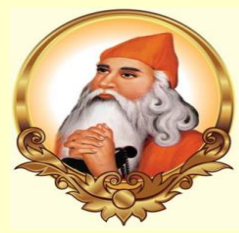**Guru Jambheshwar University of Science and Technology, Hisar-125001**

(Established by State Legislature Act 17 of 1995)

(A⁺ Grade NAAC Accredited State Govt. University)

INSTITUTIONAL DEVELOPMENT PLAN

(For NEP-2020 Implementation)

Transforming Higher Education through Innovation, Inclusion and Excellence

www.gjust.ac.in

2025

Institutional Development Plan Preparation Committee of GJUS&T, Hisar-125001

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Prof. Narsi Ram Bishnoi
Vice-Chancellor

PREFACE

The Institutional Development Plan (IDP) is, in fact, a strategic policy-document that outlines the roadmap for comprehensive and sustainable growth of an academic institution. It serves as a blueprint to align the overall university's goals with national education policies, global academic standards, and evolving societal needs of all stakeholders. At its core, the IDP reflects the collective vision of all stakeholders, viz, faculty, students, scholars, administrators, alumni, industry partners and society.

Guru Jambheshwar University of Science and Technology (GJUST), Hisar, has consistently demonstrated a commitment to academic excellence, innovation, and social responsibility since its inception. As the landscape of higher education transforms rapidly in the wake of NEP 2020, digital disruption and increased expectations for quality and accountability, the university recognizes the imperative to evolve strategically.

This Institutional Development Plan outlines the university's key priorities over the next 5 to 10 years. It includes a thorough situational analysis, strategic goals, proposed interventions, expected outcomes, and monitoring mechanisms with regard to key enablers. The IDP aims to strengthen the academic ecosystem by focusing on multidisciplinary education, cutting-edge research, enhanced employability, sustainable infrastructure, international collaborations, and inclusive growth.

The preparation of this IDP has been a 360 degree participatory and consultative process. Contributions from internal stakeholders, inputs from industry experts and policy guidance from regulatory bodies have duly shaped this policy document into a living framework for continuous improvement.

I, as Vice-Chancellor, believe this Institutional Development Plan will not only guide the GJUST fraternity in fulfilling its mission of fostering innovation and excellence but will also position this university as a leading center for science and technology education, contributing meaningfully to the development of the region, the nation and ultimately the global knowledge society.

I am fully confident that with collective effort, unwavering dedication and strategic foresight, the university will achieve the milestones envisioned in this plan.

Prof. Narsi Ram Bishnoi
Vice-Chancellor

TABLE OF CONTENTS

KEY ACADEMIC VERTICALS OF THE UNIVERSITY

- 'A$^+$' Grade NAAC Accredited University

- Ranked 47th in 'State Public University' Category in NIRF - India Rankings by Ministry of Education, Govt. of India-2024

- Ranked 55th in 'Pharmacy' Category in NIRF - India Rankings by Ministry of Education, Govt. of India-2024

- Rank Band 101-150 in the 'University' Category in NIRF - India Rankings by Ministry of Education, Govt. of India-2024

- Rank Band 101-125 in Management category in NIRF - India Rankings by Ministry of Education, Govt. of India-2024

- Ranked 401-500 in the world and at 41st place in India in the Young University Rankings by the Times Higher Education World University Ranking 2024

- Ranked 501-600 in Asia University Rankings by the Times Higher Education World University Rankings 2024 and 71st place in India

- Ranked 801-1000 in the 'Engineering' subject category in the world and 43rd place in India in Times Higher Education World University Rankings 2024

- Ranked 801-1000 in the 'Physical Science' subject category in the world and 33rd in India in the Times Higher Education World University Rankings 2025

- Ranked 1201-1500 in the world and 59th in India in the Times Higher Education World University Rankings 2025

- Ranked 22nd in India and 639th in the world in UI GreenMetric World University Rankings 2024, a ranking on green campus and environmental sustainability initiated by Universitas Indonesia.

- Ranked 1045th, Grade *'A'* and Band 'GOLD' in the World and 26th Rank in India in Global University (GU) Rankings in 2023

- Scopus h- index: 136 (Highest in the region)

- Scopus Citation 1,19,946 Scopus Research Publications: 5482

- The Average Paper Citation is 21.88

VISION, MISSION AND OBJECTIVES

Vision

To develop the University as a Centre of Excellence for the quality teaching, research and extension services to produce the dynamic and the knowledgeable human resources and act as a knowledge power-house capable of contributing to the national development and welfare of the society.

Mission

The University aspires to be a globally recognized Centre of excellence in the field of technical education and research. It strives to achieve this by introducing innovative job-oriented courses, employing competent and motivated faculty, developing state-of-the-art infrastructure, striking purposeful linkages with industry and professional bodies, and promoting quality of work life on campus. The University focuses on the student community to imbue them with passion for knowledge and creativity and to promote sustainable growth in academic resources, student placements, holistic human development with a strong conviction for professional ethical, social and environmental issues.

Objectives

The objectives of the University as enshrined in the Act are to facilitate and promote studies and research in emerging areas of higher education with focus on new frontiers of Technology, Pharmacy, Environmental studies, Non-conventional Energy Sources and Management studies and also to achieve excellence in these and connected fields.

ABOUT THE UNIVERSITY

Guru Jambheshwar University of Science & Technology, Hisar (formerly Guru Jambheshwar University) is a State University established on October 20, 1995 by an Act of the Legislature of the State of Haryana to facilitate and promote studies and research in emerging areas of higher education with a focus on new frontiers of technology, pharmacy, environmental studies, non-conventional energy sources and management studies and also to achieve excellence in these and connected fields. It was formally inaugurated on November 1, 1995. It is named after Guru Jambheshwar Ji Maharaj, a saint environmentalist of 15th century.

The University is duly recognized by the University Grants Commission (UGC) under Section 2(f) for recognition of degrees on 11.1.1996 and under Section 12(B) of the UGC Act for central assistance on 7.2.1997. The University has grown into a dynamic center of higher education with a focus on emerging areas such as Science and Technology, Engineering, Environment, Media, Pharmacy, Management, Yoga, Physiotherapy, Humanities, and Social Sciences. Spread across 372 acres of eco-friendly campus, the University boasts 10 Teaching Blocks, 31 Departments across 9 Faculties, and offers 93 on-campus programs alongside a robust Ph.D. research ecosystem.

The University aims for excellence in teaching and research on new frontiers of Science, Environmental Studies, Health Sciences, Engineering, Technology & Management. Since its inception, the University has achieved several milestones in its small journey. The University now spreads over an area of 372 acres of lush green land with 10 spacious Teaching Blocks, 31 Teaching Departments classified under 09 Faculties which houses 93 regular UG/PG/Diploma programmes on the campus and 3 Under Graduate, 8 Post Graduate Programmes, 14 Diploma/Certificate Programmes through Open and Distance Learning mode and 12 Programmes through Online mode along with 32 Certificate Courses in collaboration with HKCL in the session 2025-26 along with Ph.D. programmes in almost all the departments. The National Assessment and Accreditation Council (NAAC) has recently accredited this University at A^+ Grade in the 4th cycle w.e.f. 18.10.2022 to 17.10.2027. In addition to this, in India Rankings 2024 - Ranking of Higher Educational Institutions by Ministry of Education, Government of India, the University has been ranked 47th in the 'State Public University' category, 55th in 'Pharmacy' category, rank band 101-125 in the 'Management' category and ranked band 101-150 in the University Category. The University has also been ranked 1201-1500 in the world and 59th in India in The Times Higher

Education World University Rankings 2025, 401-500 in the world and 41st in India in The Young University Rankings 2024, 501-600 in Asia and 71st in India in Asia University Rankings 2024, 1001- 1250 'Engineering & Technology' category ranking 2024 in the world and 68th in India, 801-1000 in Physical Sciences Category Rankings 2024 in world and 33rd in India. The University has also been ranked 22nd in India and 639th in the world in UI Green Metric World University Rankings 2024. The University has also been ranked 1045th, Grade 'A' and Band 'GOLD' in the Global University (GU) Ranking (London) in 2023. The University has also been admitted for the 3rd time for Global Initiative of Academic Network (GIAN) Phase-III Scheme, a prestigious scheme of MHRD (MoE).

The University has constantly motivated and encouraged interdisciplinary collaboration and Research. More than 5450 research papers have been published by the faculty in peer reviewed journals of repute which are listed in SCOPUS with more than 1,19,900 citations to their credit. The h-index of the University is 136 and this is the highest h-index of any University in the State of Haryana. Average Paper Citation is 21.88 which is also highest in the region. The University provides a congenial academic atmosphere to nurture not only the varied interests of its aspiring students but also mentors the academic growth of its students which goes a long way in helping students to pursue their academic excellence on frontier areas of their academic programmes and achieve great professional roles in their life.

1. THE GOVERNANCE ENABLERS

The Institutional Development Framework (IDF) for Guru Jambheshwar University of Science and Technology, Hisar, may require a set of Governance Enablers to ensure effective policy implementation, institutional growth, and academic excellence. The key enablers include the following:

Autonomy and Decentralization: Granting greater autonomy amongst the teaching and administrative units, allowing them to adapt the IDP to their specific contexts and needs while ensuring accountability.

Transparent Governance: Implementing transparent processes in decision-making, financial management, and policy implementation to build trust and accountability.

Data-Driven Decision Making: Utilizing robust data systems to track student progress, identify areas needing improvement, and make informed decisions to enhance educational outcomes.

Accountability Frameworks: Establishing clear accountability mechanisms for educators, administrators, and institutions to ensure they are responsible for the effective delivery of IDP.

Stakeholder Engagement: Involving various stakeholders, including students, parents, teachers, and community members, in the planning and implementation of IDP to ensure their needs and perspectives are considered.

Policy Alignment: Ensuring alignment of IDP with national and state education policies to create a cohesive and supportive framework for student development.

Monitoring and Evaluation: Regularly monitoring and evaluating the effectiveness of IDP to identify best practices and areas for improvement.

Capacity Building: Developing the capacity of university leaders and administrators through training and professional development to effectively govern and implement IDP.

Innovation and Flexibility: Encouraging innovation in governance practices to adapt to changing educational needs and contexts, providing flexibility in the implementation of IDP.

Governance Enablers for the University

To enhance institutional development, governance enablers may play a pivotal role in aligning the university's objectives with national and international standards. To effectively

implement the Governance Enablers of IDF for the University, there is need for quantitative benchmarks to measure progress and ensure efficiency. These governance enablers will empower the University, to achieve academic excellence, research innovation, and community engagement, enhancing its standing as a premier institution. A detailed description is given hereunder:

1.1 Leadership and Strategic Vision Vis-à-vis Governance

a) Strategic Leadership:

- Visionary leadership from the Vice-Chancellor and Deans, focused on academic excellence and global recognition.

- Establish a Strategic Planning Committee to set long-term goals and monitor progress.

b) Global Academic Collaborations:

- More and more MoUs with foreign universities or research institutions.

c) Institutional Vision and Mission:

- Develop a mission statement aligned with the National Education Policy (NEP) 2020 and the Sustainable Development Goals.

- Regularly update the mission and vision to reflect evolving educational and societal needs.

d) Transparent Governance:

- Publish annual reports, strategic plans and governance policies on the university website.

- Regular town hall meetings with students, faculty and stakeholders for transparency.

1.2 Academic and Administrative Governance

a) Academic Autonomy:

- Empower departments to design and update curricula in collaboration with industry experts.

- Establish a flexible credit system for interdisciplinary studies and online courses.

b) Decentralized Decision-Making:

- Delegate financial and administrative powers to heads of departments and research centers.

- Promote faculty-led committees for curriculum development, student affairs, and infrastructure management.

c) **Faculty and Student Representation:**

- Include faculty and student representatives in decision-making bodies and Committees.

- Create student advisory councils for feedback on academic and extracurricular programs.

d) **Effective Administrative Structures:**

- Implement efficient administrative systems for admissions, examinations, HR, and finance.

- Regular audits and third-party evaluations for accountability and transparency.

1.3 Financial and Resource Mobilization Vis-à-vis Governance

a) **Transparent Budgeting:**

- Develop annual budgets with inputs from departments, focusing on academic, research and infrastructure needs.

- Publish audited financial statements for public scrutiny on University Website.

b) **Diversified Funding Sources:**

- Develop partnerships with industry for sponsored research, internships and placements.

- Establish an alumni association for fundraising and endowment contributions.

- Leverage CSR (Corporate Social Responsibility) funds for community-oriented projects and infrastructure.

c) **Efficient Utilization of Resources:**

- Periodic reviews of resource allocation to ensure cost-effectiveness.

- Implement energy-saving measures and green technologies for cost reduction.

1.4 Digital Transformation and E-Governance

a) **Integrated University Management System (IUMS):**

- Fully digital **admissions, examinations, HR and finance** through ERP systems.

- Implement Learning Management Systems (LMS) like Moodle for online courses and assessments.

b) Enhanced Digital Infrastructure:

- Set up smart classrooms with interactive boards and high-speed internet.

- Develop Online-Digital libraries with access to international journals and e-books.

c) Cyber-Security Measures:

- Implement robust data protection policies and regular security audits.

- Regularly conduct cyber-security awareness workshops for students and staff.

1.5 Quality Assurance and Accreditation Vis-à-vis Governance

a) Internal Quality Assurance Cell (IQAC):

- Regular audits of teaching, learning, and administrative processes.

- Organize workshops on quality enhancement for faculty and administrative staff.

b) Accreditation and Rankings:

- Maintain compliance with NAAC, NBA and NIRF standards.

- Participate in global ranking frameworks like QS and THE World University Rankings for international visibility.

c) Stakeholder Feedback:

- Implement feedback mechanisms from students, alumni, employers, and industry experts.

- Regularly review and act upon feedback for continuous improvement.

d) Performance-Based Appraisal System (PBAS):

- Set up transparent appraisal systems for faculty and staff, linking rewards to performance.

- Provide incentives for research publications, patents and community service.

1.6 Research and Innovation Ecosystem Vis-à-vis Governance

a) Innovation and Entrepreneurship Development Cell (IEDC):

- Support startups through incubation centers and seed funding.

- Organize hackathons, workshops, and mentorship programs for budding entrepreneurs.

b) Collaborative Research Centres:

- Establish interdisciplinary research centers.

- Foster collaborations with national and international research institutions.

1.7. Faculty Development and HR Policies Vis-à-vis Governance

a) Continuous Professional Development:

▪ Faculty Development Programs (FDPs) as per new pedagogies and technologies.

▪ Encourage participation in national and international conferences.

b) Transparent HR Policies:

▪ Implement clear recruitment, promotion, and grievance redressal policies.

▪ Provide tenure-track positions and sabbatical opportunities for research and higher studies.

c) Incentives and Rewards:

▪ Implement a reward system for outstanding teaching, research and community service.

▪ Provide travel grants for research, conference presentations and international collaborations.

1.8 Student-Centric Governance Vis-à-vis Governance

a) Skill Development and Career Counselling:

▪ Strengthening of Career Development Cell for placements, internships and training.

▪ Organize workshops on resume writing, interview skills and entrepreneurship.

b) Student Support Services:

▪ Set up Counseling Centers for mental health and well-being.

▪ Implement anti-ragging measures and student grievance redressal systems.

c) Financial Support and Scholarships:

▪ Provide merit-based, need-based, and special category scholarships.

▪ Collaborate with banks for educational loans at preferential rates.

d) Student Satisfaction Score:

▪ A 360 degree **feedback** system in annual student surveys.

1.9 Sustainable and Inclusive Systems Vis-à-vis Governance

a) Green Campus Initiatives:

▪ Implement rainwater harvesting, solar power, and waste management systems.

- Promote cycling, carpooling and tree plantation drives.

b) Diversity and Inclusion:

- Provide facilities and support for differently-abled students and faculty.

- Ensure **gender parity** in student and faculty recruitment.

- Conduct gender sensitization and inclusivity workshops.

c) Community Engagement:

- Organize literacy programs, health camps, and skill training for the local community.

- Collaborate with NGOs for social impact projects.

1.10 Centres of Excellence Vis-à-vis Governance

- University intends to establish several centres of excellence.

- Such centres of excellence be international standards

2. THE FINANCIAL ENABLERS

Guru Jambheshwar University of Science and Technology Hisar is a Haryana state funded university with state government as per GJUST Act 1995 and different rules and directions thereafter. State universities in Haryana, like in other Indian states, rely on multiple financial enablers and funding models to sustain and grow their operations. Here are the key financial enablers and funding models:

1. Centre-State Government Grants and Budgetary Support

- **State Government Funding**: The primary source of funding for state universities in Haryana is the state government's education budget. This includes grants for salaries, infrastructure, research, and operational expenses.

- **Central Government Schemes**: State universities can also receive funding from central schemes such as:

- **PM-USHA (PM-Uchchatar Shiksha Abhiyan)** for improving higher education infrastructure.

- **UGC (University Grants Commission) Grants** for development, research, and faculty support.

- **AICTE (All India Council for Technical Education) Funding** for technical institutions under the university.

2. Student Fees and Self-Financing Programs

- Tuition fees from students are a significant revenue source, though often regulated to ensure affordability.

- GJUST Hisar has already good fee structure in comparison to other state universities. Further, the professional courses fee structure is regularly revised upwards.

- In addition, most of the B. Tech. programs of the university are in self-financed mode.

- Examination fees, hostel fees and many other fees also contribute to the income.

3. Public-Private Partnerships (PPP)

- GJUST Hisar can explore the options of collaboration with private players for infrastructure development, research funding, and industry-academia partnerships.

- University may lease land or allow private investment in hostels, research parks, or Innovation hubs.

4. Research Grants and Endowments

- University may receive research grants from **UGC, AICTE, ICSSR, DBT, and DST**.

- We should also explore the possibility to tap the Corporate-sponsored research funding under **Corporate Social Responsibility (CSR)** initiatives.

- The university has a lot of potential to generate funds for research by going for International research collaborations with foreign universities and global research bodies.

5. Alumni Contributions and Philanthropic Donations

- Active alumni networks help generate funds through donations, endowments, and fundraising campaigns.

- Private individuals or business leaders can fund scholarships, research chairs, or campus infrastructure.

6. Consultancy and Industry Collaborations

- University can offer consultancy services to industries in fields like environment, engineering, business, Pharmacy, economics, Psychology etc.

- Revenue generation through patent commercialization, technology transfers, and start-up incubation centres.

7. Education Loans and Scholarships

- Financial institutions offer loans to students, ensuring universities get tuition fees upfront.

- Government and private scholarships (such as Post-Matric Scholarships) support students and ensure sustained enrolment.

8. Income-Sharing Agreements (ISAs)

- University may partner with investors to cover students' tuition fees.

- In return, students agree to pay a fixed percentage of their salary after graduation for a set period.

9. University-Owned Enterprises

- University may establish and operate businesses, with profits reinvested into education and research.

10. Land Leasing & Real Estate Development – UK, Singapore

- University may lease out unused land to commercial entities (shopping complexes, research parks, and tech hubs).

11. Crowd-funding & Community Contributions

- Platforms like Go-Fund-Me and Kick-starter allow students, alumni, and faculty to raise funds for research or scholarships.

12. Blockchain-Based University Tokens

- University may create Block chain-based tokens for tuition payments, alumni donations, and student incentives.

13. Corporate Bonds & Social Impact Bonds

- University may issue bonds to attract investment from private firms and social investors.
- Social Impact Bonds (SIBs) help fund education with repayment linked to student employment rates.

14. Naming Rights & Sponsorships

- University sell naming rights for buildings, stadiums, or research centres to corporate sponsors.

15. Research-Commercialization & IP Licensing

- University monetize patents, research, and technology through industry licensing.

16. Diaspora & International Student Funds

- University leverage funds from non-resident nationals and diaspora communities.

17. ESG (Environmental, Social & Governance) Investments

- University raise funds through green investments and sustainability-linked financing.

18. Performance-Linked Funding

- University can raise funds through performance-link funding by improving its NAAC/NBA accreditation status on regular basis.

