R.E. Society's

R. P. Gogate College of Arts & Science and R.V. Jogalekar College of Commerce (Autonomous), Ratnagiri

Institutional Development Plan

A. Governance Enablers

S.N.	Types	Details of its usage	Status	Plan	
				May 2025	Dec 2028
1	GB/ AC/ FC	• full functional	Yes	-	
		• fully/ Majorly staffed	Yes	-	
		• defined roles and responsibilities and accountability	Partial		
		• involvement of alumni as major stakeholder	No		
2	Quality Assurance	• Well defined Processes	No		
		• Processes to capture various aspects of governance	No		
		• Clearly defined deliverables and outcomes	No		
3	Financial autonomy	• Striving for self-sustainability	Partial		
		• Generating external revenue sources	Partial		
		~~• Creation of Chair for Research in specific area~~			
4	Leadership	• Effective leadership			
		• Strategic management	Partial		
		• Laying down objectives and targets			
5	Vision, Mission and Roadmap for the HEI	• Prepare Vision and mission document.	Ready		
		• Evolve Shared Vision through detailed discussions with stakeholders.			
		• Short, medium ~~and long-term~~ (2, 5, ~~and 10 years~~) Plan	No	To be prepared	
6	Close monitoring by IT/ Web-based Management Information System	• Parameters for performance Source of feedback, Also UGC, and AICTE guidelines to be kept in mind.	No	To be finalized	
		• Academic system should be implemented on priority.			
7	Risk Management Analysis	• At least yearly meeting with insurance company representatives to discuss scenarios for mitigating risks	Yes		

8	External Advisory Boards	• Establish an external advisory board consisting of prominent industrialists, academics, and governmental officers to advise on the running and make-up of the School. • Board to meet at least once per semester in conjunction with a student presentation or other function	No	To be established	
9	Student Feedback	• Evolve Regular 360 Degree feedback for all faculties and consistently monitor and act upon the observations.	Partial		
		• Methodology to be proposed by faculty members through HoDs.		Methodology to be prepared	
		• Feedback to be taken on a regular basis and faculty members to be motivated to improve their delivery	Partial		

B. Financial Enablers and Funding Models (Resource Generation)

S. N.	Types of Financial Infrastructure	Details of Financial Infrastructure	Status	Plan	
				May 2025	Dec 2028
1	Financial Policies	• The policies shall outline the roles and responsibilities of various institution officers and organizations in managing the financial assets	No	Financial Policy to be made	
2	Action Plan and Budgets	• Finalize Action Plan based on the proposed IDP	No		
		• Define budget line items (Income: fees, grants if any, research projects, endowments, CSR funds, donations, etc., Expenses: salaries, utilities, maintenance, etc.)	Yes		
		• Budget granularity to be monthly for the first year, quarterly for the next 4 years	Yes		
		~~• Indicate clear responsibility, milestones and timelines for each activity~~	~~No~~		
		• Finalize 1-year and 5-year budget forecast	Partial	5-year budget	
		• Detail out one year Capital Budget, Recurring Budget	Yes		
		• Allocate funds and put these in a separate account			
		• Utilize funds and track spending against milestones per budget.	Yes		
		• Revisions to the budget are to be approved only after a meeting and discussion with the budget committee.	Yes		
		• Planning of recurring and non-recurring expenditures for each department. Consumables, etc.	Yes		
		• Separate budget for Non-Recurring and Recurring expenditures.	Yes		

		• HODs to prepare details for departments	Yes		
3	Main sources of revenue to be developed	• tuition and other fees from the students	Yes		
		• government grants and subsidies	Yes		
		• consultancy fees and overheads earned on the sponsored research and development projects from the Government and private/ corporate sector	No		
		• endowments, philanthropic contributions, and other income like CSR, royalties on intellectual property (IP)/ patents etc.	Partial		
4	Close liaison with GoI ministries/ agencies and others for funding and Access to external grants and funding	• More than 20 ministries of the Government of India offer Projects/ Research Projects for HEIs. • Proforma for financial assistance is to be procured from the concerned Ministries. • Widening the responsibility for getting grants from all appropriate source • Standardized proforma/ template for new R& D / Modernization proposals for funding by the Government of India/ other external agencies	- -	To be done by research and consultancy committee	
		• Templates to be designed and prescribed in consultations with respective heads and deployment of SOPs	No	Template designing	
5	IRG scheme in each Department (Internal Revenue Generation)	• Commercial Utilization of existing facilities: Collection of information indicating the strength of each department & the lab equipment/instruments available for use by external agencies To be collected & updated on website	Partial	7 lakh+	25 lakh +
		• Consultancy by ~~Each~~ Department: The strength of each department ~~May be circulated and advertised in Newspapers.~~ Displayed on website To be done by research & website	No	committees	
		• Funding from external funding agencies	Partial	12.5 lakh +	50 lakh +
6	Financial/ Investment Committee	• A financial/investment committee is responsible for making decisions regarding the investment and reinvestment of funds, purchasing and selling securities belonging to the endowment, or other long-term institute assets, as well as prescribing and approving investment policies for institute investment agents.	Yes		
7	Staff providing financial services	• Finance team need some specific roles and incumbents like a chief financial officer, treasurer, assistant treasurer as dedicated resources ; and /or access to capabilities like chief investment officer ,accountants, clerks, Data Entry Clerks, CA, etc.	Yes		

