

# INSTITUTIONAL DEVELOPMENT PLAN (IDP)

(2020-21 to 2029-30)



**GURUGRAM UNIVERSITY**  
**GURUGRAM**

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## 1. INTRODUCTION

Gurugram University is emerging as a pivotal institution in India's rapidly evolving higher education landscape, exemplifying the nation's dedication to delivering education that meets contemporary needs and aligns with global standards. Over the last two decades, India's higher education system has expanded at an unprecedented rate, creating opportunities for over 40 million students. However, this expansion is not just about numbers; it represents a strategic, student-centric approach that prioritizes active learning, inclusivity, and the holistic development of each student or learner.

In this new educational paradigm, students are empowered as active participants in their own learning journey, shifting away from traditional models where knowledge was passively received. This approach is essential in addressing the challenges of equity in higher education and reflects a broader commitment to developing not just academically proficient graduates, but well-rounded individuals prepared to contribute meaningfully to society.

The Government of Haryana, under the visionary leadership of Shri Manohar Lal Khattar, established Gurugram University as a beacon of knowledge in this new era of education in the corporate city of Haryana i.e. Gurugram. The University is committed to producing world-class scholars, innovative problem solvers, and dynamic leaders who are deeply attuned to social, cultural, ecological, and national sensibilities. Gurugram University is poised to become a transformative force in higher and professional education, nurturing responsible citizens and collaborative leaders who will drive positive change both locally and globally.

Currently, Gurugram University is in the process of transitioning to its main campus in Sector 87, a move being executed in carefully planned phases. This new campus is set to be a hub of academic excellence, equipped with state-of-the-art facilities

that reflect the latest trends and developments in higher and professional education. As the University settles into its new home, it continues to build on its commitment in providing an environment that fosters innovation, critical thinking, and holistic development.

Situated in Gurugram, a city known for its rapid development and global outlook, the University aspires to be a microcosm of India - diverse, vibrant, and inclusive. With the completion of its transition to the Sector 87 campus, Gurugram University will offer an even wider array of programs across various fields of study, attracting students from across the country and around the world. The University's strategic location in Gurugram, a city that has already established itself as a hub for medical tourism, positions it to also become a premier destination for higher and professional education.

Gurugram University's ongoing efforts to provide world-class facilities and a cutting-edge learning environment demonstrate its commitment to excellence. By offering scholarships that promote character building, skill enhancement, ability enhancement and nation-building, the University is set to make a lasting impact on the future of higher and professional education in India.

As Gurugram University continues to grow and transition into its main campus, it is not just contributing to the academic and professional success of its students but also playing a critical role in the broader mission of nation-building—creating leaders, thinkers, and innovators who will illuminate the path forward for India and the World.

## **2. PREAMBLE**

The rapid evolution of higher education in India necessitates a strategic and comprehensive approach to institutional development, one that aligns with national priorities and global benchmarks of excellence. Gurugram University, established (by the State Legislature Act XVII of 2017) under the visionary leadership of the Government of Haryana, is committed to advancing this mission through a structured and forward-looking Institutional Development Plan (IDP). This document serves as a guiding framework for the University's growth, encapsulating the values, aspirations, and strategic goals that will shape its future.

The need for this document arises from the dynamic landscape of higher education, where institutions must not only keep pace with the changing demands of society but also anticipate future challenges and opportunities. The University Grants Commission (UGC) has consistently emphasized the importance of well-articulated development plans that provide clear direction for the academic, administrative, and infrastructural evolution of universities. Inspired by these guidelines and the broader vision of creating world-class educational institutions in India, this document articulates Gurugram University's commitment to excellence, equity, and innovation.

The development of this document is rooted in a philosophy that prioritizes student-centric education, fostering an environment where learners are empowered to actively engage in the discovery and application of knowledge. It reflects a deep understanding of the role that universities play in nation-building, not just as Centres of academic learning, but as crucibles for developing responsible citizens, ethical leaders, and innovative thinkers who can contribute meaningfully to society.

This Institutional Development Plan is not merely a static document but a living blueprint that will evolve with the needs of the University and its stakeholders. It

outlines the strategic goals, objectives, and action plans that will guide all efforts and activities at Gurugram University. From curriculum development to infrastructure expansion, from research initiatives to community engagement, this document provides a clear and cohesive direction for the University's journey towards becoming a global centre of knowledge and excellence.

The scope of this document extends to every facet of University life—academic programs, faculty development, infrastructure, student services, research, industry linkages, innovation and community outreach. It serves as a comprehensive roadmap that aligns the University's immediate actions with its long-term vision, ensuring that all initiatives are coherent, purposeful, and impactful.

This Institutional Development Plan is an essential tool for Gurugram University as it embarks on a path of sustained growth and development. It is designed to provide clarity and direction to all efforts, ensuring that the University remains focused on its mission to deliver quality higher and professional education, foster innovation, and contribute to the advancement of society. As Gurugram University continues to transition into its main campus and expand its horizons, this document will be instrumental in guiding its journey towards becoming a premier institution of higher learning in India and beyond.

### **3. VISION AND MISSION**

#### **Vision**

Gurugram University aspires to be a front runner in global education; role model for institutional excellence in emerging technologies, trans-cultural quality teaching-learning using ICT, intellectual, professional and managerial skills, capacity building with life skills using technology, innovative research capabilities for the growth of industry and society for the progress of mankind, and nurturing socially, ethically and morally responsible disciplines through a learner- centric approach.

#### **Mission**

1. To become a socially conscious centre of knowledge and advancement equipped to take up the challenges of the global change as well as committed to empower its faculties for the holistic development of the learners through learner-centric teaching-learning approach based on Outcome based Education.
2. To promote and offer skill based Certificate, Diploma, Under Graduate, Post Graduate and Research programmes in multidisciplinary and inter disciplinary areas.
3. To move up through international alliances and collaborative initiatives to achieve global excellence.
4. To create rigorous academic and innovative research environment for creation of knowledge and its perpetual advancement using technology.
5. To attract and build people in a rewarding and inspiring environment by fostering freedom, empowerment, creativity, scientific zeal, research and innovation.

#### 4. CORE VALUES

- Academic Excellence;
- Uncompromising quality and highest standard of excellence in teaching, learning, research, innovation and scholarship across various disciplines;
- Care and Compassion;
- Caring and Working for the society;
- Policies and practices addresses Diversity ,Equity and Inclusion in true spirit;
- Focus on decentralizations in Governance;
- Democratic decentralized decision-making with equal opportunity to all stakeholders for Participation Generous Social Responsibilities;
- Inculcating and practising eco-friendly lifestyle for valuable contributions for ensuring sustainability;
- Highest ethical values, integrity and professionalism and an unwavering commitment to academic freedom, transparency and accountability;
- Collaborations, Cooperation and commitment for attaining and sustaining quality learning outcomes.



## **5. QUALITY POLICY**

Gurugram University is committed to assess its performance and contributions through both internal mechanisms and external agencies. The University strictly adheres to its policy for consistently evaluating the policies, processes and practices for attaining and sustaining the quality learning outcomes through rigorous feedbacks from all stakeholders and also continuously analyse the quality of placements and progression and subsequently reform, improve and introduce innovative digital pedagogical tools, skill and ability based training programs for a nuanced research driven learning environment concomitantly academics and students accumulate wisdom and acquire new skills for innovations and also to confront global challenges and leverage opportunities for creating new pathways of progress, prosperity and inclusive national growth as encapsulated in the University Quality Management System.

## **6. STRATEGIES TO ACHIEVE THE VISION AND MISSION**

1. **Foster an Environment of Scholarly Excellence and Intellectual Discovery:** Create a vibrant academic atmosphere that encourages deep exploration, critical thinking, and interdisciplinary learning, ensuring students and faculty contribute meaningfully to global knowledge.
2. **Cultivate Future Global Leaders through a Comprehensive and Values-Based Education:** Develop curricula and programs that integrate academic rigor with the ethical and cultural values of India, preparing students to excel as leaders in a globalized world.
3. **Advance Innovation and Knowledge Creation through Strategic Research Collaborations:** Promote a culture of research excellence by encouraging pioneering studies and forming strategic alliances with leading academic and industry partners, both nationally and internationally.
4. **Promote Social Responsibility and Community Engagement:** Engage in research and educational initiatives that develop leadership traits amongst students.
5. **Understanding and addressing societal challenges, reflecting the University's commitment to social justice and the betterment of society.**
6. **Attract and Nurture Eminent Scholars and Thought Leaders:** Build a distinguished faculty by attracting, developing, and retaining academic professionals who are leaders in their fields and committed to the University's mission of excellence and innovation.
7. **Continuously Enhance Infrastructure and Academic Resources to Meet Global Standards:** Invest in state-of-the-art facilities and integrate advanced technologies to support cutting-edge research, teaching, and learning.
8. **Foster international collaborations for faculty exchange and student exchange policies.**
9. **Inspire and involve students in inter-disciplinary learning through adding new certificate courses in different departments of liking nature.**
10. **Developing robust academia-industry partnerships for introducing mandatory internships across all programs.**

## 7. SWOC ANALYSIS

### **Strength, Weakness, Opportunity and Challenges (SWOC) for the University**

#### **Institutional Strengths:**

- **Strategic Location:** The University is situated on the outskirts of the National Capital Region (NCR-Delhi), which is home to several prestigious universities and international organisations. The region offers tremendous learning opportunities for collaborations with these institutions and organisations.
- **Modern Infrastructure:** As a new hub of higher education, the institution is building cutting-edge infrastructure that complies with international standards.
- **Skill Training Programs:** In accordance with the National Skills Quality Framework's requirements, University departments work together to offer a variety of skill training programs that foster multidisciplinary leanings and provide hands-on, practical training in a range of trades and industries (NSQF).
- **Industry Partnerships:** To spur innovation and expansion, industry and academia must work together. Memorandum of Understandings (MoUs) with businesses organisations, and corporate houses give students extensive exposure to tackling difficult tasks and seizing significant chances while also pursuing entrepreneurial opportunities.
- **Incubation Centres:** University-based incubators encourage student innovation and entrepreneurship. These facilities offer a supportive atmosphere for starting ideas and developing them into self-assured, imaginative thinkers, which encourages self-employment and job creators.

