JHARKHAND
Rai University
RANCHI



Institutional Development Plan

Year 2022- 2037

www.jru.edu.in

About Us

Jharkhand Rai University (JRU) has been established under “Jharkhand Rai University Act, 2011” by Jharkhand State Legislature as per section 2(f) of UGC Act 1956. JRU is an ISO certified University, (ISO 9001:2015). JRU is the only private University in the State of Jharkhand which is accredited by NAAC. The spirit of innovation, modernization and student centric teaching – learning approach blended with strong Mentorship Program is the corner - stone of academics at Jharkhand Rai University. The focus on building skills, value system and character are the integral part of Jharkhand Rai University academic system. The University focus on holistic education ecosystem, where the goal is not to make students just work-ready but also good human beings. The University offers Diplomas, Undergraduate Degrees, Postgraduate Degrees and Doctoral programs in different disciplines.

Vision

The vision envisages augmenting the cause of education at all levels. As a catalyst for developing engaged and employable workforce, JRU envisions making a compelling transformation to the world through education, research and innovation that will make difference to the society and mankind.

Mission

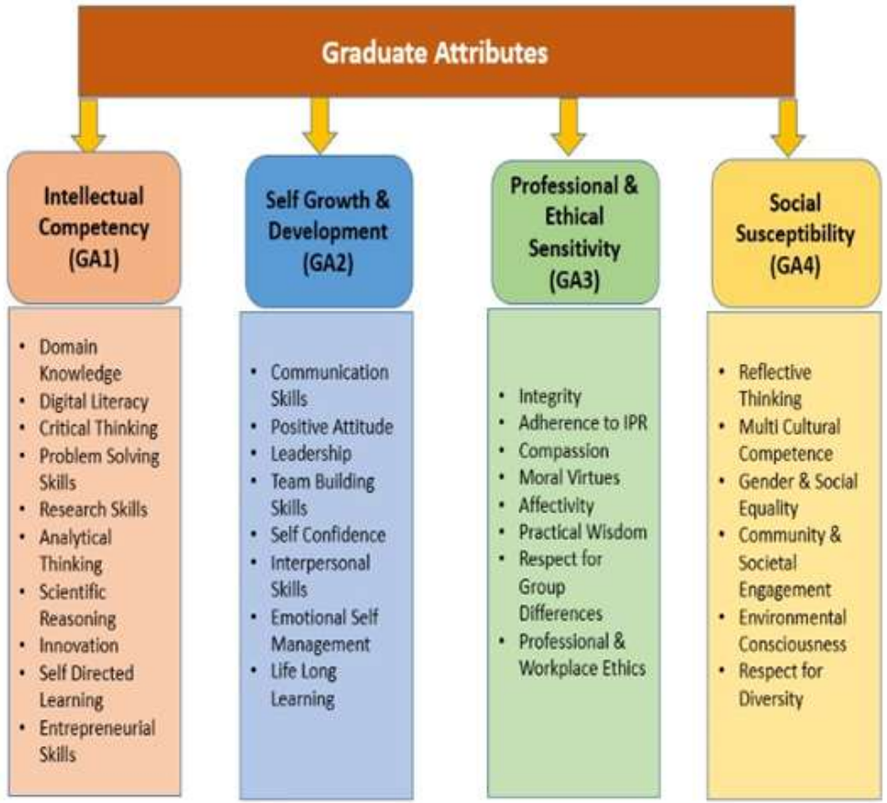
We endeavor to create the best possible learning environment for our students through dynamic research, rigorous training and efficient mentorship and are committed to the cause of making higher education accessible to all irrespective of caste, color or creed. To create an atmosphere of rigor and discipline through innovative education that helps students to understand all aspects of societal challenges and enable them to works in team to tackle multifarious problems that directly benefit society.

Graduate Attributes

Jharkhand Rai University is a hub of transformative education which strongly believes in the holistic development of students. The university provides the cutting-edge of holistic learning to develop promising youngsters into leaders of tomorrow with globally relevant, future-ready and actionable intelligence. The aim is to make each student proficient in synthesizing/analyzing information and be ethical, socially responsible, and just when making decisions. JRU ensures inclusive and equitable quality education and promote lifelong learning opportunities for all.

Every graduate of the University will be developed to possess the following attributes:
Intellectual Competency
Self-Growth & Development

Professional & Ethical Sensitivity
Social Susceptibility



Strength, Weakness, Opportunity and Challenges (SWOC)

Strengths of the University

- Prompt in adopting & adhering to the guidelines provided by regulatory bodies such as UGC, NAAC, BCI, PCI, and others.
- University's commitment towards social responsibility & Value based Education

- The University has adopted a student-centric and outcome-based education for all its programs. The educational framework is based on desired outcomes and defined goals to be achieved by the students
- University has implemented higher Education ERP & ICT-enabled processes for Teaching & Learning and Education Planning & Management
- University promotes self-directed & Multidisciplinary Learning through digital platform.
- Good blend of experienced, young, dedicated and dynamic staff.
- A strong mentorship program in a university
- Robust Innovation Ecosystem fostering creativity and incubating entrepreneurial endeavors.
- Sensitization and awareness for gender equality, sexual harassment, women empowerment, and leadership through curricular intervention and extracurricular practices.
- Examination & Evaluation system in the University maintains a high standard of integrity & Transparency in all its academic & administrative process.