c. Academic Enablers

S. N.	Types of Innovative Academic Infrastructure	Details of Innovative Academic Infrastructure and its usage	Status	Plan	
				May 2025	Dec 2028
1	Courses catering to professional/ future requirements	• The institutions need to provide for giving a varied choice of relevant programs.	Yes (Interdisciplinary)	--	• Interdisciplinary choice • AAA
		• Courses to allow for in-depth learning of students as per their interest allowing for future growth of the student.		TY UG revision	• One complete cycle of revision • AAA
		• Multidisciplinary and relevancy of programs	Yes		AAA
2	Curriculum updated as per industry requirements	• The curriculum should be updates regularly to cater to the dynamic requirement of the changing employment landscape.	Yes		AAA
		• Programs to suit the industry requirements both in short term and for future readiness.	Yes		AAA
		• Industry linked/ internship/ apprenticeship embedded programs.	Yes		AAA
		• Modularization of curriculum to enable Multiple Entry Multiple Exit option	Yes		AAA
3	Curriculum embedded with Employability Skill	• The curriculum needs to focus on inculcating basic skill important for increasing the employment avenues and readiness.	Yes		AAA
		• Adding Employability Skills (ESs) across all disciplines like Constitutional values Citizenships, universal values; Career Development & Goal Setting; Becoming a professional in 21st Century; Communication Skills; English Skills; Inclusivity and Diversity including Gender sensitization, PwD etc.; Digital Literacy/ Skills/ digital fluency; Financial & Legal Literacy; Start-up management and Entrepreneurship; Customer Service orientation; and Job readiness and exam preparation	Yes		AAA
		• Curriculum to focus on competencies and skills like	To be done		5 Add on

		Critical thinking and problem solving; Creative thinking and innovation; Analytical Thinking; Adaptive Thinking; Design Thinking & Creativity; Computational thinking; Social intelligence; Cross cultural competency; New media literacy; Virtual collaboration; Decision Making; Conflict resolution and negotiations etc			courses
4	Curriculum embedded with Skill Enhancement Courses	• HEIs in education & skilling ecosystem need to bring the core skills that are used in the era of digitization and automation like AI, Block-Chain, IoT, drones, Industry 4.0 and beyond, etc. as also integrate 21st-century digital skills wherever required.	To be done		5 Skill Enhancement Courses
5	Curriculum embedded with emerging technologies to be integrated with future of work	• The future skills would need to be developed in the emerging technology areas keeping in view the important foundational technologies fundamentally changing the nature of work	To be done		
		• Some of these technologies are Artificial Intelligence and machine learning; Robotic Process Automation/ hyper automation; Data Analytics; IoT/ IIoT; Blockchain; Cyber Security; Cloud Computing; Social & Mobile; 3D Printing; Augmented reality/ virtual reality/ extended reality (AR/VR/ XR); Digital content development: simulators, digital twins, Metaverses. etc	To be done		
		• ~~Development of centers that will continuously upgrade the curriculum and at the same time incorporate 21st century skills in the credit system – which includes communication, collaboration, creativity, problem solving, initiative, emotional stability, physical fitness, confidence to be best at the world stage etc~~			
6	Center for Curricular & Life Skills Development (CCLSD)	• Full strength as per sanctioned post To be developed by DLLE			Centre to be established
7	Faculty/ teaching Staff	• Qualified, Experienced, and committed faculty is an asset of the organization.	Yes		
		• Regular upgradation of knowledge	Yes		
		• Focused on research activities and motivated students to involve in research to create new knowledge or to do innovations.	Yes		
		• SMEs from the industry may be engaged as teaching staff	Yes		At least 5

