
INSTITUTIONAL DEVELOPMENT PLAN (IDP) 2024-2034

ICFAI UNIVERSITY MIZORAM

As part of the implementation of National Education Policy-2020

Contents

Message from Vice Chancellor	3
Executive Summery	4
1. Institutional Basic Information	5
1.1 Institutional Profile	5
1.2 Introduction to the University	5
1.3 Mission and Vision	6
1.4 University Authorities	6
1.5 University Cells, Committees and Clubs	8
1.6 Institutional SWOC Analysis	12
1.7 Objectives of the IDP	13
2. Institutional Development Plan	14
2.1 Excellence in Governance	14
2.1.1 Action Plan for Excellence in Governance	
2.2 Financial Stability	15
2.2.1 Action Plan for Financial Stability	
2.3 Academic Excellence	16
2.3.2 Action Plan for Academic Excellence	
2.4 Facilitation of Research and Creation of Intellectual Property	17
2.4.1 Action Plan for Facilitation of Research and Creation of Intellectual Property	
2.5 Human Resource Management and Development	18
2.5.1 Action Plan for Human Resource Management and Development	
2.6 Networking, Collaborations and Social Responsibility	19
2.6.1 Action Plan for Networking & Collaborations	
2.6.2 Action Plan for Meeting Social Responsibility	
2.7 Development of Physical Infrastructure	22
2.7.1 Action Plan for Developing Physical Infrastructure	
2.7.2 Action Plan for Green Campus and Sustainability	
2.8 Development of Digital Infrastructure	23
2.8.1 Action Plan for Developing Digital Infrastructure	

Message from Vice Chancellor

The **National Education Policy (NEP)- 2020** envisions an **Institutional Development Plan (IDP)** which will serve as the Decadal Vision Document of the institution to guide for required transformation. The **IDP** should align with the goals outlined in **NEP** to achieve the intended objectives. As such it is imperative for all HEIs to prepare an effective plan document.

The **ICFAI University Mizoram (IUM)** has developed its **Institutional Development Plan (IDP)** up to the year 2034. This plan document will guide the University in achieving its goals and visions over the next decade in accordance with the **National Education Policy (NEP) 2020**. The **IDP** covers the major areas which will help the University to expand its academic reach, extend its outreach in India and abroad and provide more skilled and employable learners. The University has well outlined its **Short Term Goals** (up to year 2026), **Mid Term Goals** (up to year 2029) as well as the **Long Term Goals** (to be achieved by the year 2034). The **IDP** of **IUM** has been prepared with active discussions amongst the faculties, administration, students and all the stakeholders and is poised to be placed for approval of the higher bodies authorities soon.

It is my firm belief that the **Institutional Development Plan (IDP)** of **IUM** will pave the way for our University to emerge as the most preferred academic institution in both within the State of Mizoram and outside around neighbouring states and countries by the year 2034. The **IDP** will play a significant role in enhancing the University's academic excellence research capabilities and infrastructure ensuring that it remains at the forefront of innovative and transformative education within the framework of **NEP 2020** and latest UGC guidelines in this regard.

Prof. (Dr.) Ginlianlal Buhril

Vice Chancellor

ICFAI University Mizoram

Executive Summery

The National Education Policy (NEP) 2020 envisions transforming higher education institutions (HEIs) into centers of excellence that cultivate well-rounded, thoughtful, and creative individuals. To align with this vision, the University Grants Commission (UGC) has provided guidelines for HEIs to create Institutional Development Plans (IDPs). These IDPs are designed to enhance equitable access to high-quality education, foster knowledge creation through research, integrate vocational training, and produce graduates who are industry-ready and entrepreneurial. Furthermore, the IDPs emphasize reducing inequalities, promoting diversity and inclusivity, supporting sustainable development goals, and enhancing internationalization to contribute to societal well-being and the greater social good.

ICFAI University Mizoram has developed its Institutional Development Plan (IDP) in accordance with the UGC framework, outlining a strategic roadmap from 2024 to 2034. This comprehensive plan includes the Institutional Profile, an Introduction to the University, its Mission and Vision, details of University Authorities, the various Cells, Committees, and Clubs and the objectives of IDP. A thorough Institutional SWOC Analysis has also been conducted to identify strengths, weaknesses, opportunities, and challenges.

The IDP is structured around following eight major components, deemed essential for institutional excellence and based on the IDP Framework suggested by UGC:

- **Excellence in Governance:** Implementing effective governance practices to ensure transparency and accountability.
- **Financial Stability:** Ensuring sustainable financial practices to support long-term institutional goals.
- **Academic Excellence:** Enhancing academic programs to meet the highest standards of education and research.
- **Facilitation of Research and Creation of Intellectual Property:** Promoting a robust research culture and intellectual property creation.
- **Human Resource Management and Development:** Focusing on the continuous development and management of faculty and staff.
- **Networking, Collaborations, and Social Responsibility:** Building strong networks and collaborations to enhance societal impact.
- **Development of Physical Infrastructure:** Creating state-of-the-art physical infrastructure to support academic and research activities.
- **Development of Digital Infrastructure:** Leveraging digital technologies to enhance the teaching and learning experience.

Each of these components includes a detailed action plan categorized into **Short Term (to be achieved by 2026), Mid Term (to be achieved by 2029), and Long Term (to be achieved by 2034) objectives**. This structured approach ensures a systematic progression towards institutional excellence, aligning with the NEP 2020 goals and fulfilling the mission of ICFAI University Mizoram to contribute significantly to societal well-being.