19. Funding through Digital Initiatives

- University can raise funds through digital Initiatives and EdTech Funding via LMS and other Digital Resources.

20. Funding from World Bank, SAARC-Bank and Asian Development Bank

- University can raise funds through from World Bank, SAARC-Bank, Asian Development Bank and like for large scales educational reforms (TEQIP-Type Programme).

21. Funding from Skill India, Start-up India and other such National Missions

- University can raise funds sector-specific mission for up-skilling and vocational initiatives.

Note: All planned-efforts may be made, in-phase-manner, especially to reduce the over dependence of university financing on the state government funding and due emphasis may be made, in-phase-manner, to garner the industry funding especially for research and extension activities.

3. THE ACADEMIC ENABLERS

The Academic Enablers are a set of reference points which give institutions a shared starting point for setting, describing and assuring the quality and standards of their higher education courses & offerings. A desirable set of academic Enablers ensures a healthy and progressive learning environment resulting in energy and interest which ultimately promotes better learning performance.

Academic enablers are the strategies, policies, and practices that support the delivery of high-quality education and research in alignment with the National Education Policy (NEP) 2020. These enablers ensure that University achieves its vision of becoming a globally recognized institution of excellence in science, technology, and multidisciplinary education. Below are the key academic enablers for the University:

3.1 Curriculum Reforms and Multidisciplinary Approach

a) NEP 2020-Aligned Curriculum

Redesign the curriculum to incorporate flexibility, multidisciplinary learning, and skill development. Introduce choice-based credit systems (CBCS), outcome based education and multiple entry-exit options.

b) Emerging Fields and Industry Relevance

Introduce new programmes in emerging areas such as Artificial Intelligence, Data Science, Renewable Energy, Biotechnology, and Cybersecurity. Regularly update course content to reflect industry trends and technological advancements.

c) Integration of Vocational Education

Embed vocational training and skill development programmes are to be intoduced within the academic curriculum. Collaborate with industry partners to offer certifications and hands-on training.

3.2 Teaching-Learning Practices

a) Student-Centred Learning

Adopt active learning methodologies such as case studies, problem-based learning (PBL), and project-based learning. Encourage critical thinking, creativity and collaborative learning among students.

b) Technology-Enabled Learning

Leverage digital tools and platforms for blended and online learning. Develop e-content, virtual labs, and interactive learning modules.

c) Experiential Learning

Integrate internships, industry projects, and fieldwork into the curriculum. Establish partnerships with industries, research organizations and start-ups for practical exposure.

3.3 Research and Innovation Ecosystem

a) Interdisciplinary Research Centres

Establish centres of excellence in areas like renewable energy, healthcare, AI and sustainability. Promote collaborative research across departments and institutions.

b) Research Funding and Support

Provide seed funding, grants, and infrastructure support for faculty and student research projects. Facilitate collaborations with national and international research organizations.

c) Innovation and Entrepreneurship

Set up incubation centres and innovation hubs to support student and faculty start-ups. Organize hackathons, innovation challenges and entrepreneurship workshops.

3.4 Faculty Development and Support

a) Training and Capacity Building

Conduct regular faculty development programmes (FDPs) on pedagogy, research methodologies and emerging technologies. Encourage faculty to participate in national and international conferences and workshops.

b) Research Mentorship

Pair junior faculty with experienced researchers for mentorship and guidance. Provide dedicated time and resources for faculty to engage in research.

c) Recognition and Rewards

Recognize and reward faculty for excellence in teaching, research and innovation. Offer incentives such as research grants, sabbaticals and performance-based incentives.

3.5 Assessment and Evaluation Reforms

a) Outcome-Based Education (OBE)

Align assessment methods with learning outcomes to ensure students acquire the desired knowledge, skills and competencies. Use a combination of formative and summative assessments for holistic evaluation.

b) Continuous Feedback Mechanism

Implement regular student feedback systems to improve teaching quality and curriculum design. Use feedback to make data-driven improvements in academic delivery.

3.6 Internationalization and Global Exposure

a) Collaborations and Exchange Programmes

Establish partnerships with global universities for student and faculty exchange programmes. Offer joint degree programmes and dual certification opportunities.

b) Global Curriculum Integration

Incorporate global perspectives and best practices into the curriculum. Encourage students to participate in international conferences, competitions and internships.

3.7 Infrastructure and Learning Resources

a) Modern Classrooms and Labs

Upgrade classrooms and laboratories with state-of-the-art technology and equipment. Create smart classrooms for interactive and technology-enabled learning.

b) Digital Library and E-Resources

Expand access to e-books, journals and online databases. Develop a robust digital library system for seamless access to learning resources.

c) Innovation and Research Facilities

Establish advanced research labs, innovation hubs, and incubation centres. Provide access to high-performance computing (HPC) and other research infrastructure.

3.8 Student Support and Development

a) Holistic Development Programmes

Offer co-curricular and extracurricular activities such as student clubs, cultural fests, NSS/NCC to align with the holistic development of students. Promote sports, arts, and cultural activities to foster creativity and teamwork.

b) Career Counselling and Placement Support

Provide career counselling, resume-building workshops, and interview preparation sessions. Strengthen industry connections for internships and placements.

c) Mentorship and Guidance

Assign faculty mentors to guide students in academic and career planning. Organize peer mentoring programmes for senior students to support juniors.

3.9 Community Engagement and Social Responsibility

a) Outreach Programmes

Launch community engagement initiatives in areas in alignment with the sustainable Development Goals (SDG) or Regional Development Plans. Encourage students and faculty to participate in social service and volunteer activities.

b) Sustainability Initiatives

Promote awareness of environmental conservation and sustainable practices. Integrate sustainability themes into the curriculum and research projects.

3.10 Monitoring and Evaluation of Academic Practices

a) Quality Assurance Mechanisms

Establish a dedicated quality assurance cell to monitor academic standards and practices. Conduct regular audits and reviews of academic programmes and processes.

b) Key Performance Indicators (KPIs)

Track KPIs such as student enrolment, retention rates, research output and employability. Use data-driven insights to refine academic strategies and policies.

4. THE RESEARCH, INTELLECTUAL PROPERTY, AND SUPPORTIVE ENABLERS

Research has been the prime focus of the university is committed in transferring empirical knowledge to applicable reliable practices, replacing individual brilliance with collective, corroborative and societal utility. The University has identified the necessary infrastructural and intellectual resources for Academic Research, Sponsored Research, Consultancy and Extension. University is having state of the art academic and research facilities, financial support system to promote advanced research. Overall, the university is dedicated towards fostering a robust ecosystem to promote research culture, intellectual property (IP) management, and supportive enablers to drive innovation in addressing the challenges faced by the society at large. The University, through its Research and Development Cell, encourages researchers to engage in collaborative initiatives in diverse areas of local, national and global priorities. Through its multi-disciplinary approach to research, the University fosters an environment of generating creative and novel ideas which yield valuable intellectual property. The University aims to cultivate a vibrant research culture through:

4.1 Functional Research & Development Cell

The University has established a Research & Development Cell as per the UGC notification to play a pivotal role in catalyzing multidisciplinary/ transdisciplinary and translational research culture mandated in NEP 2020. The vision, mission and objectives of Research & Development Cell should be formulated as per UGC policy as under:

Vision

To put in place a robust mechanism for developing and strengthening the research ecosystem within HEIs, aligned with the provisions of NEP-2020.

Mission

- To create a conducive environment for enhanced research productivity.

- To encourage collaboration across industry, government, community- based organizations, and agencies at the local, national, and international levels.

- To facilitate greater access to research through mobilization of resources and funding.

Objectives

1. To create an organizational structure with role-based functions of RDC, formulate Research Policy for the University, identify thrust areas of research, and form related cluster groups/frontline teams /consortia of researchers.

2. To create enabling provisions We main Research Policies for recruitment of research personnel, procurement of equipment, and financial management with adequate autonomy to the Principal Investigator(s) and disseminate research outcomes to stakeholders and the public at large.

3. To establish a special purpose vehicle to promote researchers and innovators, identify potential collaborators from industry, research organizations, academic institutions & other stakeholders for cooperation and synergistic partnerships.

4. To act as a liaison between researchers & relevant research funding agencies, extend guidance in preparation & submission of project proposals and post-sanctioning of the grants to oversee adherence to timelines.

5. To have better coordination among other cells/centers dealing with University-Industry Inter Linkage, Incubation, Innovation and Entrepreneurship Development and Intellectual Property Rights (IPR).

6. To develop an Institutional Research Information System for sharing the status of ongoing/ completed research projects/Programmes, expertise & resources, etc., making effective use of Information & Communication Technology (ICT) for preparing the database of in-house experts to provide industrial consultancy and services.

7. To engage & utilize the services of superannuated active faculty/scientists in research capacity building of talented young minds and promote mobility of researchers across institutions and R&D Labs.

8. To serve as nodal centre for ideation and conceptualization of research topics/themes by organizing workshops and training programs and ensuring the integrity and ethical practices in research activities including clearance of bioethical committee wherever required.

The essential elements of such an ecosystem, viz., generation of knowledge and facilitation of research, innovation and technology development for industrial & societal benefits, shall be addressed by human resource (researcher & faculty), intellectual capital (knowledge &

skills), governance (regulation & policies) and financial resources (funding & grants). The goal is to formalise all the above elements to improve research ecosystem as per the UGC Policy.

4.2. Research-Based Curriculum

The University is in the process of implementing a research-based curriculum through its newly introduced Undergraduate Curriculum Framework (UGCF) under the National Education Policy (NEP) 2020. This new framework is designed in a manner where the research project and summer internships will be integral part of both undergraduate and postgraduate programs that will promote a multidisciplinary approach, equipping students with enhanced academic and research experience.

4.3. Intellectual Property Management

The Centre of Industry Institute Partnership (CIIP) has been established to promote interaction between faculty, students and industry, mainly through consultancy & IPR. The prime objective of the Centre for Industry Institute Partnership (CIIP) is to reduce the gap between industry expectations (practice) and academic offerings (theory) by direct involvement of industry to attain a symbiosis. The activities planned under this centre will benefit academia in terms of substantial streams of external funding, enhanced opportunities for faculty and students to work on groundbreaking research, vital inputs to keep teaching and learning on the cutting edge of a discipline, and the impact of delivering solutions for pressing global challenges. The core areas under the gambit of CIIP includes Consultancy & IPR. The purpose of consultancy is to execute all consultancy related jobs in the spirit of promoting industry interactions as a vehicle for augmenting current levels of excellence in teaching and research, and in the process, generating funds. Under IPR, CIIP facilitates to manage and protect the intellectual property rights of the University, faculty members, research scholars, students and other connected with work, product, ideas and inventions created in connection with the activities of the University. It is also aimed to ensure the Commercial Use of University in-house research and technology-outcomes to the outside world Keeping in mind the intellectual strength of the University, growing awareness about the innovative research of commercial value and the need for collaboration with other organizations for mutual benefits, the Consultancy rules have been formulated to provide guidance to the Full time faculty, Core Research Scientists, Engineers of Departments/ Centres. Scholls, etc. and any other Professionally/Technically well qualified employees of

Guru Jambheshwar University of Science and Technology, Hisar, interested in the consultancy work. The consultancy policy specifies the rules and norms of the University regarding consultancy and obligations depending upon the nature of consultancy. The rules laid down in the consultancy policy are expected to fulfil the commitment of the University to promote academic freedom and provide a conducive environment for research and development of commercial importance. The consultancy policy has well defined provisions of revenue sharing among university and consultants. The university has a Comprehensive IPR Policy with clear guidelines on IP ownership, rights, and responsibilities to ensure transparency and fairness among all stakeholders. Till date 45 Patents have been filed/published /granted.

To effectively manage and leverage IPR, the university shall:

- **Facilitate IP Protection and Commercialization:** Assist researchers in identifying valuable IP, securing appropriate protections (such as patents, trademarks, and copyrights), and exploring commercialization opportunities through licensing or the creation of spin-off companies.

- **Provide IP Training and Awareness:** Conduct workshops and seminars to educate faculty, students, and staff on the importance of IP and the processes involved in its protection and commercialization.

4.4. Focus on quality research projects

The University started its journey to impart education on the frontiers of Science, Technology, Pharmacy, Environmental Studies, Non-conventional Energy Sources, Mass Media and Management Studies etc. In order to pursue high-quality research projects requires a structured approach that aligns with University's existing strengths, resources, and vision. The University has a solid research foundation across diverse disciplines as evident from the h-index, No of citations and research projects and grants received. The thrust research areas identified by the University are aligned Anusandhan National Research Foundation (ANRF) and AICTE. The University has delineated the following major research areas for the coming years:

- Quantum Technologies, Artificial Intelligence & Internet of things

- Big Data, Machine Learning & Data Sciences

- Climate Change, Sustainable Practices and development

- Technologically Advanced Materials

- Robotics and Mechatronics

- Energy Efficiency

- Renewable and sustainable Energy

- Green Technologies

- Global Trade and Supply Chain Management

- Informatics, Communications and Media

- Smart Technologies for Agriculture and Food Industry

- 3D Printing

- Waste Management

- Food processing & Sustainable Agriculturae

- Health and Medical Sciences

- Operations Management

- Organizational Behaviour

- Strategic Planning

- Management Information System

- Business Analytics

4.5. Focus on organizing Conferences, Seminars and Workshops in emerging areas

Conferences & Seminars plays a crucial role in fostering a vibrant research and academic culture within the university system. The University can enhance its research visibility, encourage collaboration, and make research outputs more accessible through these events. Research scientists, faculty members, and students are kept active through the periodic organisation of conferences for the presentation of research papers. These conferences offer an opportunity for goal-setting and networking with other academics.

- Organize regular National & International conferences centred on emerging research areas & conduct thematic workshops during these conferences, allowing participants to explore specific aspects of their research in depth.

- Start publishing conference proceedings through collaborations with reputed academic journals.

- In the long term, aim to create peer-reviewed journals associated with the University's conferences, providing researchers with a high-quality platform for publishing.

4.6. Industry and institutional Collaboration & Consultation

The University 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.

- The University has signed many MoUs with many national and International Institutes, agencies, hospitals & industries to support collaboration-based research.

- The University has a Placement Cell dedicated to connecting students with potential employers, providing resources for resume building, interview preparation, and job search strategies.

4.7. Pandit Deen Dayal Upadhaya Innovation & Incubation Centre

The University has established Pandit Deen Dayal Upadhaya Innovation & Incubation Centre with the financial support from Rashtriya Uchchatar Shiksha Abhiyan (RUSA). In addition, an Idea Lab (Idea Development, Evaluation & Application) has also been established with the support received from AICTE with the following objectives –

(i) To develop a critical mass of motivated students & faculties with entrepreneurial orientation & skills.

(ii) To build infrastructure support for Innovation & early-stage Enterprise development and enabling access to Resources& Facilities at the university.

(iii) To enhance In-House competency development to serve potential and early-stage Entrepreneurs and Student Innovators at the university.

(iv) To strengthen the Inter-Departmental, Inter-Institutional and Industrial linkage, Incubators and other Ecosystems at different levels to improve employability.

(v) To develop overseas collaborations with Top ranked institutions of the world to provide global exposure and mentoring by international faculty & innovators for improving employability.

The innovation centre aims to become a hub of innovative & start-up activities in the state of Haryana and will put sincere efforts in realizing the slogan of "Make in India" of central government.

The Centre envisions to (i) advance industrial research partnership with mutuality of interest and respect, (ii) create a platform for cross fertilisation of ideas, (iii) develop knowledge networks for industrial sectors to enhance competitiveness and employability, (iv) establish joint knowledge pools to address global challenges, and (v) serve as a nodal centre to promote Indo-foreign technology/Industrial partnership.

4.8. University publications & Citation service

University has taken several measures to support academic publications and citation growth. As of date, more than 5450 articles have been published by faculty as per Scopus database with over 1,19,000 citations and H-index of 136.

4.9 Supportive Enablers

To create an environment conducive to innovation, we will:

- **Foster an Inclusive and Collaborative Culture:** Build a community that values diversity, encourages open communication, and supports collaborative efforts among faculty, students, and external partners.

- **Establish Efficient Administrative Processes:** Streamline administrative procedures to reduce bureaucratic hurdles, enabling researchers to focus more on their scholarly activities.

- **Secure Sustainable Funding:** Explore various funding avenues, including government grants, industry partnerships, and philanthropic contributions, to ensure the continuous support of research and innovation initiatives.

By implementing these strategies, our university is committed to advancing knowledge, driving innovation, and making significant contributions to society.

5. HUMAN RESOURCE MANAGEMENT ENABLERS

Managing human resources effectively is central to improving the academic and administrative strength of a university. Human Resource Management enablers are the policies, systems, and initiatives that help improve how human resources are managed in a university. They include faculty recruitment and promotion processes, performance evaluation systems, training and development programs, diversity initiatives, and the use of technology for administrative work. These enablers ensure that faculty, staff, and administration have the right support, resources, and motivation to contribute effectively to the efficiency of the university in terms of its teaching quality, research impact, student outcomes, and institutional governance. Instead of just focusing on routine administrative tasks like payroll and leave management, HR enablers aim to strengthen teaching quality, research output, faculty development, and overall institutional efficiency.

HR enablers are important because they help universities function more efficiently and improve academic and administrative performance. These days, universities face challenges like slow recruitment processes, lack of structured career growth opportunities, high administrative workload, and outdated evaluation systems that affects overall productivity. Additionally, many universities face a gap in faculty development programs and limited use of technology in HR processes, leading to inefficiencies. Addressing these gaps through well-planned HR enablers can help improve faculty engagement, student learning experiences, and university governance. Investing in HR enablers is not just about making processes smoother—it is essential for ensuring that universities continue to provide high-quality education and remain relevant in a changing academic environment.

The University aims to be a globally recognized center of excellence in technical education and research, with a strong focus on technology, environmental studies, management, and emerging fields. To achieve this vision, the university needs a well-structured human resource framework that ensures efficient faculty recruitment, structured career progression, continuous skill development, and modern HR practices that support both academic and research excellence. HR enablers such as transparent recruitment and promotion policies, performance evaluation systems, faculty development programs, digital HR solutions, and workload management strategies play a key role in creating an environment where faculty and staff can contribute effectively to teaching, research, and institutional development.

In a university like GJUST, which serves students from diverse socio-economic backgrounds in rural and semi-rural areas of Haryana, the focus should be on enhancing faculty engagement to support varied learning needs, streamlining administrative processes for greater efficiency, equipping students and faculty with skills in emerging fields to improve employability, and strengthening governance in HR practices to ensure transparency, inclusivity, and institutional growth. By strengthening HR enablers, The University will ensure that its faculty and staff are well-equipped to drive innovation, improve student learning experiences, and contribute to the university's long-term academic and research goals.

The University has already made significant strides in this direction. The university focuses on following key areas in terms of its performance:

1. A key focus area is Academic Excellence and Teaching Quality, which requires maintaining an optimal student-faculty ratio, ensuring high course completion rates, and achieving strong NAAC/NBA accreditation scores. Encouraging innovative teaching methods, such as technology-enabled learning and interactive pedagogy, along with regular student feedback on faculty performance, is essential for improving teaching effectiveness.

2. In Research and Innovation, HR policies must support faculty in publishing research in reputed journals like Web of Science, and UGC-CARE, increasing citation impact and h-index, and securing research grants from agencies such as UGC, ICSSR, DST, AICTE, etc. The Research Development Cell is disseminating information about funding opportunities, project applications, and research collaborations, making it easier for faculty to access research support.

3. Student Development and Employability is another key priority. HR enablers must focus on improving the placement rate and average salary packages by ensuring strong industry linkages. Encouraging internships and hands-on industry exposure, supporting entrepreneurial initiatives and start-ups, strengthening alumni engagement, and offering certification programs in technical and managerial skills will help students become more industry-ready.

4. For Faculty and Staff Development, HR policies should ensure that faculty members have the necessary qualifications, research exposure, and industry experience. Encouraging participation in Faculty Development Programs (FDPs), promoting career progression

based on merit, and ensuring a balanced distribution of teaching, research, and administrative responsibilities will enhance faculty productivity and motivation. The Malaviya Mission Teacher Training Centre (MMTTC) is conducting UGC-sponsored programs and faculty development initiatives, ensuring that our teaching staff is continuously upskilled. MMTTC has conducted a number of training programmes and trained many participants in the last academic year 2024-25.

