

## Institutional Development Plan - IDP - 22/01/2025

### A. Governance Enablers

### B. Financial Enablers and Funding Models (Resource Generation)

### C. Academic Enablers

S.No.	Types of Innovative academic infrastructure	Details of innovative academic infrastructure & its usage	Plan of Action
1	Courses catering to professional/future requirements	· Multidisciplinary and relevancy of programs	Strengthening of Value added courses on cutting edge Technology . This is already running at rate of two courses per semester.
2	Curriculum- updated as per industry requirements	· programs to suit the industry requirements both in short term and for future readiness. · Industry linked/ internship/ apprenticeship embedded programs.	TPO activities such as Soft Skill, Aptitude skill & Technical skill development should be enhanced. Minimum one activity per sem per dept needs to be conducted. More MOUs for Internships & Industry linkages
3	Curriculum embedded with Employability Skill	· 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	1. Financial literacy awareness sessions 2. Startup Management & Entrepreneurship Sessions 3. Gender equity activities 4. Policy Formation for project development (Mini & Major Project development in the areas of green technologies, person with disability etc.)
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.	Professional society chapter such as CSI IETE IEEE should be Strengthening. PMKVY needs to run more effectively. EDu Skill online internship is already running.

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5	Curriculum embedded with emerging technologies to be integrated with future of work	<ul style="list-style-type: none"> <li>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 &amp; Mobile; 3D Printing; Augmented reality/ virtual reality/ extended reality (AR/VR/XR); Digital content development: simulators, digital twins, Metaverses. etc</li> </ul>	<ol style="list-style-type: none"> <li>Various events based upon technologies are to be conducted.</li> <li>MOOC Courses on given technologies can be done.</li> <li>Subscription of MOOC platform is essential</li> </ol>
6	Faculty/ teaching Staff	<ul style="list-style-type: none"> <li>Regular upgradation of knowledge</li> </ul>	MMTT Programme , NPTEL courses , EDU skill trainings are running. More courses are to be undertaken.
		<ul style="list-style-type: none"> <li>Focused on research activities and motivated students to involve in research to create new knowledge or to do innovations.</li> </ul>	Students paper publications are emphasized by allotting the funds to good papers
		<ul style="list-style-type: none"> <li>SMEs from the industry may be engaged as teaching staff/trainers/ instructors.</li> </ul>	<ol style="list-style-type: none"> <li>E- Cell strengthening through industry.</li> <li>POP appointment through SME</li> </ol>
		<ul style="list-style-type: none"> <li>Create new projects (aligned to COE), develop expertise and present it in peer conferences and create a platform for continuous improvement</li> </ul>	More number Centre of excellence (COE) establishment is to be established.
7	Center for Faculty Development (CFD)	<ul style="list-style-type: none"> <li>Exchange/internship programs with industry to cross pollinate skills</li> </ul>	IIP Cell can work on exchange programmes with industry for faculty.
		<ul style="list-style-type: none"> <li>Appropriate non-teaching staff to support the organization.</li> </ul>	Hiring of Non Teaching should be enhanced.
8	Assessments	<ul style="list-style-type: none"> <li>The syllabus must not be restricted to core and elective subjects.</li> </ul>	NEP Implementation is done through university of Mumbai
9	Pedagogy	<ul style="list-style-type: none"> <li>Usage of technology must be encouraged</li> </ul>	ICT Classrooms should be upgraded.
		<ul style="list-style-type: none"> <li>Activities to support the overall development of students like sports, music etc must be integrated in the core curriculum.</li> </ul>	IKS, Artisans , sports, UHV etc activities to be enhance
10	Other activities as part of learning	<ul style="list-style-type: none"> <li>To support students who are from financially weaker background.guest lecture , more industrial visits.</li> </ul>	Activities need to be strengthened and additional support for financially weak students are sought.
11	Earn while learn facility & flexibility	<ul style="list-style-type: none"> <li>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.</li> </ul>	E cell is already established We are approaching MSME and other organization to support start ups.
12	Flexibility and multidisciplinary	<ul style="list-style-type: none"> <li>Additional certificate programs across the field may be offered.</li> </ul>	Can be introduced via TPO

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13	Opportunities to develop & utilize Research & innovative thinking skills.	· Organising Hackathons and other similar competitions	Fund allotment for such activity should be done
14	International Exposure	· International Collaboration	1. MOU to be strengthen
		· International Conferences	To be planned. One is organized already.
		Provide educational Leadership to other institutions	Mentor mentee programme exist

#### D. Research, and Intellectual Property Enablers

S. No.	Types of intellectual property infrastructure	Details of intellectual property infrastructure & its generation	
1	Quality Research	· undertaking quality research projects	Industry mentor to be identified to under go projects
2	API based faculty compensation	· API based compensation creates healthy competition among the faculty members for accelerated IP contribution.	1. API based compensation to be given to the faculty 2. Self appraisal revision is essential
3	Faculty encouragement for Book Publications, Research Publications and Patents	· 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.	1. Strengthening Supportive policy for IPR infrastructure setup required 2. Revision in Funding & Incentives

#### E. Human Resources and Supportive- Facilitative Enablers

1	Student and Learner Enablers:	· 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.	Need the financial aids policy for Needy/ meritorious students in addition to government scholarship.
		· 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.	1. Bridge courses for Difficult subject 2. Mentorship Strengthening