Weakness of the University

- Mindset of the people towards private university
- The university's remote location, coupled with limited access to public transportation

Opportunities of the University

- Introduction of new programs to enhance the total enrolment of students.
- Setting up Incubation Centre to further boost the innovation ecosystem
- Augment Institution-Industry interface and also have linkages and collaborations with other National/International Research Institutions for mutual benefit

- Collaboration with National & International Universities of High repute to promote student & Faculty exchange programs
- Promoting research through quality publications with high impact factor, citations and need-based innovative research

- To enhance the educational offerings and research initiatives linked to the SDGs
- To develop outreach programs that support disadvantaged communities, contributing to social inclusion and promoting equitable access to education
- To collaborate with various stakeholders, including government, industry, and civil society, to implement sustainable practices and educational initiatives.
- Effective Alumni Engagement to utilize their expertise for scholarship, training and developmental support

Challenges of the University:

- Migration of quality students to other states for Higher Education
- First and Second-generation Learners with humble Socio -Economic background admitted in the University leading to lack of confidence & unsatisfactory level of comprehension and communication
- Difficulty in retaining faculty members because of its remote location.
- Attract foreign and 'beyond the state' quality students

Institutional Development Plan: 2022- 2037

University's strategic plan has developed in the line of National Education Policy- 2020 and will cover a period of 10 years from 2022 to 2032. In order to sustain the vision of university, following objectives have been formulated:

Sl. No	Theme	Sub Theme	Objectives

1	Multidisciplinary & Holistic Education	Multidisciplinary Degree Programmes	• Introducing/ Adding different disciplines as per the Industry requirements • Strengthen multidisciplinary and interdisciplinary education • Integrating co-curricular and extra-curricular with curricular aspects.
		Academic Bank of Credits (ABC)	• To implement the concept of Academic Bank of Credits which would digitally store the academic credits earned from various recognized HEIs
		Multiple Entry and Exit in Academic Programmes	• To facililtate the requirements of the students on different levels of certificates by developing flexible curricular structures at Undergraduate & Post graduate Level • To facilitate multiple exit options for learners.
		National Higher Education Qualification Framework (NHEQF) and Curriculum and Credit Framework	• Aligning all the degree programs offered by the University as per National Higher Education Qualification Framework (NHEQF) and Curriculum and Credit Framework
Sl. No	**Theme**	**Sub Theme**	**Objectives**
2	Community engagement and service, and value based education.	Refining the Curricula to ensure mainstreaming of SDG issues across curricula Research in partnership of local community	• Foster institution-community engagement for extension activities • To encourage students to think critically, become responsible global citizens, and make positive contributions to society • To instill important moral and ethical principles in students, essential for personal and professional development

3	ICT integrated campus and Smart learning resource	ODL & Online Programmes	• To work on developing the venture for Open Distance Learning (ODL) and online programmes.
		Smart Classrooms & Learning Resources	• To equip class-room with smart learning resources • Develop appropriate Integrated Examination and Evaluation System
		Hybrid and blended learning environment for teaching and learning	• Design courses that blend in-person instruction with online learning components • Implementation of ERP systems to streamline administrative processes, centralize data for informed decision-making, and enhance the overall student experience • Promote excellence in Teaching-Learning through innovative and ICT-enabled pedagogies
4	Skill Development & Employability	Internship/Apprenticeship Embedded Degree Programmes	• Well-structured curriculum for internships and apprenticeships that integrates classroom learning with practical experiences
		Industry Institute Linkage	• Forge partnerships with a wide range of industry partners to create structured internship and work placement programs for students
Sl. No	**Theme**	**Sub Theme**	**Objectives**
5	Research, Innovation & Entrepreneurship	Research and Development	• Obtaining a registeration under Section 12B of the University Grants Commission (UGC) Act, 1956 • Collaborations with reputed Research Institutions for Research Funding/Consultancy Projects • Encouraging collaboration between academia and industry to facilitate research and development • Promoting the Research Culture among Faculties & students in the University