		/trainers / instructors.			cases
		• Be role models for students by providing appropriate guidance	Yes		
		• Create new projects (aligned to COE), develop expertise and present it in peer conferences and create a platform for continuous improvement PM USHA Grant soft component to focus on this	To be done		4 conferences
8	Center for Faculty Development (CFD)	• Exchange/internship programs with industry to cross pollinate skills	Yes		
		• Facilities to learn from the best in the world, with appropriate tools for research as well as tools for imparting new age education such as videography, games, AI, robotics, metaverse, AR/VR as a means to deliver content Teachers training committee		1 program	5 programs
9	Non-teaching staff	• Appropriate non-teaching staff to support the organization. • Must have requisite qualification, experience for the relevant post	Yes		
10	Session wise teaching plan	• Systematic planning in teaching and learning process is required which includes session wise teaching plan and following such teaching plan. • Relevant and updates course material and books	Yes		
11	Learning material like Study books	• To provide equal amount of essential information to all the students in a class	Yes		
		• Essential to provide study books prepared as per the syllabus of the subject.	Yes		
		• Question bank- to have a resource pool of all possible questions prepared as per the examination pattern.	Yes		
12	Question bank	• Such question bank eliminates the chance of asking questions out of the syllabus.	Yes		
		• Question bank should be such that it enables evaluating the holistic learning of a student	Yes		
		• Relevant assignment of varying types and nature to be conducted	Yes		
13	Assignments	• This could include term papers, practicums, or assigning students with task of preparing answers for question banks.	Yes		
		• The students are encouraged to work more by answering all question bank questions in the form of assignments.	Yes		
		• Periodic assignment submission with due date	Yes		
		• Internal assessment for these assignments for doing work	Yes		

		time bound manner.			
		•Timely and relevant assessments.	Yes		
14	Assessments	• All kinds of assessment strategies to be used.	Yes		
		• Mode of assessment could be online, offline or blended.	Yes		
		• Opportunities like on demand assessments, make-up assessments etc to be given	Yes		
		• The syllabus must not be restricted to core and elective subjects.	Yes		
15	Value added skills enhancement Papers	• Provision of providing modules on general skills for enhancing the employability of the students by improving their professional knowledge.	Yes		
		• can be introduced as skill development-based value added papers should be offered as separate papers and taught by industry or professional people in the field.	Yes		
		• The teaching – learning pedagogy should contain substantial amount of experimental learning part related to their specialization trough either real environment or virtual environment	Yes		
16	Pedagogy	• The pedagogy should be an appropriate mix of traditional and modern methods	Yes		
		• Usage of technology must be encouraged	Yes		
		• enhanced usage of blended mode of learning	Yes		
		• Teaching learning material for PwDs to be made available	Yes		
		• Must be learner centric	Yes		
		• Activities to support the overall development of students like sports, music etc must be integrated in the core curriculum.	Yes		
17	Other activities as part of learning	• Integration of these activities as core	Yes		
		• Proper assessment and weightage of marks to be assigned	Yes		
		• Develop additional skills with them by involving in inculcating cultural and traditional skills which enhances their design thinking ability	Yes		
		• Activities in teams or groups related to social work and social contribution also moulds good character and team working skills of the students and incorporates collective responsibility in them.	Yes		
		• These activities support all-round development of students and enhance their competency and confidence in facing any challenges.	Yes		

18	Earn while learn facility & flexibility	• To support students who are from financially weaker background • Earn while learn model has dual objectives : it gives working skills for a student with responsibility and it also supports financial needs of a student so that he need not depend on his parents for his pocket money.	Yes		
19	Flexibility and Multi-disciplinarily	• The course design needs to be varied, multi-disciplinary in nature • Institutes can design and implement UG/PG programs to suit the requirement of students at various levels	Yes		
		• Additional certificate programs across the field may be offered.	Yes		
		• Institutes can also offer certificate programs by having MoUs with industries, reputed international organisations, etc.	Yes		
		• The UG & PG curriculum must allow students to explore and work independently on their projects/research under the guidance of their research guide	Yes		
20	Opportunities to develop & utilize Research & innovative thinking skills	• Students should be encouraged to work either individually or in a team.	Yes		
		• Enhancing the innovative ability of students and increasing their competency and confidence. • Academic support to raise knowledge, skills, attitude, and experience-based competency to improve confidence in doing innovation.	Yes		Incubation centre to be establishe d
		• Organising Hackathons and other similar competitions	Yes		
21	International Exposure	• Overseas Exchange programs • International Collaboration	No		
		• Foreign Faculty (visiting)	Partial		
		• International Scholarships	No		
		• International Conferences	No		

D. Research, and Intellectual Property Enablers

S. No.	Types of intellectual Property infrastructure	Details of intellectual property infrastructure & its generation	Status	Plan	
				May 2025	Dec 2028