#### **Institutional Weaknesses:**

- Resource Constrains: The University not yet being included in 12(B) of the UGC, New Delhi does not have access to sources for funds for development and research purpose. Besides being a state public University there are limitations on fee enhancement as per requirements.
- Human Resource constrains: The University faces shortage of adequate academicians at all levels and, also administrative officers to deal with increasing enrolment as the sanctions for recruitments is to come from state government which takes time.
- Limited Digitalization: In view of resource inadequacy, the shortage of skilled manpower and required infrastructure for leveraging digital prowess for teaching and learning become a major hindrance.
- Inadequate Hostel accommodations: Due to paucity of funds from the state government and not eligible for government funds as not in the 12(B) category of the UGC, there is shortage of hostels for both girls and boys and we are not able to attract talent from far of rural areas.

### **Institutional Opportunities:**

- Global Landscape: Gurugram city being the hub of multinational behemoths and corporate houses shall give strong impetus to our consistent endeavour to attract experienced and skilled faculty and students from different backgrounds and areas concomitantly forming diversified workforce fostering culture of innovation, participative and shared learning.
- Dynamic Entrepreneurial Centre: Start-ups sand Global Capability Centres abound in Gurugram and adjoining capital city of Delhi. Taking advantage of it, the University shall set up an innovative entrepreneurial centre with active assistance and in collaborations with myriad tech organizations prompting entrepreneurial zeal among students.

- Resourceful Research Centre: To promote experiential learning and project based exposure across courses, the University shall collaborate with both corporate houses and public institutions to provide funds and expertise for promoting research related activities viz organizing workshops, conferences and training programs for fostering cultural of research based learning. The University shall invite industries for endowment funding for establishment of Research Chairs in different faculties.
- International Collaborations: A number of foreign universities have set up respective campuses in Gurugram City. The University shall collaborates with institutions for exchange of faculty and students for giving wide exposure through partnerships, collaborations, and student-centric approaches, the University seeks to drive the transformation of higher education landscape for quality learning which spur innovations.

### **Institutional Challenges:**

- Leveraging Digitalization: Creating and leveraging digital transformation for enhancing participative learning, and fostering a cultural of innovation and agility require both skilled manpower and adequate resources.
- Executing NE-2020: The University is in the process of implementing FYDP (Four Year Degree Program) as per NEP-2020 mandate. It requires dynamic leaderships at all levels with new mind set and requisites skills as both faculty and students are to be inspired and to be motivated.
- Global Centre: The prerequisites for developing creativity and capability for meeting global challenges is to ensure diversity both in students' enrolments and faculty recruitments.
- New Learning culture: The NEP-2020 recommends that teaching and learning should be project based and this require understanding of basic research procedures. Both faculty and students are to be trained to adopt this practice of experiential learning.

- Attracting foreign students and faculty: Being a public University, there are constricts and regulations on attracting and engaging foreign academicians and students which hinders collaborative learning and research.

## **8. NEED ASSESSMENT**

Need Assessment is fundamental for institutional development, particularly for a new University. This assessment is based on a SWOC (Strengths, Weaknesses, Opportunities, and Challenges) analysis, aligned with the University's Vision, Mission, and Core Values. The following detailed sections outline the areas of focus:

### **1. Curriculum, Pedagogy, and Assessment**

**Curriculum Design and Implementation:**

- **Holistic Curriculum:** Develop a curriculum that promotes well-rounded student development, incorporating NEP-2020 principles such as flexibility, diversity, and inclusiveness.
- **Content Relevance:** Regularly update programs and course contents based on feedback from stakeholders and an assessment of local, regional, and global needs.
- **Alignment with SDGs:** Ensure that program contents contribute to the 17 UN Sustainable Development Goals (SDGs).

**Pedagogical Approaches:**

- **Learner-Centric Methods:** Utilize teaching methods that prioritize student engagement, critical thinking, and creativity.
- **Diverse Learning Activities:** Incorporate lectures, tutorials, fieldworks, projects, and internships to provide a comprehensive learning experience.
- **Technology Integration:** Leverage technology to enhance teaching, learning, and assessment processes.

**Assessment Framework:**

- Continuous Assessment: Implement a system of formative assessments alongside traditional summative evaluations.
- Varied Evaluation Methods: Use a range of assessment techniques, including problem-based assignments, lab reports, and presentations.
- Academic Bank of Credits: Adopt this system to offer flexible learning pathways and credit accumulation options to promote student's mobility.

**Faculty Development and Innovation:**

- Encouraging Excellence: Foster a work culture that supports faculty in achieving excellence in teaching, research, and service.
- Community Involvement: Engage community leaders in teaching to provide real-world relevance to the curriculum.

**2. Research Ecosystem**

**Strengthening Research Infrastructure:**

- Investment in Facilities: Enhance research infrastructure to support cutting-edge research and capacity building.
- Empowering Researchers: Equip faculty with the necessary tools and resources for successful research endeavours.
- Sustainable Development Goals: Establish research Centres and chairs focused on 17 UN SDGs to align with the University's strategic goals.

**Multidisciplinary and Collaborative Research:**

- Internal and External Collaborations: Foster new and strengthen existing research collaborations within and beyond the University.
- Global Research Networks: Build and expand research partnerships at national and international levels.

**Research Commercialization and Innovation:**

- IPRs and Commercialization: Provide guidance on intellectual property rights, research extensions, and commercialization.
- Promoting Start-ups: Encourage innovation and entrepreneurship through incentives and support systems.

- Research Park: Develop a Research Park to support start-ups and innovative research.

#### **Attracting Top Talent:**

- Research Destination: Position the University as a premier research destination to attract top graduates and postdoctoral scholars.
- International Engagement: Strengthen international partnerships and student exchange programs.

### **3. Social Outreach, Community, and Stakeholder Engagement**

#### **Building Community Connections:**

- Adult Literacy and Lifelong Learning: Promote adult education and lifelong learning opportunities.
- Community Engagement Plan: Develop a comprehensive plan for community involvement and outreach.

#### **University Social Responsibility (USR):**

- Policy Formulation: Create and implement a USR policy to guide community engagement and social impact efforts.
- Expanding Outreach: Increase outreach programs to benefit broader communities.

#### **Stakeholder Engagement:**

- Understanding Needs: Engage with stakeholders to understand their needs and build trust.
- Collaborations: Partner with governmental bodies, international agencies, and NGOs to enhance community impact.

### **4. Infrastructure Development and Maintenance**

#### **Physical and Digital Infrastructure**

- World-Class Facilities: Develop state-of-the-art physical and digital infrastructure to support educational objectives and outcomes.
- Maintenance and Upgrades: Regularly maintain and upgrade infrastructure to ensure it meets evolving educational needs.



### **Sustainability and Resource Management:**

- Environmental Policies: Implement waste management and environmental sustainability policies.
- Campus Development: Create a comprehensive campus development plan that aligns with sustainability goals.

## **5. Student Support Systems**

### **Holistic Support:**

- Mental Wellness and Fitness: Develop support systems that promote mental health, physical fitness, and ethical development.
- Equity and Inclusiveness: Ensure that support systems are inclusive and cater to the needs of students from disadvantaged backgrounds.

### **Effective Support Services:**

- Tailored Services: Provide tailored support to address specific needs of diverse student groups.

### **Progression and Placement:**

- Workshops and counselling sessions for wider exposures about institutions and programs both national and international.
- Involving and imparting additional skills and training to students in collaborations with industries.

## **6. Institutional Governance**

### **Governance Model:**

- Alignment with NEP-2020: Revamp the governance model to comply with NEP-2020 requirements, emphasizing transparency and decentralization.
- Accountability Framework: Develop accountability and performance evaluation systems for faculty and staff.
- Board of Governors/ Executive Council: Establish a Board of Governors/Executive Council as mandated by NEP-2020.

### **Professional Development and Monitoring:**

- Continuous Development: Implement professional development and succession planning for academic and administrative staff.
- Real-Time Monitoring: Create systems to monitor policy implementation and institutional performance.

## **7. Creating University Brand Image**

### **Building Reputation:**

- Collaborations and Partnerships: Establish partnerships with nationally and internationally reputed institutions.
- Effective Communication: Promote the University's strengths in academics, research, and community engagement.

### **Sustainability and Excellence:**

- Environmental Commitment: Showcase the University's commitment to environmental sustainability.
- Achieving Rankings: Strive for high national and international rankings to enhance the University's brand image.

### **Research and Innovation Focus:**

- Innovation Plan: Develop a plan focused on research and innovation to maintain institutional excellence.

## **8. Nurturing Entrepreneurial Culture**

### **Entrepreneurial Ecosystem:**

- NEP-2020 mandates promotion of entrepreneurial spirit among students and they feel enthusiastic to take up real projects based learning from the first year.

### **Collaborations and Partnerships:**

- The University in strategic alliances with professionals, Industry leaders and successful entrepreneurs shall create a kind of ecosystem where students feel

motivated and inspired to learn by experimenting concomitantly innovate, create and test new ideas.