1. Institutional Basic Information

1.1 Institutional Profile

Name of the Institution	ICFAI University Mizoram
Address	Durtlang North, Aizawl, Mizoram, PIN: 796015
Longitude (in degree)	92.7279564
Latitude (in degree)	23.800644
Total Area (in acre)	17.58
Total Constructed Area (in sq. m)	4000
Website	www.iumizoram.edu.in
UGC Recognition	The University is empowered to award degrees under Section 22 of the UGC Act, 1956
Type of University	State Private University
Year of Establishment	2006
AISHE Code	U-0346
Head of the Institution	Prof. (Dr.) Bijay Singh Vice Chancellor Email: vc_ium@iumizoram.edu.in Mobile: 9973045724
Name of the IQAC Director	Dr. Shamim Akhtar Email: iqac@iumizoram.edu.in shamim@iumizoram.edu.in Mobile: 8257875197
Name of the NEP Coordinator	Dr. Gloria Lalchhanhimi Email: sgloria@gmail.com Mobile: 8794593269
NAAC Accreditation Status	Yet to be Accredited
NIRF Ranking	Participated in IR 2024 in Overall and Management Category
NBA accreditation	No

1.2 Introduction to the University

The ICFAI University Mizoram was established in 2006 as a state private university in the state of Mizoram and within a short span of 18 years it has established itself as a leading institute providing quality higher and professional education in the region. The University believes in creating and disseminating knowledge and skills in core and frontier areas through innovative educational programs, research, consulting and publishing, and developing a new cadre of professionals with a high level of competence and deep sense of ethics and commitment to the code of professional conduct.

ICFAI University envisions to be a top-ranking private university of choice for students, staff and corporate, recognized for excellence in higher education and research especially relevant to social needs. The University at present offers 10 post graduate and 5 undergraduate full-time degree programs in Management, Humanities, Social Sciences, Science and Technology. The mission of the University is to offer world class, innovative, career-oriented professional post graduate and undergraduate programs through inclusive technology-aided pedagogies to equip

students with the requisite professional and life skills as well as social sensitivity and high sense of ethics. The University will strive to create an intellectually stimulating environment for research, particularly into areas bearing on the socio-economic and cultural development of the state and the nation.

The University currently offers BBA, BCA, BCA (Data Science), BCA (Artificial Intelligence & Internet of Things), BCA (Cyber Security), B. Com, BBA (Hospitality & Tourism), BSW, MBA, MSW, M. Com, MA (Political Science), MA (English), MA (Education), MA (History), MSc (Geography), MA (Economics), MA (Mizo & Cultural Studies) and MA (Sociology). The University has a vast resource of qualified and experienced faculty members who are committed to provide quality education and engage themselves in various activities, research and projects. The university particularly focuses on creating a learning environment which offers all-round development for all its students. Various extracurricular activities, cultural events, sports, educational tours, community services etc are held at the University on a regular basis. Over the years, the University has successfully organized many state, national and international level seminars and conferences on relevant and contemporary areas of academic interest.

1.3 Mission and Vision

Vision

“To be a top-ranking private university of choice for students, staff and corporates, recognized for excellence in Higher Education and Research specially relevant to social needs.”

Mission

“The mission of the University is to offer world class, innovative, career-oriented professional post graduate and undergraduate programs through inclusive technology-aided pedagogies to equip students with the requisite professional and life skills as well as social sensitivity and high sense of ethics. The University will strive to create an intellectually stimulating environment for Research, particularly into areas bearing on the socio-economic and cultural development of the state and the nation.”

1.4 University Authorities

The following shall be the authorities of the University, namely

- Board of Governors
- Board of Management
- Academic Council
- Finance Committee and
- Such other authorities as may be declared by the Statutes to be the authorities of the University.

The above authorities have been constituted as per the provisions of relevant sections of the Act and the Statutes.

Following are the officers of the University:

Visitor:	The Hon'ble Governor of Mizoram
Chancellor:	Prof. (Dr.) Y R Haragopal Reddy
Vice Chancellor:	Prof. Ginlianlal Buhril
Registrar:	Dr. David Lawmzuala
Finance Officer:	Mr. A. Karunakar

Board of Governors

Prof. YR Haragopal Reddy, *Chancellor, ICFAI University Mizoram*
Prof. Prof. Ginlianlal Buhril, *Vice Chancellor, ICFAI University Mizoram*
Prof. Sangkima, *Principal Rtd., An educationist of repute to be nominated by the State Government*
Dr. Biplab Halder, *Vice Chancellor, The ICFAI University, Tripura*
Prof. Diwakar Tiwari, *Dean, School of Physical Sciences, Department of Chemistry, Mizoram University, One Academician to be nominated by the Visitor*
Dr. Jagannath Patnaik, *Vice Chancellor, The ICFAI University, Sikkim*
Dr. P. Venkateswarlu, *Member Secretary, The ICFAI Society*
Dr. David Lawmzuala, *Registrar, ICFAI University Mizoram*

Board of Management

Prof. Ginlianlal Buhril, *Vice Chancellor, ICFAI University Mizoram*
Mr. Benjamina, IDAS (Rtd), *One representative of the State Government*
Prof. T S R K Rao, *Dean (Accreditations), IBS, Hyderabad*
Prof. Sanjay Fuloria, *Professor (Operations Mngt. and IT), IBS, Hyderabad*
Dr. Ravi Kumar Gujjula, *Chief – Industry Connect & Skill Development, ICFAI*
Mr. C V Chainulu Viswanadha, *Consultant (Finance, Accounts & Audit), ICFAI*
Dr. Damodar Reddy, *Director, IUCD*
Dr. David Lawmzuala, *Registrar, ICFAI University Mizoram*
Dr. Lalthanpuui Sailo, *Academic Coordinator, ICFAI University Mizoram*

Academic Council

Prof. Ginlianlal Buhril, *Vice Chancellor, ICFAI University Mizoram*
Dr. David Lawmzuala, *Registrar, ICFAI University Mizoram*
Mr Malsawma Hauhnar, *Academic Coordinator, ICFAI University Mizoram*
Dr. Samuel L Dingliana, *Proprietor, Zoram Mega Food Park*
Dr. Rodi Lalrammawii Hmar, *Controller of Examination. ICFAI University, Mizoram*
Dr. Zothankimi Ralte, *Asst Professor, Dept of Social Work. ICFAI University, Mizoram*
Dr. Shamim Akhtar, *Asst Professor, Dept of Management. ICFAI University, Mizoram*
Prof. Lalngurliana Sailo, *Professor, Dept of History. Mizoram University*