1	Quality Research	• increased intake of students in research based curriculum			
		• undertaking quality research projects	Yes	09	35
		• establish a portfolio approach to research projects and quality research facilities and research labs	No		To be completed
2	Research oriented experienced faculty members	• self-sustaining model	Yes		
		• undertake basic and applied research	Yes		
		~~• enable development of disruptive and affordable technologies~~			
		• Faculty members who are research oriented are usually research inclined.	Yes		
3	API based faculty compensation	• They encourage participation in research and innovation among academics, staff, and students, strengthening the university's framework for intellectual property.	Yes		
		• The creation and implementation of a faculty compensation scheme based on Academic Performance Indicator (API) scores encourages faculty participation in research and publication activities.	Yes		
		• API based compensation creates healthy competition among the faculty members for accelerated IP contribution.	Yes		
4	Targeted research and collaborative research	• The institution finds some new fields in several disciplines and helps the competent faculty members in such fields do research, publish papers, and file patents.	Yes		
		~~• In the portfolio approach this is called targeted research and the university can create IPR as well as an international brand through such efforts based on a strategic approach.~~			
5	More Ph.D. & post-doctoral research scholars	• The institute must admit more research scholars within its capacity of support.	Yes		
		• The institute should exercise its autonomy to appoint more research professors, who may eventually retire from active employment, only for the purpose of supervising research scholars.	Yes		
		~~• Institute should create post-doctoral research programmes as well to maintain the Ph.D. graduates' contributions to on-going research.~~			
6	More Faculty members with Ph.D.	• The institute ought to adopt a strategy to boost the proportion of Ph.D. holders among its faculty.	Yes		
		• The Ph.D. degree holders are ready to mentor the research scholars for Ph.D. programmes in addition to acting as teaching faculty	Yes		
7	Faculty encouragement for Book	• The institute should have a policy to promote IPR contributors, who are none other than UG & PG Students, Research scholars, and Faculty members, in order to increase the intellectual property	Yes	Policy to promote IPR	

	Publications, Research Publications and Patents	rights (IPR) of the institution.			
		~~• The institution can improve its IPR infrastructure by setting up supportive policies that stimulate research and publications at all of the aforementioned levels. Such a task will be assisted by numerous incentives and funding plans.~~			
8	More conferences	• Research scientists, faculty members, and students are kept active through the periodic organisation of conferences for the presentation of research papers.	Yes		
		• These conferences offer an opportunity for goal-setting and networking with other academics.	Yes		
9	Student involvement in Research	~~• The most valuable resource in the institute is its students, who, when properly supervised, can create innovations by creating patented inventions. Similarly, through systematic research, they can also come out with scholarly publishable results.~~			
		• By involving students at the graduate and postgraduate levels, the institute can boost its IPR infrastructure.	Yes	1 workshop	5 workshops
10	Industry and institutional collaboration & Consultation	~~• Supports collaboration-based research so that the institute can create IPR along with industry personnel.~~ ~~This also gives the opportunity to use industry research facilities by institute personnel.~~			
		~~• Further collaborative research leads to more patents & publications~~			
		• Industries' contribution to the research activities so as to do the research on live projects and quantify the output.	Yes		
11	Incubation centres	• Incubators assist students who want to establish their own companies after graduation. • Any ideas generated while working on a project or an internship might be fostered and encouraged as a business plan to initiate self-employment.			Functional incubation centre
12	Publication through its own press	~~• To hasten scholarly publications, many colleges launch their own publishing houses. Additionally, this streamlines or lowers the cost of publishing and encourages academic members to use their press for the dissemination of newly developed knowledge.~~			
		~~• Online and digital publications are prevailing and recognized as one of the most significant initiatives of top colleges.~~			
13	Publications & Citation service	• Offers citation services to their academic members, stakeholders, and the general public as a convenience to researchers that will aid researchers in improving the calibre of their articles.	No		Through online platforms like academica

14	Target patent claim for UG & PG projects in Professional subject area	• Setting goals for undergraduate and graduate students in terms of internships and regular mentoring and supervising ~~them as they prepare and submit patent applications for their inventions enhances the outcome~~	Yes		
15	Faculty Ranking (Annual) system	~~• Faculty members generate a winning spirit and constantly strive for excellence when their annual API rankings are announced and they are graded according to different levels.~~			
		~~• Faculty oversight at every stage can be reduced in such scenarios~~			
16	Chief Technology Officer (CTO) Research Monetisation	• A centralised office to operationalize and monitor research activities as planned	?		
		• Technology transfer office (TTO) with experienced professionals to manage IP protection, licensing, and technology transfer activities	?		
		• Training programs to educate researchers and staff about research monetization and IP protection	?		
		• Clear processes and guidelines for licensing and technology transfer, including royalty structures and licensing fees	?		
		• Internal & External funding mechanisms in place	?		
17	Value added skills enhancement Papers	• Provision of providing modules on general skills for enhancing the employability of the students by improving their professional knowledge.	Yes		
		• can be introduced as skill development-based valueadded papers should be offered as separate papers and taught by industry or professional people in the field.	Partial		1 course per dept
		• The teaching – learning pedagogy should contain substantial amount of experimental learning part related to their specialization trough either real environment or virtual environment	Yes		
18	Other activities as part of learning	• Integration of these activities as core	Yes		
		• Proper assessment and weightage of marks to be assigned	Yes		
		• Develop additional skills with them by involving in inculcating cultural and traditional skills which enhances their design thinking ability	Yes		
		• Activities in teams or groups related to social work and social contribution also moulds good character and team working skills of the students and incorporates collective responsibility in them	Yes		
		• These activities support all-round development of students and enhance their competency and confidence in facing any challenges.	Yes		
19	Earn while learn facility & flexibility	• To support students who are from financially weaker background • Earn while learn model has dual objectives : it gives working skills	Yes		