5. Additionally, the university is focused on retaining and attracting talented faculty by providing a conducive work environment, clear career growth pathways, and research opportunities. Efforts are also being made to ensure that HKRN staff feel valued and motivated, as they play an integral role in the day-to-day functioning of the university.

6. In Institutional Governance and Administration, efficiency in faculty recruitment and promotion processes, better financial sustainability and fund utilization, and a strong push towards digital transformation in HR and university administration will enhance operational effectiveness. Ensuring compliance with UGC, AICTE, and NEP-2020 guidelines is also a critical part of institutional governance. The university administration is taking serious steps toward digital transformation, implementing e-filing and IT-driven administrative processes to enhance efficiency.

7. By enhancing Student Experience and Campus Life through better infrastructure, hostel facilities, and digital resources the university is creating a more inclusive and supportive learning environment. Emphasis on diversity and inclusion across gender, caste, and regional backgrounds ensures equal opportunities for all students.

8. As part of its Social and Environmental Responsibility, the University focuses on sustainability initiatives, including waste management, renewable energy adoption, and green campus policies. Encouraging community engagement programs, rural outreach initiatives, and public awareness campaigns will strengthen the university's role in regional development.

9. Beyond these initiatives, there is a renewed emphasis on quality education—ensuring regular and timely classes, strict attendance policies, mandatory sports participation, and a structured academic environment. However, the University also recognizes the importance of making the university an attractive choice for students who might otherwise opt for institutions in metro cities.

10. By providing high-quality education, industry exposure, and a vibrant academic culture, University aims to position itself as a top choice for students seeking excellence in higher education within the region.

Following points will be taken into consideration while designing and implementing HR enablers to achieve excellence in the key areas:

5.1. Academic Excellence & Teaching Quality

The quality of education at any university depends on how well its faculty is supported. At University, maintaining teaching standards is critical, especially given the diverse preparedness levels of students. The university is actively working to ensure timely recruitment of faculty to prevent excessive workload and maintain an optimal student-faculty ratio.

The implementation of Learning Management Systems (LMS), smart classrooms, and blended learning techniques is no longer optional but a necessary part of the teaching process. Faculty are being provided with structured training to ensure these tools are actually used effectively in classrooms. The student feedback system has also been strengthened to ensure that teaching quality is continuously assessed, and faculty members who need additional training receive proper support.

Additionally, MMTTC is actively conducting Faculty Development Programs (FDPs), where teachers are introduced to modern pedagogy, interactive teaching strategies, and subject-specific innovations. To ensure these programs are impactful, faculty members who successfully integrate these methods into their teaching will be recognized and encouraged to mentor others.

An effective student feedback system is essential for continuous improvement in teaching quality. The university must conduct regular student surveys to assess faculty effectiveness, ensuring that students have a platform to share their learning experiences. The feedback collected should be analyzed to identify areas where faculty may need additional training, and targeted programs should be designed to enhance course delivery.

5.2. Research & Innovation

Research and innovation are essential for University academic and institutional growth. As a university that aspires to be a center of excellence in technical education and research, it is crucial to support faculty in publishing high-quality research, securing grants, protecting

intellectual property, and collaborating with industry. Strengthening research capabilities not only enhances the university's reputation but also contributes to real-world problem-solving and technological advancements.

The University is actively working to simplify access to research grants by strengthening its Research Development Cell, which now plays a key role in guiding faculty through funding applications, research proposal writing, and industry-academic collaborations. The university recognizes that faculty members often find securing funding and managing administrative formalities challenging, so research support is being streamlined to reduce unnecessary bureaucratic delays.

The focus on high-quality research publications and patents is being reinforced with monetary incentives, reduced teaching workload, and access to research assistance for faculty publishing in Web of Science, and other quality journals. Faculty members will also be encouraged to collaborate across disciplines and with industry partners, ensuring that research at University has practical, real-world applications.

To further attract talented researchers and faculty members, the university will develop flexible research policies, funding support, and infrastructure improvements to encourage academics from outside regions to consider University as a preferred place of employment.

To ensure that research outputs lead to tangible benefits, the university will focus on intellectual property rights (IPR) and patent filing. Conducting workshops on IPR, patent drafting, and filing procedures will help faculty understand how to protect their innovations. Establishing a university incubation center will further support the commercialization of research, enabling faculty and students to convert their ideas into viable products or startups.

Bridging the gap between academic research and industry requirements is crucial for meaningful innovation. The university will strengthen its Memorandums of Understanding (MoUs) with industries to facilitate joint research projects, consultancy work, and funding opportunities. Faculty members will be encouraged to collaborate with industry partners, ensuring that research remains practical, application-oriented, and aligned with contemporary industrial challenges.

5.3. Improving Student Development & Employability

Ensuring student success beyond the classroom is a key priority for University. As a university catering to students from diverse socio-economic backgrounds, it is essential to equip them with industry-relevant skills, real-world exposure, and strong placement support.

The university will focus on structured placement programs, internships, skill development initiatives, and alumni mentorship to enhance student employability and career prospects.

To enhance student career prospects, University is shifting from a passive placement approach to a structured, hands-on employability program. The Training & Placement (T&P) Cell is now actively involved in organizing industry-specific training, mock interviews, resume-building workshops, and corporate networking sessions.

Internships are now a mandatory part of the curriculum, and instead of waiting for companies to approach us, the university is proactively reaching out to industries, government agencies, and corporate partners to secure real-world exposure opportunities for students. An active alumni mentorship network is being established, where successful alumni mentor students throughout the academic year, not just during one-off interactions at convocation events.

Skill development is another key focus area. Beyond technical expertise, courses in business communication, digital skills, leadership, and entrepreneurship are being introduced so that students graduate with well-rounded, industry-relevant competencies.

An active alumni network is a valuable resource for career guidance and industry exposure. University has established a structured alumni mentorship program where successful alumni mentor students on career paths, job readiness, and industry expectations. Regular alumni interaction sessions, career talks, and networking events will help students gain insights from professionals who have successfully transitioned from the university to the workplace.

5.4. Faculty & Staff Development for Institutional Growth

A university thrives when its faculty and staff feel valued, supported, and given opportunities to grow. The University, as an institution committed to academic and research excellence, must ensure that faculty members are well-trained, updated with the latest teaching and research practices, and supported in their professional growth.

Mandatory Faculty Development Programs (FDPs): To keep pace with advancements in pedagogy, research methodologies, and digital tools, University will organize structured Faculty Development Programs (FDPs) every year. These programs should focus on modern teaching methodologies, technology-enhanced learning, and emerging research trends. Additionally, faculty will be encouraged and financially supported to attend national and international conferences, workshops, and certification programs to enhance their subject knowledge and research capabilities.

Leadership Training for Chairpersons & Administrators: Effective leadership within academic departments is essential for smooth university governance. Department heads and administrators will be trained in academic leadership, strategic decision-making, and institutional governance. University should conduct specialized leadership workshops, administrative training programs, and peer-learning sessions to help department heads develop skills in policy implementation, team management, and faculty-student engagement. Exposure to best practices in higher education administration, both nationally and internationally, will further strengthen leadership capacity at the university.

Workload distribution policies are being reviewed to ensure fairness and prevent burnout. Faculty engaged in research and industry projects will have reduced teaching responsibilities, allowing them to focus on academic contributions without excessive strain. A transparent, merit-based promotion system is also being strengthened to recognize faculty members for their contributions to teaching, research, and governance.

The university is also prioritizing the motivation and well-being of HKRN staff, ensuring that they receive timely payments, training opportunities, and a supportive work environment, recognizing their role in maintaining the university's smooth functioning.

5.5. Institutional Governance & Administration

A well-governed and efficiently managed university ensures seamless academic and administrative functions, leading to better faculty engagement, student support, and institutional growth. For GJUST, modernizing governance through digitization, improving administrative transparency, and ensuring compliance with higher education policies is essential for sustained excellence. By integrating technology-driven solutions and streamlining administrative processes, the university can enhance operational efficiency and decision-making.

Digitizing HR Processes: A university's human resource management must be efficient, transparent, and technology-driven. The University will implement an integrated HR management system that automates payroll processing, faculty recruitment, promotions, and performance tracking. Shifting from paper-based processes to digital documentation and e-filing will not only reduce administrative delays but also improve data accuracy and accessibility. By leveraging technology for faculty and staff management, the university can optimize resource utilization and enhance service delivery.

Implementing Online HR Systems: Administrative efficiency can be further improved by providing self-service portals for faculty and staff. The University should develop user-friendly online platforms that allow faculty and staff to apply for leave, submit service requests, access payroll details, and update professional records seamlessly. A well-integrated digital HR system will reduce paperwork, improve response time, and enhance overall faculty and staff experience.

Ensuring Compliance with regulatory bodies: Adherence to higher education regulatory frameworks is critical for maintaining academic and administrative credibility. The University must regularly review and update its institutional policies to align with the guidelines set by UGC, AICTE, and NEP-2020.

5.6. Student Experience & Campus Life

A supportive and engaging campus environment plays a crucial role in student retention, academic success, and overall well-being. At University, where students come from diverse socio-economic backgrounds, it is essential to provide a well-equipped campus, inclusive academic support, and easy access to learning resources. By enhancing infrastructure, improving digital access to study materials, and strengthening support systems for underprivileged students, the university can create an enriching academic and social experience for all students.

Improving Infrastructure (Hostels, Libraries, Labs): A well-maintained physical infrastructure is fundamental to providing students with a conducive learning and living environment. The University will focus on upgrading hostel facilities to ensure better living conditions, improved sanitation, and necessary amenities for students. Additionally, laboratories must be equipped with modern tools and technology to support hands-on learning and research activities. Strengthening digital libraries with access to e-books, journals, and academic databases will provide students with a wealth of knowledge beyond traditional textbooks.

Increasing Digital Access to Study Resources: In today's digital age, seamless access to learning resources is critical for academic success. The University will expand online access to study materials, course content, and digital libraries to ensure students have anytime, anywhere learning opportunities. Providing Wi-Fi-enabled study zones and well-maintained computer labs will further bridge the digital divide for students who may not have access to personal devices or high-speed internet at home.

Ensuring Equitable Representation of Students: The University serves a diverse student body, including many from rural and economically disadvantaged backgrounds. To ensure equal academic opportunities for all, the university will strengthen financial aid programs, offer mentorship and career guidance to first-generation college students, and create targeted academic support programs. Conducting orientation sessions, peer mentoring, and scholarship awareness campaigns will further help students from weaker socio-economic backgrounds thrive in the university environment.

5.7 Social & Environmental Responsibility

A university is not just a center for academic learning but also a pillar of social responsibility and environmental sustainability. As an institution that serves rural and semi-rural communities, University has a unique role in promoting sustainability initiatives, engaging in community development, and fostering environmental consciousness among students, faculty, and staff. By adopting eco-friendly practices and strengthening outreach programs, the university will positively impact society while equipping its members with a sense of civic responsibility.

Promoting Green Campus Policies: To create a sustainable and eco-friendly campus, the University will implement effective waste management systems, renewable energy solutions, and water conservation initiatives. The university will encourage paperless administration, plastic-free zones, and tree plantation drives to reduce its environmental footprint. Solar energy adoption, rainwater harvesting systems, and eco-friendly infrastructure upgrades will further enhance sustainability efforts while setting an example for students on the importance of environmental stewardship.

Student's Participation Green Campus Policies: There are some specific areas within the university, such as canteens, tea stalls, and lawns where students frequently gather. These areas often become littered with plastic waste. To tackle this issue, the university will introduce strict waste segregation policies, place clearly marked dustbins in high-footfall areas, and conduct awareness campaigns to encourage students to take responsibility for keeping their surroundings clean. Partnering with local vendors to reduce single-use plastic in food packaging and promoting the use of biodegradable or reusable alternatives will significantly help in maintaining a cleaner and greener campus environment.

Faculty & Staff Participation in Green Campus Policies: The responsibility of maintaining a clean and sustainable campus does not rest solely on students-faculty, staff, and

their families who reside on the university campus must also actively participate in these initiatives. The residential areas of the university, including faculty and staff housing, parks, and common spaces, will be equally maintained with proper waste disposal practices, energy conservation measures, and green landscaping efforts. The university will introduce sustainability guidelines for residential areas, organize community-based cleanliness and plantation drives, and encourage eco-friendly lifestyle practices such as composting and water conservation at home. By engaging faculty and staff in environmental initiatives, University will foster a culture of collective responsibility, ensuring that the entire university community actively contributes to a greener, cleaner, and more sustainable campus.

Community Outreach Programs: As a higher education institution serving Haryana's rural communities, University must actively engage students, faculty, and staff in social responsibility projects. The university will promote rural development initiatives, health and hygiene awareness programs, and educational outreach activities to uplift surrounding communities. Encouraging faculty-led research projects addressing local challenges, student volunteer programs, and partnerships with NGOs and government agencies will further strengthen the university's role as a socially responsible institution.

The initiatives outlined in this document are not just policy statements—they are actionable, practical, and continuously evolving. For these HR enablers to succeed, they must be regularly assessed, refined, and improved based on stakeholder feedback.

HR training sessions will focus on real-world implementation, not just theoretical guidelines. Faculty and staff input will be actively sought in policy decisions, and clear performance-based incentives will be put in place. Regular reviews and open communication will ensure that these efforts remain effective, adaptable, and impactful.

By implementing these initiatives with transparency, accountability, and active participation from faculty, staff, and students, University is on the path to becoming a model institution in academic excellence, research innovation, and institutional governance.

6. NETWORKING & COLLABORATIONS ENABLERS

Institutional collaboration enablers are the strategies, policies, and frameworks that facilitate partnerships and alliances with other educational institutions, industries, research organizations, and community stakeholders. These collaborations are essential for GJUST to achieve its vision of becoming a globally recognized institution of excellence in science, technology, and multidisciplinary education. Below are the key institutional collaboration enablers for GJUST:

1. **Partnerships with Higher Educational Institutions:** Establishing collaborations with universities and colleges to provide students with exposure to advanced academic resources, research opportunities, and mentorship from experts.

2. **Industry Linkages:** Creating strong connections with industries to offer students internships, apprenticeships, and hands-on experiences that align with their career aspirations and skill development.

3. **Inter-University Collaborations:** Facilitating partnerships between universities to share best practices, resources, and expertise, and to engage in joint programs and activities that enhance student learning.

4. **Community Engagement:** Involving local communities and organizations in the educational process to provide students with real-world learning experiences and to leverage community resources for holistic development.

5. **Government and Non-Government Organizations (NGOs):** Collaborating with government bodies and NGOs to access additional support, funding, and specialized programs that benefit students.

6. **International Collaborations:** Partnering with international educational institutions to provide global exposure, exchange programs, and access to diverse educational resources and perspectives.

7. **Professional Networks:** Encouraging educators and administrators to join professional networks and associations to stay updated with the latest educational trends, share knowledge, and collaborate on innovative practices.

8. **Modern Technology and Innovation Hubs:** Engaging with technology and innovation hubs to incorporate cutting-edge tools and methodologies in teaching and learning, and to foster a culture of innovation among students.

9. **Parent-Teacher Associations:** Strengthening parent-teacher associations to ensure continuous and meaningful involvement of parents in the educational process and in the development of IDP.

10. **Health and Wellness Partnerships:** Partnering with healthcare providers and wellness organizations to support the physical and mental well-being of students, which is crucial for their overall development.

11. **Extracurricular Collaborations:** Working with sports clubs, cultural organizations, and other extracurricular entities to provide students with opportunities to explore and develop their talents and interests outside the academic curriculum.

These enablers aim to create a supportive and interconnected ecosystem that enhances the quality and effectiveness of IDP, ensuring that students receive comprehensive support for their academic, personal, and professional growth.

6.1. Community Engagement:

Social Outreach Programs: Launch community development projects addressing local challenges and contributing to sustainable development goals.

- Mobilize faculty expertise and student volunteers to participate in community service initiatives and outreach activities.

- Forge partnerships with NGOs, government agencies, and community stakeholders to maximize impact and create positive social change.

6.2. Industry Collaboration:

- Establish industry advisory boards to provide guidance on curriculum development, research priorities, and skill requirements.

- Facilitate industry-sponsored projects, internships, and training programs to bridge the gap between academia and industry.

- Organize industry-academia conclaves, seminars, and networking events to facilitate knowledge exchange and collaboration.

6.3. Alumni Relations:

- Strengthen alumni networks through alumni chapters, reunions, and online platforms for networking and engagement.

- Engage alumni as mentors, guest speakers, and industry ambassadors to support current students and faculty.

- Recognize and celebrate alumni achievements through awards, publications, and alumni success stories.

6.4. Internationalization:

Global Partnerships:

- Establish strategic partnerships with international universities and research institutions for academic exchange, joint research, and faculty collaboration.

- Promote student exchange programs, study abroad opportunities, and joint degree programs to enhance global mobility and cross-cultural learning.

- Participate in international conferences, seminars, and research networks to foster global collaborations and enhance the university's visibility and reputation.

6.5. International Student Support:

- Provide comprehensive support services for international students, including orientation programs, visa assistance, and cultural integration activities.

- Offer language courses, cross-cultural training, and academic advising to facilitate academic success and social adjustment.

- Establish international student clubs and peer support networks to promote friendship and cultural exchange among students from diverse backgrounds.

6.6. Global Visibility:

- Enhance the university's global visibility through targeted marketing and branding initiatives, including website localization, social media campaigns, and promotional materials.

- Improve rankings and reputation indicators by enhancing research output, international collaborations, and student satisfaction levels.

- Showcase success stories, research achievements, and innovative initiatives through international media channels, conferences, and publications.

6.7. Stakeholders Participation:

- Foster a culture of shared governance and participatory decision-making by involving stakeholders in key decisions and planning processes.

- Create advisory committees, task forces, and working groups to engage faculty, students, staff, alumni, and community representatives in strategic initiatives.

- Promote regular communication and feedback mechanisms to keep stakeholders informed and engaged in the university's development efforts.

6.8. Monitoring and Evaluation:

Annual Reviews:

- Conduct annual reviews of the institutional development plan to assess achievements, challenges, and lessons learned.

- Solicit feedback from stakeholders through surveys, focus groups, and consultations to evaluate the effectiveness of strategies and initiatives.

- Use review findings to identify areas for improvement, reallocate resources, and refine action plans for the upcoming year.

6.9. Feedback Mechanisms:

- Implement feedback mechanisms, such as suggestion boxes, online surveys, and town hall meetings, to gather input from stakeholders on institutional policies, programs, and services.

- Analyze feedback data to identify trends, emerging issues, and opportunities for enhancement.

- Take proactive measures to address concerns, communicate updates, and demonstrate responsiveness to stakeholder feedback.

6.10. Partnership with Knowledge Hubs

- The University has developed relationship with National and International institutions and Universities. These relationships have resulted in memorandum of understanding (MoU) for research, student exchange, internships and projects etc. Under these functional MoUs the University regularly conducts conferences, lectures, internships and recruitment etc.

- To build the brand, the University has signed number of Memorandum of Understanding (MoU) with many national and international Universities and other institutions.

6.11. Social Outreach Programs

Social outreach and extension activities are one of the important components for the students and the teachers of the University. The students clubs conduct many activities for the social cause under the banner of the students' of their department. Some of the activities conducted by students' club and departments are blood donation camps, tree plantation camps, cleaning of their departments, visits to old age homes, Unity run, etc. Some of the teachers of the University also extend their services to the society in different capacities. A vibrant NSS cell is also operated by the University. The University has appointed NSS coordinator under whose leadership many activities have taken place on the campus.