		Entrepreneurship	• Strengthening of our brand (Commercialization) & Promotion of Entrepreneurship
		Innovation & Start ups	• Strengthening existing innovation and start-up programmes. • Establish a functional Incubation Centre to promote Entrepreneurship and business acumen amongst students
6	Capacity Building of Teachers for Quality Education	Faculty/Staff Vacancy Tracking	• To ensure the timely recruitment of Faculty/ Staff to minimizing disruptions in academic and administrative operations • Efficient Resource To address workload imbalances
		Capacity Building of Faculty Members	• To develop the capacity of Faculty members, leading to the delivery of high-quality education and a conducive learning environment for students • To Equip teachers with advanced skills and knowledge • To provide opportunities for professional growth and career advancement • To identify and nurture academic leaders who can contribute to the overall academic development of the institution
Sl. No	**Theme**	**Sub Theme**	**Objectives**
7	Governance & Autonomy	Improved governance via reforms	• Clear articulation of all governance bodies in place as per the statutes and requirements of regulatory bodies • Generate funds from External Sources • Establish Institutional Administrative Best practices • Establish good practices based on stakeholder feedback • Strategize Employee Welfare measures.

8	Accreditation & Excellence	Accreditation & Excellence	• Prepare for the second and subsequent cycles of NAAC Assessment and Accreditations • Obtaining a registration under Section 12B of the University Grants Commission (UGC) Act, 1956 • Prepare mature departments for assessment by the National Board of Accreditation • Improving the NIRF Ranking. • Seek International Accreditations for eligible programmes/departments
9	Equitable & Inclusive Education	Gender Parity	• To alleviate economic barriers and encourage more female students to pursue higher education • To develop supportive academic policies to address the unique challenges that female students may face • To foster an Equitable & supportive environment for all.
		Inclusion of SEDGs	• To enhance diversity, and foster equal access to higher education. • To alleviate economic barriers and encourage more students from economically disadvantaged background to pursue higher education
Sl. No	**Theme**	**Sub Theme**	**Objectives**
10		Courses in Indian Languages	• To promote linguistic diversity and preserve cultural heritage.

	Promotion of Indian Languages and Indian Knowledge System	Embedding Indian Knowledge System in the Curriculum	• To enhance accessibility to education for students from rural areas and different linguistic backgrounds by ensuring that they can pursue higher education without facing language barriers. • To foster a sense of national integration and pride in India's linguistic diversity • To foster interdisciplinary studies, and encourages original research within the context of Indian languages and cultures. • To integrate traditional Indian knowledge systems such as Ayurveda, Yoga, and Vedic studies etc. with modern academic disciplines to offer a more comprehensive education
11	Internationalization of Education	Academic and Research Collaboration between Indian and Foreign Higher Education Institutions	• To facilitate the exchange of expertise and ideas leading to the enrichment of academic and research • To promote cross-cultural understanding & fostering a global outlook among students and researchers
Sl. No	**Theme**	**Sub Theme**	**Objectives**

12	Alumni	Alumni Connect	• Strengthen alumni network for the benefit of the ongoing generations of learners • To enrich the academic discourse through provision of practical perspectives on various fields and professions by the Alumni's • To encourage Alumni Engagement to utilize their expertise for scholarship, training and developmental support
13	Infrastructure	Physical Infrastructure	• To develop a Green & Sustainable Campus • To create an inclusive and accessible environment to support the needs of individuals with disabilities • To provide a conducive and productive learning environment
		Digital Infrastructure	• To transform the delivery quality of the teaching and learning process activities through effective use of Technology • Transition to a paperless system

Action Plan for Time Line 2022 to 2037

S.no	Theme	Sub-Theme	S.no
A	Multidisciplinary & Holistic Education	Multidisciplinary Degree Programmes	1
		Academic Bank of Credits (ABC)	2
		Multiple Entry and Exit in Academic Programmes	3
		National Higher Education Qualification Framework (NHEQF) and Curriculum and Credit Framework	4
B	Community engagement and service, and value based education.	Community engagement and service, and value based education.	5
C	ICT integrated campus and smart Learning	ODL & Online Programmes	6
		Smart Classrooms & Learning Resources	7
		Hybrid and blended learning environment	8
D	Skill Development and Employability	Internship/ Apprenticeship Embedded Degree Program	9
		Industry Institute Linkages	10
E	Research, Innovation & Entrepreneurship	Research and Development	11
		Entrepreneurship	12
		Innovation & Start ups	13
F	Capacity Building of Teachers for Quality Education	Faculty/Staff Vacancy Tracking	14
		Capacity Building of Faculty Members	15
G	Governance & Autonomy	Improved governance via reforms	16
H	Accreditation & Excellence	Accreditation & Excellence	17
I	Equitable & Inclusive Education	Gender Parity	18
		Inclusion of SEDGs	19
J	Promotion of Indian Languages and Indian Knowledge System	Courses in Indian Languages	20
		Embedding Indian Knowledge System in the Curriculum	21
K	Internationalization of Education	Academic and Research Collaboration between Indian and Foreign Higher Education Institutions	22
L	Alumni Connect	Alumni Engagement and Contribution	23
M	Infrastructure	Physical Infrastructure	24
		Digital Infrastructure	25

