

# Strategic Plan

2023-2038

**AURORA'S PG COLLEGE (MCA)**

Uppal, Hyderabad

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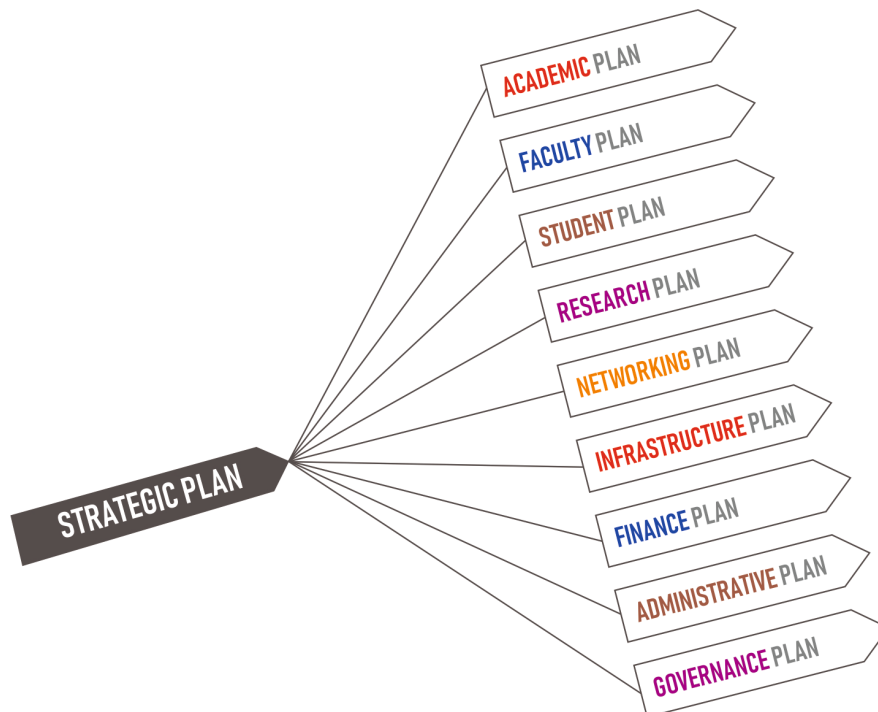
## I. EXECUTIVE SUMMARY

Aurora aims to promote academic and research excellence through expanding the portfolio of undergraduate, postgraduate and research programs, envisions to promote research in the contemporary areas of social and technological relevance and aspires to be renowned as an institute of global excellence.

Strategic planning is a continuous process with specific focus on accomplishing short-term and long-term goals along with specific targets. An institution requires high level goals with long range planning and strategies to accomplish the vision and mission which it dreams of. Our strategic plan is built on our tradition of attaining and sustaining excellence and provides a road map to the future activities. The plan encompasses nine significant divisions viz., Academic Plan, Faculty Plan, Student Plan, Research Plan, Networking Plan, Infrastructure Plan, Finance Plan, Administrative Plan and Governance Plan. The strategic plan document clearly manifests the goals in each broad and sub areas of relevant plans with timelines for every activity that the institution wishes to undertake and accomplish in a time frame of 15 years.

The identification and division of various activities under each plan are arrived at by deliberations and discussions with professionals from industry and academia. The composition of targets with schedules is carefully drawn in consultation with the Deans, Heads of the Departments, Faculty, Staff, Students, Parents, and other stakeholders with a view to ensure practicality in achievement.

The plan is designed to establish a robust and durable system to support the initiatives drafted in the individual plans. It also establishes a comprehensive framework for selecting and undertaking various activities to achieve the said targets.







## **II. VISION, MISSION, CORE VALUES AND OBJECTIVES**

### **Vision**

To establish a benchmark of excellence in management and computer education and research by combining professional expertise, innovative technologies, a dynamic learning environment, and a commitment to social impact.

### **Mission**

- To develop top-tier management professionals who thrive in the global market's competitive landscape, capable of creating value and advancing human welfare.
- To cultivate highly skilled software professionals adept in the latest and emerging technologies, committed to lifelong learning as a foundation for their personal and professional growth.

### **Core Values**

1. Student-Centeredness
2. Integrity and Ethics
3. Inclusiveness and Diversity
4. Commitment and Teamwork
5. Innovation and Knowledge Sharing
6. Industry Collaboration
7. Social Responsibility and Environmental Consciousness

### **Objectives**

1. To attract and retain talent from across the globe by ensuring high quality teaching, learning and research opportunities
2. To provide state-of-the-art infrastructure that supports teaching, learning, research and community engagement
3. To create a committed environment characterised by inclusiveness, high achievement and reward for performance
4. To maintain transparency and accountability in the utilisation of resources
5. To adopt sustainable practices that enhance the quality of governance consistent with the mission and core values
6. To collaborate and partner with industry and academia of high repute
7. To encourage strong interdisciplinary research and education in important and emerging areas of national and global interest
8. To strive for excellence in all endeavours

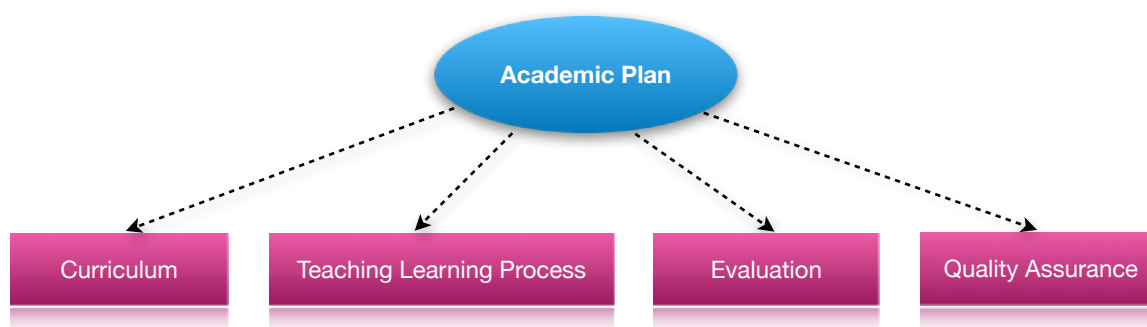
**STRATEGIC PLAN**  
**FOR 15 YEARS**



### III. STRATEGIC PLAN FOR 15 YEARS

#### 1. ACADEMIC PLAN

The core strength of any educational institution is its academic competence. The academic plan of Aurora's PG College (MCA), Uppal (APGCU) is based on four significant areas of academics i.e., curriculum, teaching learning process, evaluation and quality assurance. APGCU emphasises on Outcome Based Education (OBE) and adopts comprehensive teaching learning methods coupled with innovative evaluation methodologies that help in the holistic development of the students. The quality assurance part of the plan provides the time frame for achievement of accreditations and rankings that the proposed university is aiming to achieve.



#### Objective 1.1 (Curriculum)

*To design, develop and implement transformative curricula of high standard and to provide distinctive experience to students by imparting skills and knowledge that makes them employable globally across various domains through multi-disciplinary and multi-faculty approach*

#### Strategies

- S1.1.1 Develop programmes in cross-cutting areas that encourage creativity and independent thinking
- S1.1.2 Offer internationally renowned graduate and research programmes with a research enriched curriculum and international collaborations
- S1.1.3 Align the graduate and research programmes that are multi-disciplinary and multi-faculty with leading universities across the globe
- S1.1.4 Align all the course outcomes with program outcomes and programme educational objectives
- S1.1.5 Provide interaction with industry through summer internships/training/mini, minor and major projects

#### Targets

- T1.1.1 Start a one course under each programme by 2023
- T1.1.2 Develop at least one new course every year from 2025 onwards
- T1.1.3 Start a research programme under each faculty and each department by 2028

T1.1.4	Revise articulation matrices for COs, POs and PEOs for all programmes by 2023
T1.1.5	Assess attainment of COs, POs and PEOs every year
T1.1.6	Revise curriculum and COs, POs and PEOs in every two years from 2023 onwards
T1.1.7	Collaborate with international bodies for curriculum enrichment by 2023
T1.1.8	Offer 1 value added course per programme every year
T1.1.9	Collaborate with industries for internships/training/mini, minor and major projects by 2024
T1.1.10	Academic and research partnerships with lead universities, industries and institutions by 2025
T1.1.11	Offer 5% multidisciplinary and interdisciplinary courses by 2028
T1.1.12	Offer 10% of courses through online instruction by 2028

### Objective 1.2 (Teaching Learning Process)

*To provide a signature learning experience to the students with a blended teaching learning approach, that enables the students to apply their intellectual capital and skills with values.*

#### Strategies

S1.2.1	Provide and promote innovative learning pedagogies that encourage active interaction among students and teachers
S1.2.2	Provide high quality learning opportunities to students with access to technology enriched educational resources
S1.2.3	Provide opportunities for students to gain global competencies by imparting necessary leadership, professional and research skills

#### Targets

T1.2.1	Develop and implement innovative teaching learning methods by 2023
T1.2.2	Evaluate and revise teaching learning methodologies every year
T1.2.3	Implement blended learning with ICT by 2023
T1.2.4	Provide training for enhancement of interpersonal and soft skills every year

### Objective 1.3 (Evaluation)

*To adopt innovative and contemporary evaluation techniques for the assessment of knowledge, skills and aptitude of learners with continuous reforms and utmost transparency.*

#### Strategies

S1.3.1	Design and implement innovative evaluation mechanisms that measure the students' skills knowledge and aptitude with emphasis on learning outcomes
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- S1.3.2 Implement the latest examination reforms suggested by apex bodies of domestic and international repute
- S1.3.3 Adopt and implement highly transparent and accountable evaluation system

### Targets

- T1.3.1 Implement outcome based evaluation by 2023
- T1.3.2 Establish online evaluation system by 2024
- T1.3.3 Implement online academic depository by 2025
- T1.3.4 Revise evaluation mechanisms every two years
- T1.3.5 Adopt latest examination reforms suggested by apex bodies such as UGC, AICTE, MHRD, etc.

### Objective 1.4 (Quality Assurance)

*To articulate identity and enhance reputation through national and international accreditations and rankings*

### Strategies

- S1.4.1 Establish a quality assurance system for all the programmes and activities
- S1.4.2 Ensure the maintenance of quality through various internal and external bodies
- S1.4.3 Progress towards national and international accreditations
- S1.4.4 Progress towards national and international rankings
- S1.4.5 Create a global footprint through expansion

### Targets

- T1.4.1 Establish quality assurance cell by 2023
- T1.4.2 Establish internal and external audit and evaluation systems by 2023
- T1.4.3 Apply for national and international accreditations by 2025
- T1.4.4 Acquire NAAC accreditation with highest grade by 2028
- T1.4.5 Acquire NBA accreditation for all eligible programmes by 2028
- T1.4.6 Secure a rank among top 20 institutions under any category by 20235
- T1.4.7 Secure a rank among top 100 institutions in NIRF by 2028
- T1.4.8 Secure a rank among top 500 universities in the world by 2035
- T1.4.9 Start off-campus programmes by 2028

T1.4.10 Prepare strategic plan for off-shore campuses by 2028

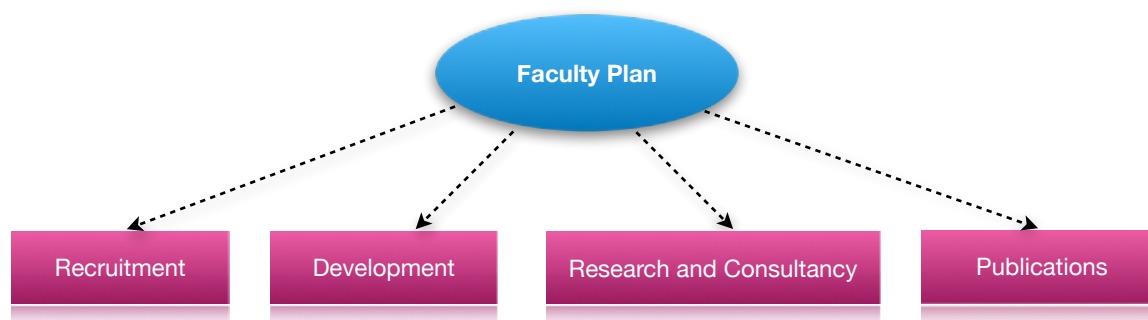
T1.4.11 Start off-shore campuses by 2030

## Performance Outcome Measures

S. No	Key Performance Indicator	Targets		
		2028	2033	2038
KPI 1.1	<b>Curriculum</b>			
	Number of unique and emerging courses under each programme	8	13	18
	% of multi-disciplinary and inter-disciplinary courses	5	10	15
	Number of value added courses per programme	1	3	5
	% of courses offered through online instruction	10	20	30
	Number of international collaborations	3	5	10
KPI 1.2	<b>Teaching Learning Process</b>			
	% of teachers using blended learning with ICT	60	80	100
	% of teachers offering e-learning courses	10	20	50
KPI 1.3	% of teachers using LMS	80	90	100
	<b>Evaluation</b>			
KPI 1.3	% of weightage to formative assessment	50	55	60
	% of implementation of online academic depository	100	100	100
KPI 1.4	<b>Quality Assurance</b>			
	% of eligible departments accredited by NBA	100	100	100
	National rank of the institution in NIRF	< 100	< 50	< 20
	International rank of the institution	<1000	<750	<500
	Class strength for UG	40	30	25
	Class strength for PG	20	15	10

## 2. FACULTY PLAN

Highly qualified and experienced faculty plays a key role in the sustainable development of academic environment of any educational institution. To achieve excellence in academics and to support progression, there is a need to recruit faculty with diverse backgrounds and to develop them as per the requirements of the university. Research and consultancy are the essential elements to measure the contribution of the faculty to the community and society, while publications indicate the dissemination of research findings and outcomes. Hence, the faculty plan of APGCU consists of recruitment, development, research and consultancy along with publications of the faculty.



### Objective 2.1 (Recruitment)

*To attract, recruit and retain highest calibre and diverse faculty from local, national and global communities.*

#### Strategies

S2.1.1	Pursue highest calibre talent throughout the world within departments and in interdisciplinary domains
S2.1.2	Ensure appropriate attention to diversity throughout the recruitment process
S2.1.3	Develop specific goals for recruiting gender, racial, and ethnic diversity of faculty in all departments
S2.1.4	Develop regular, systematic and transparent mechanisms for reallocating faculty positions across departments to strengthen select areas
S2.1.5	Retain outstanding faculty through salary considerations along with rewards for exceptional academic accomplishments

#### Targets

T2.1.1	Develop a recruitment system with attention to diversity by 2023
T2.1.2	Recruit 100% of faculty positions by 2023 with at least 5% filled with faculty from abroad
T2.1.3	Recruit at least 10% of faculty from industry by 2028
T2.1.4	Have at least 10% staff from minorities
T2.1.5	Have at least 30% women staff



T2.1.6	Recruit at least 5% staff from differently abled
T2.1.7	Increase the share of international teaching and research staff to 10% by 2028
T2.1.8	Give awards and rewards to deserving and outperforming staff every year by conducting staff appraisals
T2.1.9	Maintain a retention rate of more than 80% at all times
T2.1.10	Reallocate faculty through rotation and deputation through performance evaluation every two years

## Objective 2.2 (Development)

*To support faculty in personal and professional development.*

### Strategies

S2.2.1	Encourage mentorship to support junior faculty throughout their career at APGCU
S2.2.2	Develop professional and leadership skills of all faculty with funding support, emphasising on junior faculty, women, and minorities
S2.2.3	Address specific career-life issues, such as access to child care, personal health and well-being, to facilitate career success with meaningful family life

### Targets

T2.2.1	Conduct orientation and refresher programmes for faculty every year
T2.2.2	Provide sponsorships to at least 5% of faculty to pursue higher education and research every year
T2.2.3	Provide sponsorships to at least 10% of faculty for professional body memberships by 2025
T2.2.4	Provide sponsorships to at least 30% of faculty for professional development programmes by 2028
T2.2.5	Identify faculty mentors and mentees and establish mentor-mentee system by 2024
T2.2.6	Conduct staff surveys every year to collect feedback on work environment

## Objective 2.3 (Research and Consultancy)

*To encourage faculty to pursue best quality research and consultancy.*

### Strategies

S2.3.1	Identify strategic faculty teams that meet the institutional research criteria
S2.3.2	Encourage qualified faculty to guide research scholars
S2.3.3	Engage external communities to identify emerging research areas and create new knowledge

S2.3.4	Establish seed funding mechanisms
S2.3.5	Ensure research mentorship to build multidisciplinary and interdisciplinary research consortia
S2.3.6	Explore consultancy opportunities with industry, NGOs and other communities
S2.3.7	Create incentive structures to promote research and consultancy

### Targets

T2.3.1	Identify strategic faculty research teams by 2024
T2.3.2	Ensure 10% of faculty to be recognised as research guides by 2028
T2.3.3	Reach MoUs with at least one industry per department for research in emerging areas by 2024
T2.3.4	Ensure 5% of faculty as principal investigators/co-investigators for funded research projects by 2028
T2.3.5	Ensure 5% of faculty as mentors in multidisciplinary and interdisciplinary research consortia by 2028
T2.3.6	Ensure 10% of faculty secure consultancy projects by 2028
T2.3.7	Provide incentives and awards to best researchers every year

### Objective 2.4 (Publications)

*To motivate and support faculty for high quality publications in SCOPUS, Web of Science and other high indexed journals and books*

### Strategies

S2.4.1	Organise orientation on research methodologies required for publications
S2.4.2	Organise seminars, symposia and conferences to promote presentations and publications
S2.4.3	Publish proceedings post the event
S2.4.4	Sponsor faculty for presentations and publications

### Targets

T2.4.1	Organise two orientation programmes per department per year
T2.4.2	Organise one international conference and two national conferences every year
T2.4.3	Publish proceedings of all events organised
T2.4.4	Sponsor 20% of faculty for presentations and publications in India and 10% of faculty for presentations abroad

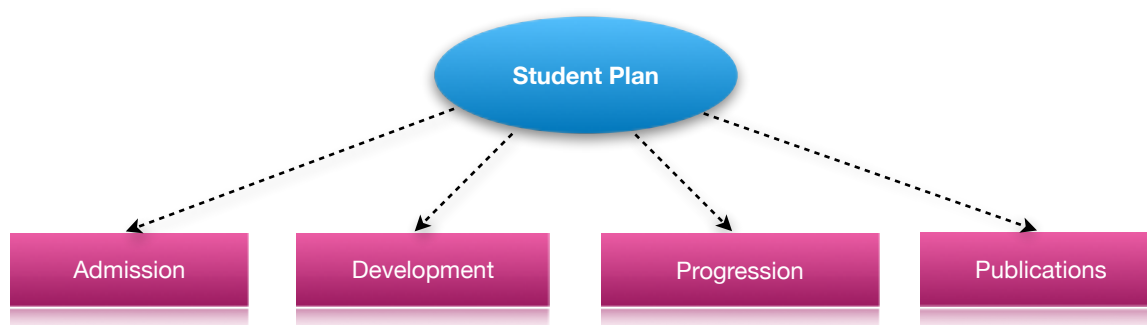
## Performance Outcome Measures

S. No	Key Performance Indicator	Targets		
		2028	2033	2038
KPI 2.1	<b>Faculty Recruitment</b>			
	Faculty student ratio	1:15	1:12	1:10
	% of Ph.D qualified faculty in each programme	35	50	70
	Cadre ratio	1:2:6	1:2:6	1:2:4
	% of faculty from industry	10	20	30
	% of faculty from other states	20	30	40
	% of faculty from abroad	10	15	20
	% of women faculty	30	35	40
	% of faculty from minorities	10	15	20
	% of differently abled faculty	5	8	10
	% of faculty with experience upto 8 years	30	30	30
	% of faculty with experience between 8 and 15 years	30	30	30
	% of faculty with experience above 15 years	40	40	40
	% of faculty retention	60	70	80
KPI 2.2	<b>Faculty Development</b>			
	% of faculty sponsored for higher education and research	5	10	15
	% of faculty sponsored for professional body memberships	10	15	20
	% of faculty sponsored for professional development programmes	30	40	50
KPI 2.3	<b>Faculty Research and Consultancy</b>			
	% of faculty as research guides	10	20	30
	% of faculty as principal investigators/co-investigators for funded research projects	5	10	15
	% of faculty as mentors in multidisciplinary and interdisciplinary research consortia	5	10	15
	% of faculty securing consultancy projects	10	20	30
	Number of research awards per department	1	2	3
	<b>Faculty Publications</b>			
	Number of publications per faculty in high index journals	2	3	5

S. No	Key Performance Indicator	Targets		
		2028	2033	2038
KPI 2.3	Number of citations per faculty in reputed databases	1	2	3
	Average number of citations in top 25% percentile	1	2	3
	% of faculty contributing to chapters in books	10	20	30
	% of faculty writing books	5	10	15
	% of faculty sponsored for presentations and publications in India	20	30	40
	% of faculty sponsored for presentations and publications abroad	10	15	20

### 3. STUDENT PLAN

Students are the key stakeholders of the institutions. The institutions need to concentrate on admitting high caliber students from diverse back ground and regions and maintain diversity that helps the students to understand and assimilate myriad cultures. The development of the students through various support practices like provision of scholarships, sponsorships, free ships enhance the trust of the students and provides an opportunity for the economically backward students to pursue quality education. The student plan of the institution elaborates the strategies in four major areas i.e., admission, development, progression and publications.