**Impetus to self-employment spirit:**

- The University envisions a kind of learning environment which involve students in cross-curricular skill acquisition for searching myriad pathways for job creations.

## **9. INSTITUTIONAL GOALS**

### **1 Quality Assurance (QS) and Quality Enhancement (QE)**

- Attaining “Accredited” status under stage-1 of Binary Accreditation by NAAC by November 2024 and subsequently aspire for higher level under stage-2 of Maturity – based Graded Levels by November/December **2026**.
- Secure NIRF ranking within the top 200 institutions by 2030, top 100 by 2035, and top 50 by 2040.
- Achieve QS Ranking by 2035, and within the top 500 globally by 2040.
- Attain a position within the top 500 in Times Higher Education Ranking by 2035 and top 800 by 2040.

### **2. Ensuring and sustaining outperformance in placements and progression:**

- Consistently imparting additional skills and training to all students across all programs for making them capable and confident enough to search and move on myriad pathways for progression and placement towards employability.
- Involving students in multi-disciplinary learning through enrolling them in certificate courses run by respective departments for wider exposure on new related areas.
- Memorandum of Understanding (MoUs) and linkages with national and global entities for widening students’ exposures and knowledge on new programs and market driven skills

### **3. Nurturing, leveraging and linking entrepreneurial ecosystem in University aligning with global platforms**

- Develop state-of-the-art research infrastructure and support facilities by 2026.
- To instigate cultural change where both researchers and scholars collaborate for creating and sharing new knowledge so as to envisage and test new ideas.
- Increase research outputs and secure significant funding for at least ten high-impact research projects by 2030.
- Create and nurture a robust ecosystem for start-ups and innovation, with at least 20 start-ups incubated by 2030.

### **4. Strengthen Community Engagement and Social Responsibility**

- Develop and implement a comprehensive Community Engagement Plan by 2025.
- Launch at least three major outreach programs annually to address local and regional community needs.

- Establish partnerships with at least ten governmental and non-governmental organizations by 2026.
- Achieve measurable improvements in community well-being and education by 2030 through targeted USR initiatives.

#### **5. Augmenting and Upgrading Robust digitalized Academic Infrastructure**

- Complete the development of modern physical and digital infrastructure to support educational objectives by 2024.
- Implement a comprehensive maintenance and upgradation plan for all facilities by 2025.
- Develop and execute an Environmental Sustainability Plan with measurable targets by 2027.
- Establish a Research Park to foster innovation and collaboration by 2030.

#### **6. Adopting innovative pedagogical techniques for quality learning Outcomes**

- Implement learner-centric pedagogical methods and integrate technology in 100% of programs by 2025.
- Develop and implement a comprehensive assessment framework by 2025.
- Establish an Academic Bank of Credits and adopt flexible learning pathways by 2024.
- Foster faculty innovation in teaching through awards and recognition programs by 2030.

#### **11. Nurturing and leveraging Research and Development centre for impactful and inclusive research**

- Aim for 400 publications in quality indexed journals annually.
- Pursue 15 patents across all departments annually.
- To organise 10 National conference and 2 international conferences annually.
- Single window scheme for financial support to faculty for major and minor research projects (two each per department per year).
- Enhanced budgetary allocation for financial support to faculty for memberships of national/international academic and research entities and also for participation and presentation in national/international conferences /workshops.

#### **8. Optimize Student Support and Development**

- Enhance a comprehensive student support system addressing mental health, wellness, and academic needs by 2025.
- Implement programs to support students from disadvantaged backgrounds and ensure inclusivity by 2027.

## **9. Strengthen Institutional Governance and Management**

- Revamp the governance model to ensure transparency, accountability, and alignment with NEP-2020 requirements by 2025.
- Develop and implement a comprehensive professional development and succession plan for faculty and staff by 2025.
- Establish a performance evaluation system and accountability framework for all University functions by 2025.
- Create a dynamic and responsive e-governance system to facilitate efficient administration and decision-making by 2024.

## **10 Sustainable Development Goals (SDGs): Policies and Practices**

- Formation of Sustainable Development Goals (SDGs) committee for enrolling student volunteers.
- Making MoUs with 15 local, national and international civil society organisations for collaborations annually.
- Adopting 10 nearby villages, 5 schools and 5 colleges for partnerships in spreading and implementing SDGs related policies and practices.

## **STRATEGIC STATEMENT - INSTITUTIONAL DEVELOPMENT PLAN (IDP)**

Gurugram University is steadfast in its commitment to advancing its vision and mission through a meticulously crafted Institutional Development Plan (IDP) that reflects the aspirations of a modern, globally oriented institution deeply rooted in India's rich cultural and intellectual heritage. This strategic statement outlines a comprehensive blueprint for the University's growth, focusing on research, innovation, the integration of Indian knowledge systems with global educational standards, adherence to statutory and regulatory compliances, and the development of skills that enhance employability. These initiatives are not merely administrative actions but are envisioned as transformative processes that will shape Gurugram University into a global centre of higher learning. The long term Institutional Development Plan of Gurugram University represents a bold and visionary roadmap for the University's future and reaffirms its commitment to excellence in education, to the preservation and promotion of India's rich cultural heritage, and to the creation of a brighter, more equitable future for all.

By focusing on the key pillars of academics, research, innovation, the integration of traditional knowledge systems, and global engagement, the University is poised to achieve its mission of learning with entrepreneurial mind sets. In alignment with the visionary framework of the National Education Policy-2020 (NEP-2020), Gurugram University is poised to introduce a diverse array of skill-based and innovative programs that are precisely tailored to meet the evolving demands of the contemporary industry. These programs will transcend traditional learning paradigms by embracing field-based, student-centric approaches that are designed to foster critical thinking, creativity, and practical problem-solving skills. The curriculum will incorporate dynamic teaching methodologies such as role plays, case studies, live demonstrations, and interactive workshops, ensuring that students are actively engaged in their learning journey. This approach is deeply inspired by the Indian tradition of gurukuls, where learning was not just about acquiring knowledge but about applying it in real-world contexts. By marrying this ancient wisdom with modern pedagogical practices, the University aims to cultivate a generation of graduates who are not only industry-ready but are also equipped with a profound understanding of their cultural and intellectual roots.

### ***Academic and Teaching-Learning Quality***

Gurugram University is committed to redefining educational excellence through a strategic approach that embraces multidisciplinary and holistic learning. Our strategy is centred on

elevating academic and teaching-learning quality by fostering an inclusive educational environment that not only accommodates but thrives on diversity and inclusion. By integrating India's rich cultural heritage into our curriculum, we aim to provide students with a deeply contextual understanding that enhances their global competencies. Moreover, our focus on internationalization prepares students to succeed on a global stage, equipping them with the skills needed to navigate and lead in an interconnected world. This comprehensive educational strategy ensures that Gurugram University remains a beacon of learning that prepares students to meet the challenges of the future, fostering a dynamic academic community that values innovation, research and excellence.

### ***Strengthening Innovation and Research Capabilities***

At the heart of Gurugram University's mission is the unwavering commitment to fostering a culture of innovation and research. The University plans to significantly enhance its Innovation and Incubation Centre, transforming it into a vibrant hub where students and faculty collaborate on ground-breaking research and entrepreneurial ventures. A state-of-the-art Finance Lab will be established to spearhead research in financial markets, equipping students with the tools and knowledge needed to navigate the complexities of the global economy. The University is also dedicated to securing funded projects across a wide range of disciplines, thereby contributing to the advancement of knowledge and the development of cutting-edge solutions to contemporary challenges. Furthermore, a Centre for Entrepreneurship is to be launched, providing students with the skills and resources necessary to start their own enterprises or to innovate within existing businesses, particularly in the context of expanding family-owned ventures. The University's existing Language Lab will continue to play a crucial role in enhancing students' communication abilities, ensuring that they are not only proficient in multiple languages but also capable of engaging in meaningful cross-cultural dialogue.

### ***Social Development and Community Engagement***

Gurugram University recognizes its profound responsibility to serve as a catalyst for positive social change, not only within the confines of its campus but also in the broader community. In pursuit of this mission, the University plans to expand its outreach by adopting additional government schools and village areas for comprehensive social development initiatives. These efforts will be guided by the principles of the Indian knowledge system, which emphasize the importance of community welfare and the holistic development of individuals. By working closely with local communities, the University will help to uplift and empower those who are



often marginalized, ensuring that the benefits of higher education are felt far and wide. This initiative is a testament to the University's commitment to upholding the traditional Indian values of seva (service) and lokasangraha (welfare of the world), while also embracing modern approaches to social development.

### ***Faculty and Staff Development Programs***

Recognizing that the quality of education is inextricably linked to the caliber of its educators, Gurugram University is committed to the continuous professional development of its faculty and staff. The University plans to implement a robust series of development programs that will address existing gaps in expertise, particularly in emerging and rapidly evolving fields such as social media management, cyber security, data analytics, business analytics, and digital marketing. These programs will be designed not only to enhance the technical skills of the faculty but also to foster a deeper understanding of how these disciplines can be integrated into the curriculum in ways that are both innovative and relevant to industry needs. By bridging the gap between academia and industry, the University will ensure that its graduates are well-prepared to meet the demands of the global workforce, while also contributing to the advancement of knowledge in these critical and similar areas.