		for a student with responsibility and it also supports financial needs of a student so that he need not depend on his parents for his pocket money.			
20	Flexibility and Multi-disciplinarity	• Can design and implement UG/PG programs to suit the requirement of students at various levels	Yes		
		• Additional certificate programs across the field may be offered.	Yes	13	50 +
		• can also offer certificate programs by having MoUs with industries, reputed international organisations, etc.	Yes		
		• The UG & PG curriculum must allow students to explore and work independently on their projects/research under the guidance of their research guide	Yes		
21	Opportunities to develop & utilize Research & innovative thinking skills	• students should be encouraged to work either individually or in a team.	Yes		
		• Enhancing the innovative ability of students and increasing their competency and confidence.	Yes		
		• Academic support to raise knowledge, skills, attitude, and experience-based competency to improve confidence in doing innovation.	Yes		
		• Organising Hackathons and other similar competitions	Yes		
		~~• Overseas Exchange programs~~			

E. Human Resources and Supportive- Facilitative Enablers

S. No.	Types	Details	Status	Plan	
				May 2025	Dec 2028
1	Student and Learner Enablers:	• Holistic Admissions Framework: Streamline the student selection process with a holistic approach, assessing academic process alongside extracurricular talents, ensuring diversity and inclusion.	Yes		
		• Merit and Equity-Based Financial Aid: Deploy merit based scholarships and financial aid for underrepresented groups to democratize access to education and attract a rich tapestry of student talent.	Yes		
		• Academic Success Programs: Institute robust academic advising, mentorship, and tutoring programs that provide tailored support from entry through graduation, ensuring learners can navigate their educational paths successfully.	Yes		

2	Staff Empowerment Enablers:	• Competency-Based Recruitment: Adopt a competency based recruitment approach that aligns with institutional goals, promoting a culture of performance and shared values.	Yes		
		• Professional Development and Growth: Establish clear career pathways and continuous professional development opportunities that encourage staff growth, satisfaction, and retention.	Yes		
		• Inclusive Induction Protocols: Ensure a seamless integration of new staff with comprehensive induction protocols, fostering a sense of belonging and commitment to the HEI's mission	Yes		
3	Faculty and Researcher Enablers:	• Transparent Recruitment and Appointment: Implement transparent procedures for faculty recruitment and appointments that prioritize excellence and diversity in educational backgrounds, research expertise, and pedagogical skills.	Yes		
		• Continuous Professional and Pedagogical Development: Offer fellowships and development programs for faculty to advance their pedagogical skills, research methodologies, and leadership capabilities.	Yes		
		• Tenure and Promotion Mechanisms: Create equitable tenure and promotion mechanisms that recognize diverse achievements in research, teaching, service, and community engagement, motivating faculty to pursue long-term careers within the institution	Yes		
4	Cross-Functional Enablers:	• Recognition and Reward Systems: Introduce comprehensive recognition systems that celebrate a wide array of achievements, such as research innovation, exceptional mentorship, community service, and transformative leadership.	Yes		
		• Resilience and Well-Being Programs: Incorporate resilience-building initiatives and mental health support services to foster an environment of well-being for all members of the HEI community	Yes		Activity for staff members 1 per year
		• Leadership and Collaborative Opportunities: Develop leadership programs and collaborative platforms that allow staff and faculty to lead initiatives, drive change, and engage in cross-disciplinary projects.			1 FDP per year
5	Strategic Funding and Emotional Support Enablers	~~• Innovative Funding Strategies: Cultivate funding strategies and incubation grants that empower earlycareer researchers and attract pioneering projects, enhancing the institution's research profile~~			
		• Emotional Intelligence and Support Networks: Embed emotional intelligence training and establish support networks to aid students, staff, and faculty in managing the demands of academia with resilience	Yes		

6	Enablers for Pedagogical Innovation	~~• Pedagogical Excellence Initiatives: Promote teaching excellence through specialized fellowships and programs that encourage innovative curriculum design, leveraging the latest educational technologies.~~			

