostel handbook
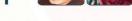- Anti ragging policy
- HR policy
  etc.

❖ **Engage Adjunct Mentors from Industry and Elite Institutions from India and Abroad**

➢ Invite top management experts to mentor the students with need of the hour.

➢ Ensuring that all course curriculum and syllabus are designed in consultation with external experts from academia and industries. This approach ensures that academic programs align with industry needs and global standards.

➢ Continuous efforts will be made to include new courses to meet the evolving demands of the industry and enhance the employability of graduates.

ISSUE 1.2   ADMINISTRATIVE REFORMS

University follows all the academic activities as per the calendar defined well in advance of starting every semester. Academic Calendar incorporates the number of instruction days and number of days required for examination/evaluation including semester end breaks. calendar is put on the notice board and circulated to all students.

University is committed to 360-degree growth of students through mentoring, career and personal counselling, and focusses on student centric learning methods.

Short Term Goals

❖ **Document the Academic and Administration Audit (AAA) policy of the University**
Academic Audit is a mechanism to examine and enhance the quality of academic aspects of the University.

Administrative Audit is a method to assess the effectiveness of the operating system of the administrative procedures, policies, decision-making authorities and functionaries, strategies, process, feedback, control mechanism etc.

Academic Audit Details

➢ Internal Academic Audit of each department will be conducted by the IQAC of the University along with the team constituted by the Dean – Academics of the University

➢ The internal audit will primarily focus on the parameters as prescribed by NAAC and other parameters for audit as decided by the IQAC and Dean-Academics.

➢ The internal audit report shall necessarily make recommendations for improvement in parameters as relevant. The report shall be submitted to the Vice Chancellor. The Vice Chancellor shall place the Audit Report along with the Action Taken Report (ATR) before the Academic Council for its perusal and recommendations.

➢ Internal Quality Assurance Cell (IQAC) may conduct audit more than the number times prescribe in a year, based on the need and duly approved by the Vice Chancellor.

➢ Periodic meetings to be conducted to review the academic and administrative processes & outcomes to take appropriate measures.

❖ **External Academic Audit (EAA)**

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➢ External Academic Audit will be conducted by a team of Eminent Academicians from other institutions of repute or experts who have experience and/or training on academic quality systems, processes and strategies and audit tactics and methodologies.

➢ There will be at least one external audit every two academic years.

➢ The external audit may focus on parameters for audit as recommended by the Vice Chancellor. The auditors will have the liberty to include additional parameters independently, with a focus to enhance the quality of the ongoing academic processes of the University.

➢ The external audit report shall be submitted to the Vice Chancellor. The Vice Chancellor shall place the External Audit Report along with the Action Taken Report (ATR) before the Academic Council for its perusal and recommendations.

The Peer Team would also conduct the academic & administrative audit on following parameters:

1. Curriculum
2. Teaching
3. Learning
4. Research
5. Evaluation
6. Infrastructure
7. Library
8. Extension services
9. Students progress
10. Administrative processes

The outcome of both the internal and external audit reports, and the action taken reports shall be placed before the Academic Council and the Board of Management. The recommendations of the Academic Council and Board of Management shall be implemented and reported in the subsequent meetings of statutory bodies.

❖ **Document the Procedures and processes for Stakeholder Consumption**

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➢ Identifying the stakeholders (Students, parents, group, organisations, etc.)

➢ Understand the needs of the stakeholders.

➢ Engage with stakeholders to build trust and gather inputs.

➢ Communicate with stakeholders as and when required.

➢ Monitor & evaluate the effectiveness of engagement with stakeholders.

Medium Term Goals

❖ **Review the Administrative Practices for Adopting Need-Based Revisions and Reforms**

ACADEMIC

➢ Develop a student-centric and teacher-driven education system for the students

➢ Implementation of Academic Bank of Credit (ABC) and implement credit-based courses uniformly across discipline

➢ To Commence Professional Oriented Short-term Courses

➢ Digital monitoring system

➢ Biometric attendance system.

➢ Publication of annual report of the university

ADMINISTRATION

➢ To Introduce e-based Administration with Paperless Office

➢ To impart regular skill-based training to staff

➢ To establish quick grievance redress mechanism

➢ Parent-Teachers and Alumni meet at regular interval and open discussion on academic and administrative matters.

➢ Collecting feedback about curriculum from alumni.

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❖ **Establish Institutional Administrative Best Practices Based on Experiences Hitherto**

➢ Increased faculty involvement in institutional planning and reforms
➢ The administrative system has been created in such a way that everybody knows their responsibility towards the institution.
➢ To attain NAAC grade, empower faculty leadership through decentralised academic administration

Long Term Goals

❖ **Establish World Class Administrative Practices to Seek International Recognition**

➢ Maintain and enhance quality assurance initiatives to sustain institutional excellence.
➢ Establish strategic partnerships with international universities and research institutions for academic exchange, joint research, and faculty collaboration.
➢ Participate in international conferences, seminars, and research networks to foster global collaborations and enhance the university's visibility and reputation.
➢ To attain the NAAC grade.

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ISSUE 1.3 IMPROVEMENT IN INFRASTRUCTURE

Smart Classrooms has been provided by Sharnbasva University with maximum infrastructure and comforts to students and staff.

Short Term Goals

❖ **Brainstorm for Prioritizing the Infrastructure Development Phase-Wise**

➢ Regular upgradation of the campus infrastructure according to the changing needs.
➢ Technological upgradation of the campus with centralized Wi-Fi, modernisation of computer labs and fully automated library

❖ **Provide adequate Infrastructure for both Administrative and Academic Activities as at present**

➢ Provision for adequate space for activities related to admissions and counselling of the students.
➢ Reception area with adequate seating and amenities for the visitors
➢ Dedicated counselling rooms for discussions with parents and prospective students.