### ***Enhanced Industry Interaction and Global Engagement***

In an increasingly interconnected world, Gurugram University is dedicated to forging strong and meaningful partnerships with industry leaders and global educational institutions. The University envisions a multifaceted strategy that includes regular corporate meets, the involvement of industry professionals in academic bodies, and the organization of pre-placement seminars, live projects, and consultancy work. These initiatives will not only enhance the employability of the University's graduates but will also provide them with invaluable insights into the practical challenges and opportunities of their chosen fields. The University is already actively engaged with various industry associations and plans to expand these connections, particularly with those operating at the international level. Additionally, the University is committed to giving a global orientation to its programs, encouraging both student and faculty exchange programs with prestigious foreign institutions. Faculty members will be supported in their participation in international seminars and conferences, where they can engage with their peers and bring back fresh perspectives and cutting-edge knowledge to the University. Furthermore, the University plans to attract an increasing number of foreign students to its programs, creating a diverse and vibrant academic community that reflects the global nature of today's world. By organizing and

participating in international conferences and events, Gurugram University will establish itself as a global centre of excellence in education and research.

***Focus on Skill Development and Employability***

As part of its mission to enhance employability, Gurugram University is committed to the comprehensive development of students' skills in line with the National Skill Development Programme. This initiative is not merely about imparting technical skills but is also about nurturing the moral and ethical values that are essential for responsible citizenship. A dedicated cell has also been established and has started its functioning to enhance employability. The University's future vision is to infuse its curricula with a greater degree of globalization, ensuring that students are equipped to thrive in a rapidly changing world while remaining deeply rooted in the timeless values of their culture. By continuously improving the quality of education and by fostering a spirit of lifelong learning, the University will produce graduates who are not only skilled professionals but also leaders with a strong sense of social responsibility and a commitment to the betterment of society.

***Support to affiliated higher education Institutions***

The University shall collaborate, support and inspire its affiliated colleges to attain and sustain quality holistic outcomes by setting new benchmarks of excellence. The University shall offer capacity enhancing programs for new academic standards and accreditation & rankings as per NEP-2020, administrative structure and student centric policies.

## **10. STRATEGIC TIMELINES FOR INSTITUTIONAL DEVELOPMENT PLANS (IDP)**

### **Strategic Line 1: Elevating Academic and Teaching-Learning Quality**

Gurugram University is dedicated to transforming education by implementing a comprehensive strategy that emphasizes multidisciplinary and holistic learning, equity and inclusion, and internationalization. Our goal is to provide a dynamic educational environment that fosters academic excellence, embraces global perspectives, and integrates India's rich cultural heritage into our academic framework.

#### **1.1. Multidisciplinary and Holistic Education**

##### **Curriculum Development:**

Our curriculum will be revised to support multidisciplinary and holistic education, reflecting NEP-2020's emphasis on flexibility and inclusivity. The integration of **arts, sciences and technology** will be seamless, with a focus on Indian knowledge systems and value-based education. The curriculum will include:

- Flexible Learning Paths: Multi-Entry and Multi-Exit options to cater to diverse learning needs and career aspirations and **implementation of ABC & NAD**.
- Interdisciplinary Courses: Offering a broad range of academic and vocational programs to ensure comprehensive learning experiences.

##### **Key Activities:**

- Holistic Program Design: Courses will be designed to foster creativity, critical thinking, and global citizenship.
- Program Evaluation: Continuous feedback from stakeholders will help curriculum updates to align with local, regional, national, and global needs.

##### **Proposed Academic Session:**

- 2023-24: Launch revised curricula and new interdisciplinary programs.
- 2024-25 to 2027-28: Implement additional programs and review based on feedback and emerging trends.

#### **1.2. Equity and Inclusion in Higher Education**

##### **Actionable Points:**

- Gender Sensitivity: Enhance gender balance in admissions and promote gender sensitivity among faculty, staff, and students.

- Grievance Redressal: Strengthen mechanisms for addressing grievances and enforcing anti-discrimination policies.
- Incentivization: Encourage innovation and entrepreneurship among students through scholarships and financial aids.

**Key Activities:**

- Bridge Courses: Develop courses to support underrepresented groups and enhance inclusivity.
- Support Systems: Implement comprehensive support systems for international students and those from diverse backgrounds.

**Proposed Academic Session:**

- 2023-24: Initiate gender sensitivity programs and support systems.
- 2025-26: Expand outreach and support mechanisms to improve equity.

**1.3. Assessment and Academic Quality**

**Actionable Points:**

- Continuous Assessment: Implement continuous and comprehensive assessment strategies, including formative and summative evaluations.
- Fair Examination Practices: Ensure fair and transparent examination processes with options such as examination on request/demand.
- Credit System: Adopt an Academic Bank of Credits & NAD to recognize diverse learning achievements.

**Key Activities:**

- Assessment Framework: Develop a robust framework for evaluating learning outcomes using various assessment tools (direct and indirect).
- Quality Assurance: Regularly review and enhance assessment methods to maintain high academic standards.

**Proposed Academic Session:**

- 2023-24: Roll out new assessment practices and review mechanisms.
- 2024-25 to 2027-28: Continuously refine assessment strategies based on outcomes and feedbacks.

#### **1.4. Internationalization and Global Engagement**

##### **Actionable Points:**

- Global Orientation: Promote Gurugram University as a global study destination through enhanced international student support and exchange programs.
- Research and Teaching Collaborations: Foster research and teaching collaborations with international institutions.

##### **Key Activities:**

- Student Exchange Programs: Facilitate faculty and student exchanges to enhance global perspectives.
- International Conferences: Host and participate in international conferences to boost the University's global profile.

##### **Proposed Academic Session:**

- 2023-24: Five MoUs with international civil societies and research organisations.
- Five MoUs with Indian subsidiaries of multinational companies dealing in goods and services particularly IT related with and strengthen global partnerships.
- 2024-25 to 2027-28: Expand international collaborations and support systems.

#### **1.5. Technology Integration**

##### **Actionable Points:**

- E-Content Development: Develop and integrate digital content and technological tools into teaching and learning processes.
- Technological Infrastructure: Enhance infrastructure to support advanced educational technologies.

##### **Key Activities:**

- Digital Resources: Create and maintain high-quality e-resources for students and faculty.
- Tech Support: Provide robust technological support and training for faculty and students.

##### **Proposed Academic Session:**

- 2023-24: Launch e-content initiatives and upgrade technological resources.
- 2024-25 to 2027-28: Continuously update and expand technological tools and support systems.

## **1.6. Promotion of Indian Knowledge Systems**

### **Actionable Points:**

- Cultural Integration: Promote Indian languages, art, and culture through dedicated programs and scholarships.
- Indian Knowledge Centres: Establish Centres focused on Indian knowledge systems and cultural heritage.

### **Key Activities:**

- Indian Languages: Develop programs for Indian language studies and research.
- Cultural Engagement: Engage local artists and scholars to enrich academic and cultural programs.

### **Proposed Academic Session:**

- 2023-24: Initiate programs for Indian languages and culture.
- 2024-25 to 2027-28: Expand initiatives and integrate more Indian knowledge systems into the curriculum.

## **Strategic Line 2: Advancing Research Excellence and Innovation**

Gurugram University is committed to fostering a robust research ecosystem that drives innovation and extends societal impact. Our focus is on enhancing research quality through multi-disciplinary and trans-disciplinary approaches, securing robust funding, and engaging in global collaborations. This strategy aims to establish our institution as a leader in generating impactful knowledge and advancing technological frontiers. Gurugram University's strategic focus on research excellence and innovation is designed to build a dynamic and impactful research ecosystem. By strengthening infrastructure, fostering international collaborations, and driving high-quality research outputs, University aims to position ourselves as a global leader in academic research and innovation. This approach will not only advance knowledge but also contribute to societal development through impactful research and entrepreneurial ventures.

### **2.1. Strengthening the Research Ecosystem**

#### **Strategic Initiatives:**

- Research Infrastructure: Develop state-of-the-art research facilities and create dedicated research Centres aligned with the University's strategic objectives.
- Capacity Building: Invest in the continuous training of research scholars and faculty to elevate research quality and extend outreach.

- International Engagement: Foster collaborations with global scholars, scientists, and researchers to enrich our research environment.

**Key Activities:**

- Research Centres: Establish specialized Centres focused on key research areas and long-term strategic goals.
- Research Collaborations: Promote inter-disciplinary and trans-disciplinary research by facilitating cross-faculty collaborations and national and international partnerships.
- Funding and Grants: Secure extramural funding from governmental and non-governmental sources and promote industry-sponsored research initiatives.

**Proposed Academic Session:**

- 2023-24: Launch new research Centres and initiate capacity-building programs.
- 2024-25: Expand international research collaborations and secure increased funding.
- 2025-26: Strengthen industry partnerships and support industry-sponsored research chairs.

**2.2. Enhancing Research Quality and Impact**

**Strategic Initiatives:**

- Publication and Dissemination: Drive quality publications in high-impact journals and aim to increase the University's h-index by 20% annually.
- Research Excellence: Focus on identified thrust areas and ensure all PG and UG students to contribute to research through mandatory journal's publications or patents.
- Innovation and Patents: Promote innovation by supporting the filing of patents and the development of commercially viable products.

**Key Activities:**

- Research Targets: Set ambitious targets for faculty and students to publish in high impact journals and conferences.
- Centralized Facilities: Establish a Central Instrumentation Centre and Characterization Lab to support applied research.
- Start-Up Support: Enhance the University's innovation and incubation centre to foster start-ups and support entrepreneurial ventures.

**Proposed Academic Session:**

- 2023-24: Increase research outputs and secure new patents.
- 2024-25: Expand the incubation centre and support new start-ups.
- 2025-26: Achieve a significant growth in consultancy revenue and strengthen collaborations with research organizations.

## **2.3. Research Innovation and Extension**

### **Strategic Initiatives:**

- Innovation Catalysts: Develop programs that encourage students to engage in innovative research and design thinking.
- Corporate Training: Establish a Centre for Corporate Training and Consultancy to bridge the gaps between academia and industry needs.