#### Objective 3.1 (Admission)

*To develop and implement a strategic media plan in order to ensure strong presence in local, national and global communities in order to recruit and retain best quality and diverse students*

#### Strategies

- |        |   |
|--------|---|
| S3.1.1 | Develop programs to reach and educate various members of the community about the institution                          |
| S3.1.2 | Create a unified communications strategy that conveys clear targeted information                                      |
| S3.1.3 | Effectively use print, digital and social media to spread awareness   |
| S3.1.4 | Engage in regular strategic planning, reviews and evaluation  |
| S3.1.5 | Recruit best quality students through national level entrance tests such as GATE, GMAT, CAT, etc.                     |
| S3.1.6 | Offer the best educational experience for all students with a diverse range of opportunities for study and employment |
| S3.1.7 | Offer mentoring and retention programs to students  |
| S3.1.8 | Seek externally funded fellowships for graduate students  |
| S3.1.9 | Initiate institute funded graduate teaching assistantships  |

## Targets

T3.1.1	Setup enrolment management body by 2023
T3.1.2	Create websites and social media platforms by 2023
T3.1.3	Start promoting the institution in print, digital and social media by 2023
T3.1.4	Conduct awareness programmes and workshops to students, faculty and parents on admission process every year
T3.1.5	Evaluate the performance of institution in terms of enrolment every year and revise strategic plans if required
T3.1.6	Start publication of monthly campus newsletters and magazines for sharing campus initiatives with all the stakeholders by 2023
T3.1.7	Recruit at least 50% of students through national level entrance tests by 2028 and 60% students by 2030
T3.1.8	Recruit at least 5% of students from other countries by 2028
T3.1.9	Recruit at least 25% of students from other states by 2028
T3.1.10	Retain at least 75% of students by 2024
T3.1.11	Attain at least 1 funded fellowship per programme from external bodies by 2028
T3.1.12	Provide graduate teaching assistantships to at least 10% of students every year
T3.1.13	Offer wide range of curricula with scope for multidisciplinary learning by 2023
T3.1.14	Provide best teaching learning methodologies with ICT by 2023
T3.1.15	Provide assistance for 100% placement by 2025

## Objective 3.2 (Development)

*To ensure maximum student development through designated systems and processes*

## Strategies

S3.2.1	Establish and maintain good student support and enabling systems
S3.2.2	Develop a congenial system with merit scholarships, sponsorships and freeships
S3.2.3	Promote a culture of openness, trust, proactivity, autonomy and collaboration with regular feedback
S3.2.4	Encourage student participation in various academic, administrative and professional bodies and events
S3.2.5	Develop a strong and constructive relationship with various communities to ensure student satisfaction

## Targets

T3.2.1	Establish support and enabling systems and processes by 2023
T3.2.2	Provide 5% merit scholarships, 10% sponsorships and 5% freeships by 2028
T3.2.3	Design and implement robust feedback and monitoring system by 2023
T3.2.4	Ensure 25% or more student participation in various committees as coordinators every year
T3.2.5	Ensure 60% student participation in various academic, administrative and professional events every year
T3.2.6	Ensure 30% of students as members of professional bodies by 2028
T3.2.7	Provide 1 funded fellowship per programme by 2028
T3.2.8	Provide 10% of students with graduate teaching assistantships by 2028
T3.2.9	Ensure 75% student satisfaction by 2028

## Objective 3.3 (Progression)

*To continuously monitor and upgrade student progression through placements, higher education, research and entrepreneurship*

## Strategies

S3.3.1	Monitor the performance of students in internal and external examinations
S3.3.2	Organise regular placement training and skill enhancement programmes
S3.3.3	Provide awareness on higher education and research opportunities in India and Abroad across various streams
S3.3.4	Encourage students to publish research papers at national and international levels
S3.3.5	Provide entrepreneurship training through professional body associations and incubation

## Targets

T3.3.1	Ensure 80% graduation in every department by 2025
T3.3.2	Ensure placement of 60% of students by 2025
T3.3.3	Place 75% of students by 2028
T3.3.4	Encourage 10% of students to participation in research publications by 2028
T3.3.5	Encourage 20% of students to pursue research and higher education by 2028
T3.3.6	Ensure 5% of students opt for entrepreneurship by 2028

## Objective 3.4 (Publications)

*To motivate and support students towards presenting and publishing papers*

### Strategies

S3.4.1	Organise orientation on research methodologies required for publications
S3.4.2	Organise seminars, symposia and conferences to promote presentations and publications
S3.4.3	Publish proceedings post the events
S3.4.4	Sponsor students for presentations and publications

### Targets

T3.4.1	Organise one orientation programme per department per year
T3.4.2	Organise one international conference and two national conferences every year
T3.4.3	Publish proceedings of all events organised
T3.4.4	Sponsor 10% of students for presentations and publications in India and 5% of students for presentations abroad

### Performance Outcome Measures

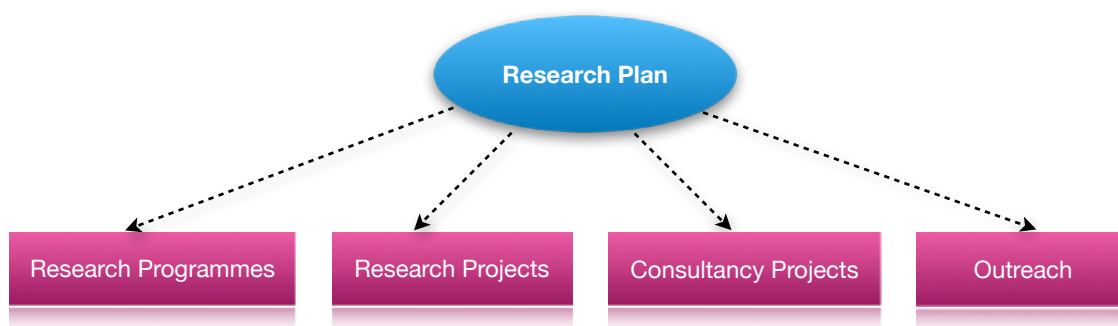
S. No	Key Performance Indicator	Targets		
		2028	2033	2038
KPI 3.1	<b>Student Admission</b>			
	Number of students on rolls	15000	17500	20000
	% of PhD students	2	4	6
	% of PG students	28	31	31
	% of UG students	70	65	63
	Number of students admitted through National Level tests	50	60	80
	% of students from within the state	70	60	50
	% of students from other states	25	30	35
	% of students from other countries	5	10	15
	% of women students	50	50	50
	% of transition of first year students	85	90	95
KPI 3.2	<b>Student Development</b>			
	% of merit scholarships	5	10	15



S. No	Key Performance Indicator	Targets		
		2028	2033	2038
KPI 3.2	% of sponsorships	10	15	30
	% of freeships	15	15	15
	% of students provided with graduate teaching assistantships	10	15	20
	% of students as members of professional bodies	30	40	50
	Number of funded fellowships per programme	1	2	5
	% of student satisfaction	75	85	90
KPI 3.4	<b>Student Progression</b>			
	% of graduating students in UG and PG	80	90	99
	Number of PhD students graduated	20	30	40
	% of students taking part in research publications	10	20	30
	% of students progressing for employment	70	60	50
	Median salary of graduates (in lakhs)	4	5	6
	% of students progressing for higher education and research	20	25	30
	% of students progressing for entrepreneurship	10	15	20
KPI 3.5	<b>Student Publications</b>			
	Number of publications per students per year	1	2	3
	Number of students presenting papers per year	1	2	3
	% of students sponsored for publications in India	10	20	30
	% of students sponsored for publications abroad	5	10	15

## 4. RESEARCH PLAN

Research is a core area of any institutions and occupies a significant place in the progress and development of the university. The research plan serves as a roadmap to achieve comprehensive, domestic and international research prominence in diverse fields of scholarly inquiry, creative pursuit and innovation, providing solutions and knowledge that inform policies, foster sustainable prosperity and inspire experiential learning opportunities that mould our students into the leaders of tomorrow. The research plan provides guidelines for commencing research programs, undertaking research and consultancy projects and provides guidance for faculty and student publications.



### Objective 4.1 (Research Programmes)

*To encourage scholarly enquiry, creative thinking and original research and to attract and retain the best researchers from diverse disciplines*

#### Strategies

- S4.1.1 Introduce research programmes in every PG department
- S4.1.2 Attract high quality research students and early career researchers
- S4.1.3 Support research career progression of women with suitable programs
- S4.1.4 Provide professional development opportunities to research students

#### Targets

- T4.1.1 Start research programmes in every PG department by 2023
- T4.1.2 Designate 10% of research admissions to high calibre students every year
- T4.1.3 Recruit 10% of faculty from early career researchers by 2028
- T4.1.4 Recruit 33% women researchers and faculty as per Government norms every year
- T4.1.5 Recruit 25% of research scholars into research centres every year

## Objective 4.2 (Research Projects)

*To focus on vivid themes of research that address the challenges and contribute significantly to key areas of sustainability in the national and international research environment*

### Strategies

S4.2.1	Identify prestigious fellowships, strategic recruitments and researcher to researcher collaborations with public and private partners
S4.2.2	Establish research chairs by collaborating with reputed research organisations
S4.2.3	Develop research projects of national and international significance
S4.2.4	Encourage multidisciplinary research
S4.2.5	Create a research environment with suitable infrastructure, laboratories and library
S4.2.6	Establish research centres in collaboration with industries and other academic networks
S4.2.7	Extend funding support through seed capital funding and venture capital funding
S4.2.8	Reward research excellence through incentives and awards

### Targets

T4.2.1	Prepare database of research fellowships, programmes and recruitments by 2025
T4.2.2	Establish at least 1 research chair per department by 2028
T4.2.3	Ensure 25% of research projects in multidisciplinary areas every year
T4.2.4	Procure at least 5% of research funding from external agencies by 2028
T4.2.5	Establish research infrastructure, laboratories and library by 2025
T4.2.6	Establish at least 1 research centre in every department by 2028
T4.2.7	Allocate 5% of total budget towards research funding every year
T4.2.8	Designate research awards in every department by 2025

## Objective 4.3 (Consultancy Projects)

*To offer consultancy projects with demonstrable economic, social and environmental impacts*

### Strategies

S4.3.1	Engage with industry and business to offer consultancy services in various disciplines
S4.3.2	Forge strategic partnerships with industry, government and local communities
S4.3.3	Contribute to the gap existing in the requirements of industry and the actual market scenario

**S4.3.4** Undertake consultancy projects with significant environmental impact

### Targets

**T4.3.1** Ensure at least 5% of funding through consultancy services by 2028

**T4.3.2** Ensure at least 2 partnerships with industry, government and local communities per department by 2028

**T4.3.3** Ensure at least 25% of consultancy projects in the area of market research by 2028

**T4.3.4** Ensure at least 25% of consultancy projects in significant environmental areas like energy conservation, green marketing, pollution control, climate change, waste management, etc. by 2028

### Objective 4.4 (Outreach)

*To engage with business, industry and community to enhance outreach*

### Strategies

**S4.4.1** Provide opportunities for staff and students to engage with business houses through partnerships and collaborations

**S4.4.2** Promote industry engagement through knowledge transfer and commercialisation

**S4.4.3** Ensure community benefits through relevant research and innovation

**S4.4.4** Harness the institution's resources for community outreach initiatives

### Targets

**T4.4.1** Encourage 20% of faculty and students to collaborate with industries by 2028

**T4.4.2** Commercialise and patent at least 10% of research projects by 2028

**T4.4.3** Ensure 10% of research projects in the area of community development every year

**T4.4.4** Ensure at least 30% of students and staff to participate in community outreach programs and volunteering activities every year

**T4.4.5** Setup NCC wings under all institutions by 2028

**T4.4.6** Set up NSS units under all institutions by 2023

**T4.4.7** Adopt 50 villages under all institutions by 2028

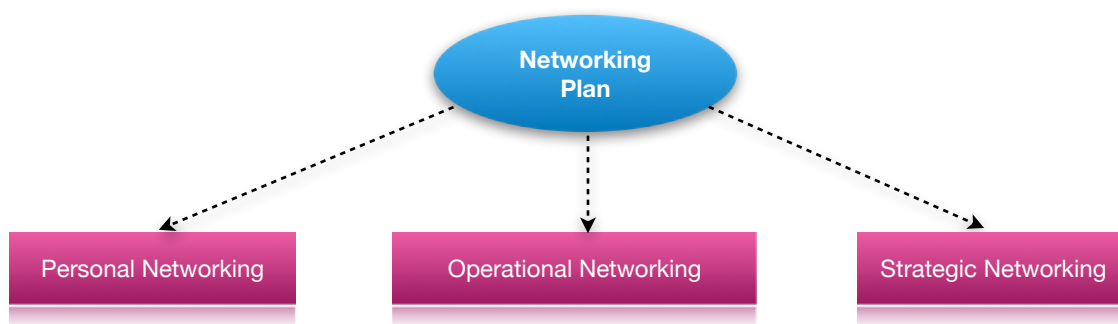
**T4.4.8** Ensure 100% student participation in extension services by 2023

## Performance Outcome Measures

S. No	Key Performance Indicator	Targets		
		2028	2033	2038
	<b>Research Programmes</b>			
KPI 4.1	% of research scholars recruitment to research centres	25	30	35
	% of early career researchers as faculty	10	20	30
	<b>Research Projects</b>			
KPI 4.2	% of budget allocation for research funding	5	10	15
	Number of research awards per department	1	2	3
	% of research projects in multidisciplinary areas	25	30	35
	Number of funded research projects per department	1	2	3
	Average annual research funding earnings per faculty (in lakhs)	1	1.5	2
	Number of research centres per programme	1	2	3
		<b>Consultancy Projects</b>		
KPI 4.3	Number of consultancy projects per department	2	4	6
	Average annual consultancy amount per faculty (in lakhs)	1	1.5	2
	<b>Outreach</b>			
KPI 4.4	Number of patents granted per department	1	3	5
	Number of patents published per department	1	3	5
	% of faculty and students collaborating with industries	20	25	30
	% of research projects in community development	10	15	20
	Number of villages adopted	50	75	100
	% of faculty participation in community development programmes	30	40	50

## 5. NETWORKING PLAN

Networking is building and maintaining cordial relations and practicing good communication with the internal and external environments. Networking is essential for organisations and is a building block for institutional development. A good network plan helps in creating reputation through personal networking, operational networking and strategic networking. The networking plan of the institution elaborates the strategies in the above core areas and provides guidelines for implementing them along with timelines for achievement of each activity.



### Objective 5.1 (Personal)

*To develop an effective personal network through exchange of referrals and other information sources*

#### Strategies

- S5.1.1 Participate in personal and professional interest communities
- S5.1.2 Participate in professional bodies and associations
- S5.1.3 Establish and maintain good stakeholder network
- S5.1.4 Organise programs to enhance personal networking
- S5.1.5 Establish and register alumni association

#### Targets

- T5.1.1 Encourage 50% of faculty and students to be members of personal and professional networks by 2028
- T5.1.2 Ensure 30% of students and 50% of faculty to be members of at least 1 professional body by 2028
- T5.1.3 Establish integrated campus information system by 2025
- T5.1.4 Organise two stakeholder meetings every year
- T5.1.5 Organise two professional body meetings every year
- T5.1.6 Register alumni association by 2025

- T5.1.7 Organise two alumni meetings every year
- T5.1.8 Organise two networking conclaves every year

### **Objective 5.2 (Operational)**

*To establish a good functional operational network through strong collaborations*

#### **Strategies**

- S5.2.1 Reach MoUs with prominent industrial houses
- S5.2.2 Collaborate with information sources such as databases, digital content and knowledge networks
- S5.2.3 Attract research and consultancy projects through collaboration
- S5.2.4 Seek support for establishing innovation centres

#### **Targets**

- T5.2.1 Reach MoUs with at least 5 industrial houses per department by 2028
- T5.2.2 Subscribe to at least 2 information sources per department by 2025
- T5.2.3 Initiate at least 1 research and consultancy project per department by 2025
- T5.2.4 Setup at least 1 innovation centre in each department by 2025

### **Objective 5.3 (Strategic)**

*To identify and establish strategic networks and partnerships to develop new capabilities and attain the strategic vision*

#### **Strategies**

- S5.3.1 Build a strong and constructive relationship with local and regional communities
- S5.3.2 Identify emerging risks and develop new policies
- S5.3.3 Engage with public and policy makers to create a shared culture for development
- S5.3.4 Build global networks and partnerships for capability enhancement

#### **Targets**

- T5.3.1 Organise at least 2 networking programs per department per year in association with local and regional communities by 2025
- T5.3.2 Review and revise of operational plans in tune with strategic plans every year
- T5.3.3 Involve public and policy makers in policy development by 2023

**T5.3.4** Enter into at least 2 international partnerships for student exchange, faculty exchange and collaborative and sponsored academic and research programs by 2028

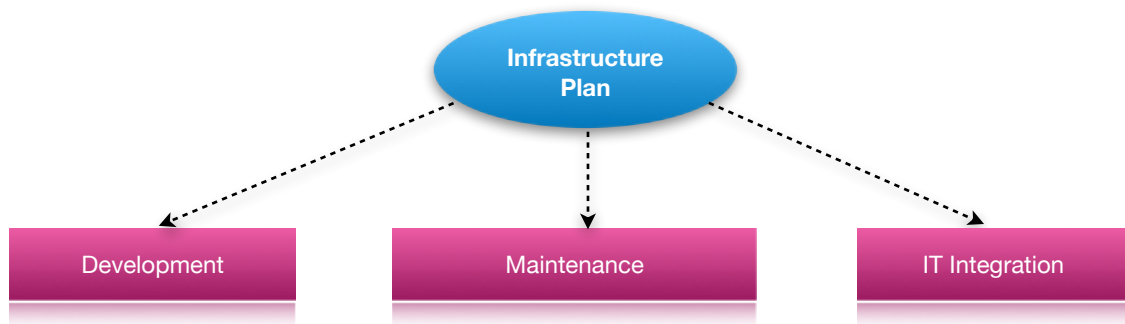
### Performance Outcome Measures

S. No	Key Performance Indicator	Targets		
		2028	2033	2038
KPI 5.1	<b>Personal Networking</b>			
	% of faculty and students as members of personal interest communities and professional networks	50	60	70
	% of faculty as members of professional bodies	50	75	100
	% of students as members of professional bodies	30	40	50
	% of alumni contribution against total budget	1	3	5
KPI 5.2	<b>Operational Networking</b>			
	Number of MoUs with industries per department	5	7	10
	Number of subscriptions to information sources per department	2	3	4
	Number of innovation centres per department funded by industry	1	2	3
KPI 5.3	<b>Strategic Networking</b>			
	Number of networking programs per year	2	3	4
	Number of partnerships with international universities for student exchange programs	2	3	4
	Number of partnerships with international universities for faculty exchange programs	2	3	4



## 6. INFRASTRUCTURE PLAN

Infrastructure is an essential element in the ambience of the university. Infrastructure provides support to teaching learning, research and administrative activities of the institution and enhances the operational convenience of various activities. The development of infrastructure is associated with provision of academic, administrative, residential and common facilities for the faculty, students and staff by utilising the available space effectively. The infrastructure plan of the institution encompasses the planning, development and effective maintenance of the facilities. It also provides road map for integration of all facilities with Information Technology.



### Objective 6.1 (Development)

*To strengthen the infrastructure by promoting environmentally sustainable development resulting in improving the quality of academic, administrative and other spaces*

#### Strategies

- S6.1.1 Identify gaps in the existing infrastructure and design an effective infrastructure plan
- S6.1.2 Strengthen existing infrastructure by adopting modern and eco-friendly technologies
- S6.1.3 Design and develop economically viable and environmentally sustainable structures
- S6.1.4 Create expansive academic, administrative and other facilities
- S6.1.5 Provide a central state-of-the-art library and information centre

#### Targets

- T6.1.1 Modernise existing infrastructure by 2025
- T6.1.2 Prepare infrastructure budgets by 2023
- T6.1.3 Setup central library by 2028
- T6.1.4 Establish central auditorium by 2028
- T6.1.5 Provide residential facilities to 25% of students and 50% of faculty by 2028
- T6.1.6 Setup indoor and outdoor sports facilities by 2025

T6.1.7	Ensure 50% of energy production from solar photovoltaic cells by 2028
T6.1.8	Air-conditioning of all facilities by 2035
T6.1.9	Ensure 50% of E-Classrooms per department by 2028
T6.1.10	Establish 1 incubation centre per department by 2028
T6.1.11	Establish 1 centre of excellence per department by 2028
T6.1.12	Provide 1 innovation centre per department by 2028
T6.1.13	Provide 100% barrier free environment by 2023

## Objective 6.2 (Maintenance)

*To maintain the infrastructure with optimum utilisation of available space*

### Strategies

S6.2.1	Effectively utilise academic facilities with space management and planning
S6.2.2	Efficiently share common facilities across departments
S6.2.3	Regularly maintain all the infrastructure facilities through best-in-class administrative support

### Targets

T6.2.1	Design effective space management and planning policy by 2023
T6.2.2	Design effective utilisation plan for sharing common facilities by 2023
T6.2.3	Appoint and allocate suitable staff for maintenance of facilities by 2023
T6.2.4	Allocate budget for maintenance of infrastructure by 2023
T6.2.5	Conduct quarterly infrastructure audits every year

## Objective 6.3

*To integrate IT infrastructure with academic, administrative and support facilities to enhance operational efficiency*

### Strategies

S6.3.1	Develop a comprehensive management information system
S6.3.2	Provide tools and solutions to foster a collaborative environment for students, faculty and staff
S6.3.3	Streamline information systems and services to increase accessibility to all the stakeholders

S6.3.4	Provide optimal solutions for cost effective operations
S6.3.5	Provide robust and secure information infrastructure that supports and protects all systems

### Targets

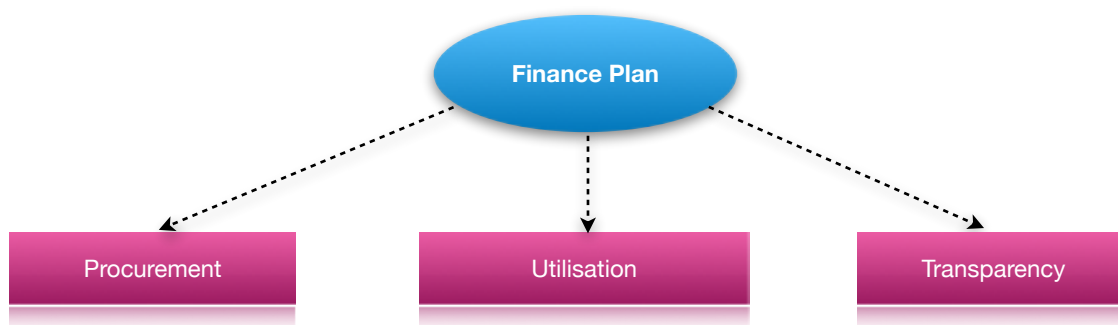
T6.3.1	Develop management information system with complete automation by 2024
T6.3.2	Implement ICT tools and techniques by 2023
T6.3.3	Provide seamless multi-device support with remote access networks by 2024
T6.3.4	Develop IT infrastructure budget by 2023
T6.3.5	Ensure information security throughout operations by 2024

### Performance Outcome Measures

S. No	Key Performance Indicator	Targets		
		2028	2033	2038
KPI 6.1	<b>Infrastructure Development</b>			
	% of e-classrooms per department	50	75	100
	% of modernisation of facilities	80	90	100
	Research labs per department	1	2	3
	Innovation Centres per department	1	2	3
	Centres of excellence per department	1	2	3
	% of students supported with residential facilities	25	50	75
	% of staff supported with residential facilities	25	50	75
KPI 6.2	<b>Infrastructure Maintenance</b>			
	% of budget allocation for maintenance of infrastructure	10	15	20
KPI 6.3	<b>IT Integration</b>			
	% of IT integration with infrastructure facilities	50	75	100

## 7. FINANCE PLAN

Financial plan of the institution provides a direction to the procurement and utilisation of resources in an optimum manner and aids in supplementing the wealth of the institution. For academic institutions, the major source of income includes tuition and other student fees and minor sources include research, consultancy and funds through philanthropic contributions. It is to have a strong and robust system of fund management, failing which the mere existence of the institution will be at stake. The financial plan explicates the strategies of the institution along with timeframe for achievement of each target.