❖ **Conceive and Design a Master Plan for the University**

   ➢ Maintaining & Utilizing Physical, Academic and Support Facilities
   ➢ Laboratory
   ➢ Library
   ➢ Sports Complex,
   ➢ Computers
   ➢ Classrooms, etc

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Medium Term Goals

- ❖ **Review Adequacy of Infrastructure Based on the Student Admissions, and Newer Academic Programs**

  ➢ List of classrooms
  ➢ List of laboratories
  ➢ List of Digital Classrooms
  ➢ List of tutorial classes
  ➢ List of Indoor Sports facilities.
  ➢ List of Outdoor Facilities.

- ❖ **Build Adequate Infrastructure for the Extra-Curricular and Co-curricular Activities of the Learners**

  ➢ Discussion Rooms with Audio Video compatibility to be provided
  ➢ Mobile notice boards to be installed for display of achievements & activities undertaken by the students and university.
  ➢ Audit infrastructure and upgradation
  ➢ Stationery and Books Stall within the campus

Long Term Goals

- ❖ **Review the Infrastructure Needs for Futuristic Development and Plan based on Priorities**
  ➢ Installation and upgradation of solar panels, wastewater treatment plants, and rainwater harvesting.
  ➢ Develop botanical garden, green house and nursery.

- ❖ **Revisit the Master Plan and Further Infrastructure Development Based on Need**

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➢ Library – Promote e-learning and introduction of e-books, isolated cubicles for audio learning.

➢ The University is committed to advancing complete digitization of all administrative departments building on the progress already initiated to streamline operations and enhance efficiency.

➢ The University shall strengthen different help desks with appropriate helpline numbers to enhance the administration's accessibility to the students.

ISSUE 1.4   IMPROVEMENTS IN HR POLICIES AND MANAGEMENT

Short Term Goals

❖ **Design a Need Analysis for Recruitment of Administrative Staff Based on Workload (as per norms)**

➢ Based on the workload gap the number of administrative positions are determined.

➢ Implement tailored recruitment strategies to attract candidates with required skills

❖ **Design a Need Analysis for Recruitment of Academic staff Based on Student Strength and Subject/Domain Specializations (as per norms)**

➢ Analyse the hitherto program-wise student-faculty ratios over last few years, to identify the trends, causes and effects.

➢ Design strategies for improving the student-faculty ratios programme-wise and University-wide.

➢ Build a strong University Brand to attract admissions from all over the country.

❖ **Document the HR Policy for Administrative and support Staff**

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- ➢ Recruitment policy
- ➢ Code of conduct
- ➢ Disciplinary action and ethics
- ➢ Leave and attendance
- ➢ Performance review
- ➢ Promotion policy
- ➢ Insurance
- ➢ Medical facility
- ➢ Allowance and benefits
- ➢ ERP

Medium Term Goals

❖ **Plan Appropriate Welfare Measures for the Administrative and Support Staff**

- ➢ **Healthcare Benefits:** Providing comprehensive health insurance coverage for employees and their dependents. Conducting regular health check-up camps and wellness programs.
- ➢ **Recognition and Rewards:** Implementing an employee recognition program to acknowledge and appreciate staff achievements.
- ➢ **Safety Measures:** Providing training on safety protocols and emergency procedures.
- ➢ **Workplace Wellness Programs:** Promoting healthy habits through fitness programs and wellness initiatives. Offering access to fitness facilities or wellness classes.
- ➢ Transport facilities for teaching and non-teaching staff

❖ **Enhance Student/Faculty Engagement "Beyond the Class-Room" Activities**

- ➢ Mobilize faculty expertise and student volunteers to participate in community service initiatives and outreach activities.
- ➢ **Real-World Problem-Solving Task -** helps students to develop new skills and apply their knowledge in meaningful ways.

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➢ **Group Discussion Approach** - Encourages students to think critically, share their perspectives, and learn from one another.

➢ **Independent Research -** Students choose topics that interest them and conduct independent research, using resources like books, online articles, and real-world examples. This approach fosters inquiry-based learning and helps students develop new skills.

➢ **Project-Based Learning:** Students work on collaborative projects that require them to solve problems, create models, or develop solutions.

➢ **Group Collaboration:** Students work together in small groups to explore topics, share ideas, and create presentations. This approach promotes cooperative learning and helps students build strong relationships with their peers.

➢ **Real-World Applications:** One of the best ways to engage students is by connecting lessons to real-world scenarios.

Long Term Goals

❖ **Document the Cadre and Recruitment Rules for Teaching and Non-Teaching Staff**

❖ **Plan Appropriate Welfare Measures for the Academic Staff**

➢ Encourage teaching staff to improve their educational qualifications.

➢ Stress management camp, Yoga, Spirituality workshops need to be organized with the help of experts.