1.5 University Cells, Committees and Clubs

The University has constituted various cells, committees and clubs to carry out important activities, ensure quality of services, provide additional administrative support, maintenance and development of campus and building, engage students to extracurricular and cocurricular activities, promote health wellbeing and environment etc. Most of these cells, committees and clubs are formed as a part of larger implementation of NEP 2020 and according to the directions received from the UGC/Ministry of Education. Following is the list of important cells, committees and clubs in the University:

SN	Name	Chairperson	Convener	Members
1	Counseling Cell	Dr. Lalengkima, Asst. Professor. Dept. of Political Science	Ms. Zodinpuui Khiangte, Student Counsellor	1. Ms. Malsawnia Hauhnar, Asst. Professor, Dept. of IT 2. Dr. Catherine Lianhmingthangi, Asst. Professor, Dept. of Social Work 3. Ms. Vanlalhruaii Leivang, Asst. Professor, Dept. of Management 4. Mr. Hmangaihzualla Pachuau, Placement Officer 5. Mr. Donny Lalruatfela. Administrative Officer 6. Student Representative
2	Disciplinary Committee	Vice Chancellor	Registrar	1. Academic Coordinator 2. Controller of Examination 3. Dr. Lalsangliani, Asst. Professor, Dept. of Management 4. Dr. Gloria Lalchhanhimi, Asst. Professor, Dept. of Education 5. Mr. Vanlaltana Khiangte, Asst. Professor, Dept. of Mizo & Cultural Studies 6. Ms. Zodinpuui Khiangte, Student Counsellor Student Representative
3	Parent-Teacher Committee	Academic Coordinator		All HODs
4	Digital Administrative Committee	Dr. Lalengkima. Asst. Professor, Department of Political	Ms. Vanlalhruaii Leivang. Asst. Professor, Dept.	1. Academic Coordinator 2. Controller of Examination 3. Ms. Zodinpuui Khiangte, Student Counsellor

		Science	of Management	4. Mr. Vanlalchhuanmawia, System Administrator 5. Student Representative
5	Media Cell	Mr. Vanlaltana Khiangte, Asst. Professor, Dept. of Mizo & Cultural Studies	Mr. H. Lalremruatptiia, Development Officer (Marketing)	1. Dr. C. Lalnunhlui, Asst. Professor, Department of English 2. Mr. Vanlalchhuanmawia, System Administrator 3. Student Representative
6	Intellectual Property Rights (IPR) Cell		Dr. Lalsangliani, Asst. Professor, Department of Management	1. Dr. Shamim Akhtar, Asst. Professor, Department of Management 2. Mr. Malsawma Hauhnar, Asst. Professor, Department of IT 3. Student Representative
7	Entrepreneurship Knowledge (EK) Cell		Dr. J.Daizova, Asst. Professor, Department of Management	1. Dr. Zothanchhungi, Asst. Professor, Dept. of Commerce 2. Dr. Juliet F. Lalzatzoliani, Asst. Professor, Dept. of Economics 3. Student Representative
8	Feedback Review Committee		Academic Coordinator	1. Mr. Badi Naryan Singha, Asst. Professor, Dept. of IT 2. Mr. Vanlalchhuanmawia, System Administrator 3. Dr. Shamim Akhtar, Asst. Professor, Department of Management 4. Controller of Examination
9	Student Welfare Committee		Dr. PC. Lalrohlua	1. Mr. Badi Naryan Singha, Asst. Professor, Dept. of IT 2. Mr. R. Lalbiakma 3. Library Assistant 4. Mr. James K.Chan iiichhin, Accounts Officer 5. Student Representative (2 nos)
10	Industry Collaboration Committee		Dr. Daizova, Asst. Professor, Dept. of Management	1. Ms Priskil Lalremruati, Asst. Professor, Dept. of Commerce 2. Dr. Lalhriatpuii Ralte, Asst. Professor, Dept. of Economics 3. Mr. Hmangaihzualla Pachuau, Placement Officer

				4. Student Representative
11	Research, Development and Innovation Cell		Mr. Malsawma Hauhnar, Asst. Professor, Dept. of IT	1. Mr. Badi Naran Singha. Asst. Professor, Dept. of IT 2. Dr. Lalhriatpuii Ralte, Asst. Professor, Dept. of Economics 3. Dr. Laithangpuii. Asst. Professor, Dept. of History 4. Student Representative
12	Equal Opportunity Cell		Dr. PC Lalrohlu	1. Ms Vanlalhruii Leivang, Asst. Professor, Dept. of Management 2. Mr. R. Lalbiakmawia, Library Assistant 3. Ms Fiona Lalmalsawmi, Asst. Professor, Dept. of Pol.Science 4. Student Representative 2 nos
13	Socio-Economically Disadvantaged Cell		Dr. C. Lalrempuii, Asst. Professor, Dept. of Social Work	1. Mr. Malsawmdawngliana, Library Asst 2. Ms. P. Lalchhuanpuii, Admin Asst 3. Ms Fiona Lalmalsawmi, Asst. Professor, Dept. of Pol Science 4. Student Representative
14	Right to Information (RTI) Cell	1. State Public Information Officer (SPIO): Registrar 2. Assistant State Public Information Officer (ASPIO): H. Lalremruatpuia		
15	Net Zero Club		Mr. B. Lalawmpuia, Estate Manager	1. Mr. Hmangailizuala Pachuau, Placement Officer 2. Mr. Lalruattliianga, Asst. Professor. Dept. of Geography 3. Ms Priskil Lalremruati, Asst, Professor, Dept. of Commerce 4. Student Representative 2 nos
16	International Student Cell		H. Lalremruatpuia, Development Officer	1. Ms. Zodinpuii Khiangte, Student Counsellor 2. Ms. Fiona Lalmalsawmii, Asst, Professor, Dept. of Pol. Science 3. Mr. Hmangaihzuale Pachuau, Placement Officer