		Phase 1			In Progress			Phase-wise Implementation
		Phase 2			Review			To be Implemented
		Phase 3			Implemented			

S.no	Activity	2022 - 2023	2023 - 2024	2024 - 2025	2025 - 2026	2026 - 2027	2027 - 2028	2028 - 2029	2029 - 2030	2030 - 2031	2031 - 2032	2032 - 2033	2033 - 2034	2034 - 2035	2035 - 2036	2036 - 2037
A	**Multidisciplinary & Holistic Education**															
1	**Multidisciplinary Degree Programmes**															
1.1	Restructuring the existing curriculum by incorporating the courses of Science, Humanities, Legal Studies, Arts, Technology, etc across the departments.	Implemented	Review	Review	Review	Review	Review	Review	Review	Review	Review	Review	Review	Review	Review	Review
1.2	Offering of Credit based Mandatory/Open elective courses on Value Education, Yoga, Indian Knowledge System, Human Values, Ethics & Environmental Science.	Implemented	Review	Review	Review	Review	Review	Review	Review	Review	Review	Review	Review	Review	Review	Review
1.3	Drive faculty-led and student-centric Outcome Based Education both for UG and PG	In Progress	In Progress	In Progress	In Progress	In Progress	Implemented			Review	Review	Review	Review	Review	Review	Review
1.4	To establish the Faculty of Humanities and Social Science/ Education						Phase-wise Implementation	Phase-wise Implementation								
1.5	Encouraging self & life long learnings through NPTEL, MOOC/SWAYAM etc	Implemented														
1.6	To promote the participation in the Co-Curricular & Extra Curricular activities for the multi faceted development and integrating the same into the curricula as credit	In Progress	In Progress	Implemented			Review				Review				Review	Review
2	**Academic Bank of Credits (ABC)**															
2.1	University to be registered in the Academic Bank of Credit portal	Implemented														
2.2	The credits of our students will be uploaded in Digilocker to ensure the credit acculumulation, verification, Transfer/ Redemption & Degree authentication	Implemented														
S.no	**Activity**	**2022 - 2023**	**2023 - 2024**	**2024 - 2025**	**2025 - 2026**	**2026 - 2027**	**2027 - 2028**	**2028 - 2029**	**2029 - 2030**	**2030 - 2031**	**2031 - 2032**	**2032 - 2033**	**2033 - 2034**	**2034 - 2035**	**2035 - 2036**	**2036 - 2037**

2.3	Admission provisions in any course/ Programme offered by the University through Credit transfer scheme under Academic Bank of Credits by creating a provision of 20% Supernumerary seats for each course/program over & above the sanctioned seats of a programme/Seats			Implemented													
3	**Multiple Entry and Exit in Academic Programmes**																
3.1	Course Curriculum Revision to - 4 Year UG Programme with Multiple entry/exit scheme		Phase-wise Implementation	Phase-wise Implementation	Phase-wise Implementation												
4	**National Higher Education Qualification Framework (NHEQF) and Curriculum and Credit Framework**																
4.1	Introduction of Master's Program i.e. 02 years program with 2nd year devoted for research for those who have completed 3 years bachelor's program. For students completed 4 year Bachelor's Programme with research - 01 year Master's Program.				To be Implemented												
B.	**Community engagement and service, and value based education.**																
5	**Community engagement and service, and value based education.**																
5.1	Incorporating SDGs across various disciplines by creating new courses, modules, or projects that explicitly address the SDGs			Phase-wise Implementation	Phase-wise Implementation	Phase-wise Implementation											
5.2	Scholarship for PWD Students			Implemented													
5.3	Introduction of mandatory credit based course on"Character Building and Holistic Development" in both UG & PG programmes offered by the University.		Implemented														
5.4	Introduction of mandatory credit based course on "Community Engagement" in all the UG programmes offered by the University.	Implemented															
5.5	Introducing projects/Internship focused on community engagement		Phase-wise Implementation	Phase-wise Implementation													
5.6	Offering Competency based courses to enhance the skillset of the community members in the adopted villages and contribute to their self-reliance and empowerment.			Implemented			Review			Review			Review			Review	
S.no	**Activity**	**2022 - 2023**	**2023 - 2024**	**2024 - 2025**	**2025 - 2026**	**2026 - 2027**	**2027 - 2028**	**2028 - 2029**	**2029 - 2030**	**2030 - 2031**	**2031 - 2032**	**2032 - 2033**	**2033 - 2034**	**2034 - 2035**	**2035 - 2036**	**2036 - 2037**	