OUTREACH ACHEIVEMENTS

Sharnbasva University is playing a pivotal role, by establishing the Professional Society Partnerships (in IEEE Branches, ISTE Chapters, etc.), and undertaking Development Programmes and Student Conferences/ Workshops in a big way to enthuse all students and staff for a pro-active role in their career build-up and all-round growth

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ISSUE 1.5   STUDENT DEVELOPMENT SUPPORT

Short Term Goals

❖ **Facilitate Access, Equity and Welfare Measures**

➤ Student welfare provided through scholarships, free-ships
➤ Fees waiver for orphan students and fee concession for needy students
➤ Women empowerment cell

❖ **Facilitate Commutation, Hostels and Cafeteria**

➤ Construction of new hostel and increase of seat capacity in Girls Hostel
❖ **Facilitate Quality Education, Training, Mentoring and Counselling**

I.   Facilitate Quality Education

➤ **Game Based Teaching:** Game-based teaching uses the power of games to define and support student learning outcomes. This promotes critical thinking and strategic decision making. Faculty members will use their discretion and decide whether this can fit into their course stream or not.

➤ **Flipped Classroom Method:** A flipped classroom is an instructional strategy and a type of blended learning, which aims to increase student engagement and learning by having pupils complete readings at home and work on live problem-solving during class time. Student is required to take the lead here and even facilitate groups by taking ownership. Every faculty is encouraged to use the flipped classroom method for at least 1-2 sessions across their entire course delivery.

➤ **Experiential Teaching:** The concept experience is brought into the classroom (through a visual aid like a video or a Guest Lecture from Industry expert) or a hands-on experience can be used. Faculty members may use their discretion and decide whether this can fit into their course stream or not.

➤ Faculty members will be prepared with their instructional material prior to commencement of classes. Faculty shall use the following instructional tools:

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- PPT's
- Visual Resources (Videos)
- Role Plays/ Group Exercises/Quiz
- Live Cases and Contemporary Research Practices

➤ **Industry Based Assignment in Every Subject:** This will ensure that students get exposure to the latest happenings in the industry.

➤ **Guest Lectures in Every Subject:** High performing senior industry leaders will be regularly invited to share their knowledge, develop a network and enable students to understand industry applications. This will ensure that students are aware of latest concepts and what exactly works in the industry arena.

➤ **Professional Communication Lab for All Faculty:** Digital Language lab sessions enable students to further enhance their communication skills. This further hone the Listening, Speaking, Reading and Writing Skills of students. This helps students to understand professional communication and personality as two interlinked spheres of influence.

➤ **Employability Enhancement Programs:** Multiple sessions of EEP ensure that the gap between student skills and the abilities expected by the organizations is bridged. Regular sessions on business awareness, communication, creativity, self-management, teamwork, group discussions etc. enable students to improve their performance in placement interviews

➤ **Academic Partnerships and MoUs:** Academic Partnerships and MoUs need to be signed with Academic Institutions, Corporate Houses and Consulting organizations for a wide range of purposes. These can be for aiding academic and intellectual exchange, research collaborations, placement opportunities, Student exchange programs, corporate consultancy etc. Build a strong positioning for brand across the academic, corporate and consulting ecosystems. Build a strong Industry Academia partnership

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II.   Facilitate Mentoring

Mentor Mentee Program

(i) Regular interaction with students by the Faculty Mentor

(ii) Constant   Monitoring   of   the   student's   performance
(iii) Improvement in the performance of the students.

(i)   Regular   interaction   of   Faculty   Mentors   with   the   parents.
(ii) Constant monitoring of students' attendance.
(iii) Improvement In the attendance of the students.

(i) Identification of Industry Mentors and engagement
(ii) Industry exposure through experiential learning under the guidance of
Industry Mentors.
(iii) Pre-placement

❖ **Provide Facilities for Pre-Placement Training and Placement Opportunities through Campus Recruitment Drives**

➢ **Pre-Placement Training**
➢ Industry experts should be invited to provide pre-placement training
➢ Consultants should be invited to train the students on how to prepare and face the interview, so that students can clear the interview and get placed in best companies.

Placement Opportunities

➢ Pre-placement webinars and talks
➢ Direct participation in Job Fair or Recruitment Events:
➢ Project Placement connections
➢ Alumni contact and network
➢ Placements Development Plan (Working on establishing a strong industry connection by placement officers)

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Medium Term Goals

❖ <u>**Seek Student Satisfaction through Surveys**</u>

➢ The progress and performance of the students as well as faculty are continuously assessed and evaluated throughout the Semester/ Year. The performance feedbacks are effectively processed for further developments, accountability, quality improvement, and decision makings.

❖ <u>**Take Appropriate Corrective Measures to Render the above Processes More Facilitative to Learners**</u>

➢ **Recreational Activities in Life Skills:** Introducing to the following activities based upon the enhancement of Life Skills:

• Career skills

 • Team Skills

 • Self-Introspection Skills

 • Right assessment of self-employability Skills.

Development of Life skills which are required in the current paradigm. Enhancement of employability along with an entrepreneurial streak with the students.

Organization of quality events to assess the career skills of the students. 03 Recreational Activities are planned per year in order to enhance the Life Skills of the students.

 Events to be undertaken: Enhancement of team management skills. Assessment of employability skills, Enhancing Personal Effectiveness.

❖ Augment the cultural mix, to promote harmony and a sense of belonging to the institution.

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❖ **Build a Strong Alumni Association**

➢ To develop and maintain significant networks between Institution, alumni and industry

➢ Creating more opportunities for alumni to spend time on campus and engage with students and faculty.

Long Term Goals

❖ **Strengthen Alumni Network as Well as Alumni Engagement for the Benefit of the Ongoing Generations of Learners**

➢ Strengthen alumni networks through alumni chapters, reunions, and online platforms for networking and engagement.

➢ Increasing the presence of the University in social media to promote engagement between alumni, students and faculty members.

➢ Engage alumni as mentors, guest speakers, and industry ambassadors to support current students and faculty

➢ Telecasting and other personalized efforts to actively engage with alumni.