				4. Student Representative
17	Internal Complaints Committee (ICC)	1. Presiding Officer: Dr. Lalthanpuii Sailo, Academic Coordinator 2. Member Secretary: Dr. Lalsangliani, Asst Professor, Dept of Management 3. Members: Dr. Zothankimi Ralte, Asst. Professor, Dept of Social Work; Ms. Zodinpuii Khiangte, Student Counsellor; Ms. P. Lalchhuanpuii, Admin Asst 4. External Member: Prof. Dr. T. Vanlaltlani, Aizawl Theological College 5. Student Representatives: Ms. Hadasi Lalngaihzuai Hnamte, MSW 2 nd Sem; Ms. Sunita Chhetri, MBA 2 nd Sem; Ms. Cindy Tailalbiek Gangte, MA English 2 nd Sem		
18	Gender Champion	Mr. Damien Lalrinhlua Palian		
19	Committee of Sexual Harassment	Dr. PC Lalrohlua, Asst Professor	Ms. Vanlalhruii Leivang, Asst Professor (Secretary)	1. Mr. Badi Naran Singha, Asst Professor 2. Dr. Catherine Lianhminthangi, Asst Professor 3. Dr. Lalhriatpuii Ralte, Asst Professor
20	Anti-Ragging Cell	Vice Chancellor	Academic Coordinator	1. Registrar 2. Controller of Examination 3. Dr. Zothankimi, Asst Professor 4. Dr. Lalengkima, Asst Professor 5. Secretary, IUM Student Representative
21	Students Grievance Redressal Committee	Prof. (Dr.) Ginlianlal Buhiril, Vice Chancellor	Dr. Lalthanpuii Sailo (Secretary), Asst Professor & Academic Coordinator	1. Dr. Rodi Lalrammawii Hmar, Asst. Professor & Controller of Examination 2. Dr. Zothankimi Ralte, Asst Professor, Dept of Social Work 3. Dr. Shamim Akhtar, Asst Professor, Dept of Management 4. Student Representatives, Student Committee President
22	Students' Grievance Redressal Cell	1. Ombudsperson: Prof. K.R.S Sambasiva Rao, Former Vice Chancellor, Mizoram University 2. Chairman: Prof. Ginlianlal Buhiril, Vice Chancellor 3. Member Secretary: Dr. Zothankimi Ralte 4. Member: Dr. Rodi Lalrammawii Hmar 5. Member: Dr. Lalthanpuii Sailo 6. Member: Dr. Shamim Akhtar 7. Student Representative: Vanlalrochhara, 4 th Sem MA (Edu)		
23	ICFAI	Mr Malsawma	Mr.	1. Mr. Malsawma Hauhnar,

	University Mizoram Alumni Cell	Hauhnar, Academic Coordinator	Hmangaihzuala Pachuau, Placement Officer (Secretary)	Dept of IT 2. Mr. B. Lalruatpuia, Dept of Mizo & CS 3. Mr. Lalruattluanga, Dept. of Geography 4. Ms. Vanlallawmkimi, Dept of Education 5. Mr. H. Lalremruatpuia, Development Officer
24	Placement Committee	Mr Malsawma Hauhnar, Academic Coordinator	Mr. Hmangaihzuala Pachuau, Placement Officer (Secretary)	1. Dr. Shamim Akhtar, Dept of Management 2. Dr. Zothankimi Ralte, Dept of Social Work 3. Mr. Malsawma Hauhnar, Dept of IT 4. Ms. Zairemmawii Ralte, Dept of Hospitality & Tourism

1.6 Institutional SWOC Analysis

STRENGTHS	WEAKNESSES
➤ Highly qualified, dynamic and dedicated faculty ➤ Skilled, motivated and hardworking staff ➤ Among one of the two Universities in Mizoram offering multiple fulltime campus-based PG programmes across several disciplines ➤ Scenic and serene campus location ➤ Conducive weather and beautiful climate ➤ Dynamic and multi-talented students ➤ Vibrant student activities and engagement through various clubs ➤ Additional focus on skill development and placement for students ➤ Special emphasis on cultural and heritage promotion ➤ Among the first institutes in Mizoram to implement NEP 2020 based curriculum	➤ Absence of any CAS for the faculty ➤ Financial constraint due to deficit income ➤ Need for more physical infrastructure like shortage of classrooms, small and shared auditorium, limited library resources, lack of separate administrative block, inadequate sports facilities, small cafeteria, limited parking facilities for vehicles etc ➤ Need better infrastructure and facilities for co-curricular, extra-curricular, academic and allied activities ➤ Absence of incentive program for promotion of research and publications by the faculty members ➤ Lack of in-campus hostel facilities for students especially girls ➤ High student dropout rate
OPPORTUNITIES	CHALLENGES
➤ Undertaking research and consultancy activities ➤ Opening up of new short term courses for students ➤ Collaborations with various Government and Non-government agencies ➤ Attracting more students from neighboring states and countries	➤ Difficulty in retaining qualified and experienced faculty due to absence of CAS and frequent openings in other institutions in the state ➤ There is a growing trend among a section of quality students opting to pursue higher education outside Mizoram ➤ Perception of high program fees in

➤ Avenues for international collaboration in academic exchange and research ➤ Sharing of venue and resources for conducting national level competitive exams and organizing important events. ➤ Scope to utilize the existing alumni network towards the development of the institution ➤ More placement and internship opportunities for students by strengthening industry-academia collaborations within and outside the state ➤ Scope for further expansion and infrastructure development within the campus	comparison to similar programmes offered by other institutions ➤ Opening of new higher educational institutes and expansion of existing colleges with new courses and increased intake in the state may affect future admissions ➤ Implementation of NEP 2020 with limited resources
--	--

1.7 Objectives of IDP

The main objectives of the Institutional Development Plan (IDP) are to:

- a) Define a clear vision and mission for the institution that aligns with the National Education Policy 2020, National Credit Framework (NCrF), Sustainable Development Goals (SDGs), and the institution's educational, research, and social objectives.
- b) Evaluate institutional development needs through comprehensive consultative processes.
- c) Identify gaps in human, material, and financial capacities, as well as organizational shortcomings, based on established goals and priorities.
- d) Create Annual Activity and Capacity Building Plans to enhance capabilities and address identified gaps.
- e) Establish a transparent system for the holistic and inclusive growth of the Higher Education Institution (HEI), leveraging relevant tools, technologies, and opportunities, especially digital technologies, to ensure optimal utilization for balanced growth.
- f) Foster an ethos of lifelong learning and develop a framework to enhance employability and entrepreneurship by integrating skill development into higher education.
- g) Create an operative framework to promote the internationalization of education, ensure international equivalence, and facilitate the exchange of faculty and students.
- h) Ensure meaningful engagement of all stakeholders in the development and implementation of the IDP.
- i) Quantify the institution's goals using indicators, time-bound targets, and implementation plans.

2. Institutional Development Plan

2.1 Excellence in Governance

In Higher Education Institutions (HEIs), governance is the systematic approach to directing, controlling, and ensuring accountability. It involves decision-making, risk monitoring, and performance enhancement. Good governance integrates an institution's core values and culture through balancing belief systems (values and mission) and control systems (policies and procedures). It encompasses institutional structures, policy development, legislative and regulatory frameworks, financial accountability, and informal behavioral guidelines. Effective governance balances institutional autonomy with accountability, driven by HEIs to demonstrate responsible autonomy, align with public management strategies, and prevent mismanagement.

To ensure effective governance in the University, it is crucial to provide autonomous yet accountable governance, implement quality assurance processes, involve all stakeholders in key appointments, define financial autonomy levels aiming for self-sustainability, and maintain good governance to preserve academic integrity while ensuring robust control systems.

2.1.1 Action Plan for Excellence in Governance

Short Term (2026)	Mid Term (2029)	Long Term (2034)
a) Constitution of fully functional committees, cells and clubs as per UGC and NEP recommendations and uploading the same on the website. b) Reconstitution of Internal Quality Assurance Cell and establishment of the IQAC office. c) Preparation for NAAC Accreditation d) Preparation for India Ranking under NIRF. e) Annual Activity and Status Reports should be collected and documented by IQAC from HODs, clubs, cells and committees.	a) Getting NAAC Accredited. b) Getting NIRF Ranking under 200. c) Formulating up to two best practices other than existing ones d) Ensure involvement of prominent alumni in appropriate university authorities. e) To establish the Department of Management as a Center of Excellence (CoE) with special focus on placements, research, emerging areas, innovation and collaborations	a) Getting NIRF Ranking under 100. b) Participate in international rankings like QS, THE etc. c) Become self-sustainable and achieve financial autonomy. f) To establish 3 more departments as Center of Excellence (CoE) with special focus on sustainability, research, emerging areas and collaborations.

2.2 Financial Stability

Financial enablers are vital to the financial system, comprising technical systems for payments and financial instruments. A strong enabler system ensures safe and efficient transactions and provides pathways for sustained research funding. For the University, it is essential to adopt a professional financial management approach within regulatory boundaries. Compliant accounting is mandatory, but management accounting and data-driven decision support can significantly improve University's ability to manage financial structuring and resource mobilization.

To strengthen financial enablers in the University, it's essential to diversify funding sources by prioritizing government grants, alumni contributions, private partnerships, and fundraising efforts. The University should establish a sustainable revenue model that includes tuition fees, grants, and income from research projects, ensuring a balanced revenue distribution based on institutional strategy. Transparent budget allocation across key areas such as development, faculty support, and student services are crucial for effective financial management. Collaborating with government agencies, private sectors, and international entities can leverage resources and expertise to enhance financial sustainability. Engaging stakeholders, including students, faculty, alumni, and community partners, helps align financial strategies with institutional needs and priorities, ensuring robust financial enablers for long-term success.

2.2.1 Action Plan for Financial Stability

Short Term (2026)	Mid Term (2029)	Long Term (2034)
a) Start short term diploma/certificate courses by each department. b) Increase enrollment of existing programmes by up to 100% of the intake capacity. c) Start professional consultancy services. d) Reduce paper usage in office by 50% by storing and sharing digital copies of files and encouraging reuse of single side printed papers. e) Replace all traditional lighting with power saving LED lighting and motion sensor lighting. f) To reduce consumption and minimize wastage of electricity, water and office resources by student, staff and	a) Start new UG & PG programmes. b) Restructuring of programmes with low enrollments for 3 consecutive years. c) Open more professional programmes like B. Ed, LLB, B. Pharm, MSc (Nutrition & Dietetics), MSc (Clinical Psychology), BPT, BSc in Allied Health Sciences, MA (Public Policy & Public Administration), BSc (Food Science & Technology), Bachelor of Fashion Design, Music, Sports etc. d) Invite financial aids through proper channels. e) Opening of a center for translation work and services. f) Establishment of	a) Start online & distance programmes. b) Harness solar energy to become up to 80% Self-reliant campus for power consumption. c) Increase capacity of rainwater harvesting for round the year water consumption. d) Increasing revenue generation through corporate training and other programmes. e) Improving research funding through government and non-government sources such as industry, corporate houses, international bodies for research project, Endowment Research Chairs etc.

faculty. g) Annual review to decide increase of programme fees for all existing programmes.	Endowment Chairs for professional excellence.	
--	---	--

2.3 Academic Excellence

Academic enablers are essential benchmarks for Higher Education Institutions (HEIs), guiding the quality and standards of their educational offerings. A robust set of these enablers promotes a dynamic learning environment that supports both academic achievement and the overall well-being of students. Developing innovative academic enablers involves strategic planning, implementation, and continuous evaluation. This includes creating institutional strategies aligned with the institution's vision, nurturing a strong faculty through recruitment and development, designing flexible and interdisciplinary curricula, and integrating vocational education and industry expertise. Continuous improvement focuses on enhancing teaching excellence, embedding essential skills and employability, leveraging advanced technologies, and fostering an inclusive learning environment that encourages societal impact and entrepreneurial initiatives.