Supportive- Facilitative Enablers

S.N	Types of emotional strength enablers	Details	Status	Plan	
				May 2025	Dec 2028
1	Accessibility/ Proximity	Leaders being readily available and approachable as a collective leadership style where leaders to make themselves available for support, creating a pull-based (by choice) interaction rather than a push-based (forced) one.	Yes		
2	Rich Communication	Real-time, interactive communication. Messages are not only conveyed clearly but also understood as intended. Importance of immediate and interactive communication, promoting collaboration among engaged individuals.	Yes		
3	Role Model	~~Developing leaders who share a vision for the university's planned growth who motivate and set targets for others, serving as examples for the entire community.~~			
4	Institutional values (Core Values)	The belief system foundation of the institution to guide the behaviour and decisions of all stakeholders.	Yes		
5	Vision	A well-articulated and ambitious vision.to encourage forward-thinking & planning for future opportunities rather than reacting to constraints.	Yes		
6	Trust among stakeholders and outsiders	Building trust among all stakeholders, based on their commitment and contributions to the institution. Fosters a sense of unity and responsibility toward Institutional development.	Yes		
7	Institutional Tradition Rituals	upholding the traditions, established by the institution as emotional bonds among stakeholders and enhance commitment to the institution.	Yes		
8	Alternative strategy & Support network	prepared with backup plans to ensure the delivery of commitments includes facilities, faculty, exams, and timely result announcements, ensuring uninterrupted academic services.	Yes		
9	Goal setting in every student	Encouraging students to set and work towards their goals by creating awareness about opportunities.	Yes		
10	Safety & Security	safe and secure campus environment. Such that it contributes to the wellbeing of all stakeholders	Yes		

11	Search for proximity	Students often seek a sense of belonging during their initial year. The institution needs to facilitate connections by encouraging friendships, providing local cuisine, and celebrating local culture.	Yes		
12	Legacy of the system	Maintaining and continuing the institution's traditions, cultures, and legacy through programs and festivals. It also involves maintaining organizational hierarchy respectfully.	Yes		
		Ensuring that every individual stakeholder has a positive perception of the institution and holds it in high regard as their alma mater.	Yes		
13	Openness in terms of information	The institution should maintain transparency in its operations, including admission, teaching, examinations, research, and financial matters.	Yes		
14	The Ability of the institution to deliver on promises	Addressing and rectifying any failures promptly building a good reputation. Using the autonomy of the university to resolve issues effectively.	Yes		
15	Accountability measures	systems to determine, evaluate accountability of all stakeholders and their consequence.	Yes		
16	Mental Health	Ensuring students mental health, providing appropriate infrastructure and support	Yes		

F. Networking and Collaborations Enablers

S.N	Types of enablers	Details	Status	Plan	
				May 2025	Dec 2028
1	Strategic Collaborations	• Integrated Partnerships: Forge partnerships across industry, academia, and communities through MoUs to encourage diverse collaboration for research, curriculum design, and community engagement initiatives.	Yes		30+ MoU
		• Alumni Networks: Develop strong alumni networks that contribute to mentorship, funding, and domain expertise, supporting research and infrastructure development.	Yes		
		• Industry Integration: Collaborate with industry for curriculum development, internships, apprenticeships, and joint projects that align with dynamic industry needs.	Yes		
2	Academic and Research Excellence	~~• Cross-Institutional Synergy: Pursue academic collaborations for co-research, shared curricula, and inter-mobility of students, enabling dual degree programs and joint use of facilities.~~			
		• Research Collaboration: Create consortia for shared databases, library access, and co-authored research to drive innovative outcomes and participate in international research projects.	To be enhanced		

3	Practical Exposure and Experience	• Hands-On Learning: Integrate practical skilling with theoretical learning through industry consultations, usage of shared workshops, and live project opportunities.	Yes		
		• Earn While Learn Initiatives: Establish programs that allow students to engage in live projects and hybrid learning models to gain professional experience while studying.	To be done		
	Community Engagement and Service	• Social Integration: Collaborate with NGOs and social service organizations for rural outreach and fieldwork, participating in government programs like Unnat Bharat Abhiyan for societal development.	Yes		
		• Civic Partnerships: Engage with local bodies and communities to foster sustainable development and implement field-based educational programs.	Yes		
5	Professional Development and Employment	• Placement Networks: Build networks with various industry sectors for internships and job placements, leveraging placement cells for networking and employment opportunities.	To be done		
		• Faculty Consultancy: Promote faculty-led consultancy to enhance industry-institute relationships and ensure faculty remain current with industry practices.	To be done		
6	Quality and Credibility	• Accreditation and Certification: Secure recognition from national and international accreditation bodies, enhancing the institution's brand value and ensuring a commitment to educational excellence.	Yes		
		• Quality Assurance: Adopt quality assurance frameworks from recognized agencies to improve internal standards and learning outcomes.	Yes		
7	Innovation and Entrepreneurship	• Start-up Ecosystem: Establish incubation centres, funding avenues, and ideation networks to support start-up initiatives and foster a vibrant entrepreneurial ecosystem.	Yes		
		• Digital Infrastructure: Provide a strong digital backbone to support start-up activities, including access to digital resources and networks.	Yes		