### **Key Activities:**

- Student Involvement: Mandate research and innovation projects for students, leading to publications and patents.
- Corporate Partnerships: Create industry partnerships to enhance research relevance and provide training and consultancy opportunities.

### **Proposed Academic Session:**

- 2024-25: Launch the Centre for Corporate Training and Consultancy and initiate new research programs.
- 2024-25: Enhance industry collaboration and increase the number of start-ups and patents.

## **Strategic Line 3: Skill Development, Employability, and Placements**

Goal: To empower students with comprehensive skill sets, enhance their employability, and increase placement opportunities, aligning with our mission to create a future-ready workforce through innovative education and strategic partnerships. Gurugram University's strategic focus on skill development, employability, and placements aims to create a well-rounded and future-ready workforce. By supporting higher education pursuits, enhancing placement opportunities, and integrating comprehensive skill development programs, we strive to equip our students with the tools and opportunities needed to succeed in a competitive global landscape.

### **3.1. Advancing Higher Education and Competitive Exams**

#### **Strategic Initiatives:**

- Graduate Advancement: Encourage and support graduating students in preparing for competitive exams like CAT, GATE, GPAT, NET, GRE, and GMAT to pursue advanced degrees at top-tier universities globally.
- Civil Services and PSU Induction: Motivate students to explore career opportunities in civil services, state services, and public sector undertakings (PSUs) through targeted coaching and support.



**Key Activities:**

- Preparation Support: Offer specialized coaching and resources for competitive exams and civil services preparation.
- Career Counselling: Provide guidance and workshops on career planning and application processes for advanced degrees and public sector roles.

**Proposed Academic Session:**

- 2023-24: Implement workshops and support programs for competitive exams and civil services preparation.
- 2024-25: Expand resources and support for advanced degree applications and public sector placements.

**3.2. Enhancing Placement Opportunities and Salary Growth****Strategic Initiatives:**

- Placement Enhancement: Increase the number of placements in reputed national and international organizations, and improve the average median salary by 10-20% annually.
- Skill Augmentation: Equip students with additional skills required by the industry through targeted training and workshops.

**Key Activities:**

- Industry Partnerships: Strengthen collaborations with leading companies and organizations to expand placement opportunities.
- Skill Development: Develop and implement in-house training programs to enhance students' industry-relevant skills.

**Proposed Academic Session:**

- 2023-24: Launch new skill development programs and strengthen industry connections for improved placement outcomes.
- 2024-25: Achieve targeted salary growth and increase placement rates through enhanced skill development initiatives.

**3.3. Fostering Higher Education and Research Opportunities****Strategic Initiatives:**

- Progression Support: Facilitate students' progression to higher studies and research through mentorship, guidance, and academic support.
- Skill Integration: Collaborate with the National Skill Development Corporation (NSDC) to integrate more skill development programs into the curriculum, focusing on Reimbursable Skill Advisory Services (RSAS).

**Key Activities:**

- Higher Education Pathways: Provide support and resources for students pursuing advanced degrees and research opportunities.
- Skill Development Partnerships: Partner with NSDC to expand and enhance skill development programs across various domains.

**Proposed Academic Session:**

- 2023-24: Strengthen support systems for higher education and research, and expand skill development collaborations.
- 2024-25: Increase the variety of skill development programs and integrate them into higher education pathways.

**Strategic line 4: Focus for Outreach and Social Engagement & Campus Sustainability****Actionable Points/Plan:**

- Curriculum Integration: Incorporate sustainable development principles into all educational programs to foster an eco-conscious mind-set among students.
- Policy Formulation: Develop and implement comprehensive policies for sustainability, including Waste Management Policy and Environmental Management Policy.

**Key Activities:**

- Sustainability Policies: Formulate and enforce campus-wide sustainability and waste management policies to ensure a minimal environmental footprint.
- Green Initiatives: Launch the Green Volunteers Scheme and organize an Annual Sustainability Summit to engage the campus community in sustainable practices.
- Sustainability Centre: Establish a Centre for Campus Sustainability to lead and coordinate all sustainability efforts and initiatives.

**Proposed Academic Session:**

- 2023-24:
  - Implement the sustainability and waste management policies.
  - Establish the Centre for Campus Sustainability.
  - Introduce the Green Volunteers Scheme.
  - Organize the Annual Sustainability Summit to promote campus-wide engagement in sustainability.

## **Public Engagement**

### **Actionable Points/Plan:**

- Community Integration: Strengthen ties with local communities through collaborative projects and social responsibility initiatives.
- Public Engagement Framework: Develop a comprehensive University Social Responsibility (USR) Framework to guide and enhance community outreach activities.

### **Key Activities:**

- Community Partnerships: Create MoUs with local government bodies and Panchayati Raj institutions to support community development projects.
- Capacity Building: Conduct training programs for local NGOs and government institutions to build local capacity and promote effective community engagement.
- Community-Based Research: Initiate research projects in partnership with local communities to address regional challenges and preserve local culture and environment.

### **Proposed Academic Session:**

- 2023-24:
  - Establish the Centre for Social Responsibility and Engagement.
  - Develop and launch community-based research projects focused on local knowledge, flora, fauna, and cultural artefacts.
  - Enhance collaboration with the corporate sector for CSR initiatives and support government development programs.
  - Increase the annual ISR budget by 5-10% to expand and strengthen community support activities.

## **Strategic line 5: Institutional Social Responsibility**

### **Actionable Points/Plan:**

- Enhanced Support: Intensify efforts in adopted villages by advancing activities in health, education, environment, and sanitation.
- Corporate Sector Collaborations: Build stronger connections with the corporate sector to enhance CSR activities and funding.

### **Key Activities:**

- Village Development Projects: Implement robust development initiatives in adopted villages, focusing on critical areas such as health, and education.
- Corporate Engagement: Expand partnerships with businesses to secure additional support and resources for ISR projects.

**Proposed Academic Session:**

- 2023-24:
  - Increase budget allocation for ISR activities by 5-10%.
  - Launch and expand community development projects in health, education, and environmental sustainability.
  - Strengthen partnerships with the corporate sector to enhance support for ISR initiatives.

**Strategic line 6:** Focus for Digitization and ICT Integration**Actionable Points/Plan:**

- Advanced Education Management Systems: Overhaul the Education Management System (EMS) by integrating state-of-the-art Management Information Systems (MIS) that comply with the latest regulatory standards and accreditation requirements. Implement best practices in data security and system interoperability to ensure robust performance and reliability.
- Holistic Digital Record Management: Establish a comprehensive digital repository for all University administrative processes, leveraging cutting-edge e-governance solutions. Utilize advanced data analytics and artificial intelligence to enhance decision-making and operational efficiency.
- Comprehensive e-Content Development: Achieve full digitization of learning resources by creating high-quality e-content, including interactive modules and multimedia recordings. Facilitate training programs for faculty and staff to integrate digital technologies effectively into teaching and administrative functions.
- Global Digital Resource Integration: Expand the library's digital collection by 25% through partnerships with global content providers and digital libraries.
- Digitization and Accessibility of Print Collections: Implement best practices in digital preservation to maintain the integrity and accessibility of the content.
- Enhanced Library Infrastructure: Drive increased student engagement by significantly upgrading library infrastructure. Invest in high-quality e-journals and e-books, and enhance digital and physical spaces to create an inviting, resource-rich environment.
- Robust e-Governance Framework: framework that streamlines University operations and enhances transparency. Utilize modern technologies such as block chain for secure and efficient administrative processes.

- Enhanced ICT Integration: Upgrade ICT facilities in all educational spaces, including classrooms, laboratories, and smart rooms, to support advanced teaching methodologies and interactive learning environments. Ensure that all technology implementations adhere to global standards for interoperability and user accessibility.

**Proposed Academic Session:**

- 2023-24:
  - Implement advanced MIS within the EMS to align with global regulatory standards and best practices.
  - Supported by comprehensive training for faculty and staff.
  - Upgrade library infrastructure to increase student engagement and support high-quality digital resources.
  - Roll out a robust e-Governance framework to improve administrative efficiency and transparency.
  - Enhance ICT facilities across educational spaces to support modern, technology-driven teaching and learning.

**Strategic line 7: Student Support and Progression**

**Actionable Points/Plan:**

- Creating new platforms for enhanced students' participation.
- Conducting workshops on imparting new life skills to students.
- Alumni engagements for collaboration.
- Counselling sessions by the career and counselling cell.

**Key Activities:**

- Advanced Career Development Services: Implement a robust career development framework that includes tailored career counselling, strategic job search support, and targeted interview preparation. Forge connections with global industry experts and alumni networks to provide students with strategic insights and networking opportunities in their chosen fields.
- Curriculum Alignment with Industry Trends: Continuously refine the curriculum to align with global industry standards by integrating emerging skills and trends. Offer experiential learning opportunities such as internships and real-world projects to ensure students acquire relevant, practical experience.
- Sophisticated Learning Management Systems: Optimize Learning Management Systems (LMS) to support personalized learning experiences, track student progress, and facilitate

effective communication. Ensure that the LMS incorporates interactive features and integrates seamlessly with other educational technologies.