2.3.1 Action Plan for Academic Excellence

Short Term (2026)	Mid Term (2029)	Long Term (2034)
a) Implementation of NEP 2020. b) Question banks will be created and maintained by the examination department. c) All department will compile and submit yearly activity report in prescribed format. d) Examination Results must be published within 20 days from last day of examination. e) New Academic Regulations and Examination Regulations to be effective from 2024. f) Detail Academic Calendar to be published and uploaded on the university website before the start of new academic session. g) Coaching and guidance for competitive	a) Syllabus and Programme Structures to be reviewed at least once in 3 years. b) Implementation of Outcome Based Education (OBE) c) Compulsory organization of FDPs & EDPs at least once a year. d) Academic Regulations and Examination Regulations to be reviewed by academic council at least once in 3 years. e) Open center for learning foreign language. f) Expand options for interdisciplinary elective courses for the students. g) Review of the implementation of NEP 2020 by identifying gaps in implementation and take appropriate measures.	a) All departments and programmes will make use of Learning Management Software (LMS) b) Maintain minimum 1:20 student teacher ratio. c) Implementation of international exchange programmes for the faculty and students with reputed global universities. d) To bring the University in top 100 in NIRF rankings.

examinations for students. h) Examination department will implement Examination Management System (EMS).	h) Improvement in Percentage of teachers undergoing online/ face-to-face Faculty Development Programmes (FDP).	
---	--	--

2.4 Facilitation of Research and Creation of Intellectual Property

Intellectual enablers, such as basic research and intellectual property rights, are foundational elements crucial for driving productive activities like innovation and education within universities. These enablers facilitate information production and support the commercialization of research outcomes. To strengthen them, the University should focus on inclusive stakeholder engagement in research and innovation, foster a culture of innovation, enhance institutional research capabilities, and collaborate extensively with universities, industries, and communities. Strategies should also prioritize quality research programs, effective IP management and commercialization, clear licensing procedures, and support for entrepreneurial ventures. Additionally, creating supportive environments that promote transparency, trust, and inclusivity among stakeholders further enhances the effectiveness of these intellectual and emotional enablers.

2.4.1 Action Plan for Facilitation of Research and Creation of Intellectual Property

Short Term (2026)	Mid Term (2029)	Long Term (2034)
a) Preparation of University Research Policy document. b) Design PhD program structure and course work in selected departments. c) Start of PhD program in selected departments. d) Organization of at least two state/national seminar/conference in each academic year. e) Organization of at least one international seminar/conference in each academic year. f) Creation of a Book Bank Facility for keeping contributed books/journals by faculty, alumni, guests etc. g) Extend the Research incentive scheme to UGC care/Scopus/ABDC	a) Licensed Plagiarism Checker for institutional use by faculty and students. b) Licensed SPSS software for institutional use. c) Financial support for faculty to attend conference/workshop and towards membership fees of professional bodies. d) Fully functional start-up resource hub and incubation center. e) Open opportunities for extramural funding for research activities. f) Provision for limited study leave for completion of course work to faculty members pursuing PhD. g) Encourage faculty to apply for post-doctoral	a) Installation of State-of-the-art Laboratories for Computer Science, Geography, Hospitality, Language and for other newly launched programmes. b) Creation of a centralized fund for funding research by faculties and departments. c) Publication of one multidisciplinary research journal by the university with issn and to be listed in Scopus/UGC CARE. d) Achieve the target of 90% fulltime faculty with PhD. e) Allow faculty to tie-up with industry for consultancy and foreign Universities for research. f) Inspire faculty to publish

listed journals. h) Organize Orientation/ short/refresher/FDP/FIP programmes for faculty. i) Encourage non-PhD faculties to register for PhD. j) Institutional subscription to online journal repositories. k) Facilitate and encourage undertaking of sponsored projects by faculty members. l) Boost the average number of publications per faculty per year in UGC Care List and SCI Journals to minimum one. m) Improvements in Citations & h- Index in Scopus/ Web of Science/PubMed.	positions. h) Focus on interdisciplinary research. i) Increase PhD enrollments and expand PhD programmes to all departments. j) Boost the average number of publications per faculty per year in UGC Care List and SCI Journals to about two. k) Increasing the percentage of JRFs, SRFs among the enrolled PhD scholars in the institution.	in high impact factor journals. g) Encourage faculty members and scholars patent filing. h) University would like to emphasize on achieving, on an average, one R&D project or Consultancy per faculty over a three-year period. i) University will establish five Emeritus/Visiting Professor positions for academicians of international repute to mentor the young researchers on campus. j) Improvements in Citations & h- Index in Scopus/ Web of Science/PubMed.
--	--	--

2.5 Human Resource Management and Development

Balancing autonomy and regulatory compliance in Higher Education Institutions (HEIs) necessitates a meticulous approach that integrates institutional policies with statutory requirements. This alignment ensures that HEIs uphold standards while fostering innovation and academic excellence. Essential HR practices like faculty recruitment, onboarding, training, performance management, compensation, and workforce planning are tailored to meet regulatory guidelines set by bodies such as UGC and AICTE. Initiatives promoting diversity, inclusion, and legal compliance in faculty contracts further enhance the institutional environment, supporting both regulatory adherence and the educational mission effectively.