➢ Increasing the number of face-to-face meetings

➢ Recognize and celebrate alumni achievements through awards, publications, and alumni success stories.

❖ **Build Learner Trust in the Institution through Laudable Student Support and Progression**

➢ Building trust through open communication and transparency about admissions criteria, financial aid options, and student support services.

➢ Establishing and maintain high academic standards, prioritise excellence in teaching builds trust of students and their families.

➢ Providing security make students feel safe, supported, and respected within the institution

➢ Set realistic expectations regarding the academic workload, challenges, and potential outcomes from the students.

- Placement of students in reputed organisations.

- Treating students with kindness reminds them that they are important and valued.

- Regularly appreciating the students on their small and big efforts and achievement's.

- Embrace diversity and create a culture of inclusivity in classroom

- Highlighting university accreditations, rankings, and notable achievements.

- Ensure support services, such as academic advising, counselling, and career services, are easily accessible.

- Share success stories and achievements of alumni demonstrates the positive outcomes.

- Showcasing testimonials and feedback from current students to provide authentic perspectives on the student experience.

ELEMENT 2: ENHANCED TEACHING AND LEARNING

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Curriculum Reforms

❖ **Short-Term Goals:**

➢ Prepare a calendar of events for both UG and PG programs in alignment with the University Academic Calendar.

➢ Design the UG and PG curricula in accordance with NEP-2020.

➢ Collaborate with stakeholders—including students, faculty, alumni, parents, and employers—to design both UG and PG curricula.

➢ Conduct periodic reviews of existing curricula based on feedback analysis.

➢ Frame Program Specific Outcomes (PSOs) for each program, aligned with Program Outcomes (POs) as defined by NBA.

➢ Define course-wise Course Outcomes (COs) and align them with POs and PSOs.

➢ Develop detailed course plans for all UG and PG programs.

❖ **Long-Term Goals:**

➢ Foster research and innovation initiatives.

➢ Introduce new academic programs and faculties.

➢ Develop value-added and employability-focused courses in alignment with NEP-2020, focusing on entrepreneurship, job readiness, and startups.

➢ Collaborate with national institutions, particularly in emerging fields such as drone technology, energy, and industry partnerships.

➢ Increase consultancy services income by 10% within the next five years.

➢ Aim to publish research papers in high-impact journals, raising the university's h-index to 200 over the next 20 years.

Innovations in Pedagogy/Andragogy

Short-Term Goals:

➢ Facilitate faculty participation in induction/orientation programs, seminars, conferences, and workshops.

➢ Organize Faculty Development Programs (FDPs) to enhance teaching skills and professional growth using ICT-enabled pedagogies.

➢ Provide publication grants to faculty to encourage research and scholarly activities.

Long-Term Goals:

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➢ Encourage faculty to design and develop online modules for specific courses.

➢ Establish facilities for online examinations to support courses offered through online platforms like SWAYAM/MOOCs.

Faculty Development

Short-Term Goals:

➢ Apply for ATAL FDP programs through the AICTE portal.

➢ Implement mentoring programs for young faculty, guided by a dedicated task force.

➢ Develop peer groups for guiding and encouraging quality output in teaching and research.

Long-Term Goals:

➢ Create an environment that attracts and retains top-tier faculty throughout their careers.

➢ Support research and innovation initiatives.

➢ Increase research project grant acquisition by 10% annually.

➢ Focus research on areas of contemporary social relevance, contributing to national development.

Better Student-Faculty Ratios

Short-Term Goals:

➢ Analyse current and projected student enrolment trends to plan faculty recruitment and maintain an optimal student-to-faculty ratio.

➢ Develop a white paper with strategies to improve the student-to-faculty ratio across the university.

➢ Implement strategies to reduce student dropout and failure rates.

➢ Establish a code of conduct, service rules, and leave policies for faculty.

Long-Term Goals:

➢ Continuously monitor student enrolment trends and recruit faculty to maintain a favourable ratio.

➢ Enhance the university's global reputation to attract students and nurture them into capable leaders.

➢ Implement comprehensive faculty welfare initiatives to mitigate attrition and promote retention through professional development and support.

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Global Standards of Learning Resources

Short-Term Goals:

➢ Cultivate a culture of continuous improvement in teaching and resource utilization through faculty engagement.

➢ Establish exchange programs, joint research initiatives, and collaborative courses with global institutions.

➢ Integrate international faculty and experts to share knowledge and resources that contribute to global learning standards.

Long-Term Goals:

➢ Benchmark resources against top-ranked global universities to refine quality.

➢ Align educational practices with global standards, including obtaining ISO certifications.

➢ Create an alumni-led advisory board to guide curriculum development, share industry insights, and recommend best practices for global learning.

➢ Encourage alumni to contribute to global initiatives through guest lectures, webinars, and workshops on international trends, technologies, and career paths.

Improved Ranking

Short-Term Goals:

➢ Conduct a comprehensive gap analysis for courses awaiting accreditation and create an action plan to address these gaps.

➢ Organize workshops and training sessions for faculty and administrative staff to meet NBA accreditation standards.

➢ Focus on improving NIRF metrics, particularly teaching quality, learning resources, and research outcomes.

➢ Prepare the university for the NAAC assessment and accreditation process.

Long-Term Goals:

➢ Participate in QS World University Rankings.

➢ Prepare for subsequent cycles of NAAC assessment and accreditation.

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➢ Attract global companies to participate in campus placements through international partnerships and networking.