G. Physical Enablers

S.N.	Types of Physical digital	Details of physical infrastructure & its usage ESSENTIAL/ DESIRABLE / ASPIRATIONAL	Status	Plan	
				May 2025	Dec 2028
1	Smart Campus	• A Smart Campus creates the best balance of cost, comfort, risk and resilience.	Yes		

		• When a campus is "smart," it detects and fixes small problems before they grow into big ones or cause distractions for students, staff, and visitors.	Yes		
		• It creates a performance infrastructure where building systems "talk to each other" in order to coordinate common outcomes, such as lighting, security, and environmental controls.	Yes		
		• It focuses on the uptime of facilities, performance of campus buildings on demand, greenhouse gas reduction targets, protection and mitigation against variable energy prices, and adopting new technologies.	Yes		
2	Green/ Sustainable building	• Constructing green buildings on university campuses involves using resources as efficiently as possible during the structural process and for future use of the building. (Basic requirements)	Yes		
		• It is based on the principle of open environment by using optimum models of water & energy consumption.	Yes		
		• Internally, the campus uses green energy, harvested water, renewable and recycled resources to produce and provide air, water, food, light, and electricity in a sustainable way. • ~~Central Air Conditioned High Tech Buildings With modern clean-green environmental concept. (Aspirational requirements)~~			To create one conservation intervention for each
3	~~Infrastructure to commute~~	~~• Better infrastructure along with signs on the streets and separate spaces for commute for differently-abled~~			
		~~• Students and staff should have access to high-quality motorways and bicycle paths so they can commute by bicycle or battery-powered vehicles.~~			
		• ~~Accessibility for PwD~~			
4	Administrative Block (Admission & Counselling Area)	• Having adequate space for administrative activities (such as admission and counselling activities) is essential.	Yes		
		• Faculty Cubicles in adequate numbers as per the demands (Desirable Requirements)	Yes		
		~~• Different departments may have their own buildings~~			
5	Library/ Digital resource centre	• Adequate in size with reading rooms, stock areas for books & Journals with online information access facility.	Yes		
6	Lecture Complex, Classrooms	• Students should have access to Lecture complexes, classrooms, tutorial rooms, discussion rooms of different sizes with comfortable seating arrangements and teaching-learning facilities.	Yes		
7	Tutorial rooms	• Video Recording Facilities			

8	Examination branch	• There should be a separate examination branch with strong room large enough to accommodate confidential documents and examination papers.	Yes		
9	Facilities to Faculty and Staff	• There should be an adequate number of well-equipped faculty chambers to accommodate all permanent faculty members, visiting faculty members, part-time faculty members, research scholars, etc. (Basic Requirements)	Yes		
		• The Campus shall have 2-3 bedroom facilities/ quarters for the resident faculties/ staffs. (Desirable Requirements)	Yes		
10	Meeting rooms	• Meeting rooms with enough space (as per standard norms), furniture, and electronic communication/presentation equipment.	Yes		
11	Office Rooms	• Suitable for meeting the needs of all staff members	Yes		
12	Laboratories and Research Centres	• Modern laboratories and advanced super specialty research centres in a wide variety of scientific and technological fields.(Basic Requirements)	Yes		
		•Departmental Libraries with reference books & online digital information resources. (Desirable Requirements)	Yes		
13	Computer Centre/ Multimedia Studios	• Computer Centre having appropriate Computer: Student Ratio as per standard norms. (Basic Requirements)	Yes		
		• Multimedia Studios for creation of digital contents with optimum sound control & recording facilities. (Aspirational requirements)	Yes		
14	Cafeteria/Dining Room/ Mess Facility	• Cafeteria/ Dining room/ Mess facility equipped with modern cooking apparatus/equipment to ensure quality, cleanliness, and hygiene. (Basic Requirements)	Yes		
15	Games & Sports facility	• Playground and indoor Stadium of sufficient size to accommodate variety of games.(Basic Requirements)	Yes		
		• Gymnasium and workout centre, ~~Swimming Pool~~, Stadium ~~and High Tech Playgrounds, Modern type indoor stadium with multi-purpose arena~~ (Aspirational requirements)	Yes		
16	Auditorium add conference rooms	• One auditorium of sufficient size and or conference rooms of various capacities depending upon the size of the institution (Basic Requirements)	Yes		
17	Hostels	• Student Hostels : for at least 60 % students, especially for out stationed students. (Basic Requirements)	Yes		
		~~• Research Scholars Hostels with contemporary facilities (Desirable requirements)~~			
		~~• International Student Hostels (Aspirational requirements)~~			
18	Parking	• Suitable for meeting the needs of all stakeholders	Yes		
19	Exhibition Hall	• In order to fulfil the requirements of all curricular activities	Yes		