2.5.1 Action Plan for Human Resource Management and Development

Short Term (2026)	Mid Term (2029)	Long Term (2034)
a) Introduction of Career Advancement Scheme (CAS) for the teaching staff. b) Timely redressal of employee grievances. c) Promotion of senior faculty members from Assistant Professor to Associate Professor/Professor as	a) Pay revisions every three year. b) Orientation and training for newly recruited faculty. c) Creation of a HR Policy Manual. d) Organization of at least one FDP every year. e) Organize training program for non-	a) Pay and allowances as per UGC scale. b) 1:2:6 of cadre ratio be maintained for Professor: Associate Professor: Assistant Professor respectively for each department. c) Recruit one Professor of Practice (PoP) in each department offering

per eligibility. d) Department wise sanctioned posts for faculty to be declared. e) Sanctioned post for non-teaching staff to be declared. f) Create a stress-free environment in which teachers can work on research and new ideas. g) Encourage non-teaching staff to participate in workshops related to their roles and responsibilities. h) Offering cross-training opportunities and job rotations can expose non-teaching staff to different roles and functions within the organization. This helps broaden their skills set, increase their versatility and improve their overall understanding of organizational operations. i) Eight weeks paternity leave for male employees. j) Allowances for faculty members undertaking additional responsibilities like Headship, Directorship and Coordination	teaching staff. f) Fill all sanctioned positions. g) Increase Employee Benefits and Welfare measures. h) Implement a mentoring program where experienced staff members can mentor and guide junior staff to foster skill development and knowledge sharing. i) Implement employee engagement initiatives such as team-building activities, recognition programs, and open communication channels to create a positive and supportive work environment that encourages skill enhancement. j) Workload for non-teaching staff will be reviewed and additional post will be sanctioned/restructured as per requirement. k) Provision of study leave for faculty undergoing PhD course work and FDPs.	professional courses. d) Sponsored fellowship Programme for qualified and deserving faculty. e) Establish leadership development programs for non-teaching staff who show potential and interest in taking on managerial or leadership roles within the first 5 years. f) Develop a succession plan to ensure the continuity of skilled staff by identifying and grooming individuals for key positions in the long term.
---	---	--

2.6 Networking, Collaborations and Social Responsibility

Networking is crucial for universities serving not only academic purposes but also contributing to societal development through education, research, and advocacy. Universities are increasingly focusing on outcomes and societal impacts, necessitating partnerships with Centers of Excellence and institutions globally. Alumni networks play a pivotal role in University's long-term influence and development, supporting governance, management, and growth through lifelong engagement. Effective networking involves structured collaboration with industry, alumni, and other educational institutions to foster synergies and collective

development. Universities that prioritize these partnerships can enhance their academic initiatives, intellectual property development, and overall societal contributions.

A university's social responsibility extends far beyond the realm of academia; it encompasses its broader impact on society and its commitment to ethical practices, sustainability, and community engagement. As centers of knowledge and innovation, universities play a crucial role in addressing societal challenges through research, education, and outreach initiatives. This responsibility includes fostering a diverse and inclusive environment that promotes equity and access to education. Moreover, universities are tasked with promoting environmental stewardship, ethical governance, and transparency in their operations. By cultivating partnerships with communities, industries, and governmental organizations, universities can leverage their expertise to drive positive change and contribute meaningfully to societal development and well-being.

2.6.1 Action Plan for Networking & Collaborations

Short Term (2026)	Mid Term (2029)	Long Term (2034)
a) Exploring collaborations and MoUs with various organizations. b) Organize Alumni meet and event at least thice a year. c) Organize workshops, conferences and seminars in collaborations with industrial organizations, educational institutes and government agencies. d) Prepare detail database of recruiters for facilitating student's placement activities. e) Encourage disciplines to give industrial research-oriented dissertation and field work. f) Organize discussion forum/ conclave/ seminar/ symposium on industrial/ translational research in collaboration with industries. g) Organize in-campus Placement orientation for outgoing students every year and expand the placement activity to	a) Form at least 10-20 MoUs with national and international agencies. b) Send placement brochures to reputed companies and through the University's well-placed distinguished alumni. c) Establishing research collaborations within the University, state level institutions, national and international institutions. d) Include industry experts in the Board of Studies (BoS) in selected Master's programmes. e) Encourage faculty members to take up industries supported research and development project. f) Conduct Career guidance and competitive exam training/counseling (MPSC/UPSC/NET/SET/ Banking etc.) for the students by inviting experts/Alumni. g) Promote Industry-Academia linkage to develop skill-based programs in the	a) Establish at least 50 long term collaborations in the form of MoUs with national and international agencies. b) Organize inter-university participative events at the national and international level. c) Sign MoU/collaboration with organizations for students internship/ dissertation. d) Establish a Cell for international placement, education and research. e) Encourage research projects from R&D units of industries. Collaborate or sign MoU with organizations for student placement. f) Create an ecosystem that supports entrepreneurial endeavors and encourages students to pursue start-up ventures. g) Collaborate or sign MoU with organizations for student internships and placement.

all the disciplines.	curriculum, to organize National/International conferences/workshops etc.	
----------------------	---	--

2.6.2 Action Plan for Meeting Social Responsibility

Short Term (2026)	Mid Term (2029)	Long Term (2034)
a) Having at least one external member in committees and cells of the university which have direct social impacts. b) Organizing Parent-Teacher meeting once in every semester by each department. c) Structured feedback from students, teachers, employers and alumni to be collected once every academic year. d) Student satisfaction survey to be conducted for the outgoing students. e) Award Honorary Doctorate to people with exemplary contribution to society and knowledge. f) Beautification of the approach road to the university. g) Encourage incorporation of courses for enhancing industrial directed skills. Conduct exposure visit of students to industries. h) Introduce Mentorship Programme for students. i) Adopt one village from the adjacent areas. j) Nasha-Mukt Bharat Abhiyan (NMBA) to be implemented within the campus as per UGC instructions.	a) University Social Impact Study to be conducted every 5 years. b) Conduct at least two free educational and skill-oriented training programmes for the benefit of local community. c) Offer 100% scholarship scheme to one outstanding student from very poor economic background to be decided by a select committee. d) Make substantial participation in outreach and extension activities. e) Encourage people employed in industry to join for Ph.D. with industrial driven research problem. f) Develop platform for provide solution to industrial problems through contractual based research. g) Encourage faculty members to identify and develop the industrial and societal potential of their research.	a) Establish a center for research on Climate Change and Sustainable Living. b) Build a children's park to be open for the community. c) About 50 outreach/extension activity in community d) University will fund 10 doctoral/ research positions for specific projects addressing local problems. e) Create an ecosystem that supports entrepreneurial endeavors and encourages students to pursue start-up ventures. f) Establish a Seed Fund to assist pre-incubation and incubation of innovators idea leading to startups through external funding.