ELEMENT 3: TECHNOLOGICAL ADVANCEMENT

Issue 3.1: Facilitate the Use of Technology in the Institute

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Short-term Goals

1. **Need-based Technology Acquisition**:

   ➢ Conduct a technology gap analysis to identify key requirements for faculty, staff, and students.
   ➢ Implement phase-wise procurement starting with high-priority needs such as projectors, interactive whiteboards, and cloud-based platforms like Google Workspace or Microsoft Teams.

2. **Encouragement for Technology Use**:

   ➢ Organize training sessions and workshops for faculty and staff on using tools like Learning Management Systems (LMS), presentation software, and other digital resources.
   ➢ Introduce incentives (certificates, recognition, or awards) for those who adopt and innovate using technology.

3. **Digital Tools for Evaluation**:
   ➢ Pilot tools like ExamSoft, Moodle, or other online evaluation systems to streamline assessments.
   ➢ Integrate plagiarism-checking software (e.g., Turnitin) and online proctoring solutions.

Medium-term Goals

1. **Adoption of Digital India Initiatives**:
   ➢ Align institutional strategies with Government of India initiatives like SWAYAM, DIKSHA, and National Academic Depository (NAD).
   ➢ Create awareness and promote participation in digital initiatives like e-Shod Sindhu and virtual labs.
2. **Faculty Appraisal in Edtech**:
   ➢ Organize seminars/webinars with EdTech experts to share trends and innovations.
   ➢ Develop a structured professional development program focused on integrating technology into pedagogy.
3. **Compliance with NDEAR Guidelines**:
   ➢ Form a dedicated team to assess and implement NDEAR-recommended frameworks and processes.
   ➢ Develop an institutional roadmap to ensure compliance within a defined timeline.

Long-term Goals

1. **Advanced Learning Technologies**:

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- ➢ Partner with EdTech companies to integrate Adaptive Learning, Gamification, AR/VR, and physical learning tools in the curriculum.
- ➢ Establish pilot projects in select departments to showcase successful implementation of these technologies before scaling.

Issue 3.2: Evaluation and Examination Reforms by Technology

Short-term Goals

1. **Modern Assessment Models**:
   - ➢ Adopt continuous assessment practices like project-based learning, open-book exams, and oral assessments based on recommendations from KSHEC and SRAs.
   - ➢ Establish guidelines for credit-based equivalence of extracurricular and curricular programs.

Medium-term Goals

1. **Assurance of Learning (AOL)**:
   - ➢ Conduct faculty development programs on AOL and matrix development methodologies.
   - ➢ Collaborate with academic experts to map AOL metrics to program outcomes and graduate attributes.
2. **Matrix Development**:
   - ➢ Create a phased plan for integrating AOL and attainment metrics for each course, ensuring alignment with accreditation standards.

Long-term Goals

1. **Integrated Examination and Evaluation System (IEES)**:
   - ➢ Develop a robust IEES that integrates functions like question paper generation, automated grading, and results analysis.
   - ➢ Ensure the system supports multi-language options, accessibility, and data security.

Issue 3.3: Advanced LMS and ICT-enabled Networks

Short-term Goals

1. **Norms for Examination and Evaluation**:

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➢ Define clear guidelines for conducting exams and evaluations, including standardized rubrics and proctoring practices.
➢ Establish protocols for online and offline examinations to maintain consistency.

Medium-term Goals

1. **Feedback Mechanism**:
   ➢ Collect regular feedback from stakeholders (students, faculty, parents, employers) to identify gaps in the existing examination and evaluation systems.
   ➢ Use insights to refine procedures and address pain points.

Long-term Goals

1. **Trial and Testing of IEES**:
   ➢ Launch a beta version of the IEES for selected courses to identify issues and make improvements before full-scale implementation.
   ➢ Provide ongoing support and updates to ensure the system remains relevant and functional.

Issue 3.4: Become a Centre of Excellence Using Technology

Short-term Goals

1. **Building the Technology Wing**:
   ➢ Recruit IT professionals and technologists with expertise in higher education.
   ➢ Form an advisory committee comprising internal and external experts to guide technology integration.
2. **Developing an Integration Plan**:
   ➢ Engage experts to draft a detailed technology adoption plan, addressing teaching, learning, administration, and research.

Medium-term Goals

1. **Technology Adoption Across Processes**:
   ➢ Roll out digital solutions across departments for tasks like attendance, scheduling, research tracking, and library management.
   ➢ Integrate these technologies with ERP systems for seamless administration.

Long-term Goals

1. **Continuous Review and Reforms**:

➢ Set up periodic reviews of the Centre's functioning to ensure alignment with institutional goals and global best practices.
➢ Adapt the strategy based on emerging trends and stakeholder feedback.

Implementation Strategies

1. **Cross-Functional Collaboration**:
   ➢ Establish committees with representatives from all relevant departments to ensure smooth implementation.
   ➢ Assign clear responsibilities and deadlines for each goal.
2. **Monitoring and Evaluation**:
   ➢ Use Key Performance Indicators (KPIs) to measure progress towards short, medium, and long-term goals.
   ➢ Share progress reports with stakeholders to maintain transparency.
3. **Capacity Building**:
   ➢ Focus on continuous professional development for faculty and staff to build confidence in using new technologies.

ELEMENT 4: OUTREACH AND PARTNERSHIP

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Comprehensive Plan for Improving University Governance through Reforms

Improving governance in universities requires a structured and phased approach to ensure sustainable and effective reforms. Below is an **elaborate roadmap** categorized into **short-term, medium-term, and long-term goals** with specific action items under each.