7. PHYSICAL ENABLERS

Physical infrastructure enablers are the foundational elements that support the academic, research, and administrative functions of an institution. For University to achieve its vision of becoming a globally recognized university, it is essential to develop and maintain state-of-the-art infrastructure that aligns with the goals of the National Education Policy (NEP) 2020. A physical enabler consists of the basic physical structures needed for an economy to function, such as transportation networks, electricity grids, sewage systems, and waste disposal facilities. Creating an attractive and functional physical infrastructure is as important as creating an infrastructure compliant to statutes, regulations, codes and all relevant regulatory frameworks and operated within them as well. Physical Enablers can support brand building, academic and research activities of various schools and departments of university. Physical Enablers are option imagined as requiring significant financing to the university and therefore alternative & innovative measures to fund the Enablers may need to be explored. Campus Planning and Environmental Principles:

- **Integrated Activity:** Design the campus layout so academic, research, cultural, and operational facets harmoniously interact.

- **Preservation of Essence:** Uphold the campus as a vital component of the university's living and learning mission, maintaining its aesthetic appeal.

- **Environmental Responsibility:** Champion environmental stewardship by enhancing energy efficiency, minimizing waste, and reducing environmental impacts.

- **Facility Integration:** Ensure facilities and equipment are integrated, especially for Vocational Education, Training, and Skilling.

- **Inclusivity and Safety:** Ensure accessibility for Persons with Disability (PwD), promote gender inclusivity, and ensure a zero-tolerance approach towards discrimination, ragging footprint, and conserve water and natural resources.

- **Environmental Awareness:** Foster sensitivity towards the environment and promote awareness campaigns.

- **Sustainable Infrastructure:** Prioritize the use of recycled materials and consider heat island effects in construction designs. Sustainable Mobility: Reduce fossil fuel consumption with efficient transport strategies.

- **Technology and Energy:** Embrace alternative energy sources and adapt to eco-friendly technologies.

Accordingly, below are the key physical infrastructure enablers for the University:

7.1. Academic Infrastructure

Modern Classrooms

- Upgrade classrooms with smart technology, including interactive whiteboards, projectors and audio-visual systems.

- Design flexible seating arrangements to support collaborative and interactive learning.

Advanced Laboratories

- Equip laboratories with cutting-edge instruments and tools for science, engineering, and technology programmes.

- Establish specialized labs for emerging fields like AI, robotics, biotechnology and renewable energy.

Digital Learning Spaces

- Create dedicated spaces for online and blended learning, such as e-learning hubs and virtual classrooms.

- Provide high-speed internet connectivity across the campus to support digital education.

7.2. Research and Innovation Infrastructure

Research Centres of Excellence

- Establish interdisciplinary research centres focusing on areas like sustainability, healthcare and advanced technologies.

- Provide state-of-the-art facilities for faculty and student research projects.

Innovation Hubs and Incubation Centres

- Set up innovation hubs to foster creativity and entrepreneurship among students and faculty.

- Provide infrastructure and mentorship for start-ups, including co-working spaces, prototyping labs and access to funding.

High-Performance Computing (HPC) Facilities

- Install HPC systems to support data-intensive research in fields like AI, machine learning and big data analytics.

7.3. Library and Knowledge Resources

Digital Library

- Expand the digital library with access to e-books, e-journals, and online databases.

- Provide 24/7 access to digital resources for students and faculty.

Physical Library Upgrades

- Modernize the physical library with comfortable reading spaces, group study rooms and multimedia zones.

- Regularly update the collection of books, journals and reference materials.

7.4. Student Amenities and Support Facilities

Hostels and Residential Facilities

- Upgrade hostel infrastructure to provide comfortable and secure accommodation for students.

- Ensure separate hostels for male and female students with modern amenities like Wi-Fi, recreational areas and dining facilities.

Recreational and Sports Facilities

- Develop sports complexes with facilities for indoor and outdoor games, gymnasiums and fitness centres.

- Promote extracurricular activities by providing spaces for arts, music, and cultural events.

Student Centres

- Create student hubs with spaces for relaxation, collaboration, and informal learning.

- Include cafeterias, lounges, and recreational zones to enhance student life on campus.

7.5. Administrative and Support Infrastructure

Smart Administrative Offices

- Equip administrative offices with modern technology for efficient workflow management.

- Implement paperless processes and digital record-keeping systems.

Conference and Seminar Halls

- Build state-of-the-art conference halls and seminar rooms for academic and professional events.

- Ensure these spaces are equipped with audio-visual technology and high-speed internet.

7.6. Green and Sustainable Infrastructure

Eco-Friendly Campus Design

- Incorporate sustainable design principles in new construction and renovations, such as energy-efficient lighting, solar panels and rainwater harvesting systems.

- Use eco-friendly materials and practices to reduce the carbon footprint of the campus.

Green Spaces

- Develop parks, gardens, and open spaces to create conducive learning environment.

- Promote biodiversity by planting native trees and maintaining green zones.

Waste Management Systems

- Implement effective waste segregation, recycling, and disposal systems.

- Encourage the use of biodegradable materials and reduce plastic usage on campus.

7.7. Accessibility and Inclusivity

Barrier-Free Infrastructure

- Ensure that all buildings, pathways, and facilities are accessible to differently-abled students and staff.

- Install ramps, elevators and tactile pathways for easy navigation.

Inclusive Design

- Design classrooms, labs, and common areas to accommodate the needs of all students, including those with special needs.

- Provide assistive technologies and support services for differently-abled individuals.

7.8. Safety and Security Infrastructure

Campus Security Systems

- Install CCTV cameras, security patrols and emergency response systems across the campus.

- Conduct regular safety drills and training for students and staff.

Health and Wellness Facilities

- Establish a well-equipped health centre with medical professionals and emergency care facilities.

- Provide mental health counselling and wellness programmes for students and staff.

7.9. Technology and Digital Infrastructure

High-Speed Internet and Wi-Fi

- Ensure seamless internet connectivity across the campus to support academic and administrative activities.

- Provide Wi-Fi access in all classrooms, labs, hostels and common areas.

Smart Campus Initiatives

- Implement IoT-based solutions for energy management, security and facility maintenance.

- Use mobile apps and digital platforms for campus navigation, event management and communication.

7.10. Community and Outreach Infrastructure

Community Engagement Centres

- Establish centres for community outreach programmes, skill development and social initiatives.

- Provide spaces for workshops, training sessions and collaborative projects with local communities.

Cultural and Event Spaces

- Develop auditoriums and open-air theatres for cultural events, seminars, and conferences.

- Encourage student participation in arts, music and cultural activities.

Overall, the physical infrastructure enablers are critical for creating conducive environment for learning, research, and Innovation University. By investing in modern, sustainable, and inclusive infrastructure, the University will align with the vision of NEP 2020 and provide a world-class educational experience to its students and faculty.

8. DIGITAL ENABLERS

Today Information and Communication Technologies (ICT) have become essential in transforming educational activities and governance, profoundly impacting education and research. The benefits of digitalization include increased efficiency, productivity, and lower operational costs, as well as improved learner experiences, communication, transparency, and decision-making speed. As the world rapidly advances in digital media and technology, ICT's role in education is becoming increasingly vital.

Education and teaching services refer to learning and teaching activities that enable students to engage with a facilitator to learn the knowledge or skills required in order to achieve the desired educational outcome. Teaching services are all the services supporting the provision and fruition of the educational offer, both online and in presence. Student admission and enrolment, technical and IT support to teaching process, exam provision and reporting, work placement and internship services as well as management of student mobility and international exchange programs are the principal support services referring to this macro area. Research services are all the services supporting academic staff and students to undertake a research task as well as monitoring and managing the related research outcome.

General administration services refer to all the activities pertaining to stakeholders' management, financial planning, facilities management and ICT management that support the administration of University's daily operations. Student services are all the services supporting the academic and post-academic experience of students. Under this label are commonly included Student admission and enrolment, Work placement and internship services, Examination System, Open Library, extracurricular activities, medical and/or psychological support and management of scholarships, international exchange programmes, finance, and communication management etc. Digital transformation can achieve these goals:

- Improving the student's learning environment
- Enhancing the institution's operational efficacy
- Increasing computing power for cutting-edge research
- Stimulating innovation in education and research
- Cutting costs with improved services

The University also aims to leverage ICT to enhance the quality of teaching and learning, preparing for a future where academic programs are delivered more effectively. In line with NEP 2020, the University is also developing a roadmap to integrate ICT and virtual technologies, moving towards the concept of 'Digital Universities.' This approach will create open, interoperable, and scalable digital solutions to address India's diverse educational needs and challenges. By adopting cutting-edge technology and fostering digital innovation, the University seeks to provide a more flexible, inclusive, and efficient educational environment, empowering students and faculty to thrive in a rapidly evolving academic landscape.

Additionally, the University is committed to enhancing data security, supporting digital literacy, and ensuring equitable access to technological resources, thus laying a strong foundation for future academic and research advancements. The university will also focus on building strong partnerships with technology providers and other institutions to foster collaborative research and development, driving innovation and excellence across all educational and administrative functions.

Following points will be taken into consideration while implementing and deploying digital and ICT Framework for the University

8.1. Infrastructure:

- To ensure a strong ICT infrastructure across the University campus for high-speed internet, communication, and digital information access, University will first conduct a thorough assessment of the current infrastructure to identify strengths and areas needing improvement. A comprehensive plan will be developed to upgrade and expand network capabilities, including the installation of high-speed internet connections and modern network hardware such as routers and switches. Campus-wide Wi-Fi coverage will be enhanced with additional access points and optimized for performance. University will establish a central ICT center equipped with state-of-the-art technology to manage and support the network. Data centers will be upgraded to support high-capacity storage and cloud services, ensuring scalability and reliability. Advanced cybersecurity measures will be implemented to protect against threats, including firewalls, intrusion detection systems, and regular security updates. Communication tools such as VoIP and video conferencing will be integrated and supported. Regular performance reviews and updates will be conducted to ensure the infrastructure meets evolving needs and supports the university's educational mission.

- To deploy a dedicated campus area network with multiple internet connectivity options and a central ICT centre, University will start by review of campus's current network infrastructure and identifying requirements for expansion and improvement. A detailed plan will be created to design and implement the network, focusing on high-capacity routers, switches, and cabling to support robust connectivity. Multiple high-speed internet connections from various ISPs will be established to ensure redundancy and uninterrupted access. A central ICT centre will be developed to act as the hub for managing and monitoring the network. This centre will be equipped with modern technology for network management, data storage, and support services. It will also be staffed with skilled professionals to oversee operations and address issues. Advanced network management tools will be deployed for real-time monitoring and performance optimization. Security protocols, including firewalls and intrusion detection systems, will be implemented to protect the network from potential threats. Training will be provided to staff on using the network and ICT resources effectively.

8.2. Data Management:

- To host in-house or cloud-based data servers with real-time monitoring, security, and structured Wi-Fi networks, University will first review the requirements for data storage and management to determine the most suitable approach—whether in-house, cloud-based, or a hybrid model. A robust infrastructure will be established, including high-capacity servers and storage solutions, ensuring scalability and redundancy. Advanced real-time monitoring tools will be deployed to track server performance, resource utilization, and network activity, providing actionable insights and alerts. Comprehensive security measures, such as encryption, firewalls, and intrusion detection systems, will be implemented to protect data and infrastructure from threats. Structured Wi-Fi networks will be designed and installed to provide reliable, high-speed wireless access across all campus areas. Access points will be strategically placed and optimized for coverage and performance. A centralized management system will oversee both server operations and Wi-Fi networks, with dedicated support staff available for technical assistance. Regular security audits, maintenance, and performance reviews will be conducted to ensure system integrity and efficiency. Continuous user training and support will be provided to maximize the effective use of these technologies.

- To create a digital content repository encompassing coursework, multimedia content, learning games, AR, and VR modules, University will start by conducting a

comprehensive needs assessment to determine the types of content required and the best methods for integration. A strategic plan will be developed to outline the repository's structure, features, and technology stack. University will implement a robust content management system (CMS) to handle diverse content types and ensure scalability. The repository will include secure storage solutions and advanced search and retrieval functionalities. Content will be sourced or developed, including coursework, multimedia materials, interactive learning games, augmented reality (AR) and virtual reality (VR) modules. Collaboration with faculty and content creators will ensure that materials are high-quality and aligned with educational goals. Security protocols will be established to protect content and user data.

8.3. Teaching and Monitoring:

▪ To develop an online teaching platform with two-way communication and advanced tools for monitoring student progress, The University will first assess the specific needs of educators and students to define the platform's requirements. A comprehensive plan will be created, outlining the platform's features, such as live video, chat functionalities, and interactive tools to facilitate effective communication. The platform will include advanced analytics and tracking tools to monitor student engagement, performance, and progress. These tools will provide real-time insights and generate detailed reports for educators to tailor their instruction. Security measures will be implemented to protect user data and ensure privacy. The platform will be integrated with existing learning management systems (LMS) for seamless access to course materials.

▪ To implement a dashboard for real-time monitoring of resources, environmental factors, and infrastructure utilization, University will begin by conducting a thorough assessment to identify the key metrics and data sources needed. A detailed design plan will be developed, outlining the dashboard's features, including data integration, visualization tools, and real-time analytics capabilities. University will deploy a scalable, user-friendly platform that aggregates data from various sensors and systems, providing a comprehensive view of resource usage, environmental conditions, and infrastructure performance. Advanced visualization tools will be included to offer clear, actionable insights. Robust security measures will be implemented to protect the data being collected and displayed. Access controls will be established to ensure that only authorized personnel can view or manage the dashboard.

8.4. Data Privacy and Security:

- To adhere to cybersecurity protocols and ensure protection from external threats and natural disasters, we will start by conducting a comprehensive risk assessment to identify potential vulnerabilities and critical assets. We will develop a detailed cybersecurity plan that includes industry best practices and compliance with relevant regulations. Advanced security measures will be implemented, such as firewalls, encryption, intrusion detection systems, and regular software updates, to protect against external threats. University will also establish robust disaster recovery and business continuity plans to address potential impacts from natural disasters, including regular drills and updates to ensure preparedness. Staff will receive ongoing training on cybersecurity awareness and protocols to recognize and mitigate threats. Continuous monitoring and incident response capabilities will be maintained to quickly address and resolve security issues. Regular security audits and vulnerability assessments will be conducted to ensure ongoing compliance and identify areas for improvement. By following these steps, the university will ensure robust cybersecurity and resilience against external threats and natural disasters.

- To prioritize data privacy by processing personal data in a secure and lawful manner while recognizing individual rights, University will begin by conducting a comprehensive review of current data processing practices to ensure compliance with legal and regulatory requirements. A robust data privacy policy will be developed, emphasizing secure handling of personal information and adherence to privacy laws. We will implement strong data protection measures, including encryption, access controls, and regular audits to safeguard personal data. Procedures will be established for obtaining informed consent and addressing requests related to individual rights, such as data access, correction, and deletion.

8.5. National Integration & Policy Adherence:

- To store credentials in national repositories and connect student and faculty information through unique identifiers as per government norms, University will review and align with relevant government regulations and standards. We will develop a detailed plan to integrate the credential storage system with national repositories, ensuring compliance and interoperability. A secure and scalable system will be implemented for storing credentials, utilizing unique identifiers to link student and faculty information accurately.

Data will be encrypted and protected with strict access controls to ensure confidentiality and security. Procedures will be established for regular updates and synchronization with national repositories to maintain accurate and current information. Ongoing monitoring and audits will be conducted to ensure compliance with government norms and to safeguard data integrity.

▪ To adhere to guidelines set by the UGC and other regulatory bodies, ensuring a consistent and trustworthy framework, University will review and understand the specific guidelines and regulations provided by these organizations. A compliance plan will be developed, incorporating these guidelines into our operational and strategic processes. University will implement procedures and standards aligned with UGC and other regulatory requirements, including regular audits and reviews to ensure ongoing adherence. Documentation and reporting practices will be established to maintain transparency and accountability. University will also establish a compliance team to oversee adherence to regulations and address any issues or updates. Regular updates and revisions to our policies and procedures will be made in response to changes in guidelines or feedback from regulatory bodies.

▪ To ensure compatibility and contribution to national missions while preparing for future growth and challenges, we will start by aligning our strategic goals with national priorities and missions. A comprehensive assessment will be conducted to evaluate how our current systems, technologies, and practices contribute to these national objectives. University will develop and implement a strategic plan that incorporates national mission goals, ensuring our infrastructure, research, and educational initiatives support these priorities. This plan will include scalable solutions and adaptable frameworks to accommodate future growth and emerging challenges. Collaboration with national agencies and participation in relevant initiatives will be encouraged to stay informed and engaged with national goals.

Implementing Digital Initiatives in the University:

a. Digital Transformation:

The University plans to further strengthen its automation by implementing the following:

● *Paperless File Management*: Develop a comprehensive digital file management system where all administrative and academic records are stored electronically. This system will

facilitate easy access, retrieval, and sharing of documents while minimizing physical storage needs and improving data security.

- *Digital Admissions Management*: Implement an online admissions system where prospective students can submit applications, upload documents, and track their application status digitally. This system will streamline the admissions process, reduce paperwork, and provide real-time updates to applicants and administrative staff.

- *E-Registration and Enrollment*: Develop a digital platform for student registration and course enrollment. Students can register for courses, view schedules, and manage their academic records online, eliminating the need for physical forms and in-person visits to administrative offices.

- *Academic Bank of Credit*: The Academic Bank of Credit (ABC) is a digital platform designed to facilitate the seamless transfer and accumulation of academic credits across different institutions. It enables students to retain and manage their credits from various universities and colleges, providing greater flexibility in their educational journey. By allowing credits earned in one institution to be transferred and used towards degree requirements at another, the ABC promotes mobility and personalization in higher education. University plans to implement this system for all the students.

- *Electronic Grade and Transcript Management*: Create a system for storing and managing student grades and transcripts electronically. Faculty can submit grades online, and students can access their academic records, request transcripts, and view their performance history through a secure online portal.

- *Digital Fee Payment System*: Introduce an online fee payment system that allows students to pay tuition, library fees, and other charges electronically. The system will provide receipts, track payments, and send reminders for upcoming deadlines, reducing the need for paper-based billing and transactions.

- *Online Examination Platform*: Implement an online examination system that allows students to take tests and submit assignments digitally. This platform will include features such as automated grading, secure proctoring, and instant feedback, enhancing the examination process and reducing the reliance on paper-based assessments.

- *Virtual Communication and Collaboration Tools*: Implement digital communication tools such as video conferencing, discussion forums, and collaborative workspaces for both students and faculty. These tools will facilitate remote learning, group projects, and

academic discussions, ensuring seamless interaction and access to resources without physical meetings.

- *Collaborative/Hybrid/blended classroom***:** This modality blends in-person and online instruction to provide students with the flexibility of on-campus and online learning. Digital technologies facilitate collaborative learning, allowing students to work together on projects, share ideas, and engage in discussions regardless of their physical location.

b. Enhancing Digital Presence:

The University plan to further elevate the digital presence through dynamic websites, online teaching systems, computerized examination processes, digital credentialing, Foster online networks for alumni, and support e-placement initiatives in following ways:

- *Dynamic University Website:* Develop a modern, interactive university website that offers up-to-date information about programs, faculty, events, and admissions. Features will include virtual campus tours, live chat support, and a user-friendly interface for prospective students, current students, and faculty.

- *Online Teaching Systems:* Implement a comprehensive online teaching platform that supports virtual classrooms, interactive course materials, and multimedia content. This system will enable synchronous and asynchronous learning, providing tools for live lectures, discussion boards, and collaborative projects. Online Classroom, Video conferencing equipment, Implementation of Massive Open Online Courses (MOOCs), Development of Learning management systems (LMS).

- *Computerized Examination Processes:* Deploy a digital examination system that facilitates online test creation, secure proctoring, and automated grading. This system will streamline the examination process, reduce administrative overhead, and provide instant feedback and results to students.

- *Digital Credentialing:* Create a digital credentialing system where students and faculty can receive and manage electronic diplomas, certificates, and transcripts. This system will ensure secure, verifiable credentials and provide easy access for verification by employers and other institutions through latest reliable technologies like blockchain etc.

- *Alumni Networking Platform***:** Develop an online alumni networking platform that connects former students with each other and with current students. This platform will

facilitate networking opportunities, mentorship programs, and professional development through forums, events, and job postings.