2.7 Development of Physical Infrastructure

Physical infrastructure encompasses essential infrastructural elements crucial for operational functionality. Balancing functionality with compliance to statutes and regulations is paramount, supporting diverse academic and research activities across departments. Funding these enablers often necessitates exploring innovative financial strategies due to the substantial investment required. Effective campus planning integrates academic, cultural, and operational facets, preserving the campus's aesthetic appeal while championing environmental stewardship through energy efficiency and waste reduction. Ensuring inclusivity, safety, and holistic development further enhances the campus environment, fostering a supportive atmosphere for learning, research, and community engagement.

A green campus strategy aims to uphold ecological preservation by protecting natural landscapes, minimizing carbon emissions, and conserving water and resources. It promotes environmental awareness through campaigns and sensitization efforts. Prioritizing sustainable infrastructure involves using recycled materials. Implementing sustainable mobility strategies reduces fossil fuel consumption, while adopting alternative energy sources and eco-friendly technologies enhances energy efficiency and environmental sustainability across campus operations.

2.7.1 Action Plan for Developing Physical Infrastructure

Short Term (2026)	Mid Term (2029)	Long Term (2034)
a) Expansion of existing library. b) Construction of a playground for outdoor sports and recreation. c) Construction of a new cafeteria which can accommodate minimum 200 students during lunch hours. d) Taking short term initiatives to make the campus disabled-friendly. e) Dedicated toilets for disabled people. f) Provision of wheelchairs for Persons with Disability. g) Signage for tactile path, lights, display boards should be put up in and around the campus. h) Develop exclusive and secured parking facilities for two-wheelers and four-wheelers inside the campus. i) Separate common rooms	a) Expansion of existing academic block to accommodate new courses and in par with increased enrollments. b) Construction of additional and separate hostels for boys and girls within the campus. c) Increase number of student buses at par with increase in enrollments. d) Construction of a separate auditorium for organizing events and activities at the campus. e) Installation of elevator in the main building f) Fixed LCD projector in every classroom. g) Increase of capacity for rain water harvesting and installation of borewell. h) Installation of lounge facilities for guests and visitors. i) Construction of a girl's hostel within the campus.	a) Construction of Annex Building (Phase II) within the campus b) Creation of a separate Administrative Block. c) Construction of staff quarters for the accommodation of staff and faculty within the campus. d) Construction of indoor stadium with 1000 spectator capacity. e) Construction of ramps for every stair in the building. f) One fully equipped smart classroom for each department. g) Provide disabled friendly infrastructure in all new buildings. h) Create a well-equipped Guest house for international students / guests.

for faculty, boys and girls. j) Creation of a Health Center with dedicated staff. k) As per requirement, there will be temporary hiring of private space and building for expansion of infrastructure.	j) Engage full-time/part-time electrician and plumber for regular maintenance works.	
--	--	--

2.7.2 Action Plan for Green Campus and Sustainability

Short Term (2026)	Mid Term (2029)	Long Term (2034)
a) Quality Audits on Environment and Energy should be conducted once every year. b) Planned tree plantation inside the campus. c) All trees in the campus to be identified and pointed by signage with bionomical nomenclature and local name. d) As a policy 'Plastic Free Campus' to be implemented. e) Mandatory segregation of waste material (bio degradable, non-bio degradable, e-waste, hazardous waste). f) Develop a medicinal plants garden inside the campus.	a) Develop a dedicated "Green Park" within the campus. b) Set up green house and start organic farming in collaboration with local community. c) Promote e-cycles inside the campus for commute. d) Create facility to convert bio-wastes into bio-fertilizer which can be used for gardening/farming within the campus. e) All outdoor and street lighting will be solar powered.	a) Install solar panels for full transition from existing power to renewable energy sources. b) Achieve "Zero Carbon Footprint" as an institution. c) ISO 14001 and 21001 certifications. d) Collaborate with agencies for recycling of waste and e-waste.

2.8 Development of Digital Infrastructure

Digitalization, driven by Information and Communication Technologies (ICT), has profoundly transformed institutions by optimizing internal processes and enhancing educational and research endeavors. It has brought about numerous benefits including increased efficiency, productivity, cost-effectiveness, improved learner experiences, agility, and decision-making capabilities. ICT's integration has also bolstered communication, transparency, and competitive advantage in educational settings. As institutions move towards becoming 'Digital Universities', ICT enablers play a crucial role in reshaping teaching and learning approaches to meet the demands of a rapidly evolving educational landscape. This shift aligns with global trends and NEP 2020, which advocates for creating adaptable and scalable digital solutions to cater to diverse educational needs.

2.8.1 Action Plan for Developing Digital Infrastructure

Short Term (2026)	Mid Term (2029)	Long Term (2034)
a) Soft copies of thesis & dissertation by the students should be preserved digitally by respective departments. b) Improve internet access speed and Wi-Fi connectivity within the campus. c) Upgrade and update University Website to include comprehensive information, availability all important documents, notification, reports, events, activities and photographs. d) Formulate social media strategy and guidelines for the university. e) Install more security cameras around the campus.	a) Creation of advanced equipment and facilities for e-content development by the faculties. b) To have 1:10 student computer ratio. c) To have 1:1 faculty computer ratio. d) Creation of a Digital Library. e) Increasing career counseling including e-counseling and guidance activities for competitive examinations (UPSC/MPSE, NET/SET, GATE etc.). f) Dedicated computer lab for Department of IT and separate computer lab for other departments.	a) To create MOOCs, SWAYAM courses and also create 'Online Platform' for hosting University online courses. b) Fully functional LMS to be used by all departments. c) Build a centralized ICT Centre. d) Ensure compliance with cybersecurity protocols to defend against external threats and natural disasters, safeguarding sensitive data and maintaining operational continuity.