- Enhanced Entrepreneurial Support: Strengthen support for student entrepreneurship by providing access to innovation hubs, venture funding, and mentorship from industry leaders. Promote entrepreneurial initiatives through campus-wide competitions, workshops, and collaborative projects with global business networks.
- Comprehensive Inclusivity Measures: Implement inclusive support strategies for students from diverse backgrounds, including those who are socio-economically disadvantaged, differently-abled, or from marginalized groups. Ensure campus resources, infrastructure, and financial aid are equitably accessible and effectively meet the needs of all students.
- Holistic Student Development: Emphasize a holistic approach to student development by integrating co-curricular activities, leadership training, and community engagement into the academic experience. Encourage participation in activities that foster personal growth and contribute to global societal advancement.
- Focused Mental Health and Well-Being Initiatives: Enhance mental health support by offering comprehensive counselling services, stress management programs, and wellness resources. Cultivate a supportive campus environment that prioritizes the emotional and psychological well-being of all students.
- Expanded Sports and Extracurricular Engagement: Invest in cutting-edge sports and extracurricular facilities and support students in competing at international levels. Recognize and reward achievements in these areas to drive continued student engagement and excellence.
- Promotion of Ethical Standards and Integrity: Reinforce the importance of ethics and adherence to the Code of Conduct through global best practices, including regular workshops, seminars, and mandatory training. Ensure that all students are well-informed and committed to upholding these ethical standards in their academic and personal endeavours.

**Proposed Academic Session:**

- **2023-24**
  - Awaken students on various fora and societies in the University in Induction programs organised by different faculty
  - Enrolment of PG students for classes for preparing for NET(UGC)and GATE
  - Engage alumni in financial assistance to students from weaker section also for internships and placements

**11(a). QUARTERLY TIMELINE FOR ACHIEVING INSTITUTIONAL DEVELOPMENT  
PLAN (IDP) TARGETS**

**Q1 2021: Introduction, information and inspiration on New Academic Programs**

Milestone: Higher quality enrolment across streams

**- Activities:**

- Strategic plan by Nodal Officer, Admission Committee
- Information, counselling and guidance on academic programs both in digitalized mode and physical mode

**Outcomes:**

- Higher enrolment across streams
- Students getting enrolled in programs matching their interest and future prospects

**Q2 2021: Augmentation and up gradation of digitalized infrastructure for teaching and learning**

Milestone: Seamless collaborative teaching and learning

**- Activities:**

- Survey on efficiency , adequacy and availability of existing IT Infrastructures by UC DAC
- Evaluation of survey report
- Installation of new equipments as per recommendation and requirements

**Outcomes:**

- Teaching and learning interesting and inclusive
- Easy accessibility for diversified sources of learning all time

**Q3 2021: Collaboration with alumni and industry**

Milestone: Enriched and resourceful learning through integration

**- Activities:**

- Academia-industry collaborations for learning new skills through training
- Extensive alumni engagement for students' counselling and guidance

**Outcomes:**

- Exposure to new pathways for progression and placements
- Robust impetus to entrepreneurial spirit amongst students

**Q4 2021: Igniting intellectual capacity and creativity among teachers and students**

Milestone: Envisaging Quality circles across processes and practices

**- Activities:**

- Innovative content development
- Continuous training to teachers on new digital pedagogy
- Short courses and workshops in niche areas

**Outcomes:**

- Empowered and enabled faculty with new pedagogy skills
- Healthy academic environment for experiential learning

**Q1 2022: Integration and partnerships**

Milestone: Development of the university's Brand Image of the university and soaring its social responsibility

**- Activities:**

- Appointment of Professors of Practice
- Internships and field visits
- Learning domain knowledge and skills

**Outcomes:**

- New avenues for placements
- Inculcating entrepreneurial spirits

**Q2 2022: Digitalized administrative services in university**

Milestone: Robust and resilient organisational, administrative and didactic power leveraging IT prowess

**- Activities**

- Digital information portal, Digital admission, Digital attendance. Digital grievances addressing mechanisms
- Installation of new software in university inter branches communication and data sharing

**Outcomes:**

- Efficient, transparent and high quality services
- Strong impetus to innovation, sustainability and transparency

**Q3 2022: Initiatives for Quality development in academic activities**

Milestone: Enhancing the quality and implementation of the learning/teaching policies and practices

**- Activities:**

- FDPs on innovating pedagogy tools



- Sensitizing and motivating students to use digital tools in learning

**Outcomes:**

- Improves students' learning outcomes Academics adopt and adept in learning and leveraging digital tools for inclusive and efficient learning
- Significantly boost students' engagements and academic performance

**Q4 2022: NEP-2020: Implementation**

**Milestone:** Developing and implementing Curriculum and new Pedagogy

**- Activities:**

- Deliberations and discussion with all stockholders on new guidelines of NEP-2020
- Constitution of core team(Programme wise) for designing of courses
- Preparing final document with active consultation with affiliated institutions

**Outcomes:**

- All programs adopted new curricula
- Students getting exposures to multidisciplinary learning

**Q1 2023 : Promotion and excellence in Research**

**Milestone:** Training early stage researchers

**- Activities:**

- Support for research proposal and submissions
- Provide a simulation environment for undergraduate, doctoral and post-doctoral research
- Workshops on research methodology and ethics

**Outcomes:**

- Students both at UG and pg levels pursuing project based learning
- Developing cross disciplinary research for diversified learning

**Q2 2023 : Extended Curricular Engagements**

**Milestone:** Holistic development and nurturing leadership traits

**- Activities:**

- Formation of Domain clubs
- Workshops on Indian ethos and values
- Informing and inspiring student for joining professional bodies-

**Outcomes:**

- Holistic education

- Nurturing leadership traits
- Responsible citizenry

### **Q3 2023 : Sustainability: Programs, Policies and Practices**

**Milestone:** Holistic development and nurturing leadership traits

**- Activities:**

- Constitution of SDGs committee
- Workshops and seminars on SDGs
- Involving community in SDGs initiatives

**Outcomes:**

- Students' contribution in community development
- Institution participation in global initiatives for local problems

### **Q4 2023 : Formation of Incubation Centre**

**Milestone:** Nurturing vibrant entrepreneurial cultural

**- Activities:**

- Inspiring students to think and test new ideas for innovation
- Capacity building and developing creativity
- Financial support and entrepreneurial guidance

**Outcomes:**

- Entrepreneurial spirit amongst students
- Strong impetus for self employment

### **Q1 2024: Initiate Accreditation and Ranking Processes**

- Milestone: Launch preparations for accreditation and rankings.

**- Activities:**

- Begin self-assessment for Binary Accreditation by NAAC (STAGE-1)
- Conducting Academic & Administrative Audit
- Conduct gap analysis of current performance metrics

**- Outcomes:**

- Completed data collection, compilation and storage
- Sensitization and enthusiasm among key stakeholders on quality outcomes

### **Q2 2024: Enhance Research Capabilities and Infrastructure**

- Milestone: Strengthen research infrastructure and capacities.

**- Activities:**

- Develop and finalize plans for enhancing research infrastructure.

- Identify funding sources and secure resources.
- Establish research committees and Centres.
- **Outcomes:**
  - Finalized research infrastructure plans.
  - Established research committees and secured funding.

#### Q3 2024: Community Engagement and Infrastructure Development

- Milestone: Launch community outreach and start infrastructure projects.
- **Activities:**
  - Implement Community Engagement Plan.
  - Initiate construction or upgrading of physical infrastructure.
  - Implement environmental sustainability policies.
- **Outcomes:**
  - Initiated community outreach programs.
  - Progress in infrastructure development.

#### Q4 2024: Revise Curriculum and Pedagogy

- Milestone: Update curriculum and teaching methodologies.
- **Activities:**
  - Review and revise curriculum in line with NEP-2020 guidelines.
  - Integrate technology into teaching and assessments.
  - Develop new assessment frameworks.
- **Outcomes:**
  - Updated curriculum and pedagogical methods.
  - Technology integration completed.

#### Q1 2025 Advance Research and Innovation

##### Activities:

- Strengthen research commercialization- Increase funding- Launch innovative research programs
- MoUs with international research organisation
- **Outcomes:**
  - Inspiration for active research
  - Research collaborations for advance learning

#### Q2 2025: Strengthen Community Outreach and Governance

- Milestone: Enhance community programs and governance.

- **Activities:**
  - Expand community engagement and social responsibility programs.
  - Implement a new governance framework.
  - Launch professional development and training programs.
- **Outcomes:**
  - Expanded community programs.
  - New governance framework established.

**Q3 2025: Student empowerment and support-**

Milestone: Nurturing creativity, capability and confidence amongst students

- **Activities:**
  - Promoting multidisciplinary learning
  - Enhance student support and career services.
  - Develop new initiatives for student wellbeing.
- **Outcomes:**
  - Empowered and enriched students
  - Improved student support services.

**Q4 2025: Review and Plan for Future Phases**

- Milestone: Assess progress and plan next steps.

- **Activities:**
  - Review progress towards IDP goals.
  - Adjust strategies based on assessment results.
  - Develop plans for the next phase.
- **Outcomes:**
  - Progress review completed.
  - Updated strategies and plans for the next phase.

**Q1 2026: Advance Research and Innovation**

- Milestone: Enhance research and innovation initiatives.

- **Activities:**
  - Strengthen research commercialization and support start-ups.
  - Increase funding and resources for research.
  - Launch new innovative research programs.
- **Outcomes:**
  - Increased research funding and start-up support.
  - New research programs launched.

## **Q2 2026: Expand Global Collaborations and Branding**

- Milestone: Enhance global presence and branding.

- **Activities:**

- Develop new international partnerships.
- Implement branding strategies to promote achievements.
- Increase global visibility through media.

- **Outcomes:**

- New international partnerships established.
- Improved global brand presence.

## **Q3 2026: Improve Governance and Operational Efficiency**

- Milestone: Further enhance governance and operations.

- **Activities:**

- Review and improve governance structures.
- Implement operational efficiency improvements.
- Strengthen e-governance systems.

- **Outcomes:**

- Enhanced governance and operational efficiency.
- Improved e-governance systems.