- *Virtual Alumni Events***:** Host virtual alumni events, such as webinars, panel discussions, and networking mixers. These events will engage alumni and keep them connected with the university community, while providing opportunities for continued learning and collaboration.

- *E-Placement Portal***:** Launch an online placement portal that connects students with job opportunities, internships, and career resources. This portal will feature job listings, application tracking, and career counselling services, helping students to secure employment and internships more efficiently

ANNEXURE-A : GOVERNANCE ENABLERS

Sr. No.	Types of Infrastructure	Details of its usage	In place	Future Targets under NEP-2020 (0-5 years)	Future Targets under NEP-2020 (6-10 years)
1.	University Court/ Executive Council/ Academic Council	1.1. Full functional	Yes, in place as per Act and Statutes	The frequency of meetings be increased by at least 50 percent	The frequency of meetings be increased by at least 100 percent
		1.2. Fully/ Majorly staffed	Yes, in place as per Act and Statutes	Necessary amendments will be made to include at least two-three industry representatives and corporate professionals	Necessary amendments will be made to include at least five-six industry representatives and corporate professionals
		1.3. Defined roles and responsibilities and accountability	Yes, in place as per Act and Statutes	However, further decentralization and delegation of financial powers will be done to empower Deans/Directors/Chairpersons/HODs	More than 80 percent of UTDs with five years of their establishment will be granted full academic autonomy
		1.4. Involvement of alumni as major stakeholder	No, not at present	Necessary amendments will be made to include at least two-three alumni with an experience of more than 20 years in industry/profession/Govt. Service	Necessary amendments will be made to include at least five-six alumni with an experience of more than 20 years in industry/profession/Govt. Service
2.	Quality Assurance	2.1. Well defined Processes	Yes, in place as per Act and Statutes	Maintain 100 percent compliance with NAAC, NBA and NIRF standards. Participating in global ranking frameworks like QS and Times for international visibility.	Target Top 500 in World within 10 years. Maintain a 1:15 ratio as per UGC norms.
		2.2. Processes to capture various aspects of governance	Yes, in place as per Act and Statutes	Organize regular workshops on quality enhancement for faculty and administrative staff.	Regularly review and act upon feedback for continuous improvement.
		2.3. Clearly defined deliverables and outcomes	Yes, in place as per Act and Statutes	Conducting regular audits of teaching, learning, and administrative processes. Securing minimum **3.75 out of 4** (A++ Grade).	Target Top 25 in India within 10 years.
3.	Financial Autonomy	3.1. Striving for self-sustainability	At present, more than one-third finances of total budget are generating through internal sources	Minimum ₹**500 crore** annual budget for university operations, research and development. Attempts will be made to generate more that 40 percent finances of total budget are generating through internal and non-government sources	Minimum ₹**1000 crore** annual budget for university operations, research and development. Attempts will be made to generate more that 50 percent finances of total budget are generating through internal and non-government sources

				Periodic reviews of resource allocation to ensure cost-effectiveness.	
		3.2. Generating external revenue sources	At present almost negligible	Attempts will be made to generate more that 20 percent of annual budget	Attempts will be made to generate more that 30 percent of annual budget
		3.3. Creation of Chair for Research in specific areas	Yes, there are few Chairs at present	Attempts will be made to establish five more chairs	Attempts will be made to establish five more chairs
4.	Leadership	4.1. Effective leadership	Yes, in place as per Act and Statutes	Empower departments to design and update curricula in collaboration with industry experts. Further decentralization and delegation of financial powers will be done to empower Deans/Directors/Chairpersons/HODs	Empower all UTDs to independently design and update curricula in collaboration with industry experts. More than 80 percent decentralization and delegation of financial powers will be done to empower Deans/Directors/Chairpersons/HODs
		4.2. Strategic management	Yes, in place as per Act and Statutes	Necessary amendments will be made to include at least two-three industry representatives and corporate professionals in the University Planning Board	Necessary amendments will be made to include at least five-six industry representatives and corporate professionals in the University Planning Board
		5.1. Laying down objectives and targets	Yes, in place as per Act and Statutes	Target **Top 100 in India** within five years.	Target **Top 25 in India** within ten years.
5.	Vision, Mission and Roadmap for the HEI	5.2. Prepare Vision and mission document.	Yes, in place as per Act and Statutes	It will be methodically reviewed in the light of NEP-2020 within next five years for becoming a top university in India	It will be further reviewed in the light of NEP-2020 within next five years for becoming a top university in the World.
		5.3. Evolve Shared Vision through detailed discussions with stakeholders.	Yes, in place as per Act and Statutes	It will be methodically reviewed in the light of NEP-2020 within next five years for becoming a top university in India	It will be further reviewed in the light of NEP-2020 within next five years for becoming a top university in the World.
		5.4. Short and long-term (5, and 10 years) Plan document	No, it is not available at present	Being clearly defined in the IDP, which is based on NEP-2020	Being clearly defined in the IDP, which is based on NEP-2020
		5.5. To reliable consultants of repute and or in source capability as needed.	No, it is not available at present	Being clearly defined in the IDP, which is based on NEP-2020	Being clearly defined in the IDP, which is based on NEP-2020
		5.6. Templates designed and given to HODs/ Section In-charges for Roadmap preparation.	No, it is not available at present	Being clearly defined in the IDP, which is based on NEP-2020	Being clearly defined in the IDP, which is based on NEP-2020

6.	Close monitoring by IT/ Web-based based Management Information System	6.1.	Parameters for performance to be finalized by appropriate Committee. Source of feedback, Also UGC, and AICTE guidelines to be kept in mind.	Yes, in place as per Act and Statutes	Being clearly defined in the IDP, which is based on NEP-2020	Being clearly defined in the IDP, which is based on NEP-2020
		6.2.	Academic system should be implemented on priority.	Yes, in place as per Act and Statutes	Being clearly defined in the IDP, which is based on NEP-2020	Being clearly defined in the IDP, which is based on NEP-2020
7.	Risk Management Analysis	7.1.	At least yearly meeting with insurance company representatives to discuss scenarios for mitigating risks (legal, safety, financial, natural disaster preparedness, environmental, hazards, etc.)	Yes, in place as per Act and Statutes	Being clearly defined in the IDP, which is based on NEP-2020	Being clearly defined in the IDP, which is based on NEP-2020
8.	External Advisory Boards	8.1.	Establish an external advisory board consisting of prominent industrialists, academics, and governmental officers to advice on the running and make-up of the University.	Yes, in place as per Act and Statutes	Necessary amendments will be made to include at least two-three alumni with an experience of more than 20 years in industry/profession/Govt. Service	Necessary amendments will be made to include at least five-six alumni with an experience of more than 20 years in industry/profession/Govt. Service
		8.2.	Board to meet at least once per semester in conjunction with a student presentation or other function	No, it is not available at present	Necessary amendments will be made to include at least two-three alumni with an experience of more than 20 years in industry/profession/Govt. Service	Necessary amendments will be made to include at least five-six alumni with an experience of more than 20 years in industry/profession/Govt. Service
9.	Student Feedback	9.1.	Evolve Regular 360 Degree feedback for all faculty and consistently monitor and act upon the observations.	Yes, in place as per Act and Statutes	The university will evolve and implement Regular 360 Degree feedback for all faculty and consistently monitor and act upon the observations.	The university will evolve and implement Regular 360 Degree feedback based incentive system
		9.2.	Methodology to be proposed by Faculty members.	Yes, in place as per Act and Statutes	Necessary amendments will be made in the existing provisions	The university will evolve and implement Regular 360 Degree feedback based incentive system
		9.3.	Feedback to be taken on a regular basis and faculty members to be motivated to improve their delivery	Yes, in place as per Act and Statutes	Necessary amendments will be made in the existing provisions	The university will evolve and implement Regular 360 Degree feedback based incentive system

ANNEXURE- B: FINANCIAL ENABLERS AND FUNDING MODELS (RESOURCE GENERATION)

Sr. No.	Financial Enabler	Details of Its Usage (In place)	Future Targets under NEP-2020 (0–5 years)	Future Targets under NEP-2020 (6–10 years)
1	**Government Grants & Budgetary Support**	Primary funding via Haryana State budget; central schemes (RUSA, UGC, AICTE) tapped on ad-hoc basis.	Secure at least two additional scheme grants from state government, Central government, multi-lateral funding agencies, and foreign institutional funding sources at the level of department/University Establish dedicated grants-monitoring cell.	Position GJUST among leading universities for state/central funding; institutionalize annual grant roadmap, achieving 30% growth in cumulative grants.
2	**Student Fees & Financing Programs**	Tuition fees regulated; professional & B. Tech. Courses largely self-financed; existing fee structure marginally above other state universities.	Start new courses in the areas where there is a possibility to charge more fee; Reform fee structure for all courses to boost non-state revenue by 10% every year; Introduce differential fee streams for select postgraduate offerings so that deserving poor who otherwise are not eligible for financial support can be helped. Tap students from other parts of the country as well as abroad to charge higher fees.	Broaden financing portfolio to constitute 40% of tuition revenue; review fee policy biennially to remain competitive nationally and sustain 15% annual growth in fee-based income. Attract at least 10% of all students on campus from other countries paying international fee.
3	**Public-Private Partnerships (PPP)**	Initial discussions held with private developers for infrastructure and innovation parks; no formal PPP agreements.	Formalize at least two PPP agreements (e.g., for hostels & research park); generate 5% of annual revenue through PPP ventures; set up PPP coordination unit.	Expand to five PPP projects across campus services and R&D; increase PPP‑derived revenue to 15% of total budget; establish long-term PPP framework.
4	**Research Grants & Endowments**	Annual grants from UGC, AICTE, ICSSR, DBT, DST; nascent corporate CSR funding; occasional international collaborations.	Increase aggregate research grant awards by 20% from funding agencies Secure CSR-sponsored projects; Launch one endowment chairs funded by industry. Every eligible teacher must get at least one research funding from outside agency in very five year.	Double research funding volume (40% growth from baseline); establish five endowed chairs; formalize major international research partnerships generating recurring grants. Research funding to teachers be liked to their career advancement.

5	**Alumni Contributions & Philanthropic Donations**	Formal alumni network; Dedicated alumni relations office One‑off donations for scholarships; limited endowments.	Target to raise ₹5 crore via alumni donations. Launch annual giving campaign targeting 100 donors giving at least Rs. 1.00 lakh.	Build endowment corpus of ₹50 crore; expand donor base to 2,000 alumni; integrate philanthropy into capital projects (e.g., named buildings, chairs).
6	**Consultancy & Industry Collaborations**	Consultancy Policy and office is in place. Consultancy projects are one off and no regular stream of earning.	Generate 5% of operational budget through paid consultancy; Sign MoUs with 10 industry partners. Incentivize teachers with liberal consultancy earned pay offs.	Achieve 10% of budget from consultancy and commercialization; Incubate 20 start-ups annually; License at least five patents or technologies per year.
7	**Education Loans & Scholarships**	Students access government & bank loans; government scholarships (state & central) in place; no institutional loan guarantees.	Partner with three major banks for preferred loan schemes and Institute GJUST loan-guarantee fund covering 20% of low‑income students; expand scholarship pool by 25%.	Universally guarantee access to education loans for all admitted students; increase scholarship budget to cover 40% of tuition fees; establish merit-cum-need scholarship endowment fund.
8	**University-Owned Enterprises**	Feasibility study underway to establish campus-affiliated enterprises (tech parks, consultancies); no active ventures yet.	Register two spin‑off companies under GJUST; reinvest 50% of profits into research; create governance framework for enterprise oversight.	Operate five profitable university-owned firms; generate 8% of annual revenue from these entities; create at least 100 jobs via spin-offs.
9	**Land Leasing & Real Estate Development**	No such policy as of now.	Sign lease agreements for research park and retail complex; generate 3% of revenue via leases; draft land-use policy.	Lease additional 20 acres; achieve 5% budget contribution from real estate; develop mixed‑use educational and commercial hub on campus.
10	**Crowd-funding & Community Contributions**	No such policy as of now.	Launch dedicated crowdfunding portal; target ₹1 crore for scholarships and research; engage alumni and faculty in campaign design.	Raise ₹5 crore annually via crowd-funding; institutionalize peer‑to‑peer community funding; integrate into annual budget planning.
11	**Naming Rights & Sponsorships**	Ad-hoc sponsorships for events; no naming rights contracts in place.	Secure naming rights for one academic block and one sports facility; negotiate three sponsorship deals worth ₹2 crore combined.	Extend naming rights to five campus assets; generate 5% of non-tuition revenue; build standardized sponsorship packages for corporate partners.
12	**Blockchain-Based University Tokens**	No such policy as of now.	University may create Block chain-based tokens for tuition payments, alumni donations, and student incentives.	University may augment the Block chain-based tokens for tuition payments, alumni donations, and student incentives.

13	Corporate Bonds & Social Impact Bonds	No such policy as of now.	University issue bonds to attract investment from private firms and social investors.	Social Impact Bonds (SIBs) may help funding education with repayment linked to student employment rates.
14	Naming Rights & Sponsorships	No such policy as of now.	University may start selling the naming rights for buildings, stadiums, or research centres to corporate sponsors.	University may aggressively bid the naming rights for buildings, stadiums, or research centres to corporate sponsors.
15	Research-Commercialization & IP Licensing	No such policy as of now.	University may start monetizing the patents, research, and technology through industry licensing.	University may continue to monetize patents, research, and technology through industry licensing.
16	Diaspora & International Student Funds	No such policy as of now.	University may leverage funds from non-resident nationals and diaspora communities	University may continue to leverage funds from non-resident nationals and diaspora communities
17	ESG (Environmental, Social & Governance) Investments	No such policy as of now.	University may raise funds through green investments and sustainability-linked financing.	University may continue to raise funds through green investments and sustainability-linked financing.
18	Performance-Linked Funding	No such policy as of now.	University may raise funds through performance-link funding by improving its NAAC/NBA accreditation status on regular basis.	University may continue to raise funds through performance-link funding by improving its NAAC/NBA accreditation status on regular basis.
19	Funding through Digital Initiatives	No such policy as of now.	University may raise funds through digital Initiatives and EdTech Funding via LMS and other Digital Resources.	University may continue to raise funds through digital Initiatives and EdTech Funding via LMS and other Digital Resources
20	Funding from World Bank, SAARC-Bank and Asian Development Bank	No such policy as of now, however, the university got an ad-hoc assistance under TEQIP	University may raise funds through from World Bank, SAARC-Bank, Asian Development Bank and like for large scales educational reforms(TEQIP-Type Programme).	University may continue to raise funds through from World Bank, SAARC-Bank, Asian Development Bank and like for large scales educational reforms(TEQIP-Type Programme).
21	Funding from Skill India, Start-up India and other such National Missions	No such policy as of now.	University may raise funds sector-specific mission for up-skilling and vocational initiatives.	University may continue to raise funds sector-specific mission for up-skilling and vocational initiatives.
Note: All planned-efforts may be made, in-phase-manner, especially to reduce the over dependence of university financing on the state government funding and due emphasis may be made, in-phase-manner, to garner the industry funding especially for research and extension activities.				

ANNEXURE-C : ACADEMIC ENABLERS

Sr. No.	Types of Innovative academic infrastructure	Details of innovative academic infrastructure & its usage	In place	Future Targets under NEP-2020 (0-5 years)	Future Targets under NEP-2020 (6-10 years)
1.	Courses catering to professional/ future requirements	The institutions need to provide for giving a varied choice of relevant programs.	The varied choice of programs (UG, Integrated UG-PG and PG5-year and PG programs) are already in place.	The University is in the process of framing ordinance/ regulations for PG programs in the form of Schemes for University Teaching Departments and affiliated Colleges of the University separately in accordance with Curriculum and Credit Framework for PG Programmes, National Credit Framework (NCrF) and National Higher Education Qualification Framework (NHEQF) of University Grants Commission	• The effectiveness of the mentor-mentee system shall be evaluated through student satisfaction surveys and feedback. • Establish partnerships with a broader range of industries and organizations to facilitate internships, placement opportunities, and collaborative research projects, ensuring that students gain practical experience and exposure to real-world challenges
		Courses to allow for in-depth learning of students as per their interest allowing for future growth of the student.	Discipline Specific Courses (DSC), Minor Courses including Vocational (MIC/VOC), Ability Enhancement Courses (AEC), Skill Enhancement Courses (SEC) and Value Added Courses (VAC). Allow for in-depth learning of students as per their interest allowing for future growth.	• Encouragement of students to opt for new MOOCs (Massive Open Online Courses) that focus on enhancing student employability and skill development in high demand sectors will be continuously made. Teachers will be encouraged to develop new MOOCs for the purpose. • Develop and introduce interdisciplinary programmes that combine multiple fields of study, enabling students to gain diverse skill sets and perspectives that are increasingly valued in the job market	• Implement ongoing professional development programs for faculty members, focusing on innovative teaching methodologies, curriculum development, and research initiatives that align with emerging trends and technologies. • The effectiveness of the mentor-mentee system shall be evaluated through student satisfaction surveys and feedback

		Multidisciplinary and relevancy of programs	The multidisciplinary courses for UG programmes are introduced to be opted by the students different from DSC, MIC and 10+2 courses already taken.	The effectiveness of the mentor-mentee system shall be evaluated through student satisfaction surveys and feedback	Develop comprehensive student support services, including career counselling, mental health resources, and academic advising, to assist students in navigating their educational journeys and achieving their career goals
2.	**Curriculum-updated as per industry requirements**	The curriculum should be updates regularly to cater to the dynamic requirement of the changing employment landscape.	The curriculum is recently updated to cater to the dynamic requirement of the changing employment landscape.	The curriculum will be updated regularly to cater to the dynamic requirement of the changing employment landscape. Collaborate with industry experts to identify gaps in the current curriculum and make timely updates to address immediate market needs	The university has already started B.Tech. programme for working professionals in Mechanical Engg and Computer Science and Engg. and four B.Tech. programmes in Hindi medium. To promote the regional language and wish to go for other programmes
		Programs to suit the industry requirements both in short term and for future readiness.	The various programmes are designed to suit the industry requirements for future readiness.	To start of new innovative, multidisciplinary/interdisciplinary, job-oriented academic programs as per NEP 2020.	Introduce interdisciplinary courses that combine technical skills with industry knowledge, allowing students to explore cross-cutting areas such as business and technology or health and data sciences
		Industry linked/ internship/ apprenticeship embedded programs.	The introduction of industry linked/internship/apprenticeship embedded programmes is under process	• To design the internship/apprenticeship embedded programs to suit the industry requirements and strengthening of the existing regular academic programs. • Strengthen partnerships with companies to provide internships, real-world projects, and industry-based research opportunities embedded in the curriculum	• Organize workshops, guest lectures, and seminars led by industry professionals to offer student practical insights into current market trends and expectations. • Implement continuous professional development programs for faculty to ensure that they stay updated with industry trends and integrate this knowledge into their teaching
		Modularization of curriculum to enable Multiple Entry- Multiple Exit options	The modularization of curriculum to enable Multiple Entry- Multiple Exit options are partially introduced.	To amend Schemes/Ordinances for enabling Multiple Entry – Multiple Exit options so as to increase the GER	The modularization of curriculum to enable Multiple Entry- Multiple Exit options is expected to be fully implemented.