		(Academic /Vocational /Skilling), there should be an adequate number of exhibition halls/ space.			
20	Guest Accommodation	• Suitable guest house for meeting university requirement (Basic Requirements)	Yes		
		• ~~Star hotel type guest hostels with accommodation, food, and recreation facility (Desirable requirements)~~			
21	Commercial Shops/ centres	• Convenience Shops for students and staff to purchase essential items (Basic Requirements).	Yes		
		~~• Shopping Complex/ Centres suitable for all kinds of shopping (Aspirational requirements)~~			
22	Health and well being	~~• Modern Dispensary / hospital that offers inpatient and outpatient services 24 hours a day, 7 days a week. (Desirable requirements)~~			
23	Student recreation facilities	~~• Student recreation facilities with appropriate blend of modernity and functionality (Desirable requirements)~~			
24	International student centres	~~• With contemporary student amenities whenever international students are large in number (Aspirational requirements)~~			
25	Incubation centre and Research park	~~• With in-house industry R & D units & collaboration (Aspirational requirements)~~			
26	Botanical Park/ Garden	• Natural type, with a documented collection of living plants that may be used for the purpose of scientific research, conservation, display, and education. (Aspirational requirements)	Yes		
27	Vocational Education, Training and Skilling infrastructure	• Adequate well equipped building space with appropriate equipment, machinery and tools, including computer labs and technology labs for learning skill/ vocational education as part of course curriculum	Yes		

H. Digital Enablers

S N	Types of infrastructure digital	Details of digital infrastructure & its usage ESSENTIAL	Status	Plan	
				May 2025	Dec 2028
1	Internet usage	• Connecting external world through an electronic device to the stakeholders	Yes		
2	Website	• For providing institutional information to the public	Yes		
3	Online Messaging	• For vertical and horizontal communication between Stakeholders	Yes		

	stakeholders' groups				
4	Online Blogs & sites for every course	• To provide course information ~~and day to day progress of the students who enrolled in the course to stakeholders and publics.~~	To be done		
5	Wi-Fi Campus	• To access online ubiquitous information in the campus and classes.	No		
6	Online Study material	• Development of study materials both in audio, video, and text form as per the curriculum and providing them to concerned students online as additional support to classroom teaching – learning process. The study material in the form of a PDF book to be stored in a smartphone, tablet, or laptop computer will help provide a ubiquitous reference for the covered portion of the course subjects.	Yes		
7	Digital Library	• Developing and updating digital library and providing digital library membership to every stakeholder of the university for ubiquitous access of books, periodicals, study materials, magazines, annual/year books of organizations, journals in digital form is the responsibility of University digital library. For this purpose, the University digital library can collaborate with national digital libraries and Global digital libraries.	Yes		
8	Digital Publication	~~• The university should have its own publication for books, newsletters, magazines, journal proceedings, and printing question papers for examinations. Online digital publication as open access publication globally is the best practice.~~			
9	Paperless office	• By developing academic administrative software the university should provide an online office environment to cater the services of stakeholders.	Yes		
10	Paperless exams	~~• Adopting a digital examination system eliminates the wastage of papers in the examination process.~~			
11	Online Evaluation	• Automated & digitized online evaluation system eliminates the wastage of time of evaluators & speeds up the evaluation process.	Partial		
12	Website based result announcement	• Ubiquitous reachability.	Yes		
13	NAD markscards Facility	• A convenient and completely secure digital academic depository solution.	Yes		
14	Online admission test	~~• A ubiquitous facility for global admission~~			
15	Education ERP	• To integrate various departments of the university for timely exchange & access of information.	Yes		

16	Plagiarism software facility	• A software facility available to every stakeholder to check plagiarism content in the documents.	?		
17	Online digital magazine & Student publication	~~• In online publication. Digital format through University~~			
18	Online placement (Project, internship, & final)	~~• Online ubiquitous support.~~			
19	Video documentation of each course & each College	~~• For open information access from globally~~			
20	Video documentation on online public platforms	~~• For open information access from globally~~			
21	Social Media based promotions	• Information access & Brand building promotions	Yes		
22	Use of ICCT underlying technologies like AI, BA, CC, DS, MB, OC, VR & AR	~~• Adopting present technologies in automating the services~~			
23	Studio for video online classes	• Studio for digitization of sound and scene			To be established
24	Video conference facility	• For global information exchange in digital format	Yes		
25	Online Open Publication system	~~• For exchange of new knowledge generated to everybody through open access system~~			