5.7	To undertake research in partnership with local community to provide solutions for the local challenges				Phase-wise Implementation	Phase-wise Implementation										
C	**ICT integrated campus and smart Learning**															
6	**ODL & Online Programmes**															
6.1	To obtain the approval for the introduction of ODL programmes after the second cycle of NAAC Accreditation						To be Implemented									
6.2	To develop a platform where the online programmes can be run on the following academic matters: Learner authentication, Learner registration, payment gateway, learning management system and application to conduct proctored examination.				In Progress	Implemented										
6.3	To develop the physical infrastructure for ODL & online program					Phase-wise Implementation	Phase-wise Implementation									
6.4	Establish the E-content Laboratory				To be Implemented											
6.5	Develop the Self learning material & e-content for the ODL & Online programs					Phase-wise Implementation	Phase-wise Implementation			Review			Review			Review
6.6	Commencement of Management & IT programs in ODL & Online mode in the first phase						To be Implemented									
6.7	Commencement of Humanities & Social Sciences programs in ODL & Online mode in the second phase										Phase-wise Implementation	Phase-wise Implementation				
7	**Smart Classrooms & Learning Resources**															
7.1	Transform traditional class room into smart learning resource centre		Phase-wise Implementation	Phase-wise Implementation			Phase-wise Implementation	Phase-wise Implementation				Review				
S.no	**Activity**	**2022 - 2023**	**2023 - 2024**	**2024 - 2025**	**2025 - 2026**	**2026 - 2027**	**2027 - 2028**	**2028 - 2029**	**2029 - 2030**	**2030 - 2031**	**2031 - 2032**	**2032 - 2033**	**2033 - 2034**	**2034 - 2035**	**2035 - 2036**	**2036 - 2037**

7.2	Increase/Upgrade computing facilities		Phase-wise Implementation	Phase-wise Implementation			Phase-wise Implementation	Phase-wise Implementation			Review			Review		
7.3	Create ICT integrated Resource Centre for Teachers & Learners						Phase-wise Implementation			Review			Review			Review
8	**Hybrid and blended learning environment**															
8.1	Implementation of ERP & encouraging the Faculty and Administrative staff to use newer technologies in their day to day practices		Phase-wise Implementation	Phase-wise Implementation			Review			Review			Review			Review
8.2	Integrate advanced learning management systems (LMS), interactive tools, and digital resources to support both in-person and remote learning experiences.		Phase-wise Implementation	Phase-wise Implementation			Review			Review			Review			Review
8.3	Professional development and training programs to help faculty members effectively design and deliver hybrid and blended courses								Phase-wise Implementation							
D	**Skill Development and Employability**															
9	**Internship/ Apprenticeship Embedded Degree Program**															
9.1	Establish clear learning objectives and project-based tasks to ensure that students gain relevant skills and knowledge during their placements.	Implemented			Review			Review			Review			Review		
9.2	Provide students with access to experienced mentors and supervisors within the host organizations							Phase-wise Implementation			Review			Review		
9.3	Conduct workshops and training sessions to enhance students' professional skills to better prepare them for their internship.	Implemented														
9.4	Internship/Apprenticeship Embedded Program	Implemented		Review			Review			Review			Review			Review
9.5	Implement robust mechanisms for assessing students' performance during internships and apprenticeships	Implemented		Review			Review			Review			Review			
S.no	**Activity**	**2022 - 2023**	**2023 - 2024**	**2024 - 2025**	**2025 - 2026**	**2026 - 2027**	**2027 - 2028**	**2028 - 2029**	**2029 - 2030**	**2030 - 2031**	**2031 - 2032**	**2032 - 2033**	**2033 - 2034**	**2034 - 2035**	**2035 - 2036**	**2036 - 2037**

9.6	Develop internship programmes for Certificate, diploma and PG diploma in collaboration with relevant industries			Phase-wise Implementation												
10	**Industry Institute Linkages**															
10.1	Establish regular forums where industry professionals and academic faculty can share insights.	Implemented														
10.2	Establish industry advisory boards comprising experienced professionals who can provide input on curriculum relevanceas per the industry trends				Phase-wise Implementation											
10.3	Establish procedures for obtaining feedback from both students and host organizations to continuously improve the internship/apprenticeship programs.			Implemented		Review		Review		Review		Review			Review	
E	**Research, Innovation & Entrepreneurship**															
11	**Research and Development**															
11.1	Restructuring Curriculum every year by discussing with academia and industry	Implemented														
11.2	Obtaining a registeration under Section 12B of the University Grants Commission (UGC) Act, 1956				To be Implemented											
11.3	To provide incentives and support for embedding research and creative activities for all students & Faculties							To be Implemented								
11.4	Formation of IPR Cell at university level and Increasing knowledge by expert talk and discussion upon the research trends as well as students' interest.		Implemented													
11.5	Student and faculty exchange programme						To be Implemented									
11.6	Conducting Workshop/ FDP/ Webinars/Conference at department level	Implemented														
11.7	Mandatory one Publication in UGC CARE journal/ Book chapter to be made mandatory for all the faculty members to qualify for the Annual Appraisal System		Implemented													
11.8	Integration of Research papers in the course Curriculum of the programs offered		Implemented													
S.no	**Activity**	**2022 - 2023**	**2023 - 2024**	**2024 - 2025**	**2025 - 2026**	**2026 - 2027**	**2027 - 2028**	**2028 - 2029**	**2029 - 2030**	**2030 - 2031**	**2031 - 2032**	**2032 - 2033**	**2033 - 2034**	**2034 - 2035**	**2035 - 2036**	**2036 - 2037**