### Objective 7.1 (Procurement)

*To maintain sustainable financial position for smooth functioning of the university*

#### Strategies

- S7.1.1 Identify various sources of income like tuition fee, external funding and contribution from philanthropists
- S7.1.2 Maintain solvency to meet current obligations
- S7.1.3 Ensure proper financial risk management
- S7.1.4 Achieve value in core and supporting activities

#### Targets

- T7.1.1 Attract 80% of income from tuition fee, 10% from research and consultancy and 10% from external contributions and philanthropists by 2028
- T7.1.2 Attract 70% of income from tuition fee, 15% from research and consultancy and 15% from external contributions and philanthropists by 2030
- T7.1.3 Draft a robust operating financial plan by 2023
- T7.1.4 Maintain 20% of the turnover in current assets regularly
- T7.1.5 Conduct quarterly financial risk assessment and develop risk management strategies
- T7.1.6 Generate a surplus of 5% from all activities by 2028

## Objective 7.2 (Utilisation)

*To ensure optimal utilisation of funds with suitable allocations to various activities*

### Strategies

- S7.2.1 Prepare master budget and department-wise budgets
- S7.2.2 Ensure that all the expenditure is aimed at achieving strategic objectives
- S7.2.3 Minimise unnecessary expenditure and curtail duplication
- S7.2.4 Ensure that utilisation of funds enhances the total value of the organisation

### Targets

- T7.2.1 Prepare all budget estimation statements by the end of March every year
- T7.2.2 Allocate 25% of expenditure to capital head and 75% to revenue head
- T7.2.3 Maintain record of all activities along with proposed and actual expenditure within 7 days of completing the activity
- T7.2.4 Appoint finance committee by 2023
- T7.2.5 Ensure financial appraisal by certified financial analysts at the end of every year

## Objective 7.3 (Transparency)

*To ensure transparency and accountability in all financial activities*

### Strategies

- S7.3.1 Design and draft sound financial policies
- S7.3.2 Decentralise and delegate financial authority at necessary levels
- S7.3.3 Ensure regular internal and external audits
- S7.3.4 Provide necessary information to stakeholders at regular intervals

### Targets

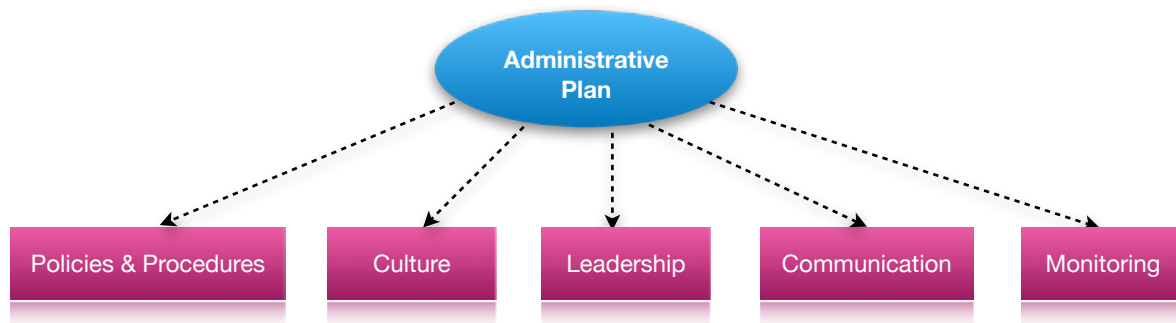
- T7.3.1 Develop financial policies by 2023
- T7.3.2 Delegate financial powers to the necessary bodies by 2023
- T7.3.3 Conduct quarterly internal and external audits every year
- T7.3.4 Disseminate information to the stakeholders at the end of every year

## Performance Outcome Measures

S. No	Key Performance Indicator	Targets		
		2028	2033	2038
KPI 7.1	% of income from tuition fee	80	70	60
	% of income form research and consultancy	10	15	20
	% of income from external contributions and philanthropists	10	15	20
	% allocation to capital expenditure	25	25	25
	% allocation to revenue expenditure	75	75	75
	% of surplus income from all activities	5	10	15

## 8. ADMINISTRATIVE PLAN

Administration defines the working process of the institutions. An administrative plan typically provides insights on various functional aspects, lays outlines for policies and procedures and frames the guidelines of various processes. The administrative plan also helps in developing a specific culture in the organisation with right leadership initiatives and ensures two way communication for increasing organisational efficiency. The plan provides guiding principles for effective monitoring of the performance from time to time through proper mechanism.



### Objective 8.1 (Policies and Procedures)

*To develop a strong administrative structure with clearly defined policies and procedures*

#### Strategies

- S8.1.1 Design well defined administrative structure with clear indication of hierarchy
- S8.1.2 Develop policies for various functional areas with detailing
- S8.1.3 Draft comprehensive procedures for various activities

#### Targets

- T8.1.1 Prepare administrative structure by 2023
- T8.1.2 Design and develop various policies for different functional aspects by 2023
- T8.1.3 Prepare organisational procedural handbook by 2023
- T8.1.4 Evaluate and revise policies and procedures every year

### Objective 8.2 (Culture)

*To embrace a culture of positive collegial workplace with high levels of engagement*

#### Strategies

- S8.2.1 Engage staff through mechanisms that encourage involvement in decision making
- S8.2.2 Create an administrative environment with distributed leadership

S8.2.3 Ensure flexible work environment to accommodate diverse personal requirements

S8.2.4 Develop equitable and diverse employment opportunities

### Targets

T8.2.1 Develop decentralisation and delegation structure by 2023

T8.2.2 Provide flexible work environment by 2028

T8.2.3 Recruit staff across various streams and communities every year

### Objective 8.3 (Leadership)

*To promote strong leadership aimed towards effective usage of resources*

### Strategies

S8.3.1 Analyse Strengths, Weaknesses, Opportunities and Challenges to assess optimum utilisation of resources

S8.3.2 Pursue opportunities to generate revenue from various sources

S8.3.3 Identify Key Performance Indicators and develop guidelines for measuring performance

S8.3.4 Develop benchmarks for various operations

### Targets

T8.1.1 Prepare SWOC analysis by 2023

T8.1.2 Identify revenue sources by 2023

T8.1.3 Map Key Performance Indicators by 2023

T8.1.4 Analyse performance with benchmarks every year

### Objective 8.4 (Communication)

*To ensure effective communication across the organisation with openness and transparency*

### Strategies

S8.4.1 Identify and establish up communication channels for effective communication

S8.4.2 Practice openness and transparency in all administrative functions

S8.4.3 Develop a transparent feedback mechanism that facilitates stakeholder engagement



## Targets

- T8.4.1 Establish campus communication networks by 2023
- T8.4.2 Disseminate information to all stakeholders every year
- T8.4.3 Implement online feedback mechanism by 2024
- T8.4.4 Establish grievance redressal mechanism by 2023

## Objective 8.5 (Monitoring)

*To monitor, evaluate and measure the performance of various activities through a strong mechanism*

## Strategies

- S8.5.1 Develop a structured documentation and reporting system for various processes
- S8.5.2 Regularly monitor and evaluate implementation and progress of various activities
- S8.5.3 Design a strong internal and external audit mechanism to check deviations

## Targets

- T8.5.1 Design structured documentation and reporting system by 2023
- T8.5.2 Monitor and evaluate the progress of various activities every year
- T8.5.3 Design internal and external audit mechanisms by 2023

## 9. GOVERNANCE PLAN

Governance determines the power and authority relations, defines the decision making powers and draws the guiding principles of the organisation. The governance plan includes the design and development of an efficient governance model suitable for the organisation and provides guidelines for enabling an effective implementation and feedback system.

### Objective 9.1

*To design and develop an effective and efficient governance model*

#### Strategies

- S9.1.1 Establish sponsoring body and register the institution
- S9.1.2 Identify members for Board of Management, and other academic and administrative bodies from various fields
- S9.1.3 Define clear vision, mission and objectives corresponding to the welfare of local, national and global communities
- S9.1.4 Develop detailed policy framework with clearly defined procedures for every activity
- S9.1.5 Develop road maps for various development activities
- S9.1.6 Plan and procure necessary resources for core processes and functions
- S9.1.7 Implement quality culture in tune with the vision and mission of the institution

#### Targets

- T9.1.1 Establish sponsoring body and register the institution by 2019
- T9.1.2 Constitute Board of Management and other bodies with national and internationally reputed professionals by 2019
- T9.1.3 Develop strategic plan by 2019
- T9.1.4 Develop policy and procedure handbooks by 2023
- T9.1.5 Design road maps for various development activities by 2023
- T9.1.6 Procure necessary resources for core processes and functions by 2023
- T9.1.7 Communicate quality policy to all stakeholders by 2023

### Objective 9.2

*To identify and build a robust system for implementation of accountable and responsible governance*

#### Strategies

- S9.2.1 Identify and assign responsibilities to competent people at various strategic positions

S9.2.2 Communicate management processes, decision chain and key performance areas to ensure responsible governance

S9.2.3 Define targets for each key performance area with necessary timelines

### **Targets**

T9.2.1 Identify and recruit key people for various strategic positions by 2023

T9.2.2 Define targets for each key performance area by 2023

T9.2.3 Organise management development programmes every year

**PERSPECTIVE PLAN**  
**FOR 5 YEARS**



## IV. PERSPECTIVE PLAN FOR 5 YEARS

1. ACADEMIC PLAN									
	Strategy	Action Plan	Target Date					Resources ₹- upto 10L ₹₹- 11-50L ₹₹₹- 51L-1C ₹₹₹₹- above 1C	Responsibility
			23-24	24-25	25-26	26-27	27-28		
<b>1.1</b>	<b>Objective:</b> To design, develop and implement transformative curricula of high standard and to provide distinctive experience to students by imparting skills and knowledge that makes them employable globally across various domains through multi-disciplinary and multi-faculty approach								
1.1.1	Develop programmes in cross-cutting areas that encourage creativity and independent thinking	Start a minimum of 5 courses under each programme	June 2023					₹₹	Board of studies
		Develop at least one new course every year		From 2025				₹	Board of studies
		Offer 1 value added course per programme every year						₹	Board of studies
		Offer 10% of courses through online instruction				June 2027		₹₹	Board of studies, Director ICT
1.1.2	Offer internationally renowned graduate and research programmes with a research enriched curriculum and international collaborations	Collaborate with international bodies for curriculum enrichment	Aug 2023					₹₹	Board of studies
		Start a research programme under each faculty and each department	June 2023					₹₹	Board of studies
1.1.3	Align the graduate and research programmes that are multi-disciplinary and multi-faculty with the leading universities across the globe	Academic and research partnerships with lead universities, industries and institutions			June 2025			₹	Board of studies, Dean R&D
		Offer 5% multidisciplinary and interdisciplinary courses				June 2027		₹	Board of studies

## 1. ACADEMIC PLAN

	Strategy	Action Plan	Target Date					Resources ₹- upto 10L ₹₹- 11-50L ₹₹₹- 51L-1C ₹₹₹₹- above 1C	Responsibility
			23-24	24-25	25-26	26-27	27-28		
1.1.4	Align all the course outcomes with program outcomes and programme educational objectives	Prepare articulation matrices for COs, POs and PEOs for all programmes						₹	Board of studies
		Assess attainment of COs, POs and PEOs every year	May every year					₹	Board of studies
		Revise curriculum and COs, POs and PEOs in every two years		Mar 2025		Mar 2027		₹	Board of studies
1.1.5	Provide interaction with industry through summer internships/training/mini, minor and major projects	Collaborate with industries for internships/training/mini, minor and major projects	May 2024					₹	III, DPRC
1.2	<b>Objective:</b> To provide a signature learning experience to the students with a blended teaching learning approach, that enables the students to apply their intellectual capital and skills with values and department								
1.2.1	Provide and promote innovative learning pedagogies that encourage active interaction among students and teachers	Develop and implement innovative teaching learning methods						₹	Deans, Heads, Academic Committees
		Evaluate and revise teaching learning methodologies every year	From May 2023 every year					₹	Deans, Heads, Academic Committees
1.2.2	Provide high quality learning opportunities to students with access to technology enriched educational resources	Implement blended learning with ICT						₹₹	Deans, Heads, Academic Committees, Director ICT

## 1. ACADEMIC PLAN

	Strategy	Action Plan	Target Date					Resources ₹- upto 10L ₹₹- 11-50L ₹₹₹- 51L-1C ₹₹₹₹- above 1C	Responsibility
			23-24	24-25	25-26	26-27	27-28		
1.2.3	Provide opportunities for students to gain global competencies by imparting necessary leadership, professional and research skills	Provide training for enhancement of interpersonal and soft skills every year	December/May every year					₹₹	Training and Placement Cells
<b>1.3</b>	<b>Objective:</b> To adopt innovative and contemporary evaluation techniques for the assessment of knowledge, skills and aptitude of learners with continuous reforms and utmost transparency								
1.3.1	Design and implement innovative evaluation mechanisms that measure the students' skills knowledge and aptitude with emphasis on learning outcomes	Implement outcome based evaluation						₹	Director, Evaluation
		Establish online evaluation system	May 2024					₹₹	Director, Evaluation
		Revise evaluation mechanisms every two years		From May 2025				₹	Director, Evaluation
1.3.2	Implement the latest examination reforms suggested by apex bodies of domestic and international repute	Adopt latest examination reforms suggested by apex bodies such as UGC, AICTE, MHRD, etc.	As per guidelines					₹	Director, Evaluation
1.3.3	Adopt and implement highly transparent and accountable evaluation system	Implement online academic depository		May 2025				₹₹	Director, Evaluation
<b>1.4</b>	<b>Objective:</b> To articulate identity and enhance reputation through national and international accreditations and rankings								



## 1. ACADEMIC PLAN

	Strategy	Action Plan	Target Date					Resources ₹- upto 10L ₹₹- 11-50L ₹₹₹- 51L-1C ₹₹₹₹- above 1C	Responsibility
			23-24	24-25	25-26	26-27	27-28		
1.4.1	Establish a quality assurance system for all the programmes and activities	Establish quality assurance cell						₹	Board of Management
1.4.2	Ensure the maintenance of quality through various internal and external bodies	Establish internal and external audit and evaluation systems	June 2023					₹	IQAC
1.4.3	Progress towards national and international accreditations	Apply for national and international accreditations		May 2025				₹₹	IQAC
		Procure NAAC accreditation with highest grade				May 2027	₹₹	IQAC	
		Procure NBA accreditation for all eligible programmes				May 2027	₹₹	IQAC	
1.4.4	Progress towards national and international rankings	Secure a rank among top 20 institutions under any category				May 2027	₹	IQAC	
		Secure a rank among top 100 institutions in NIRF				May 2027	₹	IQAC	
		Secure a rank among top 500 universities in the world					₹	IQAC	

## 2. FACULTY PLAN

	Strategy	Action Plan	Target Date					Resources ₹- upto 10L ₹₹- 11-50L ₹₹₹- 51L-1C ₹₹₹₹- above 1C	Responsibility
			23-24	24-25	25-26	26-27	27-28		
<b>2.1</b>	<b>Objective: To attract, recruit and retain highest calibre and diverse faculty from local, national and global communities</b>								
2.1.1	Pursue highest calibre talent throughout the world within departments and in interdisciplinary domains	Recruit 100% of faculty positions with at least 5% filled with faculty from abroad						₹₹	Director HR
		Increase the share of international teaching and research staff to 10%				June 2027		₹₹	Director HR
		Recruit at least 10% of faculty from industry				June 2027		₹₹	Director HR
2.1.2	Ensure appropriate attention to diversity throughout the recruitment process	Develop a recruitment system with attention to diversity						₹	Director HR
2.1.3	Develop specific goals for recruiting gender, racial, and ethnic diversity of faculty in all departments	Have at least 10% staff from minorities						₹	Director HR
		Have at least 30% staff from women						₹	Director HR
		Recruit at least 5% staff from differently abled						₹	Director HR
2.1.4	Develop regular, systematic and transparent mechanisms for reallocating faculty positions across departments to strengthen select areas	Reallocate faculty through rotation and deputation through performance evaluation		May every 2 years		May every 2 years		₹	VC, Registrar, Director AAC

## 2. FACULTY PLAN

	Strategy	Action Plan	Target Date					Resources ₹- upto 10L ₹₹- 11-50L ₹₹₹- 51L-1C ₹₹₹₹- above 1C	Responsibility
			23-24	24-25	25-26	26-27	27-28		
2.1.5	Retain outstanding faculty through salary considerations along with rewards for exceptional academic accomplishments	Give awards and rewards to deserving and outperforming staff every year by conducting staff appraisals	April 2024					₹	Heads of Departments, Heads of Institutions, Registrar
		Have a retention rate of more than 80%	At all times					₹	Heads of Departments, Heads of Institutions
2.2	<b>Objective: To support faculty in personal and professional development</b>								
2.2.1	Encourage mentorship to support junior faculty throughout their career at AHERA	Identify faculty mentors and mentees and establish mentor-mentee system	May 2024					₹	Director, Academic Staff College
2.2.2	Develop professional and leadership skills of all faculty with relevant funding support, emphasising junior faculty, women, and minorities	Conduct orientation and refresher programmes to staff every year						₹₹	Director, Academic Staff College
		Provide sponsorships to at least 5% of staff to pursue higher education and research every year	June every year					₹₹	VC, Finance Committee
		Provide sponsorships to at least 10% of faculty for professional body memberships					May 2027	₹₹	Dean R&D, Finance Committee

## 2. FACULTY PLAN

	Strategy	Action Plan	Target Date					Resources ₹- upto 10L ₹₹- 11-50L ₹₹₹- 51L-1C ₹₹₹₹- above 1C	Responsibility
			23-24	24-25	25-26	26-27	27-28		
		Provide sponsorships to at least 30% of faculty for professional development programmes					May 2027	₹₹	Dean R&D, Finance Committee
2.2.3	Address specific career-life issues, such as access to child care and personal health and well-being, to help faculty facilitate career success with meaningful family life	Conduct staff surveys every year to collect feedback on work environment	May every year					₹	
<b>2.3</b>	<b>Objective: To encourage faculty to pursue best quality research and consultancy</b>								
2.3.1	Identify strategic faculty teams that meet the institutional research criteria	Identify strategic faculty research teams	May 2024					₹	Dean, R&D
2.3.2	Encourage qualified faculty to guide research scholars	Ensure 10% of faculty to be recognised as research guides					May 2027	₹	Dean, R&D
2.3.3	Engage external communities to identify emerging research areas and create new knowledge	Reach MoUs with at least one industry per department for research in emerging areas	May 2024					₹	Dean, R&D and IIIC
2.3.4	Establish seed funding mechanisms	Ensure 5% of faculty as principal investigators/co-investigators for funded research projects					May 2027	₹	Finance Committee

## 2. FACULTY PLAN

	Strategy	Action Plan	Target Date					Resources ₹- upto 10L ₹₹- 11-50L ₹₹₹- 51L-1C ₹₹₹₹- above 1C	Responsibility
			23-24	24-25	25-26	26-27	27-28		
2.3.5	Ensure research mentorship to build multidisciplinary and interdisciplinary research consortia	Ensure 5% of faculty as mentors in multidisciplinary and interdisciplinary research consortia					May 2027	₹	Heads of Departments, Director R&D
2.3.6	Explore consultancy opportunities with industry, NGOs and other communities	Ensure 10% of faculty secure consultancy projects					May 2027	₹	Dean, R&D
2.3.7	Create incentive structures to promote research and consultancy	Provide incentives and awards to best researchers every year	May 2024					₹₹	Dean, R&D
<b>2.4</b>	<b>Objective:</b> To motivate and support faculty for high quality publications in SCOPUS, Web of Science and other high indexed journals and books								
2.4.1	Organise orientation on research methodologies required for publications	Organise two orientation programmes per department per year	June 2023					₹₹	Academic Staff College
2.4.2	Organise seminars, symposia and conferences to promote faculty presentations and publications	Organise one international conference and two national conferences	Every year					₹₹	Deans, Heads of Departments
2.4.3	Publish proceedings post the event	Publish proceedings of all events organised	After every event					₹₹	Dean, R&D
2.4.4	Sponsor faculty for presentations and publications	Sponsor 20% of faculty for presentations and publications in India and 10% of faculty for presentations abroad	June 2023					₹₹₹₹	Finance Committee

### 3. STUDENT PLAN

	Strategy	Action Plan	Target Date					Resources ₹- upto 10L ₹₹- 11-50L ₹₹₹- 51L-1C ₹₹₹₹- above 1C	Responsibility
			23-24	24-25	25-26	26-27	27-28		
<b>3.1</b>	<b>Objective:</b> To develop and implement a strategic media plan in order to ensure strong presence in local, national and global communities in order to recruit and retain best quality and diverse students								
3.1.1	Develop programs to reach and educate various members of the community about the institution	Setup enrolment management body						₹	Director, Admissions
		Conduct awareness programmes and workshops to students, faculty and parents regarding admissions	Every year					₹₹	Director, Admissions
3.1.2	Create a unified communications strategy that conveys clear targeted information	Establish a comprehensive management information system						₹₹	Director, ICT
3.1.3	Effectively use print, digital and social media to spread awareness on the campus throughout the world	Create websites and social media platforms						₹₹	Director, ICT
		Start promoting the institution in print, digital and social media						₹₹₹	Director, Public Relations
		Start publication of monthly campus newsletters and magazines for sharing campus initiatives with all the stakeholders	July 2023					₹₹	Director, Public Relations
3.1.4	Engage in regular strategic planning, reviews and evaluation	Evaluate the performance of institution in terms of enrolment and revise strategic plans if required						₹	Board of Management
3.1.5	Recruit best quality students through national level	Recruit at least 50% of students through national level entrance tests					June 2027	₹	Director, Admissions

### 3. STUDENT PLAN

	Strategy	Action Plan	Target Date					Resources ₹- upto 10L ₹₹- 11-50L ₹₹₹- 51L-1C ₹₹₹₹- above 1C	Responsibility
			23-24	24-25	25-26	26-27	27-28		
	entrance tests such as GATE, GMAT, CAT, etc.	Recruit at least 5% of students from other countries					June 2027	₹	Director, Admissions
		Recruit at least 25% of students from other states					June 2027	₹	Director, Admissions
3.1.6	Offer the best educational experience for all students with a diverse range of opportunities for study and employment	Offer wide range of curricula with scope for multidisciplinary learning						₹	Dean, Academics
		Provide best teaching learning methodologies with ICT						₹₹	Dean, Academics
		Provide 100% placement assistance		Jan 2025				₹₹	Director, Training and Placements
3.1.7	Offer mentoring and retention programs to students	Retain at least 75% of students		May 2024				₹	Dean, Academics
3.1.8	Seek externally funded fellowships for students	Attain at least 1 funded fellowship per programme from external bodies					June 2027	₹	Dean, R&D
3.1.9	Initiate institute funded graduate teaching assistantships	Provide graduate teaching assistantships to at least 10% of students every year		June 2024				₹₹	Dean, Academics
<b>3.2</b>	<b>Objective: To ensure maximum student development through designated systems and processes</b>								
3.2.1	Establish and maintain good support and enabling systems and processes	Establish support and enabling systems and processes						₹	Registrar

### 3. STUDENT PLAN

	Strategy	Action Plan	Target Date					Resources ₹- upto 10L ₹₹- 11-50L ₹₹₹- 51L-1C ₹₹₹₹- above 1C	Responsibility
			23-24	24-25	25-26	26-27	27-28		
3.2.2	Develop a congenial student support system with merit scholarships, sponsorships and freeships	Provide 5% merit scholarships, 10% sponsorships and 5% freeships					June 2027	₹₹₹₹	Director, Admissions, Finance Committee
		Provide 1 funded fellowship per programme					June 2027	₹	Director, Admissions, Finance Committee
		Provide 10% of students with graduate teaching assistantships					June 2027	₹₹₹₹	Director, Admissions, Finance Committee
3.2.3	Promote a culture of openness, trust, proactivity, autonomy and collaboration with regular feedback	Design and implement robust feedback and monitoring system	June 2023					₹	IQAC
3.2.4	Encourage student participation in various academic, administrative and professional bodies and events	Ensure 25% or more student participation in various committees as coordinators every year	July 2023					₹	Heads of Departments, Dean, Student Affairs
		Ensure 30% of students as members of professional bodies					May 2027	₹	Heads of Departments, Dean, Student Affairs