## **Q4 2026: Complete Infrastructure Upgrades and Sustainability Initiatives**

- Milestone: Finalize infrastructure upgrades and sustainability policies.

- **Activities:**

- Complete infrastructure upgrades.
- Implement and review sustainability policies.
- Develop and enhance waste management strategies.

- **Outcomes:**

- Completed infrastructure upgrades.
- Effective sustainability and waste management policies.

## **Q1 2027: Establishing New Departments**

- Milestone: Laying dynamic pathways for learning by establishing 10 departments

**Activities:**

- Constitution of committee for identifying new opportunities of learning
- Report submission to the AC and the EC
- Financial approval from the government

**Outcomes:**

- Shall offer wider options to students.
- Spur scope for inter disciplinary learning and research
- Expanded research initiatives and collaborations.

**Q2 2027: Enhance Community Impact and Global Presence**

- Milestone: Strengthen community and global engagement.

- - **Activities:**

- - Expand community impact programs.
- - Develop global outreach strategies.
- - Strengthen international collaborations.

- - **Outcomes:**

- Expanded community impact.
- Enhanced global presence and collaborations.

**Q3 2027: Review and Update Curriculum and Pedagogy**

- Milestone: Review and improve curriculum and teaching methods.

- **Activities:**

- Conduct comprehensive review of curriculum and pedagogy.
- Incorporate new educational trends and stakeholder feedback.
- Assess and adjust learning outcomes.

- **Outcomes:**

- Updated curriculum and teaching methods.
- Improved learning outcomes.

**Q4 2027: Prepare for Future Growth and Reassess Strategies**

- **Milestone: Plan for future development and reassess current strategies.**

- **Activities:**

- Conduct a detailed assessment of IDP progress.
- Update strategic goals based on new data.
- Develop strategies for continued growth.

- **Outcomes:**

- Updated strategic plans and IDP.
- Prepared for future growth and challenges.

**Q1 2028: To launch Research Journals of University**

Milestone: Promoting the cultural of new and inter disciplinary learning and policymaking

**Activities:**

- Constitution of research committees for making guidelines
- Formation of Editorial teams
- Motivation to faculty for contribution

- **Outcomes:**

- Shall enrich knowledge base
- Shall promote peer learning

**Q2 2028: Review and Plan for Future Phases**

Milestone: Transforming University into quality diversified global learning centre

**Activities:**

- Review IDP progress-
- Adjust strategies- Develop next-phase plans

**Outcomes:**

- Augmentation of facilities to meet new needs and challenges
- Improving infrastructure as per new requirements

**Q32028: Enhance Research Capabilities and Infrastructure**

Milestone: Nurturing research based learning for innovation

**Activities:**

- Enhancing financial grants for major and minor research projects
- Motivate faculty to apply for grants from research organisation

**Outcomes:**

- Shall improve research based learning
- Shall transform university into research university

**Q42028: Community Engagement through linkages with civil societies**

Milestone : To ensure contribution by every student

**Activities:**

- Creating new platforms
- MoUs with civil society organisations

- **Outcomes:**

- Quality holistic education
- Responsible , skilled and confident citizenry

**Q1 2029: Research Intensive University**

Milestone: To spur students for innovation

**Activities:**

- Academia-industry collaboration
- Workshops by industry leaders and experts
- Mobilization of funds for research activities

**Outcomes:**

- Boost to Innovation and patenting
- Source of revenue from industry oriented research
- Commercialization of research findings

**Q2 2029:** To set up Academic Staff College

Milestone: Establishing centre of quality traing to higher education academics

**Activities:**

- Constitution of expert committee for making guidelines
- Creating required infrastructure
- Appointment of skilled staff for running courses

**Outcomes:**

- Round the year faculty development programs
- Interdisciplinary knowledge creation and sharing

**Q3 2029: Global Innovation Council**

Milestone: To integrate university with global research centres

**Activities:**

- Organising international workshop in collaboration with multinational companies
- Mobilization of funds for quality labs and other related infrastructures

**Outcomes:**

- Innovations for local and social problems
- Global exposure to faculty and students

**Q42029: To enhance Research Productivity**

Milestone: Enhancing scope of revenue through research findings

**Activities:**

- To spur industry funded and guided research
- Involving industry experts in research projects

**Outcomes:**

- Revenue generation through research findings
- Quality learning and findings

**Q1 2030: Governance and Administration**



Milestone: Sustaining and enhancing quality outcomes

**Activities:**

- Restating vision & mission statements
- Regular Academic and Administrative Audit
- Dynamic Internal Quality Assurance Cell
- Transparent policies and effective communication

**Outcomes:**

- Effectively achieving goals
- Quality assurance
- Higher placement and progression

**Q2 2030:** Focus on NIRF Rankings

Milestone: To put university amongst TOP 100 IN nirf Ranking

**Activities:**

- To initiate innovative policies for quality enhancement
- To adopt new policies from placements and research

**Outcomes:**

- Improving brand image of the university
- Quality placements and research contributions

**Q32030: Faculty and student exchange with foreign University**

Milestone: To spur international collaborations for global exposure

**Activities:**

- MoUs with Foreign Universities
- Policies for short listing academics and faculty from exchange programmes

**Outcomes:**

- International placements and progression
- Global partnerships for research

**Q42030: Expansion of Incubation centre**

Milestone: To transform incubation centre into global innovative entity

**Activities:**

- Appointment of Professors of Practice from different industries
- Mobilization of funds from Multinational companies

**Outcomes:**

- Boost to entrepreneurial cultural
- New solutions for local problems

**11(b). QUARTERLY TIMELINE FOR ACHIEVING INSTITUTIONAL DEVELOPMENT PLAN (IDP)  
TARGETS**

<b>Quarter</b>	<b>Milestone</b>	<b>Activities</b>	<b>Outcomes</b>
Q12021	Equitable access to and affordability of academic programs for all section of society	Strategic plan by Nodal Officer Admission Committee for providing information, counselling and guidance on academic programs both in digitalized mode and physical mode	Exponential enhancement in registration for admission across programs
Q2 2021	Optimization and integration of IT infrastructure for teaching and learning	Digitalization of teaching and learning Workshops for faculty on digital Pedagogy	Digitalised teaching and le All departments develop e-contents e-learning processes
Q3 2021	Alumni Engagement	Alumni participation at departmental level	Active participation by alumni
Q4 2021	Quality assurance and enhancement	Quality circles in all process and practices related to teaching, learning , research and evaluation	Higher progression and placement rates
Q1 2022	Sustaining quality and making brand image of the University	International MoUs ,Linkages, Organising and participation in international conferences and workshops	Capacity building amongst students
Q2 2022	Digitalized administrative services	E-based for staff portal and Department portal	Timely, efficiently and progressive performance of academic, administrative and financial tasks
Q3 2022	Initiatives for Quality development in academic activities	IQAC initiated and implemented myriad measures to evaluate outcomes and policy implementation	Quality indicators shows progress
Q42022	Nnep-2020 Implementation	Re-structuring curricula to offer multidisciplinary learning, Establishing National Academic Depository(NAD) and accessibility to Academic Bank of Credit	Recommendation implemented
Q1 2023	Research Promotion	Conferences and workshops, Seed money to faculty for project work	Faculty active participation
Q2 2023	Extended curricular engagements	Formation of new domain clubs and professional bodies	Holistic education and incubating leadership traits
Q3 2023	Sustainable Development Goals Committee(SDGS)	Constitution of committee and organising activities	Involvement and contribution of students in global initiatives
Q4 2023	Seeing up Incubation centre	Incubation centre established with seed money from University	Students active participation
Q1 2024	Initiate data collection for Binary accreditation by NAAC (STAGE-1)	- Conduct Academic and administrative audit both internal and external for SWOC and gap analysis	To work on suggestion by the A&AA report and upload SSR with NAAC as per guidelines
Q2 2024	Need Based and Market	Introduction of Programs on AI, cloud computing,	High enrolment in new

	driven Programas	Data Mining IOT	programmes
Q3 2024	Ideal Student teacher ratio	Filling up all vacant faculty positions	Inclusive, uninterrupted class room teaching
Q4 2024	Revise Curriculum and Pedagogy as per NEP-2020	- Review and revise curriculum- Integrate technology- Develop new assessment frameworks	- Curriculum and pedagogical methods updated- Technology integration completed
Q1 2025	Advance Research and Innovation	- Strengthen research commercialization- Increase funding- Launch innovative research programs	Shall enhance funding and support- New research programs launched
Q2 2025	Learning Resource Centre	Integrated Library Management System Installation of RFID Remote access to e -resources	Shall facilitate seamless e-learning
Q3 2025	Effective Student mentoring and support	One teacher Mentor for a group of 30 students	Shall spur regular counselling and guidance
Q4 2025	Digitally empowered new campus	Smart boards IN all classrooms and labs ICT – enabled infrastructure and free WI-FI access	- Shall provide inclusive and participative learning
Q1 2026	Stage-2 of Maturity – based Graded Levels by November/December <b>2026.</b>	- Conduct Academic and administrative audit both internal and external for SWOC and gap analysis	- To work on suggestion by the A&AA report and uploading SSR with NAAC as per guidelineS
Q2 2026	Expand Global Collaborations and Branding	- Develop international partnerships- Implement branding strategies- Increase global visibility	-Shall establish New partnerships Improved global brand presence
Q3 2026	Improve Governance and Operational Efficiency	- Review governance structures- Implement efficiency improvements- Strengthen e-governance	- Shall Enhance governance and operations- Improved e-governance systems
Q4 2026	Complete Infrastructure Upgrades and Sustainability Initiatives	- Review and new policy initiatives	- Shall give strong impetus to sustainability at all levels
Q1 2027	Introducing new departments	- New departments as premarket req7iment	Shall provide wider options to students-
Q2 2027	Enhance Community Impact and Global Presence	- Expand community impact programs- Develop global outreach strategies- Strengthen international collaborations	Shall expanded community impact- Enhanced global presence
Q3 2027	Up gradation of Central Library	Enhancing budget on e-resources	Shall make accessible quality e -resources
Q4 2027	Strategic policies for achieving SDGs in adopted villages and schools	To review progress and make plans and involve masses in new practices	Community services
Q1 2028	To launch own University journal	To adopt processes for launch	Inspiration for novel research