12	**Entrepreneurship**																
12.1	To develop Entrepreneurship Development Cell to provide guidance and Mentorship	Implemented															
12.2	To incorporate the courses on Entrpreneurship in the programs offered	Phase-wise Implementation	Phase-wise Implementation	Phase-wise Implementation													
12.3	To collaborate for Entrepreneurship Internship Programmes and assign a mentor						To be Implemented										
12.4	Organize workshops/ Training Programs/ Seminar/ Expert Talk/ Hackathon/ etc to promote the entrepreneurship culture	Implemented															
13	**Innovation & Start ups**																
13.1	Implementation of Jharkhand Rai University Innovation & Startup Policy (Based on NISP)	Implemented															
13.2	Establish incubation centers, funding avenues, and ideation networks to support startup initiatives and foster a vibrant entrepreneurial ecosystem							To be Implemented									
F	**Capacity Building of Teachers for Quality Education**																
14	**Faculty/Staff Vacancy Tracking**																
14.1	Design a need analysis for recruitment of administrative staff based on workload	Implemented															
14.2	Design a need analysis for recruitment of academic staff based on student strength and subject/domain specializations	Implemented															
15	**Capacity Building of Faculty Members**																
15.1	Offering structured faculty development programs focusing on pedagogy, research methodologies, and the use of technology in teaching to enhance teaching effectiveness and research skills.	In Progress	In Progress	In Progress	In Progress	In Progress	In Progress	In Progress	Implemented								
15.2	Organizing regular workshops and seminars on contemporary teaching techniques, assessment methods, and subject-specific advancements to keep faculty members updated with the latest trends in academia.	In Progress	In Progress	In Progress	In Progress	In Progress	In Progress	In Progress	Implemented								
15.3	Supporting faculty members to attend specialized training programs, conferences, and short-term courses to enhance their subject expertise and teaching capabilities.	Implemented															
S.no	**Activity**	**2022 - 2023**	**2023 - 2024**	**2024 - 2025**	**2025 - 2026**	**2026 - 2027**	**2027 - 2028**	**2028 - 2029**	**2029 - 2030**	**2030 - 2031**	**2031 - 2032**	**2032 - 2033**	**2033 - 2034**	**2034 - 2035**	**2035 - 2036**	**2036 - 2037**	

15.4	Establishing mentorship programs where experienced faculty members guide and support junior colleagues in developing their teaching & research Skills.	Implemented														
15.5	Implementing regular performance appraisals and constructive feedback mechanisms to identify areas for improvement and provide necessary support and training.	Implemented														
15.6	Offering leadership and administrative skill development programs for faculty members aspiring to take on higher roles within the university.			Implemented												
G	**Governance & Autonomy**															
16	**Improved governance via reforms**															
16.1	Composition of the Advisory Board	Implemented														
16.2	Involvement of major stakeholders in the different Committees & Cells.	Implemented														
16.3	Developing structured process & methods to ensure the functioning of the various established bodies, Committees & Cells.	In Progress	Implemented													
16.4	Review the functioning of all the committees and bodies and adopt improvements		Implemented													
16.5	Review the administrative practices for adopting need-based revisions and reforms			Implemented												
16.6	Establish a customized institutional ERP for data analytics and ease of stakeholder	In Progress	In Progress	Implemented												
16.7	Generate funds through Consultancy Projects, Research Grants etc	In Progress	In Progress	In Progress	In Progress	Implemented										
16.8	Provision of Creche & day care facility for children of faculty/Staff				To be Implemented											
16.9	Implement the provision of Medical Leave for the Faculty/Staff of the University						To be Implemented									
16.10	To extend the provision of Weekly Off for the Faculty/Staff of the University	Implemented														
16.11	Revision of the Performance Appraisal policy for Faculty/Staff		Review													
16.12	To extend the provision of Paternity Leave for the Faculty/Staff members	Implemented														
S.no	**Activity**	**2022 - 2023**	**2023 - 2024**	**2024 - 2025**	**2025 - 2026**	**2026 - 2027**	**2027 - 2028**	**2028 - 2029**	**2029 - 2030**	**2030 - 2031**	**2031 - 2032**	**2032 - 2033**	**2033 - 2034**	**2034 - 2035**	**2035 - 2036**	**2036 - 2037**