1. Short-Term Goals (0-1 Year)

A. Enhancing Transparency & Accountability

➢ **Policy Framework:** Review and update governance policies, ensuring clarity in roles, responsibilities, and decision-making structures.

➢ **Independent Oversight:** Establish independent oversight bodies, such as a board of trustees or governors, to provide external scrutiny and guidance.

➢ **Stakeholder Engagement:** Foster stakeholder engagement through regular town hall meetings, surveys, and feedback mechanisms.

➢ **Auditing & Financial Transparency:** Implement regular **internal and external audits** to monitor resource allocation and prevent financial mismanagement.

➢ **Grievance Redressal Mechanism:** Establish a digital complaint portal for students, faculty, and staff with a transparent resolution process.

➢ **Training and Development:** Provide training and development opportunities for staff and students on transparency, accountability, and ethics.

➢ **Incentivizing Transparency and Accountability:** Incentivize transparency and accountability by recognizing and rewarding staff and students who demonstrate these values.

➢ **Continuous Improvement**: Encourage a culture of continuous improvement, where transparency and accountability are regularly reviewed and refined.

B. Strengthening Leadership & Decision-Making

➢ **Define Responsibilities:** Clearly **define the roles** of the university board, vice-chancellor, deans, and department heads.

➢ **Participatory Governance:** Establish **committees with faculty, student, and administrative representatives** for major university decisions.

➢ **Code of Conduct:** Introduce a **mandatory ethics training** program for university leaders and faculty.

Leadership Development

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➢ Leadership Training Programs: Provide training and development opportunities for leaders to enhance their skills and knowledge.

➢ Mentorship Programs: Establish mentorship programs that pair experienced leaders with emerging leaders.

➢ Succession Planning: Develop a succession planning process to ensure continuity of leadership.

➢ Diversity and Inclusion: Foster a culture of diversity and inclusion to ensure that leadership reflects the diversity of the organization.

Decision-Making Processes

➢ Clear Decision-Making Framework: Establish a clear decision-making framework that outlines roles, responsibilities, and processes.

➢ Data-Driven Decision-Making: Encourage data-driven decision-making by providing access to relevant data and analytics.

➢ Collaborative Decision-Making: Foster a culture of collaborative decision-making that involves stakeholders and subject matter experts.

➢ Transparency and Accountability: Ensure transparency and accountability in decision-making processes by maintaining records and providing feedback.

C. Digitization & Process Efficiency

➢ **E-Governance System:** Implement **digital platforms for administration, finance, and student records.**

➢ **Automate Admission & Examination Processes:** Use AI-based tools to **reduce errors, inefficiencies, and human bias** in admissions and grading.

➢ **Online Reporting System:** Set up an **automated performance dashboard** for real-time tracking of financials, student performance, and faculty contributions.

➢ **Improved Productivity:** Automation and streamlined processes lead to increased productivity.

➢ **Enhanced Customer Experience:** Digital transformation and process efficiency improvements lead to faster response times and better service.

➢ **Cost Savings:** Reduced manual labor, minimized waste, and optimized resources result in cost savings.

➢ **Increased Transparency:** Digital processes and data analytics provide real-time insights, enabling data-driven decision-making.

➢ **Competitive Advantage:** Organizations that successfully digitize and optimize processes gain a competitive edge in their respective markets.

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2. Medium-Term Goals (1-3 Years)

A. Academic & Administrative Reforms

- **Revising University Statutes & Regulations:** Align policies with **global best practices** to enhance flexibility and autonomy.

- **Decentralization of Decision-Making:** Empower **department heads and faculty** to take independent academic decisions without bureaucratic delays.

- **Faculty Performance Evaluation:** Implement **KPIs (Key Performance Indicators)** for faculty based on **teaching quality, research output, and student feedback**.

Academic Reforms

- **Curriculum Revamp:** Review and update curricula to ensure relevance, rigor, and alignment with industry needs.

- **Competency-Based Education:** Focus on developing specific skills and competencies rather than traditional credit-hour models.

- **Interdisciplinary Programs:** Encourage collaboration across departments to create innovative, interdisciplinary programs.

- **Flexible Learning Paths:** Offer flexible learning options, such as online courses, MOOCs, and prior learning assessment.

- **Assessment and Evaluation:** Develop robust assessment and evaluation methods to measure student learning outcomes.

Administrative Reforms

- **Streamlined Processes:** Simplify and automate administrative processes to reduce bureaucracy and increase efficiency.

- **Decentralization:** Empower departments and faculties to make decisions and take ownership of their programs.

- **Transparency and Accountability:** Ensure transparency in decision-making processes and establish clear accountability mechanisms.

- **Professional Development:** Provide ongoing professional development opportunities for staff and faculty to enhance their skills and knowledge.

- **Student-Centric Services:** Design administrative services around student needs, providing seamless and supportive experiences.

Governance Reforms

- **Inclusive Decision-Making:** Foster inclusive decision-making processes that involve diverse stakeholders.

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➢ **Clear Roles and Responsibilities:** Establish clear roles and responsibilities for governance bodies and administrative units.

➢ **Effective Communication:** Ensure effective communication among governance bodies, administrative units, and stakeholders.

➢ **Strategic Planning:** Develop and implement strategic plans that align with the institution's mission and vision.

➢ **Risk Management:** Establish robust risk management processes to identify, assess, and mitigate potential risks.

Technology-Enabled Reforms

➢ **Digital Transformation:** Leverage technology to transform administrative processes, teaching, and learning.

➢ **Learning Management Systems:** Implement learning management systems to support online and blended learning.