### 3. STUDENT PLAN

	Strategy	Action Plan	Target Date					Resources ₹- upto 10L ₹₹- 11-50L ₹₹₹- 51L-1C ₹₹₹₹- above 1C	Responsibility
			23-24	24-25	25-26	26-27	27-28		
		Ensure 60% student participation in various academic, administrative and professional events every year	July 2023					₹	Heads of Departments, Dean, Student Affairs
3.2.5	Develop a strong and constructive relationship with various communities to ensure student satisfaction	Ensure 75% student satisfaction					May 2027	₹	Heads of Departments, Dean, Student Affairs
<b>3.3</b>	<b>Objective:</b> To continuously monitor and upgrade student progression through placements, higher education, research and entrepreneurship								
3.3.1	Monitor the performance of students internal and external examinations	Ensure 80% graduation in every department		May every year				₹	Dean, Academics
3.3.2	Organise regular placement training and skill enhancement programmes	Ensure placement of 60% of students		May every year				₹₹	Director, Training and Placements
3.3.3	Provide awareness on higher education and research opportunities in India and Abroad across various streams	Encourage 20% of students towards research and higher education					May 2027	₹	Heads of Departments, Dean, Academics
3.3.4	Encourage students to publish research papers at national and international levels	Encourage 10% of students to participate in research publications					May 2027	₹	Heads of Departments, Dean, Academics

### 3. STUDENT PLAN

	Strategy	Action Plan	Target Date					Resources ₹- upto 10L ₹₹- 11-50L ₹₹₹- 51L-1C ₹₹₹₹- above 1C	Responsibility
			23-24	24-25	25-26	26-27	27-28		
3.3.5	Provide entrepreneurship training through professional body associations and incubation	Ensure 5% of students opt for entrepreneurship					May 2027	₹	Director, EDC
3.4	<b>Objective:</b> To motivate and support students towards presenting and publishing papers								
3.4.1	Organise orientation on research methodologies required for publications	Organise one orientation programme per department per year	October every year					₹₹	Dean, R&D
3.4.2	Organise seminars, symposia and conferences to promote student presentations and publications	Organise one international conference and two national conferences	Every year					₹₹	Dean, R&D
3.4.3	Publish proceedings post the events	Publish proceedings of all events organised	After every event					₹₹	Dean, R&D
3.4.4	Sponsor students for presentations and publications	Sponsor 10% of students for presentations and publications in India and 5% of students for presentations abroad	Every year					₹₹	Dean, R&D, Finance Committee

#### 4. RESEARCH PLAN

	Strategy	Action Plan	Target Date					Resources ₹- upto 10L ₹₹- 11-50L ₹₹₹- 51L-1C ₹₹₹₹- above 1C	Responsibility
			23-24	24-25	25-26	26-27	27-28		
<b>4.1</b>	<b>Objective:</b> To encourage scholarly enquiry, creative thinking and original research and to attract and retain the best researchers from diverse disciplines								
4.1.1	Introduce research programmes in every PG department	Start research programmes in every PG department						₹₹	Board of Studies
4.1.2	Attract high quality research students and early career researchers	Designate 10% of research admissions to high calibre students	Every year					₹	Director, Admissions
		Recruit 10% of faculty from early career researchers				May 2027	₹₹	Director, HR	
4.1.3	Support research career progression of women with suitable programs	Recruit 33% women researchers and faculty as per Government norms	Every year					₹	Director, HR
4.1.4	Provide professional development opportunities to research students	Recruit 25% of research scholars into research centres	Every year					₹₹	Director, HR, Dean, R&D
<b>4.2</b>	<b>Objective:</b> To focus on vivid themes of research that address the challenges and contribute significantly to key areas of sustainability in the national and international research environment								
4.2.1	Identify prestigious fellowships, strategic recruitments and researcher to researcher collaborations with public and private partners	Prepare database of research fellowships, programmes and recruitments		May 2025				₹	Dean, R&D
4.2.2	Establish research chairs by collaborating with reputed research organisations	Establish at least 1 research chair per department				May 2027	₹₹	Dean, R&D	

#### 4. RESEARCH PLAN

	Strategy	Action Plan	Target Date					Resources ₹- upto 10L ₹₹- 11-50L ₹₹₹- 51L-1C ₹₹₹₹- above 1C	Responsibility
			23-24	24-25	25-26	26-27	27-28		
4.2.3	Create a research environment with suitable infrastructure, laboratories and library	Establish research infrastructure, laboratories and library		May 2025				₹₹₹₹	Dean, R&D, College Development Committee (CDC)
4.2.4	Develop research projects of national and international significance	Procure at least 5% of research funding from external agencies					May 2027	₹	Dean, R&D
4.2.5	Encourage multidisciplinary research	Ensure 25% of research projects in multidisciplinary areas	Every year					₹	Dean, R&D
4.2.6	Establish research centres in collaboration with industries and other academic networks	Establish at least 1 research centre in every department					May 2027	₹₹₹₹	Dean R&D, CDC
4.2.7	Extend funding support through seed capital funding and venture capital funding	Allocate 5% of total budget towards research funding	Every year					₹₹₹₹	Finance Committee
4.2.8	Reward research excellence through incentives and awards	Designate research awards in every department			June 2025			₹₹	Vice Chancellor, Registrar
<b>4.3</b>	<b>Objective: To offer consultancy projects with demonstrable economic, social and environmental impacts</b>								
4.3.1	Engage with industry and business to offer consultancy services in various disciplines	Ensure at least 5% of funding through consultancy services					May 2027	₹	Dean R&D
4.3.2	Forge strategic partnerships with industry, government and local communities	Ensure at least 2 partnerships per department					May 2027	₹	Dean R&D, IIIC

#### 4. RESEARCH PLAN

	Strategy	Action Plan	Target Date					Resources ₹- upto 10L ₹₹- 11-50L ₹₹₹- 51L-1C ₹₹₹₹- above 1C	Responsibility
			23-24	24-25	25-26	26-27	27-28		
4.3.3	Contribute to the gap existing in the requirements of industry and the actual market scenario	Ensure at least 25% of consultancy projects in the area of market research					May 2027	₹	Dean R&D
4.3.4	Undertake consultancy projects with significant environmental impact	Ensure at least 25% of consultancy projects in significant environmental areas like energy conservation, green marketing, pollution control, climate change, waste management, etc.					May 2027	₹	Dean R&D
4.4	<b>Objective: To engage with business, industry and community to enhance outreach</b>								
4.4.1	Provide opportunities for staff and students to engage with business houses through partnerships and collaborations	Encourage 20% of faculty and students to collaborate with industries					May 2027	₹	Director Community Engagement
4.4.2	Promote industry engagement through knowledge transfer and commercialisation	Commercialisation and patenting of at least 10% of research projects					May 2027	₹₹₹₹	Dean R&D
4.4.3	Ensure community benefits through relevant research and innovation	Ensure 10% of research projects in the area of community development every year	Every year					₹₹₹	Dean R&D, Director Community Engagement
4.4.4	Harness the institution's resources for community outreach initiatives	Ensure at least 30% of students and staff to participate in community outreach programs and volunteering activities	Every year					₹	Director Community Engagement

#### 4. RESEARCH PLAN

	Strategy	Action Plan	Target Date					Resources ₹- upto 10L ₹₹- 11-50L ₹₹₹- 51L-1C ₹₹₹₹- above 1C	Responsibility
			23-24	24-25	25-26	26-27	27-28		
		Setup NCC wings under all institutions by 2027							
		Set up NSS units under all institutions							
		Adopt 50 villages under all institutions							
		100% student participation in extension services							

## 5. NETWORKING PLAN

	Strategy	Action Plan	Target Date					Resources	Responsibility
			23-24	24-25	25-26	26-27	27-28		
<b>5.1 Objective:</b> To design, develop and implement transformative curricula of high standard and to provide distinctive experience to students by imparting skills and knowledge that makes them employable globally across various domains through multi-disciplinary and multi-faculty approach									
5.1.1	Participate in personal and professional interest communities	Encourage 50% of faculty and students to be members of personal and professional networks					May 2027	₹	Director Collaborations
5.1.2	Participate in professional bodies and associations	Ensure 30% of students and 50% of faculty to be members of at least 1 professional body					May 2027	₹	Director Collaborations
		Organise two professional body meetings	Every year					₹₹	Director Collaborations
5.1.3	Establish and maintaining good stakeholder network	Establish integrated campus information system		May 2025				₹₹	Director ICT
		Organise two stakeholder meetings	Every year					₹₹	Director PR
5.1.4	Organise programs to enhance personal networking	Organise two networking conclaves	Every year					₹₹	Director Collaborations
5.1.5	Establish and register alumni association	Register alumni association		May 2025				₹	Dean Alumni Affairs
		Organise two alumni meetings	Every year					₹	Dean Alumni Affairs
<b>5.2 Objective:</b> To provide a signature learning experience to the students with a blended teaching learning approach, that enables the students to apply their intellectual capital and skills with values and department									

## 5. NETWORKING PLAN

	Strategy	Action Plan	Target Date					Resources ₹- upto 10L ₹₹- 11-50L ₹₹₹- 51L-1C ₹₹₹₹- above 1C	Responsibility
			23-24	24-25	25-26	26-27	27-28		
5.2.1	Reach MoUs with prominent industrial houses	Reach MoUs with at least 5 industrial houses per department					May 2027	₹	Director Collaborations, IIC
5.2.2	Collaborate with information sources such as databases, digital content and knowledge networks	Subscribe to at least 2 information sources per department		May 2025				₹₹	Director ICT, Director Information Services
5.2.3	Attract research and consultancy projects through collaboration	Initiate at least 1 research and consultancy project per department		May 2025				₹	Dean R&D
5.2.4	Seek support for establishing innovation centres	Setup at least 1 innovation centre in each department		May 2025				₹₹₹₹	Dean R&D, CDC
<b>5.3</b>	<b>Objective:</b> To adopt innovative and contemporary evaluation techniques for the assessment of knowledge, skills and aptitude of learners with continuous reforms and utmost transparency								
5.3.1	Build a strong and constructive relationship with local and regional communities	Organise at least 2 networking programs per department in association with local and regional communities		May 2025				₹₹	Director Collaborations
5.3.2	Identify emerging risks and developing new policies	Review and revision of operational plans in tune with strategic plans	Every year					₹	Board of Management
5.3.3	Engage with public and policy makers to create a shared culture for development	Involve public and policy makers in policy development						₹	Board of Management



## 5. NETWORKING PLAN

	Strategy	Action Plan	Target Date					Resources ₹- upto 10L ₹₹- 11-50L ₹₹₹- 51L-1C ₹₹₹₹- above 1C	Responsibility
			23-24	24-25	25-26	26-27	27-28		
5.3.4	Build global networks and partnerships for capability enhancement	Enter into at least 2 international partnerships for student exchange, faculty exchange and collaborative and sponsored academic and research programs					May 2027	₹₹	Director Collaborations

## 6. INFRASTRUCTURE PLAN

	Strategy	Action Plan	Target Date					Resources ₹- upto 10L ₹₹- 11-50L ₹₹₹- 51L-1C ₹₹₹₹- above 1C	Responsibility
			23-24	24-25	25-26	26-27	27-28		
<b>6.1</b>	<b>Objective:</b> To design, develop and implement transformative curricula of high standard and to provide distinctive experience to students by imparting skills and knowledge that makes them employable globally across various domains through multi-disciplinary and multi-faculty approach								
6.1.1	Identify gaps in the existing infrastructure and design an effective infrastructure plan	Prepare infrastructure development plan						₹	CDC
		Prepare infrastructure budgets						₹	CFO
6.1.2	Strengthen existing infrastructure by adopting modern and eco-friendly technologies	Modernise existing infrastructure		May 2025				₹₹₹₹	CDC
		Ensure 50% of E-Classrooms per department				May 2027		₹₹₹₹	CDC, Director ICT
		Establish 1 incubation centre per department				May 2027		₹₹₹	
		Establish 1 centre of excellence per department				May 2027		₹₹₹₹	CDC, Dean R&D
		Provide 1 innovation centre per department				May 2027		₹₹₹₹	CDC, Dean R&D
6.1.3	Design and develop economically viable and environmentally sustainable structures	Ensure 50% of energy production from solar photovoltaic cells				May 2027		₹₹₹₹	CDC
6.1.4	Create expansive academic, administrative and other	Establish central auditorium				May 2027		₹₹₹₹	CDC

## 6. INFRASTRUCTURE PLAN

	Strategy	Action Plan	Target Date					Resources ₹- upto 10L ₹₹- 11-50L ₹₹₹- 51L-1C ₹₹₹₹- above 1C	Responsibility
			23-24	24-25	25-26	26-27	27-28		
	facilities	Setup indoor and outdoor sports facilities		May 2025				₹₹₹₹	CDC
		Air-conditioning of 50% of facilities				May 2027	₹₹₹₹	CDC	
		Provide 100% barrier free environment by 2023					₹₹		
		Provide residential facilities to 25% of students and 50% of faculty				May 2027	₹₹₹₹	CDC	
6.1.5	Provide a central state-of-the-art library and information centre	Setup central library				May 2027	₹₹₹₹	CDC	
<b>6.2</b>	<b>Objective:</b> To provide a signature learning experience to the students with a blended teaching learning approach, that enables the students to apply their intellectual capital and skills with values and department								
6.2.1	Effectively utilise academic facilities with space management and planning	Design effective space management and planning policy					₹	CDC	
6.2.2	Efficiently share common facilities across departments	Design effective utilisation plan for sharing common facilities					₹	CDC	
6.2.3	Regularly maintain all the infrastructure facilities through best-in-class administrative support	Appoint and allocate suitable staff for maintenance of facilities					₹₹	Director HR	
		Allocate budget for maintenance of infrastructure					₹	CFO	
		Conduct quarterly infrastructure audits	Every year				₹	IQAC	

## 6. INFRASTRUCTURE PLAN

	Strategy	Action Plan	Target Date					Resources ₹- upto 10L ₹₹- 11-50L ₹₹₹- 51L-1C ₹₹₹₹- above 1C	Responsibility
			23-24	24-25	25-26	26-27	27-28		
<b>6.3</b>	<b>Objective:</b> To adopt innovative and contemporary evaluation techniques for the assessment of knowledge, skills and aptitude of learners with continuous reforms and utmost transparency								
6.3.1	Develop a comprehensive management information system	Develop management information system	May 2024					₹₹	Director ICT
6.3.2	Provide tools and solutions to foster a collaborative environment for students, faculty and staff	Implement ICT tools and techniques						₹₹₹₹	Director ICT
6.3.3	Streamline information systems and services to increase accessibility to all the stakeholders	Provide seamless multi-device support with remote access networks	May 2024					₹₹	Director ICT
6.3.4	Provide optimal solutions for cost effective operations	Develop IT infrastructure budget						₹	Director ICT, Finance Committee
6.3.5	Provide robust and secure information infrastructure that supports and protects all systems	Ensure information security throughout operations	May 2024					₹₹	Director ICT

## 7. FINANCE PLAN

	Strategy	Action Plan	Target Date					Resources ₹- upto 10L ₹₹- 11-50L ₹₹₹- 51L-1C ₹₹₹₹- above 1C	Responsibility
			23-24	24-25	25-26	26-27	27-28		
<b>7.1</b>	<b>Objective: To maintain sustainable financial position for smooth functioning of the university</b>								
7.1.1	Identify various sources of income like tuition fee, external funding and contribution from philanthropists	Attract 80% of income from tuition fee, 10% from research and consultancy and 10% from external contributions and philanthropists					May 2027	₹	CFO
		Draft a robust operating financial plan						₹	CFO
7.1.2	Maintain solvency to meet current obligations	Maintain 20% of the turnover in current assets regularly	Every year					₹₹₹₹	CFO
7.1.3	Ensure proper financial risk management	Conduct quarterly financial risk assessment and develop risk management strategies	Every year					₹	CFO
7.1.4	Achieve value in core and supporting activities	Generate a surplus of 5% from all activities					May 2027	₹	CFO
<b>7.2</b>	<b>Objective: To ensure optimal utilisation of funds with suitable allocations to various activities</b>								
7.2.1	Prepare master budget and department-wise budgets	Prepare all budget estimation statements	March every year					₹	CFO
7.2.2	Ensure that all the expenditure is aimed at achieving strategic objectives	Maintain record of all activities along with proposed and actual expenditure within 7 days of completing the activity	For every activity					₹	Convenors
7.2.3	Minimise unnecessary expenditure and curtailing duplication	Appoint finance committee						₹	Board of Management

## 7. FINANCE PLAN

	Strategy	Action Plan	Target Date					Resources ₹- upto 10L ₹₹- 11-50L ₹₹₹- 51L-1C ₹₹₹₹- above 1C	Responsibility
			23-24	24-25	25-26	26-27	27-28		
7.2.4	Ensure that utilisation of funds enhances the total value of the organisation	Financial appraisal by certified financial analysts	May every year					₹₹	IQAC
<b>7.3</b>	<b>Objective: To ensure transparency and accountability in all financial activities</b>								
7.3.1	Design and drafting sound financial policies	Develop financial policies						₹	Board of Management
7.3.2	Decentralise and delegate financial authority at necessary levels	Delegate financial powers to the necessary bodies						₹	Board of Management
7.3.3	Ensure regular internal and external audits	Conduct quarterly internal and external audits	Every year					₹₹	IQAC
7.3.4	Provide necessary information to stakeholders at regular intervals	Disseminate information to the stakeholders	May every year					₹	Director PR

## 8. ADMINISTRATIVE PLAN

	Strategy	Action Plan	Target Date					Resources ₹- upto 10L ₹₹- 11-50L ₹₹₹- 51L-1C ₹₹₹₹- above 1C	Responsibility
			23-24	24-25	25-26	26-27	27-28		
<b>8.1</b>	<b>Objective:</b> To develop a strong administrative structure with clearly defined policies and procedures								
8.1.1	Design well defined administrative structure with clear indication of hierarchy	Prepare administrative structure						₹	Board of Management
8.1.2	Develop policies for various functional areas with detailing	Design and develop various policies for different functional aspects						₹	Board of Management
8.1.3	Draft comprehensive procedures for various activities	Prepare organisational procedural handbook						₹	Board of Management
		Evaluate and revise policies and procedures	Every year					₹	Board of Management
<b>8.2</b>	<b>Objective:</b> To embrace a culture of positive collegial workplace with high levels of engagement								
8.2.1	Engage staff through mechanisms that encourage involvement in decision making	Develop decentralised structures						₹	Board of Management
8.2.2	Create an administrative environment with distributed leadership	Delegate authority						₹	Board of Management
8.2.3	Ensure flexible work environment to accommodate diverse personal requirements	Provide flexible work environment						₹	Board of Management
8.2.4	Develop equitable and diverse employment opportunities	Recruit staff across various streams and communities	Every year					₹	Director HR

## 8. ADMINISTRATIVE PLAN

	Strategy	Action Plan	Target Date					Resources ₹- upto 10L ₹₹- 11-50L ₹₹₹- 51L-1C ₹₹₹₹- above 1C	Responsibility
			23-24	24-25	25-26	26-27	27-28		
<b>8.3</b>	<b>Objective: To promote strong leadership aimed towards effective usage of resources</b>								
8.3.1	Analyse Strengths, Weaknesses, Opportunities and Challenges to assess optimum utilisation of resources	Prepare SWOC analysis						₹	IQAC
8.3.2	Pursue opportunities to generate revenue from various sources	Identify revenue sources						₹	CFO
8.3.3	Identify Key Performance Indicators and developing guidelines for measuring performance	Map Key Performance Indicators						₹	IQAC
8.3.4	Develop benchmarks for various operations	Analyse performance with benchmarks	Every year					₹	IQAC
<b>8.4</b>	<b>Objective: To ensure effective communication across the organisation with openness and transparency</b>								
8.4.1	Identify and setting up communication channels for effective communication	Establish campus communication networks						₹₹	Director ICT
8.4.2	Practice openness and transparency in all administrative functions	Disseminate information to all stakeholders	Every year					₹	Director PR
8.4.3	Develop a transparent feedback mechanism that	Implement online feedback mechanism	May 2024					₹	IQAC



## 8. ADMINISTRATIVE PLAN

	Strategy	Action Plan	Target Date					Resources ₹- upto 10L ₹₹- 11-50L ₹₹₹- 51L-1C ₹₹₹₹- above 1C	Responsibility
			23-24	24-25	25-26	26-27	27-28		
	facilitates stakeholder engagement	Establish grievance redressal mechanism						₹	Ombudsman
<b>8.5</b>	<b>Objective:</b> To monitor, evaluate and measure the performance of various activities through a strong mechanism								
8.5.1	Develop a structured documentation and reporting system for various processes	Design structured documentation and reporting system						₹	Registrar
8.5.2	Regularly monitor and evaluate of implementation and progress of various activities	Monitor and evaluate the progress of various activities	Every year					₹	Registrar, Director AAC, IQAC
8.5.3	Design a strong internal and external audit mechanism to check deviations	Design internal and external audit mechanisms						₹	IQAC

## 9. GOVERNANCE PLAN

	Strategy	Action Plan	Target Year					Resources ₹- upto 10L ₹₹- 11-50L ₹₹₹- 51L-1C ₹₹₹₹- above 1C	Responsibility
			23-24	24-25	25-26	26-27	27-28		
<b>9.1</b>	<b>Objective: To design and develop an effective and efficient governance model</b>								
9.1.1	Establish sponsoring body and registration of the institution	Establish sponsoring body and registration of institution						₹	Society
9.1.2	Revise clear vision, mission and objectives corresponding to the welfare of local, national and global communities	Develop strategic plan						₹	Executive Committee
9.1.3	Revise policy framework with clearly defined procedures for every activity	Develop policy and procedure handbooks						₹	Executive Committee
9.1.4	Develop road maps for various development activities	Design road maps for various development activities by 2023						₹	Executive Committee
9.1.5	Plan and procure of necessary resources for core processes and functions	Procure necessary resources for core processes and functions by 2023						₹₹₹₹	CFO
9.1.6	Implement quality culture in tune with the vision and mission of the institution	Communicate quality policy to all stakeholders by 2023	June 2023					₹	Director HR
<b>9.2</b>	<b>Objective: To identify and build a robust system for implementation of accountable and responsible governance</b>								
9.2.1	Identify and assign responsibilities to competent people at various strategic positions	Identify and recruit key people for various strategic positions by 2023						₹₹₹₹	Director HR