H	Accreditation & Excellence																
17	**Accreditation & Excellence**																
17.1	To perform a SWOC analysis as a framework for conducting an environmental scan. This procedure will enable to supplement the gap analysis with further insights into the necessary strategic actions.	Implemented															
17.2	To develop centralised data repository system to develop reports and participating in ranking and accreditation	In Progress	In Progress	In Progress	Implemented												
17.3	Introduction of peer Departmental Audit for the enhancement of Academic Quality & to encourage peer learning		Implemented														
17.4	Conduct Academic and Administrative Audit & Green Audit to realize the Quality status of the University			Phase-wise Implementation	Phase-wise Implementation	Phase-wise Implementation											
17.5	Develop a comprehensive record management system that define the standards & procedures for maintaining records uniformly across all departments.	Implemented															
17.6	To seek accreditation for the second cycle from the NAAC in the academic year 2024-25			To be Implemented													
17.7	To apply for the registration under Section 12B of the UGC Act 1956 in the AY 2024-25				To be Implemented												
17.8	To apply for the NBA accreditation for the Department of Management, as well as Computer Science and IT,in the academic year 2025-26.					To be Implemented											
17.9	Seeking International Accreditation for Eligible Programs/ Departments									To be Implemented							
I	**Equitable & Inclusive Education**																
18	**Gender Parity**																
18.1	Providing financial support specifically targeted towards female students	Implemented															
18.2	Encouraging the Female participation in the programs organized to empower and develop leadership skills	In Progress	In Progress	Implemented													
S.no	**Activity**	**2022 - 2023**	**2023 - 2024**	**2024 - 2025**	**2025 - 2026**	**2026 - 2027**	**2027 - 2028**	**2028 - 2029**	**2029 - 2030**	**2030 - 2031**	**2031 - 2032**	**2032 - 2033**	**2033 - 2034**	**2034 - 2035**	**2035 - 2036**	**2036 - 2037**	

18.3	Implementing training sessions to raise awareness about unconscious bias and its impact on gender equality	Implemented														
18.4	Implementing and enforcing flexible working arrangements for a more gender-inclusive university environment	Implemented														
18.5	Implementing academic policies such as flexible scheduling, childcare support, and tailored academic accommodations to address the challenges that female students may face.	In Progress	In Progress	In Progress	Implemented											
18.6	Raising awareness through programs on gender equality in the local community.	Implemented														
19	**Inclusion of SEDGs**															
19.1	Providing targeted financial support for students from economically disadvantaged backgrounds.	Implemented														
19.2	Implementing proactive outreach and recruitment efforts to engage with high schools and community organizations in underprivileged areas to encourage and support individuals from these		In Progress	In Progress	Implemented											
19.3	Offering tailored academic support services such as tutoring, counseling, and Foundation courses to address the unique challenges faced by students from socially and economically disadvantaged groups.	Implemented														
19.4	Counseling for students from diverse communities / regions.				To be Implemented											
J	**Promotion of Indian Languages and Indian Knowledge System**															
20	**Courses in Indian Languages**															
20.1	To introduce the Courses in Indian Language											To be Implemented				
21	**Embedding Indian Knowledge System in the Curriculum**															
21.1	Offering specialized courses focused on Indian knowledge systems		Phase-wise Implementation	Phase-wise Implementation	Phase-wise Implementation											
21.2	Organizing regular guest lectures/ workshops/Training programs conducted by scholars of Indian knowledge systems to provide students & faculties with exposure to diverse perspectives.		Implemented													
S.no	**Activity**	**2022 - 2023**	**2023 - 2024**	**2024 - 2025**	**2025 - 2026**	**2026 - 2027**	**2027 - 2028**	**2028 - 2029**	**2029 - 2030**	**2030 - 2031**	**2031 - 2032**	**2032 - 2033**	**2033 - 2034**	**2034 - 2035**	**2035 - 2036**	**2036 - 2037**

21.3	A study tour to IKS related prominent places such as temples,Ayurvedic healing centers,Astronomical Observatories or historical sites.			Implemented													
21.4	Introduction of certification course in Vedic Mathematics, Business Vastu & Ayurveda						Phase-wise Implementation	Phase-wise Implementation	Phase-wise Implementation								
21.5	Promote awareness regarding the ideas of prominent Indian figures through Impact Lecture Series		Implemented														
21.6	Integrating the concepts of the Indian Knowledge system into the curriculum and aligning it with contemporary needs.					Phase-wise Implementation	Phase-wise Implementation	Phase-wise Implementation									
K	**Internationalization of Education**																
22	**Academic and Research Collaboration between Indian and Foreign Higher Education Institutions**																
22.1	Collaborating with Foreign Higher Education Institutes through MOU's in the areas of Mutual Interest.				To be Implemented												
22.3	Facilitating the exchange of faculty members between institutions.					To be Implemented											
22.4	Implementing exchange programs that enable students to study, conduct research, or participate in internships at partner institutions abroad.					To be Implemented											
22.5	Organizing joint academic conferences/Workshops/ seminars to promote interdisciplinary collaborations.		In Progress	In Progress	In Progress	Implemented											
S.no	**Activity**	**2022 - 2023**	**2023 - 2024**	**2024 - 2025**	**2025 - 2026**	**2026 - 2027**	**2027 - 2028**	**2028 - 2029**	**2029 - 2030**	**2030 - 2031**	**2031 - 2032**	**2032 - 2033**	**2033 - 2034**	**2034 - 2035**	**2035 - 2036**	**2036 - 2037**	