Q2 2028	Review and Plan for Future Phases	- Review IDP progress- Adjust strategies- Develop next-phase plans	- Progress review completed- Updated strategies and plans
Q3 2028	Enhance Research Capabilities and Infrastructure	- Finalize research infrastructure plans- Secure funding- Establish research committees	- Research infrastructure plans finalized- Research committees and funding secured
Q4 2028	Community Engagement and Infrastructure Development	- Implement Community Engagement Plan- Begin infrastructure projects- Implement sustainability policies	- Community outreach initiated- Infrastructure development in progress
Q1 2029	Research Intensive University	Incentives and inspiration to academics for publication in SCOPUS INDEXED Journal and improve H Index and partnerships with Global research universities	Quality teaching and learning
Q 22029	To set up Academic Staff College	To approach and get approval and funding	Teaches' capacity building
Q3 2029	Global Innovation Council	Under the aegis of National Innovation Policy mobilise funding and resource persons from DRDO, ICSSR,CSIR,ICMR,DST UGC	Innovation and inventions
Q4 2029	To enhance Research Productivity	Research collaborations with public and private entities under Anusandhan National Research Foundation(NRF)	New knowledge creation and applications
Q1 2030	Strengthen Community Outreach and Governance	- Expand community programs- Implement new governance framework- Launch professional development programs	Holistic Development
Q22030	Focus on NIRF Rankings	To take up activities for covering up lag	Quality enhancement
Q3 2030	Faculty and student exchange with foreign University	MoUs with Foreign University	Global exposure and opportunities
Q4 2030	Expansion of Incubation centre	New processing lines and new sources of funding	Capacity building for entrepreneurship

## 12. FUTURE ROADMAP

### Philosophy and Approach

At the heart of our University's vision lies a commitment to transformative education and impactful research that resonates with global standards and local relevance. Our philosophy emphasizes holistic development, sustainability, and innovation, guided by a deep-seated belief in fostering intellectual curiosity and ethical leadership. We aspire to create an environment where academic excellence meets societal needs, driving progress and nurturing future leaders equipped to address the complex challenges of the 21st century. Our approach integrates sustainability, internationalization, and cutting-edge technology to forge a path toward excellence, creating a dynamic institution that not only adapts to but also shapes the future landscape of higher education. This roadmap for 2027-2030 outlines a transformative journey that aligns with global trends and sustainable practices. By focusing on innovation, internationalization, and quality, our institution is set to become a global leader in higher education, driving progress and creating a lasting impact on society.

### Future Roadmap for Institutional Development: 2020-2030

#### 1. Environmental Consciousness and Ecosystem

##### 1.1. Advancing Sustainable Energy Solutions

**- Objective: Transition to a zero-carbon footprint by 2037.**

**- Actions:**

- Innovative Solar Integration: Implement state-of-the-art solar technologies, including building-integrated photovoltaics (BIPV) and solar-powered cooling systems, to achieve 100% renewable energy usage by 2028.
- Water Resilience Projects: Develop advanced water recycling and rainwater harvesting systems, aiming for zero water waste by 2030.
- Waste-to-Resource Programs: Establish comprehensive waste management systems, including waste-to-energy facilities and biodegradable waste solutions, to minimize landfill use.
- Green Certification: Achieve certification as a fully sustainable campus with global environmental standards by 2025.

##### 1.2. Enhancing Biodiversity and Green Spaces

**- Objective: Create a biodiversity-rich, eco-friendly campus.**

**- Actions:**

- Eco-Centric Design: Design and develop green buildings with living walls, green roofs, and native plant landscaping to boost biodiversity.
- Campus Conservation Initiatives: Launch conservation programs to protect local flora and fauna, including wildlife corridors and habitat restoration projects.
- Educational Outreach: Implement sustainability education programs for students and staff to foster a culture of environmental stewardship.

**2. Internationalization**

**2.1. Expanding Global Partnerships**

**- Objective: Strengthen and diversify international collaborations.**

**- Actions:**

- Global Academic Alliances: Establish strategic partnerships with leading global universities, focusing on joint research, dual degree programs, and collaborative learning opportunities.
- International Research Collaborations: Initiate high-impact research projects with international institutions to address global challenges and enhance academic prestige.

**2.2. Attracting and Supporting International Talent**

**- Objective: Increase the global student and faculty presence.**

**- Actions:**

- Global Recruitment Campaigns: Launch targeted campaigns to attract students from top-ranked universities worldwide, with a focus on developing countries and emerging markets.
- International Faculty Programs: Introduce tenure-track positions and visiting faculty programs to integrate global perspectives into the curriculum.

**2.3. Enhancing Cross-Cultural Exchange**

**- Objective: Foster a diverse and inclusive academic environment.**

**- Actions:**

- Global Immersion Experiences: Develop programs for students to engage in international fieldwork and study abroad opportunities, enhancing cross-cultural competencies.
- Cultural Exchange Initiatives: Organize international cultural festivals, workshops, and seminars to promote global understanding and collaboration.

**3. Implementation of NEP-2020 and Quality Standards**

**3.1. Pioneering Academic Excellence**

**- Objective: Set new benchmarks in higher education quality and relevance.**

**- Actions:**

- Curriculum Innovation: Revamp academic programs to align with NEP 2020, integrating interdisciplinary studies, experiential learning, and industry relevance.
- Global Employability Focus: Develop specialized programs to enhance students' employability and entrepreneurial skills, in collaboration with leading industry partners.

### **3.2. Driving Research and Development**

**- Objective: Position the institution as a hub of cutting-edge research.**

**- Actions:**

- High-Impact Research Centres: Establish interdisciplinary research Centres focused on emerging fields such as AI, sustainability, and biotechnology.
- Innovative Incubation Ecosystem: Foster a vibrant start-up ecosystem with resources and support for entrepreneurial ventures, including seed funding and mentorship.

### **3.3. Promoting Excellence in Sports and Extracurricular Activities**

**- Objective: Cultivate world-class sports and extracurricular programs.**

**- Actions:**

- State-of-the-Art Facilities: Develop elite sports facilities and hire top-tier coaches to support national and international athletes.
- Holistic Development Programs: Implement comprehensive programs to support students' growth in academics, sports, and personal development.

### **3.4. Digitization and Automation**

**- Objective: Achieve a fully digital and automated academic environment.**

**- Actions:**

- Digital Transformation: Fully integrate digital technologies across administrative and academic functions, ensuring a seamless and paperless environment.
- Advanced Learning Tools: Incorporate AI, VR, and AR into teaching methodologies to enhance learning experiences and outcomes.

## **4. Accreditation and Recognition**

### **4.1. Achieving Top-Tier Accreditation**

**- Objective: Secure and maintain premier national and international accreditations.**

**- Actions:**

- Global Accreditation Targets: Obtain NBA accreditation for technical programs and aim for top rankings in NIRF and QS global rankings.
- International Accreditation: Pursue ABET and other international accreditations to enhance program credibility and global recognition.

## **4.2. Elevating Quality Assurance Practices**

**- Objective: Continuously improve educational quality and stakeholder satisfaction.**

**- Actions:**

- Stakeholder Feedback Integration: Enhance feedback systems to incorporate insights from students, alumni, and industry partners into academic and administrative processes.
- Regular Quality Audits: Conduct annual audits and implement continuous improvement strategies based on audit findings.

## **5. Alumni Connect**

### **5.1. Strengthening Alumni Engagement**

**- Objective: Build a robust and interactive alumni network.**

**- Actions:**

- Global Alumni Network: Expand and enhance alumni networks globally, facilitating regular interactions and professional opportunities.
- Social Media Integration: Leverage digital platforms to engage alumni, promote events, and enhance institutional branding.

### **5.2. Lifelong Learning and Support**

**- Objective: Provide ongoing education and professional development for alumni.**

**- Actions:**

- Professional Development Programs: Offer lifelong learning opportunities through workshops, webinars, and courses tailored to alumni needs.
- Alumni Mentorship Programs: Develop mentorship initiatives to connect alumni with current students and recent graduates.

## **6. Digitization and ICT Integration**

### **6.1. Expanding Digital Infrastructure**

**- Objective: Create an advanced, digitally-enabled learning environment.**

**- Actions:**

- Enhanced Learning Platforms: Extend the capabilities of the Education Management System and integrate emerging technologies like AI and VR.
- ICT-Enabled Facilities: Ensure all classrooms and laboratories are equipped with state-of-the-art ICT tools and infrastructure.

### **6.2. Enriching Digital Resources**

**- Objective: Increase the availability and accessibility of digital educational materials.**

**- Actions:**



- Digital Resource Expansion: Expand the library's digital collection by 30% and integrate digital learning materials into national platforms.
- Online Course Development: Develop and enhance online content for core and elective courses, making them accessible to a global audience.

### **6.3. Promoting E-Governance**

**- Objective: Achieve a fully automated and efficient administrative system.**

**- Actions:**

- E-Governance Implementation: Implement comprehensive e-governance solutions to streamline administrative processes and reduce paperwork.