## 9. GOVERNANCE PLAN

	Strategy	Action Plan	Target Year					Resources ₹- upto 10L ₹₹- 11-50L ₹₹₹- 51L-1C ₹₹₹₹- above 1C	Responsibility
			23-24	24-25	25-26	26-27	27-28		
9.2.2	Communicate management processes, decision chain and key performance areas to ensure responsible governance	Organise management development programmes every year	Every year					₹₹	IQAC
9.2.3	Define targets for each key performance area with necessary timelines	Define targets for each key performance area by 2023						₹	Executive Committee

**ACTION AND  
IMPLEMENTATION PLAN  
FOR 5 YEARS**



## V. ACTION AND IMPLEMENTATION PLAN FOR 5 YEARS

S.No	Description of Activities	Estimated Cost (in Rupees Lakhs)	Target Dates												Responsibility
			2023		2024		2025		2026		2027		2028		
			Start	End	Start	End	Start	End	Start	End	Start	End	Start	End	
<b>1. ACADEMIC PLAN</b>															
1.1.1.1	Start new courses and value added course under each programme														
	Identification of subject experts	-	May	May											BoS
	Identification of courses in emerging areas	-	May	May											BoS
	Preparation of curriculum	-	May	Jun											BoS
	Approval of curriculum	-	Jun	Jun											BoS
	Validation by experts	2	Jun	Jun											BoS
	Gap analysis of infrastructure for new courses	-	Jun	Jun											CDC
1.1.1.2	Develop at least one new course every year														
	Identification of subject experts	-			Jan	Jan	Jan	Jan	Jan	Jan	Jan	Jan	Jan	Jan	BoS
	Identification of new courses	-			Mar	Mar	Mar	Mar	Mar	Mar	Mar	Mar	Mar	Mar	BoS
	Preparation of curriculum	-			Mar	Apr	Mar	Apr	Mar	Apr	Mar	Apr	Mar	Apr	BoS
	Approval of curriculum	-			Apr	Apr	Apr	Apr	Apr	Apr	Apr	Apr	Apr	Apr	BoS
	Validation by experts	0.05			May	May	May	May	May	May	May	May	May	May	BoS
	Gap analysis of infrastructure for new courses	-			Jun	Jun	Jun	Jun	Jun	Jun	Jun	Jun	Jun	Jun	CDC
1.1.1.3	Offer 10% of courses through online instruction by 2030														
	Preparation of project report with assessment of requirements like recording studio and broadcasting facilities	-								May	Aug				BoS, DICT, CDC

S.No	Description of Activities	Estimated Cost (in Rupees Lakhs)	Target Dates												Responsibility	
			2023		2024		2025		2026		2027		2028			
			Start	End	Start	End	Start	End	Start	End	Start	End	Start	End		
	Preparation of budget by inviting quotations and selecting vendors	-								Aug	Oct					BoS, DICT, CDC
	Procurement of equipment	100								Oct	Dec					
	Identification of subject experts	-								Oct	Dec					BoS
	Development of online courses	50										Jan			Apr	BoS
	Broadcasting of online course instruction	-												Jun		DICT
1.1.2.1	Collaborate with international bodies for curriculum enrichment by 2025															
	Preparation of Action and Implementation plan with budget	10	Jun	Sep												DC
	Collaborating agreements	20	Sep	Dec												DC
1.1.3.1	Academic and research partnerships with lead universities, industries and institutions															
	Preparation of Action and Implementation plan with budget	25		Dec		Mar										DC
	Collaborating agreements	10			Mar			Jun								DC
1.1.3.2	Offer 5% multidisciplinary and interdisciplinary courses															
	Identification of subject experts	-								May	May					BoS
	Identification of courses in emerging areas	-								Jun	Sep					BoS
	Preparation of curriculum	-								Sep	Dec					BoS
	Approval of curriculum	-								Dec	Dec					BoS
	Validation by experts	2										Jan	Jan			BoS

S.No	Description of Activities	Estimated Cost (in Rupees Lakhs)	Target Dates												Responsibility		
			2023		2024		2025		2026		2027		2028				
			Start	End	Start	End	Start	End	Start	End	Start	End	Start	End			
	Gap analysis of infrastructure for new courses	-										Jan	Mar			CDC	
	Procurement of lab equipment	100										Dec			Mar	CDC, FC	
	Commencement of courses	-												Jun		BoS	
1.1.4.1	Assess attainment of COs, POs and PEOs every year																
	Review methodology for assessment	-	Sep	Dec												DE	
	Review survey forms and benchmarks	-	Dec	Dec												DE	
	Conduct surveys and evaluate of performance	10	November and April every academic year												DE		
	Compare performance with benchmarks	-			May every academic year												DE
	Develop measures to reduce gaps	-			June every academic year												BoS, DE
1.1.4.2	Revise curriculum and COs, POs and PEOs in every two years																
	Identify gaps in curriculum and revise	-				Mar	Apr				Mar	Apr				Deans, HoDs	
	Review COs, POs and PEOs if necessary	-				Apr	Apr				Apr	Apr				Deans, HoDs	
	Disseminate to stakeholders	-				May	May				May	May				Deans, HoDs	
1.1.5	Collaborate with industries for internships/training/mini, minor and major projects																
	Identification of industries/institutions	-			Jan	Feb										DC	
	Preparation of Action and Implementation plan with budget	-			Mar	Apr										DC	



S.No	Description of Activities	Estimated Cost (in Rupees Lakhs)	Target Dates												Responsibility		
			2023		2024		2025		2026		2027		2028				
			Start	End	Start	End	Start	End	Start	End	Start	End	Start	End			
	Collaborating agreements	2			May	May										DC	
1.2.1.1	Develop and implement innovative teaching learning methods																
	Develop innovative teaching learning methods	-	Jan	Mar												Deans, HoDs	
	Implement innovative teaching learning methods	-	May													Deans, HoDs	
1.2.1.2	Evaluate and revise teaching learning methods																
	Conduct faculty and student surveys	2	November and April every academic year													Deans, HoDs	
	Identify gaps in current methodologies	-			March every year												Deans, HoDs
	Device new methodologies	-			Apr every year												Deans, HoDs
1.2.2	Implement blended learning with ICT																
	Prepare project report	-	Dec	Dec												DICT	
	Invite quotations for ICT equipment	-			Jan	Jan										DICT	
	Select vendors	-			Feb	Feb										DICT, FC	
	Prepare budget	-			Mar	Mar										DICT, FC	
	Procure ICT equipment	50			Apr	Apr										DICT, FC, CDC	
	Train faculty, students and staff to use ICT	5			May	May										DICT	

S.No	Description of Activities	Estimated Cost (in Rupees Lakhs)	Target Dates												Responsibility
			2023		2024		2025		2026		2027		2028		
			Start	End	Start	End	Start	End	Start	End	Start	End	Start	End	
1.3.1.1	Implement outcome based evaluation														
	Prepare evaluation guidelines for OBE	-	Jul	Sep											DE
	Prepare question paper templates for OBE	-	Sep	Dec											DE
	Train faculty and staff for OBE	5			Mar	Mar									DE
1.3.1.2	Establish online evaluation system by 2026														
	Assignment of responsibility to Director ICT and Director Evaluation	-	Dec	Dec											BoM
	Preparation of project report	-			Dec	Jan									DICT, DE
	Inviting quotations	-			Feb	Feb									DICT
	Preparation of budget	-			Feb	Mar									DICT, FC
	Selection of vendors	-			Mar	Mar									Registrar
	Establishment of online evaluation system	15			Apr	May									DICT
1.3.1.3	Revise evaluation mechanisms every two years as per guidelines of apex bodies														
	Conduct stakeholder survey	2					May every year							DE	
	Identification of gaps in the evaluation mechanisms	-					May every two years							DE	
	Revise evaluation mechanisms	-					June every two years							DE	
1.3.3	Implement online academic depository														
	Prepare project report	-			Jan	Mar									DICT, DE
	Inviting quotations	-			Apr	May									DICT, DE

S.No	Description of Activities	Estimated Cost (in Rupees Lakhs)	Target Dates												Responsibility		
			2023		2024		2025		2026		2027		2028				
			Start	End	Start	End	Start	End	Start	End	Start	End	Start	End			
	Preparation of budget	-			Jun	Oct										DICT, DE	
	Selection of vendors	-			Nov	Dec										DICT, DE	
	Establishment of online academic depository	20					Jan	May								DICT, DE	
1.4.1	Establish quality assurance cell																
	IQAC cells for quality assurance are available in all institutions under AHERA	-	Jan													BoM	
1.4.2	Establish internal and external audit and evaluation systems																
	Preparation of guidelines for internal and external audit and evaluation systems	-	Dec			Mar										DAA	
	Identification of experts	-														DAA	
	Establish systems	-			May	Jun										DAA	
	Conduct audits	10			Apr every year										DAA		
	Prepare audit and evaluation reports	5			May every year										DAA		
	Rectification of deviations	-			Jun every year										DAA		
1.4.3	Apply for national and international accreditations and secure highest grade accreditations and ranking																
	Identification of international and national accreditation agencies	-	Jan	May												IQAC	
	Prepare proposals and budgets	1			Jun	Dec										IQAC	
	Apply for accreditations and rankings	100					As per eligibility guidelines and timelines of accreditation agencies										IQAC
	Secure accreditations and rankings	10													May	IQAC	

S.No	Description of Activities	Estimated Cost (in Rupees Lakhs)	Target Dates												Responsibility
			2023		2024		2025		2026		2027		2028		
			Start	End	Start	End	Start	End	Start	End	Start	End	Start	End	
<b>2. FACULTY PLAN</b>															
2.1.1.1	Recruit 100% of faculty positions with at least 5% filled with faculty from abroad														
	Preparation of faculty requirement		Dec	Dec	Dec	Dec									DHR
	Advertisement						Jan	Jan							DHR
	Recruitment						Feb	Mar							DHR
	Organise induction programmes						Apr	May							ASC
2.1.1.2	Increase the share of international teaching and research staff to 10%														
	Increase the share to 10%												Jun		BoM
2.1.1.3	Recruit at least 10% of faculty from industry														
	Identification of experts from industry											Dec	Dec		DHR
	Inviting experts for teaching												Jan	Jan	DHR
	Recruitment												Feb	Mar	DHR
	Organise induction programmes												Jan	Jun	DHR
2.1.2	Develop a recruitment system with attention to diversity like minorities, women and differently abled														
	Develop recruitment system		Nov			Jan									DHR
2.1.4	Reallocate faculty through rotation and deputation through performance evaluation														

S.No	Description of Activities	Estimated Cost (in Rupees Lakhs)	Target Dates												Responsibility	
			2023		2024		2025		2026		2027		2028			
			Start	End	Start	End	Start	End	Start	End	Start	End	Start	End		
	Prepare guidelines for rotation and deputation		Sep	Dec												VC, Registrar DHR
	Communication to faculty				Jan	Jan										VC, Registrar DHR
	Reallocation of faculty				May	May			May	May			May	May		VC, Registrar DHR
2.1.5.1	Give awards and rewards to deserving and outperforming staff every year by conducting staff appraisals															
	Conduct staff appraisals				April every year										Deans and HODs	
	Evaluate performance				May every year										Deans and HODs	
	Nominate outperforming faculty and staff				June every year										Deans and HODs	
	Present awards and rewards				September every year										Registrar	
2.1.5.2	Have a retention rate of more than 80%															
	Develop strategies to retain faculty and staff	-			Ongoing Activity										Deans and HODs	

S.No	Description of Activities	Estimated Cost (in Rupees Lakhs)	Target Dates												Responsibility		
			2023		2024		2025		2026		2027		2028				
			Start	End	Start	End	Start	End	Start	End	Start	End	Start	End			
	Provide retention allowance and other rewards	5		April every year												Registrar and FC	
	Ensure 80% retention	-		All times												Deans and HODs	
<b>2.2.1</b>	Identify faculty mentors and mentees and establish mentor-mentee system																
	Develop Mentoring guidelines		April	May												DASC	
	Identify faculty mentors		Jun	Jul												HODs	
	Conduct mentoring program		Sep	Jan												DASC	
	Record the results				Feb	May										HODs	
<b>2.2.2.1</b>	Conduct orientation and refresher programmes to staff every year																
	Prepare orientation program schedules	-	Mar	Apr	Mar	Apr	Mar	Apr	Mar	Apr	Mar	Apr	Mar	Apr	Mar	Apr	DASC
	Prepare refresher program schedules	-	Mar	Apr	Mar	Apr	Mar	Apr	Mar	Apr	Mar	Apr	Mar	Apr	Mar	Apr	DASC
	Prepare Budgets	0.25	Mar	Apr	Mar	Apr	Mar	Apr	Mar	Apr	Mar	Apr	Mar	Apr	Mar	Apr	FC
	Identify resource persons	-	Mar	May	Mar	May	Mar	May	Mar	May	Mar	May	Mar	May	Mar	May	DASC, FC
	Organise programs	10	Jun	Jun	Jun	Jun	Jun	Jun	Jun	Jun	Jun	Jun	Jun	Jun	Jun	Jun	DASC
<b>2.2.2.2</b>	Provide sponsorships to at least 5% of staff to pursue higher education and research every year																

S.No	Description of Activities	Estimated Cost (in Rupees Lakhs)	Target Dates												Responsibility
			2023		2024		2025		2026		2027		2028		
			Start	End	Start	End	Start	End	Start	End	Start	End	Start	End	
	Identify staff for higher education	-	March every year												Deans & HODs
	Prepare budgets	0.25													FC
	Provide sponsorships	15	June every year/As per the program attended / Registration for higher education												VC& FC
	Record results	-													Deans & HODs
<b>2.2.2.3</b>	<b>Provide sponsorships to at least 10% of faculty for professional body memberships</b>														
	Prepare database of professional bodies	-	Mar	Jul											
	Identify professional bodies for memberships	-	Aug	Dec											DR&D, FC
	Identify the faculty for sponsorship	-			January every year										Deans & HODs
	Prepare budgets	-			March every year										FC
	Provide sponsorships	10			May every year										FC
<b>2.2.2.4</b>	<b>Provide sponsorships to at least 30% of faculty for professional development programmes</b>														
	Identify Professional programs	-	Aug	Dec											DR&D
	Identify faculty for sponsorships	-			January every year										Deans & HODs
	Prepare budgets	-			March every year										FC
	Sponsor the faculty	10			May every year										FC

S.No	Description of Activities	Estimated Cost (in Rupees Lakhs)	Target Dates												Responsibility
			2023		2024		2025		2026		2027		2028		
			Start	End	Start	End	Start	End	Start	End	Start	End	Start	End	
<b>2.2.3</b>	Conduct staff surveys every year to collect feedback on work environment														
	Prepare the schedule of feedback and develop feedback forms	-	Feb	Mar	Feb	Mar	Feb	Mar	Feb	Mar	Feb	Mar	Feb	Mar	Deans &HODs
	Prepare Budget	0.25	Mar	Mar	Mar	Mar	Mar	Mar	Mar	Mar	Mar	Mar	Mar	Mar	FC
	Conduct survey	0.25	Apr	Apr	Apr	Apr	Apr	Apr	Apr	Apr	Apr	Apr	Apr	Apr	Deans &HODs
	Prepare survey reports	0.10	May	May	May	May	May	May	May	May	May	May	May	May	Deans &HODs
	Initiate corrective measures	-	May	May	May	May	May	May	May	May	May	May	May	May	DAAC
<b>2.3.1</b>	Identify strategic faculty research teams														
	Identify core areas of research	-	Apr	Jul											DR&D
	Identify faculty for research teams	-	Jul	Sep											Deans &HODs
	Prepare budget	5	Sep	Dec											Deans &HODs
	Compose Research teams	1			Jan	May									DR&D
<b>2.3.2</b>	Ensure 10% of faculty to be recognised as research guides														
	Identify core areas of research	-	Jun	Sep	Jun	Sep	Jun	Sep	Jun	Sep	Jun	Sep	Jun	Sep	DR&D
	Identify eligible faculty for research guidance	-	Sep	Dec	Sep	Dec	Sep	Dec	Sep	Dec	Sep	Dec	Sep	Dec	Deans &HODs



S.No	Description of Activities	Estimated Cost (in Rupees Lakhs)	Target Dates												Responsibility
			2023		2024		2025		2026		2027		2028		
			Start	End	Start	End	Start	End	Start	End	Start	End	Start	End	
	Prepare budget	5	Jan	Mar	Jan	Mar	Jan	Mar	Jan	Mar	Jan	Mar	Jan	Mar	FC
	Allot students for research guidance	-	Apr	May	Apr	May	Apr	May	Apr	May	Apr	May	Apr	May	DR&D
	Monitor Progress	2	May every year												DR&D
<b>2.3.3</b>	Reach MoUs with at least one industry per department for research in emerging areas														
	Identify industries for MoUs	-	Jan	Mar											IIC
	Draft guidelines for MoUs	-	Mar	Jun											IIC
	Prepare Budget	5	Mar	Mar											FC
	Reach MoUs	5	Dec			May									DR&D, IIC
<b>2.3.4</b>	Ensure 5% of faculty as principal investigators/co-investigators for funded research projects														
	Identify funded research projects	-	Mar	Jun	Mar	Jun	Mar	Jun	Mar	Jun	Mar	Jun	Mar	Jun	DR&D
	Identify faculty suitable as Principal Investigators	-	Jul	Aug	Jul	Aug	Jul	Aug	Jul	Aug	Jul	Aug	Jul	Aug	Deans &HODs
	Prepare research proposals	2	Sep	Dec	Sep	Dec	Sep	Dec	Sep	Dec	Sep	Dec	Sep	Dec	DR&D &faculty
	Pursue and procure Funded research projects	-			Jan	May	Jan	May	Jan	May	Jan	May	Jan	May	DR&D
	Monitor the Progress	-			Jun	Dec	Jun	Dec	Jun	Dec	Jun	Dec	Jun	Dec	DR&D
<b>2.3.5</b>	Ensure 5% of faculty as mentors in multidisciplinary and interdisciplinary research consortia														

S.No	Description of Activities	Estimated Cost (in Rupees Lakhs)	Target Dates												Responsibility
			2023		2024		2025		2026		2027		2028		
			Start	End	Start	End	Start	End	Start	End	Start	End	Start	End	
	Identify multidisciplinary and interdisciplinary research areas	-	Jul	Aug	Jul	Aug	Jul	Aug	Jul	Aug	Jul	Aug	Jul	Aug	DR&D
	Identify faculty with multiple credentials	-	Sep	Dec	Sep	Dec	Sep	Dec	Sep	Dec	Sep	Dec	Sep	Dec	Deans &HODs
	Identify research consortia	-			Jan	May	Jan	May	Jan	May	Jan	May	Jan	May	DR&D
	Nominate faculty into the consortia	-			Jun	Dec	Jun	Dec	Jun	Dec	Jun	Dec	Jun	Dec	DR&D
<b>2.3.6</b>	Ensure 10% of faculty secure consultancy projects														
	Identify consultancy areas	-	Mar	Jun	Mar	Jun	Mar	Jun	Mar	Jun	Mar	Jun	Mar	Jun	DR&D
	Prepare guidelines for consultancy projects	-	Jul	Aug	Jul	Aug	Jul	Aug	Jul	Aug	Jul	Aug	Jul	Aug	DR&D
	Identify faculty for consultancy projects	-	Sep	Dec	Sep	Dec	Sep	Dec	Sep	Dec	Sep	Dec	Sep	Dec	Deans &HOD
	Prepare project reports	-			Jan	May	Jan	May	Jan	May	Jan	May	Jan	May	DR&D &faculty
	Pursue and procure consultancy projects	-			Jun	Dec	Jun	Dec	Jun	Dec	Jun	Dec	Jun	Dec	DR&D
	Monitor progress and ensure timely completion	-			May every year										DR&D
<b>2.3.7</b>	Provide incentives and awards to best researchers every year														
	Prepare guidelines for research awards	-			Jan	Feb									DR&D
	Prepare Budget	0.25			Feb	Mar	Ongoing Activity								FC

S.No	Description of Activities	Estimated Cost (in Rupees Lakhs)	Target Dates												Responsibility		
			2023		2024		2025		2026		2027		2028				
			Start	End	Start	End	Start	End	Start	End	Start	End	Start	End			
	Nominate faculty for awards	-			Mar	Mar											DR&D
	Select Best Researchers	-			Apr	Apr											Deans & HODs
	Provide incentives and awards	25			May	May											Registrar
<b>2.4.1</b>	Organise two orientation programmes per department per year																
	Prepare orientation program schedule	-	January every year												DASC		
	Prepare budget	0.25	March every year												FC		
	Organize programs	12	June every year												DASC		
<b>2.4.2</b>	Organise one international conference and two national conferences																
	Identify the themes for international conferences and National conferences	-	January every year												Deans & Heads		
	Prepare Proposals	0.50	February every year												DR&D		
	Identify resource persons	0.25	February every year												DR&D		
	Prepare Budgets	0.25	March every year												FC		
	Organize the conferences	40	June/September every year												DR&D		
<b>2.4.3</b>	Publish proceedings of all events organised																
	Prepare Proceedings	0.25	With in a month from the date of event												Deans & Heads		

S.No	Description of Activities	Estimated Cost (in Rupees Lakhs)	Target Dates												Responsibility
			2023		2024		2025		2026		2027		2028		
			Start	End	Start	End	Start	End	Start	End	Start	End	Start	End	
	Invite quotations and select publishers	0.10													DR&D
	Prepare Expenditure Statement	0.25	With in 10 days from the selection of publishers												FC
	Publish proceedings	10	With in one month from the completion of expenditure statement												DR&D
<b>2.4.4</b>	Sponsor 20% of faculty for presentations and publications in India and 10% of faculty for presentations abroad														
	Identify national and international conferences for presentations		Jan	Mar	Jan	Mar	Jan	Mar	Jan	Mar	Jan	Mar	Jan	Mar	DR&D
	Nominate faculty for national and international conferences		Mar	May	Mar	May	Mar	May	Mar	May	Mar	May	Mar	May	DR&D
	Prepare budgets		Feb	Mar	Feb	Mar	Feb	Mar	Feb	Mar	Feb	Mar	Feb	Mar	FC
	Allocate budget for sponsorships		Apr	Apr	Apr	Apr	Apr	Apr	Apr	Apr	Apr	Apr	Apr	Apr	DR&D, FC
	Sponsor faculty		Jun	Jun	Jun	Jun	Jun	Jun	Jun	Jun	Jun	Jun	Jun	Jun	Deans & HODs, FC

S.No	Description of Activities	Estimated Cost (in Rupees Lakhs)	Target Dates												Responsibility
			2023		2024		2025		2026		2027		2028		
			Start	End	Start	End	Start	End	Start	End	Start	End	Start	End	
<b>3. STUDENT PLAN</b>															
3.1.1.1	Setup enrolment management body														
	Explore target areas for student admissions	-	Aug	Oct											DA
	Prepare admission plan with targets and bench marks	-	Oct	Dec											DA
	Prepare budget for admissions	-	Dec		Jan										DA &FC
	Identify staff for enrolment management	10			Jan	Feb									DA
	Publish information brochures	10			Feb	Feb									DA
3.1.1.2	Conduct awareness programmes and workshops to students, faculty and parents regarding admissions														
	Prepare schedule of awareness programs and workshops	-	Jan	Feb	Jan	Feb	Jan	Feb	Jan	Feb	Jan	Feb	Jan	Feb	DA
	Prepare budget	-	Feb	Feb	Feb	Feb	Feb	Feb	Feb	Feb	Feb	Feb	Feb	Feb	FC
	Train faculty and staff for awareness programs and workshops	10	Mar	Mar	Mar	Mar	Mar	Mar	Mar	Mar	Mar	Mar	Mar	Mar	DA
	Organise orientation programs and workshops	20	Apr	Apr	Apr	Apr	Apr	Apr	Apr	Apr	Apr	Apr	Apr	Apr	DA
3.1.3.1	Create websites and social media platforms														
	Identify timelines for designing website and social medial channels	-	Sep	Sep											DICT