L	Alumni Connect																
23	**Alumni Engagement and Contribution**																
23.1	Registration of Alumni Association			To be Implemented													
23.2	To get all the alumni registered on our Alumni portal & maintain a detailed database of the alumni	Implemented															
23.3	Organizing regular alumni events & reunions at least once a year	Implemented															
23.4	Maintain regular communication with alumni to keep them informed about university developments, achievements, and opportunities for involvement.	Implemented															
23.5	Recognize outstanding alumni achievements through awards & honors, showcasing their accomplishments and contributions to the university and the broader community.				To be Implemented												
23.6	Alumni to be included as members of the Board of Studies to provide curriculum advice.			To be Implemented													
23.7	Establishing alumni account to encourage voluntary contributions for the university's development.			To be Implemented													
M	**Infrastructure**																
24	**Physical Infrastructure**																
24.1	Using resources as efficiently as possible during the structural process	Implemented															
24.2	Installing a Rain water harvesting system to collect rainwater from rooftops, and other surfaces			To be Implemented													
24.3	Developing a wastewater management system for effluent discharged from laboratories and canteens				To be Implemented												
S.no	**Activity**	**2022 - 2023**	**2023 - 2024**	**2024 - 2025**	**2025 - 2026**	**2026 - 2027**	**2027 - 2028**	**2028 - 2029**	**2029 - 2030**	**2030 - 2031**	**2031 - 2032**	**2032 - 2033**	**2033 - 2034**	**2034 - 2035**	**2035 - 2036**	**2036 - 2037**	

24.4	Solar panels of approx. 30 KW to be installed in the Campus to meet the power demand of the University.						To be Implemented										
24.5	Pedestrian friendly pathways to be constructed for comfort walking for students & staffs		In Progress	In Progress	In Progress	Implemented											
24.6	Install ramps with appropriate slopes and handrails			To be Implemented													
24.7	Allocate designated parking spaces for PwD near the campus entrances and facilities.			To be Implemented													
24.8	Separate restrooms with grab bars & non-slip flooring			To be Implemented													
24.9	Developing a dedicated Research & Reading room with the seating capacity of				To be Implemented												
24.10	Video Recording Facilities in the classrooms											To be Implemented					
24.11	Develop a Multimedia Studios for creation of digital contents with optimum sound control & recording facilities				To be Implemented												
24.12	To develop a Playground and Auditorium of sufficient size to accommodate variety of games & activities			Phase-wise Implementation			Phase-wise Implementation					Phase-wise Implementation					
24.13	Develop separate Hostel for Boys & Girls to accomodate the outstationed candidates		Implemented														
24.14	Develop Suitable guest Rooms for meeting university requirement Set up Convenience Shops for students and staff to purchase essential items			Phase-wise Implementation	Phase-wise Implementation												
24.15	Establish a Dispensary that offers inpatient and outpatient services				To be Implemented												
24.16	Develop a Botanical Park with a documented collection of living plants that may be used for the purpose of scientific research		Implemented														
24.1.7	Development of Residence facility for faculty members									Phase-wise Implementation			Phase-wise Implementation				
S.no	**Activity**	**2022 - 2023**	**2023 - 2024**	**2024 - 2025**	**2025 - 2026**	**2026 - 2027**	**2027 - 2028**	**2028 - 2029**	**2029 - 2030**	**2030 - 2031**	**2031 - 2032**	**2032 - 2033**	**2033 - 2034**	**2034 - 2035**	**2035 - 2036**	**2036 - 2037**	

25	**Digital Infrastructure**															
25.1	Developing digital library for ubiquitous access of books, periodicals, study materials, magazines, journals etc in digital form	Phase-wise Implementation					Phase-wise Implementation					Phase-wise Implementation				
25.2	Develop an academic & administrative ERP to integrate various departments of the university	In Progress	In Progress	Implemented												
25.3	Website based result announcement	Implemented														
25.4	Update Plagiarism software facility	Implemented														
25.5	Develop a Video conference facility	Implemented														
25.6	Digital publication of Newsletters & Magazines	Implemented														
25.7	Website updates and transparency in all activities conducted	Implemented														