➢ **Data Analytics:** Utilize data analytics to inform decision-making, improve student outcomes, and optimize resources.

➢ **Cybersecurity:** Ensure robust cybersecurity measures to protect sensitive data and prevent cyber threats.

➢ **Accessibility:** Implement technologies that promote accessibility and inclusivity for all students, staff, and faculty.

B. Financial Sustainability & Autonomy

➢ **Diversifying Revenue Sources:**

   o Strengthen **industry partnerships** for research funding.

   o Encourage **alumni donations and endowment funds**.

   o Expand **continuing education programs and certifications** to generate additional revenue.

➢ **Grant Management System:** Improve efficiency in applying for **national and international research grants**.

➢ **Autonomy in Budget Allocation:** Allow faculties and departments to have greater control over **budgeting and expenditures**.

Financial Sustainability

➢ **Diversify Revenue Streams:** Reduce dependence on government funding by exploring alternative revenue sources, such as philanthropy, grants, and entrepreneurial ventures.

➢ **Cost Optimization:** Implement efficient financial management practices to minimize waste, reduce costs, and optimize resource allocation.

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➢ **Investment Management:** Develop a strategic investment plan to manage endowments, reserves, and other financial assets.

➢ **Risk Management**: Identify, assess, and mitigate financial risks to ensure the institution's long-term sustainability.

➢ **Transparency and Accountability:** Ensure transparency in financial reporting and decision-making processes to promote accountability and trust.

Autonomy

➢ **Governance Reform:** Establish a governance structure that promotes autonomy, flexibility, and responsiveness to changing circumstances.

➢ **Strategic Planning:** Develop a strategic plan that outlines the institution's vision, mission, and objectives, and establishes clear goals and priorities.

➢ **Decentralization:** Empower departments and faculties to make decisions and take ownership of their programs and resources.

➢ **Flexible Budgeting:** Implement flexible budgeting processes that allow for adaptability and responsiveness to changing circumstances.

➢ **Performance-Based Funding:** Explore performance-based funding models that tie funding to specific outcomes and performance metrics.

C. Strengthening Stakeholder Engagement

➢ **University-Industry Collaboration:** Develop **joint research programs, internship opportunities, and corporate-sponsored labs.**

➢ **Advisory Board:** Establish a **multi-stakeholder advisory board** consisting of **academics, industry experts, government officials, and alumni.**

➢ **Enhanced Student Representation:** Provide students with **formal channels** (such as student senates) to voice concerns and participate in decision-making.

Internal Stakeholders

➢ **Faculty and Staff Engagement:** Regular town hall meetings, departmental meetings, and surveys to gather feedback and concerns.

➢ **Student Engagement:** Student government associations, student organizations, and regular feedback mechanisms to ensure student voices are heard.

➢ **Alumni Engagement:** Alumni associations, reunions, and regular communication to foster a sense of community and connection.

External Stakeholders

➢ **Community Engagement:** Partnerships with local businesses, organizations, and government agencies to promote mutual understanding and benefit.

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- **Industry Partnerships:** Collaborations with industry leaders to provide students with experiential learning opportunities and to inform curriculum development.

- **Government and Regulatory Agencies:** Regular communication and collaboration to ensure compliance and to inform policy development.

3. Long-Term Goals (3+ Years)

A. Establishing an Autonomous & Resilient Governance Model

- **Reduce Bureaucratic Interference:** Shift from **government-controlled governance** to **institutional autonomy** while maintaining accountability.

- **Strategic Vision:** Develop a **10-year roadmap** aligned with national and international education policies.

- **Independent Accreditation & Quality Assurance:** Establish **self-regulating bodies** within the university for regular **self-assessments and peer reviews**.

Governance Structure

- **Board of Trustees:** An independent board responsible for strategic oversight and decision-making.

- **Executive Committee:** A committee responsible for implementing board decisions and overseeing daily operations.

- **Academic Senate:** A representative body of faculty and students responsible for academic governance.

Autonomous Decision-Making

- Delegated Authority: Clearly define areas of authority and decision-making for each governance body.

- Flexible Budgeting: Implement flexible budgeting processes to enable quick responses to changing circumstances.

- Risk Management: Establish a risk management framework to identify, assess, and mitigate potential risks.

Resilient Governance

- Succession Planning: Develop a succession planning process to ensure continuity of leadership.

- Diversity and Inclusion: Foster a culture of diversity, equity, and inclusion to promote diverse perspectives and decision-making.

- Stakeholder Engagement: Establish robust stakeholder engagement mechanisms to ensure transparency, accountability, and responsiveness.

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B. Fostering Innovation & Research Excellence

- **University Research Council:** Establish a dedicated **research council** to oversee **funding, quality control, and collaboration efforts**.

- **Incentives for Research & Publications:** Introduce **monetary and career incentives** for faculty producing high-impact research.

- **International Collaboration:** Strengthen **exchange programs, dual-degree partnerships, and research collaborations** with top global universities.

Innovation

- **Encourage Interdisciplinary Collaboration:** Foster collaboration among faculty, students, and industry partners from diverse disciplines to promote innovative thinking.

- **Provide Resources and Funding:** Offer funding, mentorship, and resources to support innovative projects and startups.

- **Create Innovation Hubs:** Establish dedicated spaces for innovation, such as incubators, accelerators, and makerspaces.

- **Host Hackathons and Competitions:** Organize events that encourage students, faculty, and industry partners to develop innovative solutions to real-world problems.

- **Foster Industry Partnerships:** Collaborate with industry partners to identify innovation opportunities and develop solutions.