S.No	Description of Activities	Estimated Cost (in Rupees Lakhs)	Target Dates												Responsibility	
			2023		2024		2025		2026		2027		2028			
			Start	End	Start	End	Start	End	Start	End	Start	End	Start	End		
	Prepare budget	0.25	Sep	Oct												FC
	Procure quotations and identify vendors	-	Oct	Nov												DICT
	Design websites and social media platforms	40	Dec		Feb											DICT
<b>3.1.3.2</b>	Start promoting the institution in print, digital and social media															
	Designing the promotion strategy	-	Sep	Sep												DICT
	Allocation of budget	-	Oct	Nov												FC
	Recruitment of technical and other relevant staff	60	Nov	Dec												DICT&DH R
	Promotion	50			Jan	Mar										DICT
<b>3.1.3.3</b>	Start publication of monthly campus newsletters and magazines for sharing campus initiatives with all the stakeholders															
	Prepare action plan for starting newsletters and magazines	-	Nov	Nov												DPR
	Prepare budget	-	Dec	Dec												FC
	Identify editorial boards	2			Jan	Feb										DPR
	Procure quotations and select vendors	-			Feb	Mar										DPR
	Publish newsletters and magazines	30			Apr	Jul										DPR
	Distribute to stakeholders	5		Ongoing activity												DPR

S.No	Description of Activities	Estimated Cost (in Rupees Lakhs)	Target Dates												Responsibility	
			2023		2024		2025		2026		2027		2028			
			Start	End	Start	End	Start	End	Start	End	Start	End	Start	End		
3.1.4	Evaluate the performance of institution in terms of enrolment and revise strategic plans if required															
	Prepare comprehensive admission reports	2	May every year												DA	
	Compare with targets and benchmarks	-													DA	
	Report deviations if any	-													DA	
	Revise the strategies if necessary	-	June every year												DA & BoM	
	Communicate to the enrolment management body	-													DA	
3.1.5.1	Recruit at least 50% of students through national level entrance tests															
	Identify the national level entrance tests for admissions	-	Dec	Dec	Dec	Dec	Dec	Dec	Dec	Dec	Dec	Dec	Dec	Dec	Dec	DA
	Prepare action plan with timelines	-	Jan	Jan	Jan	Jan	Jan	Jan	Jan	Jan	Jan	Jan	Jan	Jan	Jan	DA
	Prepare budget	0.25	Feb	Feb	Feb	Feb	Feb	Feb	Feb	Feb	Feb	Feb	Feb	Feb	Feb	FC
	Ensure 50% admissions through national level tests	10	May	Jun	May	Jun	May	Jun	May	Jun	May	Jun	May	Jun	May	Jun
3.1.5.2	Recruit at least 5% of students from other countries															
	Prepare international student admission plan	-	Dec	Dec	Dec	Dec	Dec	Dec	Dec	Dec	Dec	Dec	Dec	Dec	Dec	DA
	Prepare budget	0.25	Jan	Jan	Jan	Jan	Jan	Jan	Jan	Jan	Jan	Jan	Jan	Jan	Jan	FC
	Establish international admission body	20		Feb												DA

S.No	Description of Activities	Estimated Cost (in Rupees Lakhs)	Target Dates												Responsibility	
			2023		2024		2025		2026		2027		2028			
			Start	End	Start	End	Start	End	Start	End	Start	End	Start	End		
	Disseminate information	20		Ongoing activity												DA
	Organise orientation and awareness programs, education fairs	20	Jan	Mar	Jan	Mar	Jan	Mar	Jan	Mar	Jan	Mar	Jan	Mar	DA	
	Interact with parents	-	Mar	Apr	Mar	Apr	Mar	Apr	Mar	Apr	Mar	Apr	Mar	Apr	ISAB	
	Provide residential and other facilities to international students	100	Mar	Apr	Mar	Apr	Mar	Apr	Mar	Apr	Mar	Apr	Mar	Apr	DA& CDC	
<b>3.1.5.3</b>	<b>Recruit at least 25% of students from other states</b>															
	Prepare inter-state student admission plan	-	Dec	Dec	Dec	Dec	Dec	Dec	Dec	Dec	Dec	Dec	Dec	Dec	DA	
	Prepare budget	0.25	Jan	Jan	Jan	Jan	Jan	Jan	Jan	Jan	Jan	Jan	Jan	Jan	FC	
	Establish National admission body	2		Feb										DA		
	Disseminate information	5		Ongoing activity												DA
	Organise orientation and awareness programs, education fairs	10	Jan	Mar	Jan	Mar	Jan	Mar	Jan	Mar	Jan	Mar	Jan	Mar	DA	
	Interact with parents	-	Mar	Apr	Mar	Apr	Mar	Apr	Mar	Apr	Mar	Apr	Mar	Apr	NSAB	
	Provide residential and other facilities to students from other states	50	Mar	Apr	Mar	Apr	Mar	Apr	Mar	Apr	Mar	Apr	Mar	Apr	DA& CDC	
<b>3.1.6.1</b>	<b>Offer wide range of curricula with scope for multidisciplinary learning</b>															
	Identify multidisciplinary areas for curriculum development	-	Aug	Aug											DAC	



S.No	Description of Activities	Estimated Cost (in Rupees Lakhs)	Target Dates												Responsibility	
			2023		2024		2025		2026		2027		2028			
			Start	End	Start	End	Start	End	Start	End	Start	End	Start	End		
	Prepare action plan	-	Sep	Sep												DAC
	Nominate subject experts	3	Oct	Oct												DAC
	Design and develop curricula with multi-disciplinary learning	-	Oct	Dec												DAC
	Approval of curriculum with appropriate TLP	-			Jan	Jan										BoS
	Preparation of budget for procurement of resources	0.25			Feb	Feb										FC
	Invite quotations and select vendors	-			Mar	Mar										FC
	Procurement of resources and equipment	20			Mar	Apr										FC& CDC
	Implement new curricula	5			Jun	Jun										DAC
3.1.6.2	Provide best teaching learning methodologies with ICT															
	Prepare TLP with ICT	-	Oct	Nov												DAC
	Prepare ICT strategies with targets	-	Dec	Dec												DICT
	Prepare budgets	0.25			Jan	Jan										FC
	Invite quotations and select vendors	-			Feb	Feb										DICT&FC
	Purchase equipment	30			Feb	Feb										FC
	Recruit technical and other staff for ICT	10			Feb	Mar										DHR

S.No	Description of Activities	Estimated Cost (in Rupees Lakhs)	Target Dates												Responsibility	
			2023		2024		2025		2026		2027		2028			
			Start	End	Start	End	Start	End	Start	End	Start	End	Start	End		
	Train the faculty and students for TLP with ICT	2			Mar	Mar										DICT
	Implement TLP with ICT	-			May	Jun										DAC
<b>3.1.6.3</b>	Provide 100% placement assistance															
	Prepare report of eligible students for employment	-			Jan	Jan	Jan	Jan	Jan	Jan	Jan	Jan	Jan	Jan	Jan	DT&P
	Prepare training calendar	-			Feb	Feb	Feb	Feb	Feb	Feb	Feb	Feb	Feb	Feb	Feb	DT&P
	Prepare budget	0.25			Mar	Mar	Mar	Mar	Mar	Mar	Mar	Mar	Mar	Mar	Mar	FC
	Invite quotations and Select training organizations	-			Jun	Jun	Jun	Jun	Jun	Jun	Jun	Jun	Jun	Jun	Jun	FC
	Organise training programs	10			Jul	Aug	Jul	Aug	Jul	Aug	Jul	Aug	Jul	Aug	Jul	DT&P
	Identify prospective employers	-			Aug	Aug	Aug	Aug	Aug	Aug	Aug	Aug	Aug	Aug	Aug	DT&P
	Prepare placement calendar	-			Sep	Sep	Sep	Sep	Sep	Sep	Sep	Sep	Sep	Sep	Sep	DT&P
	Schedule placement drives	50			Dec	Dec	Dec	Dec	Dec	Dec	Dec	Dec	Dec	Dec	Dec	DT&P
	Provide placements to students	-					Jan	Jan	Jan	Jan	Jan	Jan	Jan	Jan	Jan	DT&P
<b>3.1.7</b>	Retain at least 75% of students															
	Prepare retention strategy	-	Apr	May												Deans &HODs

S.No	Description of Activities	Estimated Cost (in Rupees Lakhs)	Target Dates												Responsibility
			2023		2024		2025		2026		2027		2028		
			Start	End	Start	End	Start	End	Start	End	Start	End	Start	End	
	Offer mentoring and counseling to students	-	Jun	Ongoing activity											Deans &HODs
	Monitor students transition	-	At the end of every semester											Deans &HODs	
	Provide remedial coaching	5	Ongoing activity											Deans &HODs	
	Redress grievances	-	Ongoing activity											DSA	
3.1.8	Provide graduate teaching assistantships to at least 10% of students every year														
	Identify the students interested in teaching career	-			Jan	Jan									DHR
	Prepare recruitment plan	-			Feb	Feb									DHR
	Prepare budget	0.25			Mar	Mar									FC
	Nominate the students for graduate teaching assistant ships	-			Apr	Apr									Deans & HODs
	Provide training	10			May	Jun									DASC
3.2.1	Establish support and enabling systems and processes														
	Develop guidelines for supporting and enabling systems	-	Jan	Feb											Registrar
	Prepare budget	0.25	Mar	Mar											FC
	Designate faculty and student coordinators	-	April Every Year											Deans &HODs	

S.No	Description of Activities	Estimated Cost (in Rupees Lakhs)	Target Dates												Responsibility		
			2023		2024		2025		2026		2027		2028				
			Start	End	Start	End	Start	End	Start	End	Start	End	Start	End			
	Communicate the guidelines	-	Apr	Apr												Registrar	
	Establish the committees and cells	-	May	May												Registrar	
	Allocate budget	-	Jun	Jun												FC	
	Monitor the progress	-	Ongoing activity												Deans &HODs		
<b>3.2.2.1</b>	<b>Provide 5% merit scholarships, 10% sponsorships and 5% freeships</b>																
	Identify sponsoring agencies	-	Nov	Dec	Nov	Dec	Nov	Dec	Nov	Dec	Nov	Dec	Nov	Dec	Nov	Dec	DA
	Prepare budget	0.25	Mar	Apr	Mar	Apr	Mar	Apr	Mar	Apr	Mar	Apr	Mar	Apr	Mar	Apr	FC
	Prepare list of student eligible for merit scholarships, sponsorships and free ships	-	Mar	Apr	Mar	Apr	Mar	Apr	Mar	Apr	Mar	Apr	Mar	Apr	Mar	Apr	DA
	Verify student's eligibility for free-ships	-	Mar	Apr	Mar	Apr	Mar	Apr	Mar	Apr	Mar	Apr	Mar	Apr	Mar	Apr	DA
	Select eligible students	-	Apr	Apr	Apr	Apr	Apr	Apr	Apr	Apr	Apr	Apr	Apr	Apr	Apr	Apr	DA
	Provide merit scholarships, sponsorships and free-ships	50	May	Jun	May	Jun	May	Jun	May	Jun	May	Jun	May	Jun	May	Jun	DA&FC
<b>3.2.2.2</b>	<b>Provide 1 funded fellowship per programme</b>																
	Design guidelines for funded fellowship	-	Jan	Apr													DR&D
	Prepare budget	0.25					Mar	Mar			Mar	Mar					FC
	Consult external funding agencies	1					Jan	Apr			Jan	Apr					DR&D

S.No	Description of Activities	Estimated Cost (in Rupees Lakhs)	Target Dates												Responsibility	
			2023		2024		2025		2026		2027		2028			
			Start	End	Start	End	Start	End	Start	End	Start	End	Start	End		
	Nominate students from each program	-					May	May			May	May			Deans & HoDs	
	Apply for fellowship	-					Jun	Dec			Jun	Dec			DR&D	
	Procure funded fellowship	-							Jan	Jun			Jan	Jun	DR&D	
3.2.4.1	Ensure 25% or more student participation in various committees as coordinators every year															
	Identify committees with student coordinators	-	May	Jun	May	Jun	May	Jun	May	Jun	May	Jun	May	Jun	HODs, DSA	
	Select coordinators	-	Jul	Jul	Jul	Jul	Jul	Jul	Jul	Jul	Jul	Jul	Jul	Jul	HODs	
	Organize orientation/training program	5	Jul	Jul	Jul	Jul	Jul	Jul	Jul	Jul	Jul	Jul	Jul	Jul	DSA	
	Encourage participation	-	Ongoing activity												DSA	
3.2.4.2	Ensure 30% of students as members of professional bodies															
	Prepare the list of professional bodies	-	Jul	Jul	Jul	Jul	Jul	Jul	Jul	Jul	Jul	Jul	Jul	Jul	Jul	DR&D
	Prepare budget	0.25	Mar	Mar	Mar	Mar	Mar	Mar	Mar	Mar	Mar	Mar	Mar	Mar	FC	
	Collect lists of eligible students	-	Jun	Jun	Jun	Jun	Jun	Jun	Jun	Jun	Jun	Jun	Jun	Jun	HODs	
	Enroll students for professional bodies	5	Jul	Jul	Jul	Jul	Jul	Jul	Jul	Jul	Jul	Jul	Jul	Jul	DR&D	
	Ensure participation in professional body activities	5	Jul			Mar	Ongoing activity								HODs	
3.2.4.3	Ensure 60% student participation in various academic, administrative and professional events every year															

S.No	Description of Activities	Estimated Cost (in Rupees Lakhs)	Target Dates												Responsibility	
			2023		2024		2025		2026		2027		2028			
			Start	End	Start	End	Start	End	Start	End	Start	End	Start	End		
	Prepare activity schedules for various events	-	Jun	Jun												DSA
	Prepare budget	0.25	Jul	Jul												FC
	Constitute student activity committee	-	Aug	Aug												DSA
	Provide orientation and training	1	Sep	Sep												DSA
	Ensure student participation	-	Ongoing activity												DSA&HODs	
<b>3.2.5</b>	Ensure 75% student satisfaction															
	Develop strong student support system	-	Mar	Apr												HODs
	Ensure regular communication	-	Ongoing activity												HODs	
	Address grievances	-													GRC	
	Monitor progression	-	Mar	May												DA
<b>3.3.1</b>	Ensure 80% graduation in every department															
	Completion of curriculum on time	-	Jul			Mar	Ongoing activity									DA
	Develop robust evaluation system	-		Mar												DE
	Set benchmarks	-		Mar												DE
	Extend remedial coaching for slow learners	-	Ongoing activity												Deans &HODs	
	Regular monitoring of students' transition	-	Ongoing activity												DE	

S.No	Description of Activities	Estimated Cost (in Rupees Lakhs)	Target Dates												Responsibility
			2023		2024		2025		2026		2027		2028		
			Start	End	Start	End	Start	End	Start	End	Start	End	Start	End	
<b>3.3.2</b>	<b>Ensure placement of 60% of students</b>														
	Identify eligible students for employment	-			Jan	Jan	Jan	Jan	Jan	Jan	Jan	Jan	Jan	Jan	HODs
	Prepare training calendar	-			Feb	Feb	Feb	Feb	Feb	Feb	Feb	Feb	Feb	Feb	DT&P
	Prepare budget	0.25			Mar	Mar	Mar	Mar	Mar	Mar	Mar	Mar	Mar	Mar	FC
	Invite quotations and Select training organizations	-			Jun	Jun	Jun	Jun	Jun	Jun	Jun	Jun	Jun	Jun	DT&P
	Organise training programs	10			Jul	Aug	Jul	Aug	Jul	Aug	Jul	Aug	Jul	Aug	DT&P
	Identify prospective employers	-			Aug	Aug	Aug	Aug	Aug	Aug	Aug	Aug	Aug	Aug	DT&P
	Prepare placement calendar	-			Sep	Sep	Sep	Sep	Sep	Sep	Sep	Sep	Sep	Sep	DT&P
	Organize placement drives	50			Dec			Mar	Ongoing activity						DT&P
<b>3.3.3</b>	<b>Encourage 20% of students towards research and higher education</b>														
	Gather information on higher education and research opportunities	-						Jan	Jan						DR&D
	Identify students interested	-						Feb	Feb						HODs
	Communicate the details	-						Mar	Mar						DR&D
	Collaborate with international universities and research centers	30						Mar	Apr						DC
	Provide visa and embassy assistance to international aspirants	15						Ongoing activity						DC, DR&D	

S.No	Description of Activities	Estimated Cost (in Rupees Lakhs)	Target Dates												Responsibility
			2023		2024		2025		2026		2027		2028		
			Start	End	Start	End	Start	End	Start	End	Start	End	Start	End	
3.3.4	Encourage 10% of students to participate in research publications														
	Recognize advanced learners	-	Aug	Aug	Aug	Aug	Aug	Aug	Aug	Aug	Aug	Aug	Aug	Aug	HODs
	Gather information on journals	-	Sep	Sep	Sep	Sep	Sep	Sep	Sep	Sep	Sep	Sep	Sep	Sep	DR&D
	Prepare guidelines for student publications	-	Oct	Oct	Oct	Oct	Oct	Oct	Oct	Oct	Oct	Oct	Oct	Oct	DR&D
	Allot faculty mentors	-	Oct	Oct	Oct	Oct	Oct	Oct	Oct	Oct	Oct	Oct	Oct	Oct	HODs
	Coordinate with publishing houses	2	Nov	Nov	Nov	Nov	Nov	Nov	Nov	Nov	Nov	Nov	Nov	Nov	DR&D
	Provide guidance for publications	-	Dec	Dec	Dec	Dec	Dec	Dec	Dec	Dec	Dec	Dec	Dec	Dec	DR&D
3.3.5	Ensure 5% of students opt for entrepreneurship														
	Prepare list of students interested in startups	-			Jan	Feb	Jan	Feb	Jan	Feb	Jan	Feb	Jan	Feb	HODs
	Prepare EDP schedule	-			Feb	Mar	Feb	Mar	Feb	Mar	Feb	Mar	Feb	Mar	EDC
	Prepare budget	0.25			Mar	Mar	Mar	Mar	Mar	Mar	Mar	Mar	Mar	Mar	FC
	Organise EDP and orientation programs	5			Mar	Apr	Mar	Apr	Mar	Apr	Mar	Apr	Mar	Apr	EDC
	Provide incubation support	10			Apr	Jun	Apr	Jun	Apr	Jun	Apr	Jun	Apr	Jun	EDC
	Provide financial assistance through tie ups	5			Ongoing activity									EDC	
3.4.1	Organise one orientation programme per department per year														
	Prepare schedule of programs		Feb	Mar	Feb	Mar	Feb	Mar	Feb	Mar	Feb	Mar	Feb	Mar	DR&D



S.No	Description of Activities	Estimated Cost (in Rupees Lakhs)	Target Dates												Responsibility		
			2023		2024		2025		2026		2027		2028				
			Start	End	Start	End	Start	End	Start	End	Start	End	Start	End			
	Prepare budget	0.25	Mar	Mar	Mar	Mar	Mar	Mar	Mar	Mar	Mar	Mar	Mar	Mar	Mar	FC	
	Prepare guidelines for orientation programs and workshops on research methodologies	-	Mar	Mar	Mar	Mar	Mar	Mar	Mar	Mar	Mar	Mar	Mar	Mar	Mar	DR&D	
	Identify resource persons	5	Apr	Apr	Apr	Apr	Apr	Apr	Apr	Apr	Apr	Apr	Apr	Apr	Apr	DR&D	
	Organise programs	10	Ongoing Activity												DR&D		
3.4.4	Sponsor 10% of students for presentations and publications in India and 5% of students for presentations abroad																
	Gather information on national and international conferences for presentations	1	Mar	Mar	Mar	Mar	Mar	Mar	Mar	Mar	Mar	Mar	Mar	Mar	Mar	DR&D	
	Nominate students for national and international conferences	-	Jul	Sep	Jul	Sep	Jul	Sep	Jul	Sep	Jul	Sep	Jul	Sep	Jul	HODs	
	Prepare Expenditure Statement	0.25	Aug	Aug	Aug	Aug	Aug	Aug	Aug	Aug	Aug	Aug	Aug	Aug	Aug	FC	
	Allocate budget for sponsorships	-	Sep	Sep	Sep	Sep	Sep	Sep	Sep	Sep	Sep	Sep	Sep	Sep	Sep	FC	
	Provide visa and embassy assistance for international programs	10	Sep	Sep	Sep	Sep	Sep	Sep	Sep	Sep	Sep	Sep	Sep	Sep	Sep	DC	
	Sponsor students	50	Oct	Dec	Oct	Dec	Oct	Dec	Oct	Dec	Oct	Dec	Oct	Dec	Oct	Dec	FC

S.No	Description of Activities	Estimated Cost (in Rupees Lakhs)	Target Dates												Responsibility
			2023		2024		2025		2026		2027		2028		
			Start	End	Start	End	Start	End	Start	End	Start	End	Start	End	
<b>4. RESEARCH PLAN</b>															
4.1.1	Start research programmes in every PG department														
	Identify emerging areas in research	-	Aug	Aug											DR&D
	Develop guidelines	-	Sep	Sep											DR&D
	Appoint research guides	-	Oct	Oct											DHR
	Prepare budget	0.25	Nov	Nov											FC
	Invite quotations and select vendors	-	Dec	Dec											FC
	Procure equipment and establish laboratories	100			Jan	Mar									CDC,FC
	Commence the programs	10			May	May									DR&D
4.1.2.1	Designate 10% of research admissions to high calibre students														
	Allot 10% seats to high caliber students	-	Every year												DR&D
	Design specific guidelines	-	Mar	Mar	Mar	Mar	Mar	Mar	Mar	Mar	Mar	Mar	Mar	Mar	DR&D
	Invite applications	-	Mar	Mar	Mar	Mar	Mar	Mar	Mar	Mar	Mar	Mar	Mar	Mar	DR&D
	Select students and provide admissions	45	Apr	Apr	Apr	Apr	Apr	Apr	Apr	Apr	Apr	Apr	Apr	Apr	DR&D
4.1.2.2	Recruit 10% of faculty from early career researchers														
	Prepare recruitment plans	-	Feb	Feb	Feb	Feb	Feb	Feb	Feb	Feb	Feb	Feb	Feb	Feb	DHR