3.	Curriculum embedded with Employability Skill	The curriculum needs to focus on inculcating basic skills important for increasing the employment avenues and readiness.	The curriculum are designed to focus on inculcating basic skills important for increasing the employment avenues and readiness.	To focus on inculcating basic skills important for increasing the employment avenues and readiness by expanding interdisciplinary courses that merge multiple fields of study to sharpen critical thinking and adaptability, addressing industry demands	To focus on inculcating basic skills important for increasing the employment avenues and readiness by expanding interdisciplinary courses that merge multiple fields of study to sharpen critical thinking and adaptability, addressing industry demands
		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	Entrepreneurship and Employability Skills introduced across all disciplines in PG programme like Constitutional values; Communication Skills; English Skills; Inclusivity and Diversity including Gender sensitization, PwD etc.; Digital Literacy/ Skills/ digital fluency;	To add Employability Skills across all disciplines like Constitutional values/ Citizenships, universal values; Career Development & Goal Setting; Communication Skills; English Skills; Inclusivity and Diversity including Gender sensitization, PwD etc.;	To add Digital Literacy/ Skills/ digital fluency; Financial & Legal Literacy; Start-up management and Entrepreneurship; Customer Service orientation; and Job readiness and exam preparation
		Curriculum to focus on competencies and skills like 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	Yes, in place	To focus more on competencies and skills like 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	To establish centre for focusing more on competencies and skills for the students
4.	Curriculum embedded with Skill Enhancement	HEIs in education & skilling ecosystem need to bring the core skills that are used in the era of digitization and automation like AI,	Yes, in place	• To bring more core skills courses that are used in the era of digitization and automation like	• Conduct a detailed review of all SECs to ensure they remain relevant to both local and global

#	Topic				
	Courses	Block-Chain, IoT, drones, Industry 4.0 and beyond, etc. as also integrate 21st-century digital skills wherever required.		Artificial Intelligence, Block-Chain, IoT, drones, Industry 4.0 and beyond, etc. • Provide students with short-term certification programs and workshops that complement their SECs, helping them strengthen their professional profiles. • Each department shall identify specific skills required for their students and offer skill courses aligned with the National Council for Vocational Education and Training (NCVET) and the National Skills Qualification Framework (NSQF). The number of courses shall be designed to encourage a multidisciplinary approach.	industry trends, striking a balance between soft and technical skills. • Integrate mandatory internships or industry-based projects within SECs, allowing students to gain practical experience for academic credit
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.	The university has already initiated in this direction and has established department of data science, allied health science having different emerging technology programme.	Develop the emerging technology (Artificial Intelligence and machine learning; Robotic Process Automation/ hyper automation; Data Analytics; IoT; 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) areas keeping in view the important foundational technologies changing the nature of work	Encourage students to apply their learning by developing applications for the institution, potentially leading to revenue-generating initiatives, intellectual property, or patents
		Some of these technologies are Artificial Intelligence and machine learning; Robotic Process Automation/ hyper automation; Data Analytics; IoT/ IIoT; Blockchain;	Some of the certificate and diploma courses as well as UG and PG programmes are existing in the field of AI &DS, AI &ML, Data Science, Cyber	Incorporate hands-on learning experiences like coding boot camps, hackathons, and short-term projects to provide students with practical knowledge of these technologies	

		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	Security. Some of the courses has been introduced in Block Chain, 3D Printing, Cloud Computing etc.		
		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		To develop a centre that will continuously upgrade the curriculum and incorporate 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.	To strengthen the centre that will continuously upgrade the curriculum and incorporate skills in the credit system.
6.	**Center for Curricular & Life Skills Development (CCLSD)**	Full strength as per sanctioned post	No	• Establish the centre for curriculum and life skills development with full strength which would aim to enhance both curricular knowledge and life skills among students. • Focus of the centre would be to provide students with essential life skills, including communication, leadership, critical thinking, and emotional intelligence, alongside technical and academic competencies	• Start workshops and training sessions focused on critical life skills, such as communication, teamwork, and leadership, tailored to complement the existing curriculum. Engage professionals from industries to deliver short-term workshops on life skills such as problem solving, adaptability, and emotional intelligence. • Organize University-wise competitions focused on leadership, communication, and innovation to encourage the practical application of life skills.
7.	**Faculty/ teaching Staff**	Qualified, Experienced, and committed faculty is an asset of the organization.	Yes, in place	• Employ/recruit qualified, experienced, and committed faculty as per requirement against sanctioned posts as per the	Encourage faculty to take part in industry-led projects, internships, and consultancy work, helping bridge the gap between academic

				Guidelines of UGC, AICTE approved by State Govt. • Submission of request to the State Govt. for sanctioning of more teaching posts for effective implementation of NEP 2020 will be made	knowledge and professional practice.
		Regular upgradation of knowledge	Yes, the faculty/teaching staff is regularly upgrading their knowledge through various means.	Strengthen the MMTTC for holding more orientation and sensitization programmes, faculty development programmes, refresher courses, etc. tor regularly update the knowledge of the faculty/teaching staff. Each faculty member shall organize or participate in at least one FDP in a five-year span, promoting discipline-specific expertise	Encourage faculty to undertake training in platforms such as MOOCs to integrate them into their teaching practices, supporting NEP 2020 and Sustainable Development Goals SDGs).
		Focused on research activities and motivated students to involve in research to create new knowledge or to do innovations.	Yes, the university h-index is presently 132 and motivate the students for research activities. Already established Innovation and Incubation centre.	Improvement on research activities as well as motivation of the students will be made through PDUIIC.	Strengthening of PDUCIC for more innovative research activities.
		SMEs from the industry may be engaged as teaching staff/trainers/ instructors.	Implemented to some extent.	Engage competent and senior officials from industry to train the faculty and technical teaching staff and to engage Professor of Practice for helping in curriculum update, orientation of students, increasing employability avenues.	
		Be role models for students by providing appropriate guidance	yes	Train the faculty in such a way so that they become role models for the students by providing appropriate guidance.	
		Create new projects (aligned to COE), develop expertise and present it in peer conferences and create a platform for continuous improvement	yes	Create new projects, develop expertise for presenting in conferences and create a platform for continuous improvement	

8.	**Center for Faculty Development (CFD)**	Exchange/internship programs with industry to cross pollinate skills	Yes	To develop centre for faculty development for exchange/internship programs with industry to cross pollinate skills and also with international organisations.	CFD shall establish an advisory body composed of industry leaders, academic experts, and policymakers to ensure that the faculty development programs are aligned with current industry needs and trends.
		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	Yes, exists to some extent	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.	Develop specialized FDPs tailored for different faculties and departments based on the latest developments in their respective fields, ensuring that each department receives focused training relevant to their discipline
		Appropriate non-teaching staff to support the organization.	yes	More technical non-teaching staff will be employed	
9.	**Non-teaching staff**	Must have requisite qualification, experience for the relevant post	Yes, exists	Appoint additional technical and qualified non-teaching staff with requisite qualification, experience for the relevant post to support the university and faculty.	Implement training modules that focus on enhancing soft skills, human resource management, and conflict resolution, particularly for staff who interact with students and the public, improving the overall University experience
		Systematic planning in teaching and learning process is required which includes session wise teaching plan and following such teaching plan.	Yes, in place	Conduct periodic training programs for administrative staff. These programs shall focus on updating staff with the latest government by laws, regulations, and University procedures. Further, training shall be provided on using digital tools and plat forms for efficient management of University operations.	Organize national workshops to familiarize staff with new or updated government policies, ensuring that the University's administrative practices comply with legal and regulatory changes.
10.	**Session wise teaching plan**	Relevant and updates course material and books	Yes, exists	• A uniform and structured approach for sharing detailed monthly plans with appropriate study materials is to be evolved. • To systematically plan teaching and learning process which	• Standardizing session wise teaching plan across all departments, ensuring consistency, and making sure study material links are easily accessible for all students

				includes session wise teaching plan and following such teaching plan including updating of material and books.	• Regular communication between departments, continuous training for faculty, and enforcing deadlines for submitting teaching plans shall likely enhance consistency. • Incorporating continuous feedback from students into session plan during the mid-semester shall be highly useful and creating a digital system to improve the quality of study materials and session plans
11.	**Learning material like Study books**	To provide equal amount of essential information to all the students in a class	Yes, exists	Enrich the university library by procuring more advance textbooks, periodical, research journals and magazines, which are recommended by faculty for relevant programme/course at the start of the semester	• The portals, like Swayam and e-PG Pathshala, etc. developed by the Ministry of Education, or else will be encouraged for the student to utilize efficiently. The University has a well-established library system with access to physical and digital resources, including journals and e-books. • Improve access to digital resources and learning materials through the digital portals like Google Classroom or Learning Management Systems (LMS). • One nation one subscription will be adopted as when offered by the Govt. / Inflibnet.
		Essential to provide study books prepared as per the syllabus of the subject.	Yes, exists to some extent	To provide equal amount of essential information to all the students in a class including the study books prepared as per the syllabus of the subject	More emphasis is required to provide study books prepared as per the syllabus of the subject.

		Question bank- to have a resource pool of all possible questions prepared as per the examination pattern.	Yes, exists to some extent	To prepare question bank to have a resource pool of all possible questions prepared as per the examination pattern by the Department concerned.	Regular updating of question bank to have a resource pool of all possible questions prepared as per the examination pattern by the Department concerned
12.	**Question bank**	Such question bank eliminates the chance of asking questions out of the syllabus.		Each department shall create a repository of question papers from the last five years for each programme/course and upload/publish them on the website for ease of access by the students	Eliminate the chance of asking questions out of the syllabus by providing question bank and enable evaluating the holistic learning of a student and to provide relevant assignment of varying types and nature
		Question bank should be such that it enables evaluating the holistic learning of a student		Create a centralized digital repository of question banks, compendiums, and previous year's exam papers accessible to all students. Departments shall collaborate to digitize and upload these resources to a University-wide portal	Each department shall create a probable set of diverse questions every year to benefit slow learners.
		Relevant assignment of varying types and nature to be conducted	yes	Clear cut guidelines re to be framed for relevant assignment of varying types and nature.	To fully implement the guidelines for relevant assignment of varying types and nature.
13.	**Assignments**	This could include term papers, practicums, or assigning students with task of preparing answers for question banks.	Yes, to some extent	The university will develop standardized Guideline for the Faculty/Departments. Faculty members shall follow uniform guidelines for structuring assignments, clearly stating objectives, evaluation criteria, and deadlines. These guidelines shall be made available to students at the beginning of each semester.	
		The students are encouraged to work more by answering all question bank questions in the form of assignments.		To encourage the students for submission of assignments on different emerging topic of a course that may also include term papers, practicums, or assigning students with task of preparing answers for question banks	

		Periodic assignment submission with due date		Create a centralized portal for assignment submissions that allow students to submit assignments online, track deadlines, and receive feedback from faculty members in a structured manner	
		Internal assessment for these assignments for doing work time bound manner.	yes	To emphasize on timely submission of relevant assignments to the faculty for evaluation and further suggestions for improvement	
		Timely and relevant assessments.		To inspire the faculty for submission of awards of assignments and class test in the form of internal assessment in time bound manner without reminding of the same	
14.	**Assessments**	All kinds of assessment strategies to be used. Mode of assessment could be online, offline or blended. Opportunities like on demand assessments, make-up assessments etc to be given The syllabus must not be restricted to core and elective subjects.	Yes	Introduce a system of continuous assessment to reduce reliance on traditional exams. Each department shall develop a system where students are assessed regularly through quizzes, projects, and participation throughout the semester, which contributes to their final grade. The mode of assessment may be online, offline or blended keeping in view of importance of time management. The faculty may be given opportunities, if required for submission of assessment on demand/make-up assessment by the university authority.	The syllabus/course content must not be restricted to core and elective subjects, but other skill-based contents be included for assessment. Align assessments closely with the course curriculum and learning outcomes. Each department shall revise their assessment methods every three years to ensure that assignments and assessments are relevant, modern, and encourage the development of critical thinking and problem-solving skills.
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, to some extent	The provision of providing modules on general skills for enhancing the employability of the students by improving their professional knowledge has already been made. However, additional Value Added	

				Courses and Skill Enhancement Courses will be designed by each Departments so as to include in the respective Pools for opting by the students.	
		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.		Efforts will be made to teach the Value Added Courses and Skill Enhancement Courses by industry or professional peoples in the field. Efforts towards introducing Indian Knowledge System (IKS) so that such skills are promoted and preserved from being lost in future	
		The teaching – learning pedagogy should contain substantial amount of experimental learning part related to their specialization trough either real environment or virtual environment	Yes	Emphasis will be made on the teaching – learning pedagogy that contain substantial amount of experimental learning part related to their specialization through either real environment or virtual environment.	
16.	Pedagogy	The pedagody should be an appropriate mix of traditional and modern methods		Efforts will be made so that the pedagogy may be an appropriate mix of traditional and modern methods.	
		Usage of technology must be encouraged	Yes	The usage of technology, blended mode of learning will be improved and teaching learning material for PwDs will be made available and will be learner centric.	
		enhanced usage of blended mode of learning			
		Teaching learning material for PwDs to be made available			
		Must be learner centric			
		Activities to support the overall development of students like sports, music etc must be integrated in the core curriculum.	Yes	Promote the use of active learning techniques such as group discussions, case studies, and problem-solving activities during class sessions. Faculty shall include more in-class assignments that encourage students to apply what they have learned, rather than passively absorb information.	Cultural and sports clubs are operations and will be increased including infrastructure facilities for indoor and outdoor games. Emphasis will be given for activities to support the overall development of students like sports, music etc. by integrating in the core curriculum.

					Invest more in educational technology tools such as smartboards, classroom response systems, and virtual labs. These tools can enhance interactive learning, enabling real-time assessments and deeper engagement with course content
17.	**Other activities as part of learning**	Integration of these activities as core Proper assessment and weightage of marks to be assigned	Yes	The learning will be enhanced by integrating all the relevant activities through proper assessment and weightage of marks.	
		Develop additional skills with them by involving in inculcating cultural and traditional skills which enhances their design thinking ability	Yes	To develop additional skills with the students by involving in inculcating cultural and traditional skills which enhances their design thinking ability.	
		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	Encourage departments to integrate co-curricular activities into their academic programs. Faculty shall plan activities such as debates, workshops, guest lectures, and field trips related to course content, allowing students to connect theoretical knowledge with practical applications. Incorporate one physical activity in a student daily routine to reduce stress and sedentary lifestyle. Further, to alleviate the risk of rising lifestyle diseases amongst youth, there shall be goal-based reward for maintaining basic lifestyle achieving milestones.	Introduce community service projects that encourage students to apply their skills in real-world settings through NCC, NSS, YRC, etc. Departments shall collaborate with local organizations for students to participate in volunteering activities, which can enhance their understanding of societal issues while developing a sense of social responsibility. Organize University level competitions and cultural festivals that celebrate student talent in various fields, including academic competitions, art shows, and sports events. These events shall be aligned with learning objectives and provide opportunities for students to showcase their skills and creativity
		These activities support all-round development of students and	Yes	Students at Ph.D. level shall be encouraged to take up Teaching	

		enhance their competency and confidence in facing any challenges.		Assistantship under the guidance of the faculty members of the department and support them for remedial lectures/tutorials. To make good the students as good human being and citizen, activities in teams or groups related to social work and social contribution will be performed and team working skills of the students and incorporates collective responsibility will be developed in them. These activities is likely to support all-round development of students and enhance their competency and confidence in facing any challenges.	
		To support students who are from financially weaker background	Yes	To support students who are from financially weaker background, additional scholarship/fellowship will be started besides available through State Govt., Alumni association, Corporate, Guru Jambheshwar Endowment funds, etc. The amount of scholarship/fellowship will also be increased.	
18.	Earn while learn facility & flexibility	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, in place	Earn while you learn is successfully operative, however Earn while learn model will be improved in all respects in terms of funding and coverage. This is important as it will give working skills for a student with responsibility and supports financial needs of a student so that she/he need not depend on her/his parents for his pocket money.	Each department shall initiate MoUs with relevant agencies for promoting paid internship programmes. The University shall also encourage the PM Internship Scheme launched for the students. Develop structured on-campus employment programs that allow students to work in various departments, such as library services, administrative support, or event management. These positions shall be designed to be flexible and adaptable to student academic commitments

		The course design needs to be varied, multi-disciplinary in nature	Yes, in place	Additional efforts will be made for designing courses which are multi-disciplinary in nature	
19.	**Flexibility and multidisciplinarity**	Universities can design and implement UG/PG programs to suit the requirement of students at various levels	Yes	To design and implement UG/PG Integrated 5-year UG-PG programs to suit the requirement of students at various levels.	Implement a more flexible course registration process that allows students to enroll in courses from other departments or faculties without excessive prerequisites. This shall encourage students to explore interests outside their primary field of study and promote a broader academic experience.
		Additional certificate programs across the field may be offered. Universities can also offer certificate programs by having MoUs with industries, reputed international organisations, etc.	Yes	To offer additional certificate programs across the field as well as to offer certificate programs by having MoUs with industries, reputed international organizations, etc.	
		The UG & PG curriculum must allow students to explore and work independently on their projects/research under the guidance of their research guide	Yes	To provide opportunities to the students in exploring and working independently on their projects/research under the guidance of their research guide. Organize cross-departmental workshops and seminars where faculty can present research and topics that intersect various disciplines. This shall encourage students to see connections between fields and foster collaborative learning.	To design and implement UG/PG Integrated 5-year UG-PG programs to suit the requirement of students at various levels. Implement a more flexible course registration process that allows students to enrol in courses from other departments or faculties without excessive prerequisites. This shall encourage students to explore interests outside their primary field of study and promote a broader academic experience. To offer additional certificate programs across the field as well as to offer certificate programs by having MoUs with industries, reputed international organizations, etc. To provide opportunities to the

					students in exploring and working independently on their projects/research under the guidance of their research guide. Organize cross-departmental workshops and seminars where faculty can present research and topics that intersect various disciplines. This shall encourage students to see connections between fields and foster collaborative learning. Develop flexible learning pathways that guide students in selecting courses and experiences that align with their career goals and interests. Advisors shall be trained to help students navigate these pathways effectively. Implement a comprehensive evaluation system to assess the effectiveness of multidisciplinary initiatives and flexible learning options. Regular feedback from students, faculty, and industry partners shall be essential for continuous improvement and ensuring the relevance of programs offered. It will be mandatory for the students of each department to opt at least one course under NPTEL scheme.
20.	**Opportunities to develop & utilize Research & innovative thinking skills.**	students should be encouraged to work either individually or in a team. Enhancing the innovative ability of students and increasing their competency and confidence.	Yes, to some extent	To encourage the students to work either individually or in a team by enhancing the innovative ability of students and increasing their competency and confidence. The PDUIIC is in process of incubating numerous start-ups, contributing to	

				the entrepreneurial ecosystem and innovative proposal.	
		Academic support to raise knowledge, skills, attitude, and experience-based competency to improve confidence in doing innovation.	Yes, to some extent	To support the students academically to raise knowledge, skills, attitude, and experience-based competency to improve confidence in doing innovation.	
		Organising Hackathons and other similar competitions	Yes, to some extent	More Hackathons and other similar competitions will be organized	
		Overseas Exchange programs	Yes, to some extent	Enhance existing student exchange programs by establishing partnerships with a broader range of international universities. Departments shall identify institutions that offer complementary programs to facilitate student mobility and cross-cultural experiences To explore overseas Exchange programs and introduce Twinning, Joint degree and Dual degree programmes with Foreign Higher Education Institutions by developing the requisite modalities for the same	
21	**International Exposure**	International Collaboration	Yes, to some extent	To increase international collaboration for exchange visits and to enhance existing student exchange programs by establishing partnerships with a broader range of international universities. Departments shall identify institutions that offer complementary programs to facilitate student mobility and cross-cultural experiences.	Partnership with international institutions and companies for student exchange programs, joint research initiatives, and cross-border collaborations in emerging technology fields. Promote exchange of ideas through Joint Ph.D. degree programmes in collaboration with international institutions and universities by establishing specific MoUs. Facilitate internships with international organizations or multinational companies, providing students with hands-on experience

				in diverse work environments. Departments shall work to establish connections with organizations willing to host students
	Foreign Faculty (visiting)	Yes, to some extent	To invite foreign faculty/visiting faculty under GIAN Programme or else for interaction and exposure of the students and research scholars facer-to face.	
	International Scholarships	No	To aware the students for various international scholarships offered by DST, INSA, AICTE, UGC, MoE and other regulatory bodies/ministries.	
	International Conferences	Yes	To conduct a number of international conferences/seminars etc. by submitting the proposal to various funding agencies and ministries for funding	