Research Excellence

- **Recruit and Retain Top Talent:** Attract and retain top researchers and faculty members to drive research excellence.

- **Provide State-of-the-Art Infrastructure:** Invest in cutting-edge research facilities, equipment, and technology to support research endeavours.

- **Foster Collaborative Research:** Encourage collaboration among researchers, faculty, and students from diverse disciplines to drive innovation and research excellence.

- **Develop Research Centres and Institutes:** Establish research centres and institutes focused on specific areas of research excellence.

- **Support Research Commercialization:** Provide resources and support to help researchers commercialize their research findings and innovations.

C. Institutionalizing Reforms for Sustainable Growth

- **Long-Term Faculty Development Plans:** Establish **mandatory faculty training programs, research sabbaticals, and career advancement tracks.**

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➢ **Alumni Engagement for Governance & Funding:** Create a structured **alumni engagement framework** for mentorship, donations, and policymaking contributions.

➢ **Technology-Driven Governance:** Incorporate **AI and data analytics** to optimize administrative and academic decision-making.

stablish a Reform Framework

➢ **Develop a clear vision and mission:** Define the institution's goals and objectives for reform.

➢ **Conduct a gap analysis:** Identify areas for improvement and prioritize reforms.

➢ **Establish a reform committee:** Assemble a team to oversee and implement reforms.

Build Institutional Capacity

➢ **Develop human resources:** Provide training and development opportunities for staff and faculty.

➢ **Enhance infrastructure and technology:** Invest in modern infrastructure and technology to support reforms.

➢ **Foster a culture of innovation:** Encourage experimentation, risk-taking, and continuous improvement.

Implement Reforms

➢ Streamline processes and procedures: Simplify and automate administrative tasks.

➢ Introduce new programs and services: Develop innovative academic programs and student services.

➢ Enhance quality assurance: Establish robust quality assurance mechanisms to ensure academic excellence.

Monitor and Evaluate Progress

➢ **Establish key performance indicators (KPIs):** Track progress toward reform goals.

➢ **Conduct regular evaluations:** Assess the effectiveness of reforms and identify areas for improvement.

➢ **Make data-driven decisions:** Use data to inform decision-making and drive continuous improvement.

Ensure Sustainability

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➢ **Embed reforms in institutional culture:** Ensure that reforms become an integral part of the institution's culture and operations.

➢ **Develop a sustainability plan:** Identify strategies for maintaining momentum and ensuring long-term sustainability.

➢ **Foster partnerships and collaborations:** Build partnerships with external stakeholders to support and sustain reforms.

ELEMENT 4: RESEARCH AND SKILL DEVELOPMENT

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1. Enhance Industry Collaboration and Address Societal Challenges

➤ **Short-Term (1 Year)**:
- Identify key societal challenges for research focus.
- Involve industry experts in curriculum discussions.
- Initiate awareness programs on Intellectual Property Rights (IPR).
- Design a framework for industry internships.

➤ **Medium-Term (2–5 Years)**:
- Establish MoUs with industries and maintain active partnerships.
- Develop and update industry-aligned curricula.
- Promote research leading to patents and commercialization.

➤ **Long-Term (Ongoing)**:
- Strengthen and sustain industry-academic collaboration.
- Implement a structured industry-academic internship model.

2. Foster Applied Research and Socioeconomic Impact

➤ **Short-Term (1 Year)**:
- Form interdisciplinary research groups.
- Conduct research proposal writing workshops.
- Identify potential research grants and contract opportunities.

➤ **Medium-Term (2–5 Years)**:
- Increase peer-reviewed publications.
- Secure sustained research funding from various sources.
- Enhance interdepartmental research collaboration.

➤ **Long-Term (Ongoing)**:
- Establish a strong research ecosystem with continuous funding.
- Expand research impact on socioeconomic development.

3. Establish Centers of Excellence (CoEs)

➤ **Short-Term (1 Year)**:
- Form multidisciplinary teams to identify research areas.
- Identify funding sources for CoEs.
- Initiate MoU discussions with industry partners.

➤ **Medium-Term (2–5 Years)**:
- Secure industry funding for CoEs.
- Develop long-term industry-academic collaborations.
- Conduct performance evaluations and enhance CoE impact.

➤ **Long-Term (Ongoing)**:
- Ensure CoEs remain relevant through strategic planning.
- Expand CoE initiatives and research contributions.

4. Strengthen Skill Development for Employability

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➢ **Short-Term (1 Year)**:
- Identify key skill gaps in students.
- Organize industry-led workshops and training sessions.
- Develop a framework for industry-driven skill training.

➢ **Medium-Term (2–5 Years)**:
- Introduce certification programs and hands-on training modules.
- Strengthen industry partnerships for skill development.

➢ **Long-Term (Ongoing)**:
- Promote continuous upskilling and lifelong learning culture.
- Ensure training programs align with evolving industry trends.

5. **Promote Innovation and Entrepreneurship**

➢ **Short-Term (1 Year)**:
- Conduct entrepreneurship awareness programs.
- Introduce online courses and digital learning platforms.

➢ **Medium-Term (2–5 Years)**:
- Establish incubation centres and mentorship networks.
- Scale successful startups and innovations.

➢ **Long-Term (Ongoing)**:
- Integrate emerging technologies (AI, IoT, Data Science) into academia.
- Foster a strong entrepreneurial ecosystem for sustained innovation.

This framework ensures a clear roadmap with structured timelines for achieving academic, research, and industry collaboration goals.

We seek your advice and guidance to further enhance the quality of all our services