S.No	Description of Activities	Estimated Cost (in Rupees Lakhs)	Target Dates												Responsibility	
			2023		2024		2025		2026		2027		2028			
			Start	End	Start	End	Start	End	Start	End	Start	End	Start	End		
	Prepare budget	0.25	Mar	Mar	Mar	Mar	Mar	Mar	Mar	Mar	Mar	Mar	Mar	Mar	Mar	FC
	Advertise faculty requirements	10	Mar	Apr	Mar	Apr	Mar	Apr	Mar	Apr	Mar	Apr	Mar	Apr	Mar	DHR,FC
	Select faculty	50	Apr	May	Apr	May	Apr	May	Apr	May	Apr	May	Apr	May	Apr	DHR
	Provide induction	10	Jun	Jun	Jun	Jun	Jun	Jun	Jun	Jun	Jun	Jun	Jun	Jun	Jun	DASC
<b>4.1.3</b>	Recruit 33% women researchers and faculty as per Government norms															
	Prepare recruitment plans	-	Feb	Feb	Feb	Feb	Feb	Feb	Feb	Feb	Feb	Feb	Feb	Feb	Feb	DHR
	Prepare budget	0.25	Mar	Mar	Mar	Mar	Mar	Mar	Mar	Mar	Mar	Mar	Mar	Mar	Mar	FC
	Advertise faculty requirements	10	Mar	Apr	Mar	Apr	Mar	Apr	Mar	Apr	Mar	Apr	Mar	Apr	Mar	DHR,FC
	Select faculty	50	Apr	May	Apr	May	Apr	May	Apr	May	Apr	May	Apr	May	Apr	DHR
	Provide induction	10	Jun	Jun	Jun	Jun	Jun	Jun	Jun	Jun	Jun	Jun	Jun	Jun	Jun	DASC
<b>4.1.4</b>	Recruit 25% of research scholars into research centres															
	Prepare guidelines for recruitment of research scholars	-	Feb	Feb	Feb	Feb	Feb	Feb	Feb	Feb	Feb	Feb	Feb	Feb	Feb	DR&D
	Prepare budget	0.25	Mar	Mar	Mar	Mar	Mar	Mar	Mar	Mar	Mar	Mar	Mar	Mar	Mar	FC
	Invite applications for recruitment	10	Mar	Apr	Mar	Apr	Mar	Apr	Mar	Apr	Mar	Apr	Mar	Apr	Mar	DHR, DR&D
	Select scholars	20	Apr	May	Apr	May	Apr	May	Apr	May	Apr	May	Apr	May	Apr	DR&D
	Provide orientation program	5	Jun	Jun	Jun	Jun	Jun	Jun	Jun	Jun	Jun	Jun	Jun	Jun	Jun	DASC

S.No	Description of Activities	Estimated Cost (in Rupees Lakhs)	Target Dates												Responsibility		
			2023		2024		2025		2026		2027		2028				
			Start	End	Start	End	Start	End	Start	End	Start	End	Start	End			
4.2.1	Prepare database of research fellowships, programmes and recruitments																
	Prepare data base of research fellowships	-	Jan	Mar	Jan	Mar	Jan	Mar	Jan	Mar	Jan	Mar	Jan	Mar	Jan	Mar	DR&D
	Prepare data base of research recruitments	-	Feb	Apr	Feb	Apr	Feb	Apr	Feb	Apr	Feb	Apr	Feb	Apr	Feb	Apr	DR&D
	Prepare database of research collaborations	-	Feb	Apr	Feb	Apr	Feb	Apr	Feb	Apr	Feb	Apr	Feb	Apr	Feb	Apr	DR&D
	Prepare database of public and private research partnerships	-	Feb	Apr	Feb	Apr	Feb	Apr	Feb	Apr	Feb	Apr	Feb	Apr	Feb	Apr	DR&D
4.2.2	Establish at least 1 research chair per department																
	Design guidelines for establishing research chairs	-		Feb													DR&D
	Prepare budget	0.25	Mar	Mar	Mar	Mar	Mar	Mar	Mar	Mar	Mar	Mar	Mar	Mar	Mar	Mar	FC
	Consult renowned scientists and researchers	2	Jan	Mar	Jan	Mar	Jan	Mar	Jan	Mar	Jan	Mar	Jan	Mar	Jan	Mar	DR&D
	Invitation to be the research chairs	2	Apr	Apr	Apr	Apr	Apr	Apr	Apr	Apr	Apr	Apr	Apr	Apr	Apr	Apr	DR&D
	Establish research chairs	10	May	Jun	May	Jun	May	Jun	May	Jun	May	Jun	May	Jun	May	Jun	DR&D
4.2.3	Establish research infrastructure, laboratories and library																
	Prepare research infrastructure plan with phase wise completion plan	-		Feb													DR&D, CDC
	Prepare budgets	0.25	Mar	Mar	Mar	Mar	Mar	Mar	Mar	Mar	Mar	Mar	Mar	Mar	Mar	Mar	FC
	Invite quotations and select vendors	-	Mar	Apr	Mar	Apr	Mar	Apr	Mar	Apr	Mar	Apr	Mar	Apr	Mar	Apr	CDC

S.No	Description of Activities	Estimated Cost (in Rupees Lakhs)	Target Dates												Responsibility
			2023		2024		2025		2026		2027		2028		
			Start	End	Start	End	Start	End	Start	End	Start	End	Start	End	
	Procure laboratory equipment	200	Apr	May	Apr	May	Apr	May	Apr	May	Apr	May	Apr	May	FC&CDC
	Monitor infrastructure establishment	-	Ongoing Activity												CDC
	Prepare library requirements	-	Dec			Feb									DR&D Librarian
	Invite quotations from vendors	-	Mar	Apr	Mar	Apr	Mar	Apr	Mar	Apr	Mar	Apr	Mar	Apr	FC
	Procure books	50	Apr	May	Apr	May	Apr	May	Apr	May	Apr	May	Apr	May	FC
	Monitor the establishment of research library	-	Ongoing Activity												CDC
<b>4.2.4</b>	Procure at least 5% of research funding from external agencies														
	Prepare guidelines for research funding	-	Dec			Feb									DR&D
	Prepare statement of expenditure	-			Mar	Sep									FC
	Prepare the data of external agencies	-			Oct	Dec									DR&D
	Communicate for funding	2					Jan	Mar							DR&D
	Procure funding	-					Apr			May					DR&D
<b>4.2.5</b>	Ensure 25% of research projects in multidisciplinary areas														
	Prepare guidelines for multidisciplinary research	-	Dec			Feb									DR&D
	Identify research guides with multiple specializations	-			Mar	Sep									DR&D, Deans & HoDs

S.No	Description of Activities	Estimated Cost (in Rupees Lakhs)	Target Dates												Responsibility	
			2023		2024		2025		2026		2027		2028			
			Start	End	Start	End	Start	End	Start	End	Start	End	Start	End		
	Prepare project proposals	2			Oct	Dec										DR&D
	Approach organizations and industries	5						Jan	Mar							DR&D
	Procure projects	-						Apr			May					DR&D
	Monitor progress		Ongoing Activity												DR&D	
4.2.6	Establish at least 1 research centre in every department															
	Prepare action plan for establishment of research center	-	Sep			Jan										DR&D, FC
	Prepare budget estimations	0.25	Jan	Mar	Jan	Mar	Jan	Mar	Jan	Mar	Jan	Mar	Jan	Mar	FC	
	Invite quotations	-	Feb	Feb	Feb	Feb	Feb	Feb	Feb	Feb	Feb	Feb	Feb	Feb	FC	
	Select vendors	-	Mar	Mar	Mar	Mar	Mar	Mar	Mar	Mar	Mar	Mar	Mar	Mar	FC	
	Procure equipment	100	Apr	Apr	Apr	Apr	Apr	Apr	Apr	Apr	Apr	Apr	Apr	Apr	FC, CDC	
	Establish research center	100	May	Jun	May	Jun	May	Jun	May	Jun	May	Jun	May	Jun	DR&D, CDC	
4.2.7	Allocate 5% of total budget towards research funding															
	Prepare guidelines for preparation of budgets	-	Dec			Jan									FC	
	Decide the allocation of share of expenditure	-	Jan	Feb	Jan	Feb	Jan	Feb	Jan	Feb	Jan	Feb	Jan	Feb	FC	
	Prepare department wise research expenditure	-	Feb	Mar	Feb	Mar	Feb	Mar	Feb	Mar	Feb	Mar	Feb	Mar	DR&D, FC	

S.No	Description of Activities	Estimated Cost (in Rupees Lakhs)	Target Dates												Responsibility
			2023		2024		2025		2026		2027		2028		
			Start	End	Start	End	Start	End	Start	End	Start	End	Start	End	
	Ensure 5% budget towards research	100	Mar	Mar	Mar	Mar	Mar	Mar	Mar	Mar	Mar	Mar	Mar	Mar	DR&D, FC
4.2.8	Designate research awards in every department														
	Prepare guidelines for constitutions of research awards	-	Sep	Dec											DR&D
	Prepare budget requirements	0.25			Feb	Mar									FC
	Communicate with departments	-			Apr	Jun									DR&D
	Invite nominations for awards	-					Jan	Mar							DR&D, Deans & HoDs
	Select best researchers for awards	-					May	May							DR&D, Deans
	Present awards	20					Jun	Jun							FC
4.3.1	Ensure at least 5% of funding through consultancy services														
	Prepare guidelines	-		Feb											DR&D
	Prepare project proposals	2	Oct	Dec					Ongoing Activity						DR&D
	Approach industries and organizations	5			Jan	Mar									DR&D
	Procure consultancy projects	-			Apr			May							DR&D
4.3.2	Ensure at least 2 partnerships per department	-	May											May	DR&D

S.No	Description of Activities	Estimated Cost (in Rupees Lakhs)	Target Dates												Responsibility	
			2023		2024		2025		2026		2027		2028			
			Start	End	Start	End	Start	End	Start	End	Start	End	Start	End		
4.3.3	Ensure at least 25% of consultancy projects in the area of market research	-	May												May	DR&D
4.3.4	Ensure at least 25% of consultancy projects in significant environmental areas like energy conservation, green marketing, pollution control, climate change, waste management, etc.	-	May												May	DR&D
4.4.1	Encourage 20% of faculty and students to collaborate with industries	-	May												May	DC
4.4.2	Commercialisation and patenting of at least 10% of research projects															
	Prepare guidelines for procuring IPRs	-	Dec			Feb										DR&D
	Prepare budget	0.25	Mar	Mar												FC
	Conduct awareness workshops on IPRs	10			Jun	Dec										DR&D
	Register for IPRs	2					Feb	Apr								DR&D
	Procure IPRs	10							May			May				DR&D
	Commercialize	100									Jun			May		DR&D
4.4.3	Ensure 10% of research projects in the area of community development every year	-	Ongoing Activity												DCE	
4.4.4.1	Ensure at least 30% of students and staff to participate in community outreach programs and volunteering activities	-	Ongoing Activity												DCE	



S.No	Description of Activities	Estimated Cost (in Rupees Lakhs)	Target Dates												Responsibility
			2023		2024		2025		2026		2027		2028		
			Start	End	Start	End	Start	End	Start	End	Start	End	Start	End	
4.4.4.2	Start NCC wings under all institutions by 2030														
	Prepare proposals	-	Feb	Mar	Feb	Mar	Feb	Mar	Feb	Mar	Feb	Mar	Feb	Mar	DCE
	Apply for NCC wings	-	Apr	May	Apr	May	Apr	May	Apr	May	Apr	May	Apr	May	DCE
	Procure permission	-	May	Jun	May	Jun	May	Jun	May	Jun	May	Jun	May	Jun	DCE
	Identify student volunteers	-	Jul	Jul	Jul	Jul	Jul	Jul	Jul	Jul	Jul	Jul	Jul	Jul	DCE
	Identify Faculty Coordinators	5	Jul	Jul	Jul	Jul	Jul	Jul	Jul	Jul	Jul	Jul	Jul	Jul	DCE
	Inagurate NCC wings	8	Aug			Ongoing Activity							May	DCE	
4.4.4.3	Start NSS units under all institutions														
	Prepare proposals	-	Feb	Mar	Feb	Mar	Feb	Mar	Feb	Mar	Feb	Mar	Feb	Mar	DCE
	Apply for NSS Units	-	Apr	May	Apr	May	Apr	May	Apr	May	Apr	May	Apr	May	DCE
	Procure permission	-	May	Jun	May	Jun	May	Jun	May	Jun	May	Jun	May	Jun	DCE
	Identify student volunteers	-	Jul	Jul	Jul	Jul	Jul	Jul	Jul	Jul	Jul	Jul	Jul	Jul	DCE
	Identify Programme Officers	5	Jul	Jul	Jul	Jul	Jul	Jul	Jul	Jul	Jul	Jul	Jul	Jul	DCE
	Inagurate NSS unit	8	Aug			Ongoing Activity							May	DCE	
4.4.4.4	Adopt 50 villages under all institutions														
	Conduct surveys and prepare database	10	Feb	Mar	Feb	Mar	Feb	Mar	Feb	Mar	Feb	Mar	Feb	Mar	DCE

S.No	Description of Activities	Estimated Cost (in Rupees Lakhs)	Target Dates												Responsibility
			2023		2024		2025		2026		2027		2028		
			Start	End	Start	End	Start	End	Start	End	Start	End	Start	End	
	Prepare budget	0.25	Apr	May	Apr	May	Apr	May	Apr	May	Apr	May	Apr	May	FC
	Select and adopt villages	10	May	Jun	May	Jun	May	Jun	May	Jun	May	Jun	May	Jun	DCE
	Schedule and conduct activities	10	Jul	Jul	Jul	Jul	Jul	Jul	Jul	Jul	Jul	Jul	Jul	Jul	DCE
	Monitor progress	-	Ongoing Activity												DCE
4.4.4.5	100% student participation in extension services														
	Prepare student database	-	Aug	Sep	Aug	Sep	Aug	Sep	Aug	Sep	Aug	Sep	Aug	Sep	Deans, HoDs
	Prepare activity schedule	-	Sep	Sep	Sep	Sep	Sep	Sep	Sep	Sep	Sep	Sep	Sep	Sep	DCE
	Organise orientation programmes	2	Oct	Oct	Oct	Oct	Oct	Oct	Oct	Oct	Oct	Oct	Oct	Oct	DCE
	Conduct activities	5	Ongoing Activity												DCE

S.No	Description of Activities	Estimated Cost (in Rupees Lakhs)	Target Dates												Responsibility
			2023		2024		2025		2026		2027		2028		
			Start	End	Start	End	Start	End	Start	End	Start	End	Start	End	
<b>5. NETWORKING PLAN</b>															
5.1.1	Encourage 50% of faculty and students to be members of personal and professional networks														
	Prepare guidelines for networking	-	Sep	Dec											DC
	Prepare data base of professional networks	-			Jan	Dec									DC
	Prepare budget estimations	10					Jan	Mar							FC
	Communicate with professional networks	2					Jan	Mar							DC
	Organise networking sessions	20					Apr	May							DC
5.1.2.2	Organise two professional body meetings														
	Prepare guidelines	-	Sep	Dec											DC
	Collaborate with professional bodies	-			Jan	Dec									DC
	Prepare budget	10					Jan	Mar							FC
	Prepare schedule of meetings	2					Jan	Mar							DC
	Organise meetings	20					Apr	May	Ongoing Activity					DC	
5.1.3.1	Establish integrated campus information system														
	Prepare guidelines for automation	-	Jan	Feb											DICT
	Prepare budget	0.25	Mar	Jun											FC

S.No	Description of Activities	Estimated Cost (in Rupees Lakhs)	Target Dates												Responsibility	
			2023		2024		2025		2026		2027		2028			
			Start	End	Start	End	Start	End	Start	End	Start	End	Start	End		
	Invite quotations and select vendors	-	Jul	Sep												DICT
	Procure equipment and software	100	Oct			Apr										DICT
	Implement phase wise automation	80			May			May								DICT
	Monitor Progress	-								Ongoing Activity						DICT
5.1.3.2	Organise two stakeholder meetings															
	Prepare guidelines and schedules	-	Sep	Dec	Sep	Dec	Sep	Dec	Sep	Dec	Sep	Dec	Sep	Dec	DPR	
	Prepare budgets	0.25	Jan	Mar	Jan	Mar	Jan	Mar	Jan	Mar	Jan	Mar	Jan	Mar	FC	
	Prepare database of stakeholders	-	Jan	Feb	Jan	Feb	Jan	Feb	Jan	Feb	Jan	Feb	Jan	Feb	DPR	
	Communicate and organise meetings	35	Apr	Apr	Apr	Apr	Apr	Apr	Apr	Apr	Apr	Apr	Apr	Apr	DPR	
	Collect feedback	-	Apr	Apr	Apr	Apr	Apr	Apr	Apr	Apr	Apr	Apr	Apr	Apr	DPR	
	Prepare report on suggestions	-	May	May	May	May	May	May	May	May	May	May	May	May	DPR	
5.1.4	Organise two networking conclaves															
	Prepare database of stakeholders and employers	-	Sep	Dec	Sep	Dec	Sep	Dec	Sep	Dec	Sep	Dec	Sep	Dec	DC	
	Prepare budget	0.25	Jan	Mar	Jan	Mar	Jan	Mar	Jan	Mar	Jan	Mar	Jan	Mar	FC	
	Prepare action plan with schedule of meetings	-	Jan	Mar	Jan	Mar	Jan	Mar	Jan	Mar	Jan	Mar	Jan	Mar	DC	

S.No	Description of Activities	Estimated Cost (in Rupees Lakhs)	Target Dates												Responsibility	
			2023		2024		2025		2026		2027		2028			
			Start	End	Start	End	Start	End	Start	End	Start	End	Start	End		
	Communicate and promote	20	Apr	Apr	Apr	Apr	Apr	Apr	Apr	Apr	Apr	Apr	Apr	Apr	Apr	DC
	Organise networking conclaves	80	Apr	Apr	Apr	Apr	Apr	Apr	Apr	Apr	Apr	Apr	Apr	Apr	Apr	DC
	Prepare report with feedback and suggestions	-	May	May	May	May	May	May	May	May	May	May	May	May	May	DC
5.1.5.1	Register alumni association															
	Prepare database of alumni	-					Apr	Apr								DSA
	Select office bearers	-					Apr	Apr								DSA
	Register alumni association	2					May	May								DSA
5.1.5.2	Organise two alumni meetings															
	Prepare schedule of meetings	-					Sep	Oct	Sep	Oct	Sep	Oct	Sep	Oct	DSA	
	Prepare expenditure statements	-					Oct	Nov	Oct	Nov	Oct	Nov	Oct	Nov	FC	
	Communicate with alumni	1					Nov	Dec	Nov	Dec	Nov	Dec	Nov	Dec	DSA	
	Organise alumni meetings	5					February Every Year								DSA	
	Prepare report with suggestions	-					After every event								DSA	
5.2.1	Reach MoUs with at least 5 industrial houses per department															
	Identify industries for MoUs	-	Jan	May												IIIC
	Draft guidelines for MoUs	-	May	May												IIIC

S.No	Description of Activities	Estimated Cost (in Rupees Lakhs)	Target Dates												Responsibility
			2023		2024		2025		2026		2027		2028		
			Start	End	Start	End	Start	End	Start	End	Start	End	Start	End	
	Prepare Budget	0.25	Jun	Jun											FC
	Approach industries	8	Jul	Dec											IIIC
	Reach MoUs	10			Jan	Ongoing Activity								May	IIIC
	Organise collaborative activities	10	Ongoing Activity											IIIC	
5.2.2	Subscribe to at least 2 information sources per department														
	Prepare guidelines for subscription	-	Jan	Feb											Librarian
	Prepare database of information sources	-	Mar	Jun											Librarian
	Prepare budgets	0.25	Mar	Jun											FC
	Invite quotations and select vendors	-	Jul	Sep											FC
	Procure information sources	50	Dec				May								Librarian
	Organise training sessions	10				Jun	Jun								Librarian
	Promote usage	-				June 2027 Onwards								Librarian	
5.2.4	Setup at least 1 innovation centre in each department														
	Prepare guidelines		Jul	Sep											DR&D
	Prepare budget		Sep		Jan										FC
	Prepare action and completion plan			Feb	Aug										FC

S.No	Description of Activities	Estimated Cost (in Rupees Lakhs)	Target Dates												Responsibility		
			2023		2024		2025		2026		2027		2028				
			Start	End	Start	End	Start	End	Start	End	Start	End	Start	End			
	Invite quotations and select vendors				Sep	Nov										FC	
	Procure equipment	100			Dec			Mar								FC	
	Recruit staff	20					Mar	May								DHR	
	Monitor progress	-	Ongoing Activity												DR&D		
5.3.2	Review and revision of operational plans in tune with strategic plans																
	Compare targets and performance	-	Apr	May	Apr	May	Apr	May	Apr	May	Apr	May	Apr	May	Apr	May	IQAC &BoM
	Identify gaps	-	May	May	May	May	May	May	May	May	May	May	May	May	May	May	IQAC &BoM
	Prepare action plans to fill the gaps	5	Jun	Sep	Jun	Sep	Jun	Sep	Jun	Sep	Jun	Sep	Jun	Sep	Jun	Sep	IQAC &BoM
	Integrate with operational plans	-	Oct	Nov	Oct	Nov	Oct	Nov	Oct	Nov	Oct	Nov	Oct	Nov	Oct	Nov	IQAC &BoM
	Revise strategic plans if necessary	8	Dec	Dec	Dec	Dec	Dec	Dec	Dec	Dec	Dec	Dec	Dec	Dec	Dec	Dec	IQAC &BoM
5.3.3	Involve public and policy makers in policy development																
	Prepare guidelines for composition of Board of Governors	-	Jan	Feb													IQAC &BoM
	Nominate members from various sectors	-	Feb	Mar													IQAC &BoM
	Constitute Board of Governors	5	Mar	Mar			Mar	Mar			Mar	Mar					IQAC &BoM

S.No	Description of Activities	Estimated Cost (in Rupees Lakhs)	Target Dates												Responsibility	
			2023		2024		2025		2026		2027		2028			
			Start	End	Start	End	Start	End	Start	End	Start	End	Start	End		
	Organise regular meetings ( April, September and December)	10	Apr	Dec	Apr	Dec	Apr	Dec	Apr	Dec	Apr	Dec	Apr	Dec	IQAC &BoM	
	Implement suggestions in policies	-	After every meeting												IQAC &BoM	
5.3.4	Enter into at least 2 international partnerships for student exchange, faculty exchange and collaborative and sponsored academic and research programs															
	Prepare guidelines for exchange programs	-	Jan	Mar											DCR	
	Prepare database	-	Mar	Sep											DCR	
	Prepare budget	0.25	Sep	Dec											FC	
	Collaborate with universities/organisations	50			Jan	Ongoing Activity									May	DCR
	Monitor the progress	-	Ongoing Activity												DCR	