ANNEXURE- D : RESEARCH, INTELLECTUAL PROPERTY AND SUPPORTIVE ENABLERS

Sr. No.	Type of intellectual property infrastructure	Details of intellectual property infrastructure & its generation	Present status & Future Perspectives	Future Targets under NEP-2020 (0-5 years)	Future Targets under NEP-2020 (6-10 years)
1	**Quality Research**	Increased intake of students in research-based curriculum Undertaking quality research projects Establish a portfolio approach to research projects and quality research facilities and research lab.	• University is currently offering Doctorate, post-graduation as well as under-graduation programs in various disciplines. • GJUS&T has established a Research & Development Cell as per the UGC notification	• Ph. D Admissions will be conducted twice a year from this session to increase the intake of JRF qualified students. • Industry-tie ups will be promoted in the coming years to enhance project related options for MSc students. To develop an Institutional Research Information System for sharing the status of ongoing/completed research projects/Programmes, expertise & resources, etc., making effective use of Information & Communication Technology (ICT) for preparing the database of in-house experts to provide industrial consultancy and services.	• Expand the mentorship programs by formalizing structures for ongoing support, including assistance with grant writing, publication strategies, and research collaborations, ensuring a robust pipeline for student researchers. • Future plans shall include establishing Centres of Excellence in key areas like Quantum Computing, AI-Driven Science, Robotics, Industrial Biotechnology, Nanotechnology, Environmental Sciences etc to foster interdisciplinary research and attract fundings from various agencies. • To act as a liaison between researchers & relevant research funding agencies, extend guidance in preparation & submission of project proposals and post-sanctioning of the grants to oversee adherence to timelines. • To have better coordination among other cells/centers dealing with University-Industry Inter Linkage, Incubation, Innovation and Entrepreneurship Development and Intellectual Property Rights (IPR).
2	**Research oriented experienced faculty members**	Self-sustaining model.	• The University boasts a distinguished faculty pool, many of whom have received prestigious awards	• We aim to establish a mentorship program pairing junior research-focused faculty with experienced researchers to enhance their skills and ideas.	• To Foster an academic environment with research as the central and integral part to the University's mission, inspiring faculty members to engage in

			• And Create incentive programs to promote faculty participation in research, including funding opportunities, research leave, and reduced teaching loads for active researchers. • Implement targeted training programs to enhance faculty research skills in areas such as grant writing, data analysis, and project management.	impactful research. • Build a research ecosystem that aligns research-inclined faculty contributions with the University's long-term strategic goals, influencing the trajectory of both academic and applied research on a global scale.	
		and serve on key government advisory committees. Faculty from Sciences and Engineering are getting funding support for fundamental and applied research such development of Development of sensors for healthcare and environmental applications, bioremediation, water purification etc.			
		Undertake basic and applied research. Enable development of disruptive and affordable Technologies. Faculty members who are research oriented are usually Research inclined.	• Multiple Departments are getting funding support from ANRF, UGC, SERB, DBT, SPARC, HSCST, AICTE, and DST for applied research. • University is providing seed money to faculty members for undertaking research in emerging areas.	• Fostering cross-disciplinary collaborations to enhance diverse research perspectives and drive innovation. • Emphasize projects that connect basic and applied research, with clear practical applications.	• Aiming partnerships with research institutions of repute to leverage expertise and share resources for applied research initiatives. • Leverage applied research outcomes to shape government policy and industry standards, establishing the University as a vital contributor to societal advancement.
3	**API-based faculty compensation**	They encourage participation in research and innovation among academics, staff, and students, strengthening the University's	• We currently do not have API-based faculty compensation scheme but the same may be proposed to have a reward system to stimulate research output for top 5 teachers with best publications every year.	• We may innovate new methodology that is quite competitive with global benchmarks	• We may continue with new methodology that is quite competitive with global benchmarks

		framework for intellectual property.			
		The creation and implementation of a faculty compensation scheme based on Academic Performance Indicator (API) scores encourage faculty participation in research and publication activities.	• Financial assistance for publishing papers in SCIE journals with good impact factor can be started.	• University will create monetary and non-monetary rewards linked to quality research, encouraging faculty to engage more in research activities. • Collaboration among faculty, both within and outside the University, to will be enhanced to promote interdisciplinary research. • In addition to this, annual evaluations to assess faculty performance will be conducted with refined metrics for improved fairness and effectiveness	• Create a thriving academic environment where research and publications become central to faculty activities for career progression. • University will create a system to reward faculty for quality publications
		API-based compensation creates healthy competition among the faculty members for accelerated IP contribution.	• The university is recognizing the active researchers through letters of appreciation on its foundation day each year.	• The university will introduce research awards and financial support to its researchers for undertaking quality research.	• More incentives to active researchers based on API-based compensation will be introduced like reemployment and service extensions.
4	**Targeted research and collaborative research**	The institution finds some new fields in several disciplines and helps the competent faculty members in such fields to do research, publish papers, and file patents.	• The University has signed various Memoranda of Understanding with many prestigious Academic and research Institutions for collaborative research. • Interdisciplinary research work will be promoted more extensively. • The University is taken initiative to establish Hisar Knowledge Cluster- A cluster of 9 institutes of	• Both undergraduate and postgraduate courses will be developed that incorporate research-based learning, encouraging students to undertake small-scale research projects under faculty supervision. • University will implement mentorship programs where faculty will guide students in exploring innovative research topics, providing early exposure to research methodologies. • The university will develop state of the art research facilities in Central Instrumentation lab and within departments	• University will establish industry partnerships for students to tackle real-world challenges which may lead to patentable inventions. • Funding and institutional backing will be provided for students seeking to publish their research in journals or present at conferences. • Motivate students to present their research at national and international conferences, facilitating knowledge sharing and expert feedback, which enhances their communication skills

		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.	Hisar including three universities, one medical college and five central and state government institutes. This cluster is facilitating sharing of library and laboratories for its faculty and research scholars.	to enable research in cutting edge areas. • The Hisar Knowledge Hub will be the association of three complementary dimensions: research/extension/teaching, networking and capacity building and will provide Seamless access to the laboratory facilities of participating institutions for enhanced skill development and Creation/ identification of Research Based Sub-Clusters of mutual or common interest (Medical, Industrial, Nanotechnology, Physical Sciences, Agriculture and Animal Sciences, etc.)	and promotes academic and professional development. • Create student-led research labs or innovation centres that foster interdisciplinary projects with commercialization potential. • Introduce a mechanism to provide extra credits for students attending conferences or presenting their research, with established criteria for earning these credits through such activities.
5	**More Ph.D. & post-doctoral research scholars**	The University must admit more research scholars within its capacity of support. The institution should exercise its autonomy to appoint more research professors, who may eventually retire from active employment, only for the purpose of supervising research scholars. Universities should create	• The University is offering Doctorate programs in various disciplines under different faculties. In the last 10 years, the university has doubled the number of University research scholarships to research scholars. • PhD admissions are now conducted twice a year • Post Doctoral students are encouraged to join the university by opting for various Govt. research related schemes.	• Maximize the intake of Ph.D. scholars and post-doctoral scholars based on the available infrastructure, faculty, and funding sources. • Begin offering structured post-doctoral programs in key research areas to retain top Ph.D. graduates and further contribute to ongoing research.	• Develop full-fledged, funded post-doctoral research programs that attract international scholars and create new opportunities for collaboration and innovation. • Establish partnerships with global universities to co-supervise Ph.D. and post-doctoral scholars, enhancing the University's international profile. • The university will appoint research professors after their retirement for the purpose of supervising research scholars only. • The university will introduce Post-Doctoral fellowships from its own funds and from funds received from other agencies and industrial partners.

		post-doctoral research programmes as well to maintain the Ph.D. graduates' Contributions to ongoing research.			
6	**More Faculty members with PhD**	The University ought to adopt a strategy to boost the proportion of Ph.D. holders among its faculty.	During the appointments of faculty even at the Assistant Professor level, a weightage of 30 marks is given to Ph.D. candidates. Also, Ph. D. degree is compulsory for entry at Associate Professor and Professor Level. Faculty members are allowed to pursue Ph.D as in-service candidates.	All faculty members will be allowed to pursue Ph.D within university and in other institutes for which academic leave will be allowed.	The university will allow/ support all faculty members for availing Post-Doctoral fellowships in India & abroad.
		The Ph.D. degree holders are ready to mentor the research scholars for Ph.D. programmes in addition to acting as teaching faculty.	Almost all departments of the University are running Ph.D program wherein all Ph.D. faculty members are supervising the candidates.	Every faculty member with Ph.D degree is allowed to mentor Ph.D scholars and PDFs as per UGC norms.	We may continue with the policy that every faculty member with Ph.D degree is allowed to mentor Ph.D scholars and PDFs as per UGC norms.
7	**Faculty encouragement for Book Publication, Research Publications and Patent**	The University should have a policy to promote IPR contributors, who are none other than UG & PG Students,	• The Centre of Industry Institute Partnership (CIIP) has been established to promote interaction between faculty, students and industry, mainly through consultancy & IPR. The prime objective of the	• University shall create additional funding pools to support promising research that can lead to publications or patents. • University-level IPR clubs will be formed for students and faculty to collaborate on various research ideas and more IPR awareness workshops will be organized.	• University will establish its own academic publishing house or peer-reviewed journals to support the publication of student and faculty research.

| | | Research scholars, and Faculty members, in order to increase the intellectual property 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. | Centre for Industry Institute Partnership (CIIP) is to reduce the gap between industry expectations (practice) and academic offerings (theory) by direct involvement of industry to attain a symbiosis. The activities planned under this centre will benefit academia in terms of substantial streams of external funding, enhanced opportunities for faculty and students to work on groundbreaking research, vital inputs to keep teaching and learning on the cutting edge of a discipline, and the impact of delivering solutions for pressing global challenges. The core areas under the gambit of CIIP includes Consultancy & IPR.

• The University has implemented a clear policy for patent commercialization, to get benefit from patents through licensing or product development.
• The university provides sabbaticals for faculty members to write books, conduct research, and engage in long-term projects that contribute to the University's academic | | |

			and IPR output. • The university conducts IPR awareness workshops regularly.		
8	**More conferences (At least two conferences per year per institution)**	Research scientists, faculty members, and students are kept active through the periodic organisation of conferences for the presentation of research papers. These conferences offer an opportunity for goal-setting and networking with other academics	Conferences plays a crucial role in fostering a vibrant research and academic culture within the university system. The University can enhance its research visibility, encourage collaboration, and make research outputs more accessible. All departments organize number of International and National conferences, seminars and workshops every year. Funding is provided by the university to faculty members to attend International and National conferences and Seminars.	• Organize smaller, regular conferences centered on emerging research areas & Conduct thematic workshops during these conferences, allowing participants to explore specific aspects of their research in depth. • Create long-term thematic conferences that tackle pressing societal issues like sustainability, climate change, and healthcare, integrating technologies such as AR-VR for immersive data visualization • Start publishing conference proceedings through collaborations with reputed academic journals	• In the long term, aim to create peer-reviewed journals associated with the University's conferences, providing researchers with a high-quality platform for publishing. • Partner with international universities and research organizations to co-host conferences, facilitating global academic exchange and attracting high-profile researchers to present their work and establish long-term collaborations.
9	**Student Involvement in Research**	The most valuable resource in the University system is its students, who, when properly supervised, can create innovations by creating patented inventions. Similarly,	The PG students and Ph.D. scholars of the University are actively engaged in the research and they regularly publish research papers in various journals and conferences. It is mandatory for every Ph.D. scholar to publish at least two research papers in UGC care journals or Scopus index journals from Ph.D work at the time of thesis submission.	More research awards will be introduced for all scholars and PDFs. IPR infrastructure will be further strengthened.	Establish a Special Purpose vehicle (SPV) and register it under Companies act to Scale up start-up activities towards commercialization

		through systematic research, they can also come out with scholarly publishable results. By involving students at the graduate and postgraduate levels, the university can boost its IPR infrastructure.	Research awards have been introduced for female research scholars for carrying out quality research.		
10	**Industry and institutional Collaboration & Consultation**	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. Further collaborative research leads to more patents & Publications.	• The University has signed various MoUs with many industries to support collaboration-based research. • The University has a Placement Cell dedicated to connecting students with potential employers, providing resources for resume building, interview preparation, and job search strategies. • The university is implementing Joint research projects with Industries to undertake quality research and address the research problems faced by the industry. • The University is taken	• Establish Memorandums of Understanding (MoUs) with industry partners, outlining clear objectives for joint research initiatives. • Strengthen partnerships with industries to secure funding for joint research in fields like biotechnology, AI, and applied sciences. These initiatives shall increase the likelihood of generating patentable innovations. • Strengthen Collaborations among participating institutes of Hisar Knowledge Cluster through Extension Lectures and other activities like Camps and Mela notification amongst different institutions, Holding joint seminar/conferences/community development and environmental awareness activities, nitiation of Industry-Academia interaction, conduct of Joint Ph.D courses, Facility of spending a few months in the	• To bridge the gap between academic research and real time challenges, more number of industry-led workshops, with knowledge of the latest industrial research trends and technologies will be conducted. • More research fundings will be targeted with collaboration with industries to address societal needs.

		Industries' contribution to the research activities so as to do the research on live projects and quantify the output.	initiative to establish Hisar Knowledge Cluster- A cluster of 9 institutes of Hisar including three universities, one medical college and five central and state government institutes. This cluster is facilitating sharing of library and laboratories for its faculty and research scholars.	participating institutions on mutual basis, conduct of joint Refresher courses /Summer school/Trainings for students and Teachers.	
		Industries' contribution to the research activities to do the research on live projects and quantify the output.		• Develop mentorship programs where industry professionals will guide University research teams, helping align projects toward commercial and patentable outcomes.	• University shall also create a clear career development framework that includes continuous training, mentorship programs, and alumni networks to support graduates in their career paths, while fostering long-term collaborations with industries to ensure alignment between academic programs and workforce needs.
11.	**University Incubation centres**	University business incubators assist students who want to establish their own start-ups 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-	University has established Pandit Deen Dayal Upadhaya Innovation & Incubation Centre with the financial support from Rashtriya Uchchatar Shiksha Abhiyan (RUSA). In addition, an Idea Lab (Idea Development, Evaluation &Application) has also been established with the support received from AICTE. The innovation centre aims to become a hub of innovative & start-up activities in the state of Haryana and will put sincere efforts in realizing the slogan of "Make in India" of central government.	• Develop ICT infrastructure and other equipment's for Prototyping, Designing and modeling Lab. • Conduct University-wide awareness campaigns to inform students of the available resources, incubation support, and the benefits of starting their own business post-graduation. • University will Develop Linkage/Tie-up/Collaboration with Industry/ Experts/ Professionals for skill enhancement, prototyping and designing activities and incubation. • To identify a pool of industry experts and successful entrepreneurs for mentoring of students of all disciplines. • Streamline University-wide start-up competitions to encourage students to turn	• Establish additional incubation centres across more University departments. Each centre can specialize in certain areas (e.g., Robotics, AI based start-ups, Sustainability & Bio economy, social entrepreneurship among others) depending on the strengths of the faculty and resources available in each department. • University shall formalize incubation support in the form of Seed money, or Internship grant to young innovators. • Make entrepreneurship part of the academic curriculum by integrating entrepreneurship courses, incubation electives, and credit-based start-up development programs. • Establish partnerships with national and

		employment.		their project ideas into business plans with the best ideas receiving incubation support and seed funding. • Conduct of Training Courses/ Workshops/ Conference/ Conclave/Competition/ Hackathon etc. Modules (Corporate Resource Centre & Entrepreneurship/ Employability/ Start up Cell)	global incubation centres to provide University students access to global markets, cutting-edge technologies, and international mentorship.
12	**University Publication through its press**	To hasten scholarly publications, many colleges launch their own publishing houses. Additionally, this streamline 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	• The university is publishing conference proceedings through collaborations with reputed academic journals or publishing houses.	• Start publishing all conference proceedings through collaborations with reputed academic journals	• University will establish its own academic publishing house or peer-reviewed journals to support the publication of student and faculty research. • In the long term, aim to create peer-reviewed journals associated with the University's conferences, providing researchers with a high-quality platform for publishing.

		institutes.			
13	**University publications & Citation service**	Universities have been offering citation services to their academic members, stakeholders, and the general public as a convenience to researchers that will aid researchers in improving the citation of their articles.	University has implemented several measures to support academic publications and citation growth. As of date, more than 5450 articles have been published by faculty as per Scopus database with over 1,20,000 citations and H-index of 135.	• Train all faculty members and scholars on the use of citation databases like Google Scholar, Scopus, and Web of Science, including setting up profiles and managing citations	• To set up a university level repository/portal where all faculty will consistently upload their research articles and projects • We aim to position the University's repository among the top institutional repositories globally, with enhanced digital access & to integrate it with global databases
14	**Target patent claim for UG & PG projects in Professional subject areas**	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.	The Research and Developmental Cell of the University serves as a central hub for all IP-related activities. In order to create awareness of Intellectual Property Rights (IPR) and the patent filing process for the undergraduate and post-graduate students, the University organizes various IPR related programs as well as workshops.	• The University shall upscale the Research and Developmental Cell to ensure broad access to IP related services. • The University shall introduce incentives for faculty and students who successfully file patents or engage in research projects with commercial potential.	• The university will advance research and innovation as two distinct entities through Research Information Management System (RIMS) for the benefit of faculty, students, industry and other stakeholders. • RIMS will collect and manage research-oriented information, databases, publications, research projects, fellowships, collaborations, patents, thrust areas, innovations etc. aligned with the institution's research policies. • The university will create portal for Institutional Research Information and Institutional Repository and sign an MoU with UGC- INFLIBNET to access and upload the research information through Shodh Ganga, Shodh Gangotri, Shodh Sindhu, Shodh

				Shuddhi, and Shodh Chakra.
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.	No mechanism for faculty ranking exists. Top Faculty members are honored every year based on research output and research grants, quality publications and International recognitions. .	Faculty ranking based on Innovative teaching and other API based indicators will be introduced.	The Best faculty based on ranking will be incentivized.
16	**Chief Technology Officer (CTO) Research Monetization**	A centralized office to operationalize and monitor research activities as planned.	Currently, the research activities are monitored through Dean (Research & Development).	A fully functional Research & Development Cell will be set up as per UGC guidelines to operationalize and monitor research.	**Establish a Special Purpose vehicle (SPV) and register it under Companies act to Scale up start-up activities towards commercialization**
		Technology transfer office (TTO) with experienced professionals to manage IP protection, licensing, and technology transfer activities	At present University has a fully functional Patent Cell which supports filing of Patents through Patent Attorney. This Intellectual Property Rights (IPR) cell is actively engaged in initiatives aimed at bolstering the University's patent portfolio. The university provides full funding support for Patent	Technology transfer office (TTO) with experienced professionals will be established.	Joint Patents with collaborating industries and institutes with focus on Translational research from Lab to market.