  
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2	<b>Staff Empowerment Enablers:</b>	· Competency-Based Recruitment: Adopt a competency-based recruitment approach that aligns with institutional goals, promoting a culture of performance and shared values.	Policy Handbook for faculty at the time of appointment comprising of duties & responsibilities.
		· Professional Development and Growth: Establish clear career pathways and continuous professional development opportunities that encourage staff growth, satisfaction, and retention.	FDP- Min 2 in a year. NPTEL courses and industrial internships are encouraged.
3	<b>Faculty and Researcher Enablers:</b>	· Continuous Professional and Pedagogical Development: Offer fellowships and development programs for faculty to advance their pedagogical skills, research methodologies, and leadership capabilities.	1. Revision of research grant. 2. Financial policies 3. Budget for FDP Conduction 4. Academic Audit Policy framing
4	<b>Strategic Funding and Emotional Support Enablers:</b>	· 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.	1. Employer well being programmes 2. Yoga and meditation sessions will be increased. 3. Future creche facility establishment
5	<b>Enablers for Pedagogical Innovation:</b>	· Pedagogical Excellence Initiatives: Promote teaching excellence through specialized fellowships and programs that encourage innovative curriculum design, leveraging the latest educational technologies.	Resources to Pedagogical innovation
6	<b>Industry and institutional collaboration &amp; Consultation</b>	· Supports collaboration-based research so that the university can create IPR along with industry personnel. This also gives the opportunity to use industry research facilities by university personnel.	Plan the research meet (Intercollegiate) for Faculty

  
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Supportive- Facilitative Enablers			
1	Mental Health	Mental Health:Ensuring students mental health, providing appropriate infrastructure and support.	More number of a counsellors are required
F. Networking and Collaborations Enablers			
1	Strategic Collaborations	· Alumni Networks: Develop strong alumni networks that contribute to mentorship, funding, and domain expertise, supporting research and infrastructure development.	1.Engagement of Alumni policy is required 2. Alumni Connect to be Strengthen 3. Portal for Alumni to be done
2	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.	Community Engament programme to be structured
3	Innovation and Entrepreneurship	· Startup Ecosystem: Establish incubation centers, funding avenues, and ideation networks to support startup initiatives and foster a vibrant entrepreneurial ecosystem. Pramot Commercial bussiness ideas while mentoring the students & becoming part of their startup eco system	Incubation centre establish & Strengthening
		· Digital Infrastructure: Provide a strong digital backbone to support startup activities, including access to digital resources and networks.	ERP Library Automation system

  
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<b>G. Physical Enablers</b>			
<b>S. No.</b>	<b>Types of Physical digital</b>	<b>Details of physical infrastructure &amp; its usage ESSENTIAL/ DESIRABLE / ASPIRATIONAL</b>	
1	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)	1. Strengthening Periodic Green audit 2. Increase in solar capacity 3. Increase in area under Rain water Harvesting 4. Increasing no of Sensor Door 5. Increasing no of Sensor Lights 6. Increasing no of Sensors for sprinklers 7. Activities like no iron day etc to be practiced to be increased
2	Infrastructure to commute	· Better infrastructure along with signs on the streets and separate spaces for commute for differently-abled	Sufficient signages are provided internally for campus navigation. Will be collaborating with municipal authorities to provide better facilities to commute from station to campus.
		· Students and staff should have access to high-quality motorways and bicycle paths so they can commute by bicycle or battery-powered vehicles.	RFID Tags based I Cards
3	Administrative Block (Admission & Counselling Area)	· Faculty Cubicles in adequate numbers as per the demands (Desirable Requirements)	Recommended for all faculty in addition to existing ones
4	Tutorial rooms	· Video Recording Facilities	Video Recording Facilities is Recommended
5	Laboratories and Research Centres	· Modern laboratories and advanced super specialty research centers in a wide variety of scientific and technological fields. (Basic Requirements) · Departmental Libraries with reference books & online digital information resources. (Desirable Requirements)	1. Strengthening of departmental libraries.
6	Computer Centre/ Multimedia Studios	· Computer Centre having appropriate Computer: Student Ratio as per standard norms. (Basic Requirements) · Multimedia Studios for creation of digital contents with optimum sound control & recording facilities. (Aspirational requirements)	Creation of Multimedia studio
7	Auditorium and conference rooms	· One auditorium of sufficient size and or conference rooms of various capacities depending upon the size of the institution (Basic Requirements)	1. Sound Proof Auditorium 2. Aesthetics can be enhanced.

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H. Digital Enablers			
S. No.	Types of infrastructure digital	Details of digital infrastructure & its usage ESSENTIAL	
1	Internet usage	· Connecting external world through an electronic device to the stakeholders	Strengthening Wifi Range on all the floors
2	Website	· For providing institutional information to the public	Upgradation with new features
3	Online Messaging stakeholders' groups	· For vertical and horizontal communication between Stakeholders	Better ERP recommended
4	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.	More number of notes through google classroom and strengthening of E-library facilities.
5	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.	Digital Library usage enhancement with more computational facilities.
6	Digital Publication	· The university should have its own publication for books, newsletters, magazines, journal proceedings, and printing question papers for examinations. Online	Publication of Excelssior Times, Reflexionz magazine, The Lead by department should be online
7	Website based result announcement	· Ubiquitous reachability.	Announcement of IA results on website
8	Education ERP	· To integrate various departments of the university for timely exchange & access of information.	More strengthening will be done.
9	Plagiarism software facility	· A software facility available to every stakeholder to check plagiarism content in the documents.	Done
10	Online placement (Project, internship, & final)	· Online ubiquitous support.	Strengthening of ERP.
		Paperless system	Emails for internal communications & Circulars along with ERP needs to be strengthened.

  
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