S.No	Description of Activities	Estimated Cost (in Rupees Lakhs)	Target Dates												Responsibility
			2023		2024		2025		2026		2027		2028		
			Start	End	Start	End	Start	End	Start	End	Start	End	Start	End	
<b>6. INFRASTRUCTURE PLAN</b>															
6.1.1.1	Prepare infrastructure development plan														
	Prepare guidelines for academic, research, administrative and other facilities infrastructure development	-	Jul	Jul											CDC
	Invite proposals for infrastructure requirements from all the schools	-	Aug	Aug											CDC
	Consolidate requirements	-	Sep	Sep											CDC
	Develop comprehensive infrastructure plan	10	Oct	Oct											CDC
	Submit plan for approval of BoM	-	Nov	Nov											CDC
	Adopt suggestions of BoM if any	-	Dec	Dec											CDC
	Finalize plan	-	Dec			Jan									CDC
6.1.1.2	Prepare infrastructure budgets														
	Invite quotations from builders and select	-	Sep	Oct											CDC & FC
	Identify timelines	-	Nov	Nov											CDC & FC
	Prepare budget for approved infrastructure plan	0.25	Dec			Jan									CDC
6.1.2.1	Modernise existing infrastructure	200				Jan					May				CDC & FC

S.No	Description of Activities	Estimated Cost (in Rupees Lakhs)	Target Dates												Responsibility
			2023		2024		2025		2026		2027		2028		
			Start	End	Start	End	Start	End	Start	End	Start	End	Start	End	
6.1.2.2	Ensure 50% of E-Classrooms per department	15			Jan									May	CDC & DICT
6.1.2.3	Establish 1 incubation centre per department	200			Jan									May	CDC
6.1.2.4	Establish 1 centre of excellence per department	50			Jan									May	CDC & FC
6.1.2.5	Provide 1 innovation centre per department	50			Jan									May	CDC & FC
6.1.3	Ensure 50% of energy production from solar photovoltaic cells	200			Jan									May	CDC & FC
6.1.4.1	Establish central auditorium	1000			Jan									May	CDC & FC
6.1.4.2	Setup indoor and outdoor sports facilities	100			Jan					May					CDC & FC
6.1.4.3	Air-conditioning of 50% of facilities	100			Jan									May	CDC & FC
6.1.4.4	Provide 100% barrier free environment by 2020	50	Sep			May									CDC & FC
6.1.4.5	Provide residential facilities to 25% of students and 50% of faculty	2000			Jan									May	CDC & FC
6.1.5	Setup central library	150			Jan									May	CDC & FC
6.2.1	Design effective space management and planning policy														
	Prepare guidelines for space management	-	Sep	Oct											CDC

S.No	Description of Activities	Estimated Cost (in Rupees Lakhs)	Target Dates												Responsibility	
			2023		2024		2025		2026		2027		2028			
			Start	End	Start	End	Start	End	Start	End	Start	End	Start	End		
	Prepare space management plan	-	Oct	Nov												CDC
	Implement space management plan	20	Dec			May										CDC
6.2.2	Design effective utilisation plan for sharing common facilities															
	Prepare guidelines for utilisation and sharing of common facilities	-	Sep	Oct												CDC
	Prepare plan for utilisation and sharing of common facilities	-	Oct	Nov												CDC
	Implement plan	20	Dec			May										CDC
6.2.3.1	Appoint and allocate suitable staff for maintenance of facilities															
	Prepare requirement of staff for maintenance	-	Nov	Dec												DHR
	Publish notification for staff requirement in newspapers	-			Jan	Feb										DHR
	Recruit required staff for maintenance	30			Mar	Apr										DHR
	Train and allocate staff	5			Mar	May										DHR
6.2.3.2	Allocate budget for maintenance of infrastructure															
	Prepare budget requirement for maintenance	-	Sep	Dec												CDC & FC
	Get approval of budget for maintenance of infrastructure	-	Dec	Dec												FC

S.No	Description of Activities	Estimated Cost (in Rupees Lakhs)	Target Dates												Responsibility	
			2023		2024		2025		2026		2027		2028			
			Start	End	Start	End	Start	End	Start	End	Start	End	Start	End		
	Allocate budget for maintenance of infrastructure	-			Jan	May										FC
6.2.3.3	Conduct quarterly infrastructure audits															
	Prepare guidelines and formats for infrastructure audit	-	Apr	Jun												IQAC
	Appoint infrastructure audit committee	10	Jul	Jul												IQAC
	Conduct quarterly audits	10			Jan	Dec	Jan	Dec	Jan	Dec	Jan	Dec	Jan	Dec		IQAC
	Consolidate and submit reports	-		After every audit												IQAC
6.3.1	Develop management information system															
	Design a Management Information system	-	Jan	Jun												DICT
	Prepare budgets	0.25	Sep	Dec												FC
	Invite quotations and select vendors	-	Dec	Dec												DICT, FC
	Procure equipment	40			Jan	Feb										DICT
	Recruit staff	10			Mar	Apr										DHR
	Develop MIS	10				May										DICT
6.3.5	Ensure information security throughout operations															
	Develop information security guidelines	-	Jun	Oct												DICT

S.No	Description of Activities	Estimated Cost (in Rupees Lakhs)	Target Dates												Responsibility	
			2023		2024		2025		2026		2027		2028			
			Start	End	Start	End	Start	End	Start	End	Start	End	Start	End		
	Invite quotations for software and select vendors	-	Nov	Dec												DICT
	Prepare budget requirement	0.25			Jan	Mar										FC
	Procure security software and implement	50			Mar	May										DICT

S.No	Description of Activities	Estimated Cost (in Rupees Lakhs)	Target Dates												Responsibility
			2023		2024		2025		2026		2027		2028		
			Start	End	Start	End	Start	End	Start	End	Start	End	Start	End	
<b>7. FINANCE PLAN</b>															
7.1.1.1	Attract 80% of income from tuition fee, 10% from research and consultancy and 10% from external contributions and philanthropists														
	Prepare guidelines for sources of income	-	Sep	Dec											CFO
	Identify various sources as per the percentage of allotment and prepare database	-	Dec		Jan	Jan	Jan	Jan	Jan	Jan	Jan	Jan	Jan	Jan	CFO
	Send invitations for contributions	10			Jan	Feb	Jan	Feb	Jan	Feb	Jan	Feb	Jan	Feb	CFO
	Establish timeline for procurement	-			Mar	Apr									CFO
7.1.1.2	Draft a robust operating financial plan	-	Sep		Feb										CFO
7.1.2	Maintain 20% of the turnover in current assets regularly														
	Prepare policies for maintenance of current assets	-	Jan	Feb											CFO
	Implement policies	-			Ongoing activity										CFO
	Review processes	10			April every year										CFO
7.1.3	Conduct quarterly financial risk assessment and develop risk management strategies														
	Identify areas of risk	-	Jan	Feb											CFO
	Develop risk management guidelines	-	Feb	Mar											CFO
	Conduct audits				April every year										CFO

S.No	Description of Activities	Estimated Cost (in Rupees Lakhs)	Target Dates												Responsibility	
			2023		2024		2025		2026		2027		2028			
			Start	End	Start	End	Start	End	Start	End	Start	End	Start	End		
	Implement corrective measures				Ongoing activity										CFO	
7.1.4	Generate a surplus of 5% from all activities															
	Prepare income and expenditure statements	-	March / April every year												CFO	
	Compare actuals with estimations	-	April/May every year												CFO	
	Ensure 5% of surplus	-	In every financial year												CFO	
	Implement corrective measures in case of deficit	-	May	May	May	May	May	May	May	May	May	May	May	May	May	CFO
7.2.1	Prepare all budget estimation statements	-	March every year												CFO	
7.2.3	Appoint finance committee	10	March every year												CFO	
7.2.4	Financial appraisal by certified financial analysts															
	Prepare consolidated financial statements	-	Feb	Mar	Feb	Mar	Feb	Mar	Feb	Mar	Feb	Mar	Feb	Mar	CFO	
	Submission of documents	-	Apr	Apr	Apr	Apr	Apr	Apr	Apr	Apr	Apr	Apr	Apr	Apr	CFO	
	Appraisal	20	May	May	May	May	May	May	May	May	May	May	May	May	CFO	
	Review report	-	May	May	May	May	May	May	May	May	May	May	May	May	CFO	
	Implement suggestions	-	Ongoing activity											CFO		
7.3.2	Decentralise and delegate financial authority at necessary levels															
	Identify points of decentralisation	-	Jan	Feb											BOM	

S.No	Description of Activities	Estimated Cost (in Rupees Lakhs)	Target Dates												Responsibility
			2023		2024		2025		2026		2027		2028		
			Start	End	Start	End	Start	End	Start	End	Start	End	Start	End	
	Define the extent of decentralisation	-	Feb	Mar											BOM
	Prepare policies for decentralisation and delegation	-	Mar	Apr											BOM
	Delegate authority	10	Apr	May											BOM
<b>7.3.3</b>	Ensure regular internal and external audits														
	Preparation of guidelines for internal and external audits	-	Dec			Mar									FC
	Identification of experts	-													FC
	Establish systems	-	May	Jun											FC
	Conduct audits	10			Apr every year										FC
	Prepare audit and evaluation reports	5			May every year										FC
	Rectification of deviations	-			Jun every year										FC
<b>7.3.4</b>	Provide necessary information to stakeholders at regular intervals														
	Prepare annual statements	-	Mar	Mar	Mar	Mar	Mar	Mar	Mar	Mar	Mar	Mar	Mar	Mar	CFO
	Conduct annual general body meeting	20	Apr	Apr	Apr	Apr	Apr	Apr	Apr	Apr	Apr	Apr	Apr	Apr	BOM, DPR
	Disseminate information to all stakeholders	5	May	May	May	May	May	May	May	May	May	May	May	May	DPR



S.No	Description of Activities	Estimated Cost (in Rupees Lakhs)	Target Dates												Responsibility	
			2023		2024		2025		2026		2027		2028			
			Start	End	Start	End	Start	End	Start	End	Start	End	Start	End		
<b>8. ADMINISTRATIVE PLAN</b>																
8.1.1	Prepare administrative structure															
	Identify key areas of administration	-	Jun	Jun												BOM
	consolidate the positions	-	Jul	Sep												BOM
	prepare organisation chart	-	Oct	Nov												BOM
	Assign responsibilities	10	Dec	Dec												BOM
	Get approval from Board of Management	-			Jan	Jan										BOM
8.1.2	Design and develop various policies for functional aspects	3	Jul		Jan											BOM
8.1.3.1	Prepare organisational procedural handbook	3	Oct		Jan											BOM
8.1.3.2	Evaluate and revise policies and procedures															
	Prepare comparative statement of performance analysis	0.2	Mar	Apr	Mar	Apr	Mar	Apr	Mar	Apr	Mar	Apr	Mar	Apr		BOM
	Identify the gaps if any	-	Apr	Apr	Apr	Apr	Apr	Apr	Apr	Apr	Apr	Apr	Apr	Apr		BOM
	Revise the policies if necessary	-	May	May	May	May	May	May	May	May	May	May	May	May		BOM
	Redefine the procedures if necessary	-	Jun	Jun	Jun	Jun	Jun	Jun	Jun	Jun	Jun	Jun	Jun	Jun		BOM
	Communicate with stakeholders	3	Jun	Jun	Jun	Jun	Jun	Jun	Jun	Jun	Jun	Jun	Jun	Jun		DICT
8.2.1	Develop decentralised structures	-	Jul		Jan											BOM

S.No	Description of Activities	Estimated Cost (in Rupees Lakhs)	Target Dates												Responsibility	
			2023		2024		2025		2026		2027		2028			
			Start	End	Start	End	Start	End	Start	End	Start	End	Start	End		
8.2.2	Delegate authority	10			Jan	May										BOM
8.2.3	Provide flexible work environment															
	Develop policies for flexible environment	-			Mar	Jun										BOM
	prepare guidelines	-			Jun	Dec										BOM
	Design the system	10					Jan	Jun								BOM
	communicate with people	5					Jul	Jul								BOM & DICT
8.2.4	Recruit staff across various streams and communities															
	prepare man power recruitment plan	-	Jan	Feb	Ongoing Activity every year											DHR
	advertise for recruitment	30	Jan	Feb												FC & DPR
	conduct recruitment drives	10	Feb	Mar												DHR
	select people for various positions	100	Mar	Apr												DHR
	orient and induct	10	Apr	May												DASC
8.3.1	Prepare SWOC analysis															
	Assign responsibilities	-														IQAC
	Analyse the internal and external environment	5		Jan												IQAC
	identify swoc and prepare analysis	-			Feb	Feb										IQAC
8.3.2	Identify revenue sources	5	Dec			Feb										CFO

S.No	Description of Activities	Estimated Cost (in Rupees Lakhs)	Target Dates												Responsibility	
			2023		2024		2025		2026		2027		2028			
			Start	End	Start	End	Start	End	Start	End	Start	End	Start	End		
8.3.3	Map Key Performance Indicators		Dec			Feb										IQAC
8.3.4	Analyse performance with benchmarks															
	Prepare guidelines for performance analysis	-	Jan	Jan	Jan	Jan	Jan	Jan	Jan	Jan	Jan	Jan	Jan	Jan	Jan	IQAC
	Collect feedback	2	Feb	Feb	Feb	Feb	Feb	Feb	Feb	Feb	Feb	Feb	Feb	Feb	Feb	IQAC
	Compare performance with benchmarks	-	Mar	Mar	Mar	Mar	Mar	Mar	Mar	Mar	Mar	Mar	Mar	Mar	Mar	IQAC
	Identify gaps	-	Apr	Apr	Apr	Apr	Apr	Apr	Apr	Apr	Apr	Apr	Apr	Apr	Apr	IQAC
	Implement corrective measures	-	May	May	May	May	May	May	May	May	May	May	May	May	May	IQAC
8.4.1	Establish campus communication networks	40	Jan	May												DICT
8.4.2	Disseminate information to all stakeholders	-	May	Jun	May	Jun	May	Jun	May	Jun	May	Jun	May	Jun	Jun	DPR
8.4.3.1	Implement online feedback mechanism	10			May											DICT
8.4.3.2	Establish grievance redressal mechanism															
	Prepare guidelines for grievance redressal	-														IQAC
	establish grievance committee	-	Dec			Jan										IQAC
	Establish mechanism	1			Feb	May										IQAC & DICT
	Communicate with stakeholders	-			Jun	Jun										DICT

S.No	Description of Activities	Estimated Cost (in Rupees Lakhs)	Target Dates												Responsibility		
			2023		2024		2025		2026		2027		2028				
			Start	End	Start	End	Start	End	Start	End	Start	End	Start	End			
	Redress Grievance	-			Ongoing Activity every year												OMBUDS MAN
8.5.1	Design structured documentation and reporting system																
	Develop Guidelines	-	Sep	Oct											IQAC		
	Prepare data of documents	-	Nov	Dec											IQAC		
	Assign responsibilities	-			Jan	Jan									Registrar		
	Monitor Progress	-			Feb	Mar									Registrar		
	Establish reporting system	10			Apr	May									Registrar		
8.5.2	Monitor and evaluate the progress of various activities																
	Establish guidelines for monitoring and evaluation	-	Dec		Jan										Registrar, DAA, IQAC		
	Appoint monitoring and evaluation committee	-			Feb	Mar									Registrar, DAA, IQAC		
	establish regular monitoring mechanism	10			Apr	May									Registrar, DAA, IQAC		
	Identify gaps	-			May	May									Registrar, DAA, IQAC		
	Implement corrective measures	-			Ongoing Activity every year												Registrar, DAA, IQAC

S.No	Description of Activities	Estimated Cost (in Rupees Lakhs)	Target Dates												Responsibility
			2023		2024		2025		2026		2027		2028		
			Start	End	Start	End	Start	End	Start	End	Start	End	Start	End	
<b>9. GOVERNANCE PLAN</b>															
9.1.1	Establish sponsoring body and registration of institution	5	Jun	Jun											Society
9.1.2	Revise strategic plan														
	Identify Key areas	-	Mar	Mar											EC
	Identify resources	0.2	Apr	Apr											EC
	Constitute strategic planning committee	2	Apr	Apr											EC
	Prepare guidelines	1	Apr	May											EC
	Revise Strategic Plan	1	Jun	Jun											EC
9.1.3	Revise policy and procedure handbooks														
	Assign responsibility	-	Jun	Jun											EC
	Set timelines for development	-	Jun	Jul											EC
	Review progress	-	Jul	Sep											EC
	Revice policies and procedures	2	Oct	Dec											EC
	Get approved by Board	-			Jan	Jan									EC
9.1.4	Design road maps for various development activities														
	Assign responsibility	-	Jun	Jun											EC

S.No	Description of Activities	Estimated Cost (in Rupees Lakhs)	Target Dates												Responsibility	
			2023		2024		2025		2026		2027		2028			
			Start	End	Start	End	Start	End	Start	End	Start	End	Start	End		
	Set timelines for development	-	Jun	Jul												EC
	Review progress	-	Jul	Sep												EC
	Develop road maps	2	Oct	Dec												EC
	Get approved by Board	-			Jan	Jan										EC
9.1.5	Procure necessary resources for core processes and functions															
	Prepare resource requirement	-	Apr	Jun												CFO
	Develop guidelines for procurement	-	Jul	Nov												CFO
	Allocate resources to various functions	300	Dec			Jan										CFO
	Monitor resource utilisation	2			Feb											CFO
9.1.6	Communicate quality policy to all stakeholders															
	Revice quality policy	1	May	Jun												EC
	Monitor Website and Social Media Platforms	10	Jul	Dec												DICT
	Disseminate through websites, social media and other information sources	5			Jan	Jun										DICT
9.2.1	Identify and recruit key people for various strategic positions															
	Prepare recruitment plan	-	Jul	Aug												DHR

S.No	Description of Activities	Estimated Cost (in Rupees Lakhs)	Target Dates												Responsibility	
			2023		2024		2025		2026		2027		2028			
			Start	End	Start	End	Start	End	Start	End	Start	End	Start	End		
	Identify reputed national and international personalities	-	Sep	Oct												DHR
	Send invitations	5	Nov	Dec												DHR
	Offer positions	100	Dec	Dec												DHR
	Recruit and Train	10			Jan	Jan										DHR
<b>9.2.2</b>	Organise management development programmes every year															
	Prepare Guidelines for MDPs	-	Sep	Dec												IQAC
	Prepare Budget	0.25			Jan	Feb										FC
	Invite resource persons	2			Feb	Apr										IQAC
	Organise MDPs	30	May/June every year												IQAC	
<b>9.2.3</b>	Define targets for each key performance area															
	Identify Key areas	-	Sep	Oct												EC
	Develop Benchmarks	-	Oct	Oct												
	Set targets	-	Nov	Nov												EC
	Communicate to the departments	1	Dec		Jan											EC

**TIMEFRAME**  
For implementation of  
**National Education Policy 2020**





## VI. Timeframe for Implementation of National Education Policy 2019

The draft National Education Policy 2020 has been released by MHRD as per the recommendations of Padma Vibhushan Dr. K Kasturi Rangan and Committee. The Committee made revolutionary suggestions for revamping the educational system of India by strongly emphasising on access, equity, quality, affordability and accountability in education with an aim to bring a paradigm shift in the educational ecosystem.

APGCU has incorporated the suggestions provided in the National Education Policy 2019 and adopted them in various plans like academic, faculty, student, research, network, infrastructure, finance and governance plans and framed timelines for achieving these milestones. If any changes are incorporated in the approved National Education Policy, the same will be implemented by APGCU.

S. No	Parameter	Target Year				
		2023 2024	2024 2025	2025 2026	2026 2027	2027 2028
<b>ACADEMIC</b>						
1	Credits for prior learning			✓		
2	Credit transfer between institutions				✓	
3	Multidisciplinary education with multiple entry/exit points				✓	
4	Relaxation of time and age limits for learners				✓	
5	Starting courses in emerging areas			✓		
6	Implementing internationally relevant education	✓				
7	Offering skill development programmes	✓				
8	Implementing CBCS	✓				
9	Implementing MOOCs	✓				
10	Implementing online assessment		✓			
<b>FACULTY</b>						
11	Sharing faculty between institutions			✓		
12	Induction programme to newly recruited faculty	✓				
13	Inviting industry/business experts for teaching	✓				
14	Refresher courses for faculty with below 5 years exp.	✓				
<b>STUDENT</b>						
15	Offering 50% to full tuition fee waiver to students-Phase 1	✓				
16	Offering 50% to full tuition fee waiver to students-Phase 2			✓		
17	Offering 50% to full tuition fee waiver to students-Phase 3					✓

S. No	Parameter	Target Year				
		2023 2024	2024 2025	2025 2026	2026 2027	2027 2028
<b>RESEARCH</b>						
18	Research orientation towards new knowledge generation			✓		
19	Writing of text books by faculty			✓		
20	Translation of literature by faculty			✓		
<b>NETWORK</b>						
21	Collaborating with international universities			✓		
22	Collaborating with international bodies			✓		
<b>INFRASTRUCTURE</b>						
23	Implementing online digital repository		✓			
24	Setting up incubation centres			✓		
25	Setting up centres of excellence			✓		
<b>FINANCE</b>						
26	Attracting philanthropic support to education				✓	
27	Attracting private funding to HEIs				✓	
<b>ADMINISTRATION</b>						
28	Autonomous administrative bodies		✓			
<b>GOVERNANCE</b>						
29	Transforming from teaching to research institute					✓

# **TIMEFRAME**

For Securing  
**NIRF Rank**



## VII. Timeframe for Securing NIRF Rank

The National Institutional Ranking Framework is a ranking methodology approved by MHRD which ranks the institutions across the country by considering prescribed parameters with relevant scores.

APGCU proposes the following timelines and targets for securing a rank below 500 in overall category or below 100 in any specific category by 2028. The following table provides programme-wise targets in different parameters as prescribed by NIRF.

S. No	NIRF Parameter	By 2028			
		Engg	Mgmt	Degree	Law
1	<b>Teaching, Learning and Resources</b>				
	Students enrolled in UG and PG per year	2000	1500	1700	400
	Students enrolled in PhD per year	30	10	30	10
	Faculty student ratio	1:15	1:15	1:20	1:20
	% of faculty with experience upto 8 years	30	30	30	30
	% of faculty with experience between 8 and 15 years	30	30	30	30
	% of faculty with experience above 15 years	40	40	40	40
	% of faculty with PhD	35	35	20	20
	% of capital expenditure on students against total expenditure	25	25	25	25
% of operational expenditure on students against total expenditure	75	75	75	75	
2	<b>Research and Professional Practice</b>				
	Average number of publications per faculty	2	2	2	2
	Average citation count per faculty	1	1	1	1
	Average number of citations in top 25 percentile	1	1	NA	NA
	Number of patents granted per department	1	NA	NA	NA
	Number of patents published per department	1	NA	NA	NA
	Average annual research funding earnings per faculty (in lakhs)	1	0.5	NA	0.5
Average annual consultancy amount per faculty (in lakhs)	0.5	0.25	NA	0.25	
Average annual earnings per faculty from full time executive development programs of a minimum duration of 1 year (in lakhs)	NA	0.12	NA	NA	
	<b>Graduation Outcomes</b>				
	% of graduating students placed	80	80	80	80

S. No	NIRF Parameter	By 2028			
		Engg	Mgmt	Degree	Law
3	% of graduating students selected for higher studies	20	20	20	20
	% of students passing the university exams in stipulated time	80	80	80	80
	Median salary of graduates in lakhs	5	4	3	3
<b>Outreach and Inclusivity</b>					
4	% of students enrolled from other states	25	25	25	25
	% of women students	50	50	50	50
	% of women faculty	20	20	20	20
	% of facilities for physically challenged students	100	100	100	100