			Filing to extension.	
		Training programs to educate researchers and staff about research monetization and IP protection.	Workshop/Training Programs are being conducted to familiarize researchers and staff with research monetization and intellectual property (IP) protection strategies.	A schedule timeline for such workshops and trainings will be established to include all stakeholders of the university.	
		Clear processes and guidelines for licensing and technology transfer, including royalty structures and licensing fees	A clear-cut policy is already in place for sharing of royalty for consultancy activities.	For sharing of royalty, license fees and technology transfer to industry, policy will be framed.	
		Internal & External funding mechanisms in place	Internal and external funding mechanism for research and IPR exists.	More focus on External funding from Funding agencies and Industries for collaborative research projects.	More focus on technology and prototype development and its commercialization through high end funding from AICTE and ANRF.
		The mode of assessment could be online, offline or blended.	Presently mechanism exists for offline assessment of research projects.	• The university will advance research and innovation as two distinct entities through Research Information Management System (RIMS) for the benefit of faculty, students, industry and other stakeholders.RIMS will collect and manage research-oriented information, databases, publications, research projects, fellowships, collaborations, patents, thrust areas, innovations etc. aligned with the institution's research policies.	The university will create portal for Institutional Research Information and Institutional Repository and sign an MoU with UGC- INFLIBNET to access and upload the research information
		The syllabus must not be restricted to core and elective	In almost all programs, a pool of elective courses (Sill Enhancement, Value added courses, etc) are being offered	• More focus on innovative and interdisciplinary electives for skill development.	The university will develop collaborations with global partners for offering unique elective courses involving future technologies for students.

		subjects	and students opt according to their interest.		
17	**Value-added skills enhancement Papers**	• Provision of modules on general skills for enhancing the employability of the students by improving their professional knowledge. • Can be introduced as skill development-based value added papers that should be offered as separate papers and taught by industry or professional people in the field. • The teaching-learning pedagogy should contain a substantial amount of experimental learning part	As per the latest NEP based curriculum, the university has introduced value added skill enhancement courses both at UG & PG level. Value-added skills enhancement courses at the University are offered through certain courses and departments that aim to provide students with interdisciplinary skills beyond their core curriculum. These courses focus on soft skills, technical proficiency, and industry-specific knowledge to enhance employability and overall competency.	• There is potential to expand these offerings and standardize their integration into the academic framework to ensure that all students can benefit from them. • University will aim to collaborate with platforms like Swayam, Coursera, etc to offer free/affordable online courses that students can take to develop additional skills. · • Some short-term certificate programs that focus on specific skill sets such as public speaking, startups, or advanced Excel, which are essential for most fields will be started.	• Indian Traditional Skill courses will also be included in these value-added courses over a period of time. • Collaborations with industry and societal institutions of importance will be strengthened for initiating skill enhancement and value-added courses which shall be taught by skill equipped faculty as well as industry/society experts. • University will seek collaborations with global certification bodies to provide students with internationally recognized certifications in fields such as project management, data science, and cybersecurity to enhance their employability

		related to their specialization through either real environment or virtual environment.			
18	**Other activities as part of learning**	Proper assessment and weightage of marks to be assigned.	For various activities like quizzes, plantation drives, Eco club, health drives, Mountaineering club and co-cultural activities etc. are organized, and weightage are given in internal assessment for participations. The university also offers more than 50 online skill development courses in collaboration with Haryana Skill Development Corporation ltd and ODL mode.	In future Proper assessment and weightage mechanism will be worked out and marks will be assigned to each activity.	The university plan to offer more online skill development courses in collaboration with Global and National Partners.
		Develop additional skills with them by involving in inculcating cultural and traditional skills which enhances their design thinking ability.	The university offers a limited courses on Religion and moral values education and Yoga for students.	University plans to offer more courses focused on IKS aligned with the existing curricula for students to enhance their thinking ability,	University will establish CoE on IKS to integrate Management, Science & Technology education with traditional skills.
		Activities in teams or groups related to social work and social contribution also mould good character and	University conducts group activities like Hackathons, Vasundra club, Red Cross society, Sports activities and youth festivals to promote team working abilities and skill building.	University may continue to conduct group activities like Hackathons, Vasundra club, Red Cross society, Sports activities and youth festivals to promote team working abilities and skill building.	University may continue to conduct group activities like Hackathons, Vasundra club, Red Cross society, Sports activities and youth festivals to promote team working abilities and skill building.

		team working skills of the students and incorporates collective responsibility in them.	Also, Non-credit course is compulsory for all UG students out of NSS/NCC/Game.		
		These activities support all round development of students and enhance their competency and confidence in facing any challenges	Invited talks by eminent persons and participation in Hackathons and interuniversity sports events by the students. A large no of skill development and personality development workshops are organized by Innovation and Incubation Centre, Career counseling cell, Training & Placement Cell of the university.	The university plan to offer more online skill development courses in collaboration with Global and National Partners.	• Collaborations with industry and societal institutions of importance will be strengthened for initiating skill enhancement and value-added courses which shall be taught by skill equipped faculty as well as industry/society experts.
		To support students who are from financially weaker background.	The University provides Post matric fellowship towards waiver of fees to Scheduled Caste students and Tuition fee waiver to Economically weaker section.	More financial support is provided under Earn while you learn scheme and single girl child.	The university will in future tie -up with more NGOs, Industry foundations for introduction of financial support to needy students in future.
19	**Earn while learning facility & flexibility**	Earn while learn model has dual objectives: it gives working skills to a student with responsibility and it also supports the financial needs of a student so that he need not depend on his	Currently, the University offers limited opportunities for students to engage in part-time work through Earn while you learn.	University will develop structured on-campus employment programs that will allow students to work in various departments, such as library services, administrative support, or event management. We will work towards channelizing suitable career services to assist students in finding part-time employment such as conducting workshops on resume building, interview skills, etc	The University shall create a mechanism to provide stipend to students undertaking teaching assistantships to the economically weaker candidates. The rewards shall also be in the form of fee waivers for such candidates working as assistants. Expand internship and cooperative education programs that provide students with real-world work experience while they study. These programs shall be developed in collaboration with industry partners to ensure relevance and

		parents for his pocket money.			effectiveness.
20	**Flexibility and multidisciplinary**	Universities can design and implement UG/PG programs to suit the requirements of students at various levels.	As per the latest NEP based curriculum, the university has introduced open electives, Skill enhancement courses, Minor courses, value added courses both at UG & PG level other than core courses.	The university also offers more than 50 online skill development courses in collaboration with Haryana Skill Development Corporation ltd and ODL mode. The students are allowed to offer online courses through SWAYAM Portal in case of Open electives.	The university will further provide flexibility of registration of courses through various online programs.
		Universities can also offer certificate programs by having MoU with industries, reputed international organizations, etc.	The university is in process of implementing certificates and open electives through National & International organizations through MoUs.	The university may continue to implementing certificates and open electives through National & International organizations through MoUs.	The university may continue to implementing certificates and open electives through National & International organizations through MoUs.
		The UG & PG curriculum must allow students to explore and work independently on their projects/research under the guidance of their research guide.	6-month dissertation program is there in various departments during masters course and now even UG programs have research/training programs included as per NEP -2020.	More flexibility will be provided to carry out projects or research or trainings with Institutes, industries and organization partners.	More flexibility will be provided to carry out projects or research or trainings with Institutes, industries and organization partners.
21	**Opportunities to develop & utilize Research & innovative thinking skills.**	Enhancing the innovative ability of students and increasing their competency and confidence.	The university has established its Pt Deen Dayal Innovation incubation center with the support of RUSA and Idea lab with support of AICTE. Young innovators are encouraged by providing Seed money for Start-up activities.	May continue to enhance the innovative ability of students and increasing their competency and confidence.	May continue to enhance 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	The academic support is being provided through activities like Expert lectures, Science and technology related events, Industrial and academic tours. In future as well, the university plans to strengthen this skill and experience-based competencies among children.	The university plans to establish Live laboratories in each department for experiential learning. The training and placement cell and Career counseling cell to organize large number of skill development and personality development workshops in future.	The university may continue to establish Live laboratories in each department for experiential learning. The training and placement cell and Career counseling cell to organize large number of skill development and personality development workshops in future.
		Organizing Hackathons and other similar competitions.	Such competitions are regularly organized on various occasions	The Incubation center will focus on more such competitions in future to instill startup ecosystem.	More funding to be provided to participate in competitions at national and international level.
		Overseas Exchange programs	The university is executing International projects to facilitate overseas programs.	More MoUs will be signed with global universities to launch Twinning programs.	Multi-institutional International academic and research projects and collaborations will be developed to support overseas

ANNEXURE-E : HUMAN RESOURCE MANAGEMENT ENABLERS

Sr. No.	Enabler	Details	In place	Future Targets under NEP-2020 (0-5 years)	Future Targets under NEP-2020 (6-10 years)
1.	**Student and Learner Enablers:**	**Holistic Admissions Framework:** Streamline the student selection process with a holistic approach, assessing academic prowess alongside extracurricular talents, ensuring diversity and inclusion.	Partially in place	• Strengthen holistic admission with sports, arts, diversity parameters	• Achieve balanced, inclusive admission system across all programs
		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.	Partial	• Increase merit scholarships, introduce EWS and PwD scholarships; approach local donors	• Establish dedicated financial aid office, expand funding sources
		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.	Some mentoring available; career and life skills sessions are conducted	• Formalize mentoring, tutoring, bridge courses for weak learners	• Build student success centre with personal development programs, career, and life coaching
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.	Partially in place	• Develop clear competency frameworks; train selection committees	• Fully integrate competency-based recruitment for all positions; align recruitment to institutional goals
		Professional Development and Growth: Establish clear career pathways and continuous professional development opportunities that encourage staff growth, satisfaction, and retention.	Some programs running. In place for teachers but not for non-teaching staff	• Mandatory training for all staff; link training to promotions	• Establish leadership tracks and advanced skill programs; encourage external certifications
		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.	Limited induction	• Develop structured induction program for all new staff	• Digital onboarding and mentorship pairing for seamless integration

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, as per UGC norms	• Improve transparency; publish selection criteria and panels online	• Benchmark recruitment practices to national/global best practices
		Continuous Professional and Pedagogical Development: Offer fellowships and development programs for faculty to advance their pedagogical skills, research methodologies, and leadership capabilities.	Yes, FDPs, workshops on pedagogy, research methods	• Expand FDPs to cover digital pedagogy, blended learning, research ethics, and interdisciplinary methods; encourage faculty to complete at least one advanced training program; introduce faculty mentoring for teaching excellence.	• Establish a Centre for Teaching and Learning Excellence; launch international collaborations for faculty training; offer funded fellowships for global exposure in innovative pedagogy and research leadership.
		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, UGC CAS in place	• Simplify and clarify promotion pathways, mentor young faculty	• Align tenure system with global standards and interdisciplinary work
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.	Limited	• Introduce faculty, staff awards; incentivize research, innovation by Annual awards for teaching, research, service	• Institutionalize annual recognitions, link to appraisals
		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.	Very limited	• Launch mental health, stress management, work-life balance programs	• Build comprehensive wellness programs, family support services
		Leadership and Collaborative Opportunities: Develop leadership programs and collaborative platforms that allow staff and faculty to lead initiatives,	Partial — Some leadership roles and committee work are assigned, but no	• Start leadership skill workshops for faculty and staff; create small cross-department working	• Establish an internal Leadership Academy to systematically train future HoDs, deans, and directors;

		drive change, and engage in cross-disciplinary projects.	structured programs.	groups for joint projects (e.g., curriculum development, outreach); nominate faculty for national leadership development programs (like AICTE, UGC leadership programs); introduce mentorship roles where senior faculty guide juniors.	sign MoUs with other universities for joint faculty development programs; enable staff exchange programs with partner institutions; encourage participation in national and international academic governance networks.
5.	**Strategic Funding and Emotional Support Enablers:**	**Innovative Funding Strategies**: Cultivate funding strategies and incubation grants that empower early- career researchers and attract pioneering projects, enhancing the institution's research profile.	Many national (DST, SERB, ICSSR, DBT, AICTE, UGC) and state-level schemes exist, but teacher participation is low due to lack of awareness, limited grant-writing experience, and fear of administrative/audit hassles.	• Organize regular awareness sessions on available government, private, and international grant schemes, focusing on discipline-wise opportunities. • Provide basic grant-writing workshops and one-on-one mentoring for interested faculty, including proposal development, budgeting, and compliance basics. • Set up a small institutional "seed grant" or internal funding to help early-career faculty develop pilot work they can use for external applications. • Establish an administrative support cell or nodal officer to assist with proposal submission, documentation, fund management, and audit preparation — reducing the fear of paperwork. • Build cross-departmental teams to encourage collaborative applications, so individual faculty don't feel isolated in navigating large grants.	• Develop a Grant Support Cell or Sponsored Research Office with trained staff to manage calls, submissions, financial administration, and compliance. • Create reward and recognition systems (e.g., workload relaxation, certificates, internal awards) for successful grant applicants and project leaders. • Set up incubation and innovation grants for cutting-edge, interdisciplinary, or social-impact projects, linked to industry or community needs. • Build partnerships with alumni, CSR programs, and private foundations to diversify funding beyond government schemes. • Develop institutional policies and simplified administrative processes that balance accountability with flexibility, so faculty feel supported, not burdened.

		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.	Workshops on emotional intelligence and well-being are conducted from time to time.	• Introduce peer support groups for students, faculty, and staff; train faculty mentors in emotional intelligence; integrate EI sessions into faculty development programs; develop simple self-help resources or guides on campus well-being.	• Set up structured EI programs as part of leadership training; establish formal peer-mentoring networks for emotional support; include emotional intelligence as a component in performance appraisals and team management; build partnerships with professional counselors or psychologists for sustained support.
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.	Limited. Some workshops and training programmes are organized on innovative curriculum design using case studies, simulations, and project-based learning; Faculty is encouraged to create or adopt MOOCs/SWAYAM courses;	Provide small teaching innovation grants (e.g., for developing new teaching modules, videos, or digital content); Identify and reward faculty experimenting with flipped classrooms or blended models.	Set up a Center for Teaching and Learning Innovation to provide continuous training; Support faculty to attend national-level programs on curriculum innovation and educational technology; Build partnerships with EdTech companies to pilot new tools (like AR/VR, learning analytics, or gamification); Provide institutional fellowships or sabbaticals for faculty to design and test innovative courses.

Supportive- Facilitative Enablers

S. No.	Types of emotional strength enablers	Details	In place	Future Targets under NEP-2020 (0-5 years)	Future Targets under NEP-2020 (6-10 years)
1	**Accessibility/ Proximity**	**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.	Partially in place; some senior leaders are approachable	• Organize open-door sessions by heads, deans, directors; include regular informal interactions with students and staff	• Institutionalize periodic "Meet the Leadership"; set up feedback channels accessible to all
2.	**Rich Communication**	**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.	Regular in-person meetings; department-wise WhatsApp/email groups for faster updates; key decisions shared through circulars or emails.	• provide simple training on **effective communication and meetings** (e.g., setting clear agendas, summarizing decisions, writing clear updates); introduce briefings after important meetings to ensure everyone has understood key points.	• Develop an institutional communication portal or dashboard for announcements, feedback, and collaboration; create a formal feedback system (online or offline) to check message clarity and gather responses; promote a culture of timely, transparent, and interactive communication across all levels.
3.	**Role Model**	**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.	Some senior faculty and administrators are seen informally as role models, but there is no conscious effort to identify, develop, or promote role modeling as part of leadership or teaching.	• Conduct awareness sessions or workshops for faculty and administrators on the importance of role modelling — not just in academic work, but in ethics, collaboration, communication, and student interaction. • Identify and highlight faculty, staff, and student role models through newsletters, social media, or university events — showcase real stories, not just titles.	• Establish a formal institutional role model recognition or award program — to appreciate those who consistently embody institutional values and leadership. • Build role modelling expectations into leadership and faculty development programs — make it part of how heads, deans, and directors are prepared for their roles.

				• Encourage senior faculty and administrators to mentor juniors more intentionally — not just supervising work, but offering guidance on professional behaviour, work–life balance, and institutional responsibility. • Create spaces (like panel talks or interactive sessions) where role models can share their journeys and lessons learned with younger colleagues and students.	• Promote a culture of reflection where individuals are encouraged to ask: "What example am I setting for others in my actions, decisions, and behaviour?" • Encourage cross-generation and cross-role mentorship networks, where students, junior staff, and young faculty can learn informally from experienced colleagues, beyond technical knowledge.
4.	Institutional values (Core Values)	**Institutional Values (Core Values):** The belief system foundation of the institution to guide the behavior and decisions of all stakeholders.	Core values are written in official documents (like NAAC or NBA reports) and displayed on websites or at select locations, but are not actively discussed or applied in practice.	• Revisit the institutional values: organize a simple participatory exercise (with students, faculty, staff, alumni) to review, simplify, and clarify what values mean for the community (e.g., integrity, inclusiveness, excellence, service). • Communicate values in visible and relatable ways: use posters, screens, website, orientation talks — not as slogans, but with real examples or stories from campus life. • Embed values in orientation and induction programs for students, faculty, and staff — explain how values guide decisions, behaviour, and relationships on campus. • Highlight values in action: e.g., a teacher showing care, a student demonstrating integrity, a staff member going the extra	• Integrate values into performance appraisals, awards, and recognitions — not just based on output but on how people work, collaborate, and uphold values. • Establish values champions or ambassadors — students, faculty, staff who actively promote and role model institutional values. • Conduct annual reflection exercises at department or university level: How well are we living up to our values? Where can we improve? • Build values into partnerships and external communications — ensure collaborations align with institutional ethos, not just funding or rankings. • Use institutional values as a culture-building tool — so they shape how decisions are made,

				mile — and share these stories at events, newsletters, or social media. • Align institutional policies and codes of conduct with values — make sure rules reinforce (and do not contradict) the proclaimed values.	how challenges are addressed, and how the community treats one another.
5.	**Vision**	**Vision:** A well-articulated and ambitious vision.to encourage forward-thinking & planning for future opportunities rather than reacting to constraints.	A written vision document exists (approved by statutory bodies), but it is little known or used; staff and students are often unaware of its content or relevance.	• Review and refresh the vision statement with inputs from faculty, staff, students, alumni, and key stakeholders, so it feels authentic and not just top-down. • Communicate the vision actively: display in offices, classrooms, and website, prospectus, and student/faculty handbooks — not just as text but with a simple "what it means for us" explanation. • Align department, centre, and unit plans with the institutional vision — e.g., when setting annual goals or projects, check how they contribute to the big picture. • Discuss the vision in leadership meetings, faculty induction, and student orientation so it becomes part of the narrative, not just a poster on the wall. • Identify a few flagship projects or initiatives that reflect the vision (e.g., sustainability, innovation, inclusivity) and communicate progress visibly.	• Embed the vision in appraisals, promotions, and awards — e.g., recognize work that advances the institution's stated goals (like community engagement, innovation, or global collaborations). • Conduct a mid-decade review to check progress towards the vision, adjust priorities, and renew institutional commitment. • Use the vision as a tool for external positioning — build partnerships, apply for grants, and attract talent that aligns with where the university wants to go. • Build leadership capacity at all levels to think forward, take calculated risks, and innovate — shifting from "reacting to crises" to "building future capacity."

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6.	**Trust among stakeholders and outsiders**	**Trust among stakeholders:** Building trust among all stakeholders, based on their commitment and contributions to the institution.. Fosters a sense of unity and responsibility toward Institutional development.	Partial; built through personal relations, less institutional	Increase transparency in decisions; invite student, staff, alumni voices in committees	Build long-term trust through regular dialogue forums, satisfaction surveys, and public reporting of improvements
7.	**Institutional Tradition Rituals**	**Institutional Tradition Rituals:** Upholding the traditions, established by the institution as emotional bonds among stakeholders and enhance commitment to the institution.	Some formal traditions like Foundation Day, Convocation, Teachers' Day, and Annual Fest; occasional alumni interactions; small but meaningful rituals are conducted at department level — e.g., welcoming new faculty/students, farewell for graduates, annual 'best project' or 'innovation day.'	• Document and celebrate key institutional milestones (e.g., establishment of departments, major achievements, first patents/publications, alumni success stories). • Organize annual community events like cultural fairs, sports day, faculty–student mixers, or social outreach days, fostering shared memories. • Involve students, staff, and alumni in institutional ceremonies — not just as audience but as planners, performers, or awardees. • Record and preserve institutional memory through archives, photo walls, or digital history pages.	• Develop an institutional identity handbook capturing symbols, colors, mottos, values, and traditions to strengthen belonging. • Launch annual alumni homecoming events to connect past and present stakeholders. • Institutionalize rituals like community service days, green campus campaigns, or sustainability pledges that reflect modern values and mission. • Create an oral history or legacy project where senior faculty, staff, and alumni share stories that shape institutional identity.
8.	**Alternative strategy & Support network**	**Alternative strategy & Support:** prepared with backup plans to ensure the delivery of commitments including includes facilities, faculty, exams, and timely result announcements, ensuring uninterrupted academic services.	Ad-hoc responses; no formal backup plans	• Prepare basic contingency plans for exams, classes, IT systems; assign roles for emergency responses	• Develop full academic continuity plans; regularly update and test backup systems

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9.	Goal setting in every student	**Goal setting in every student:** Encouraging students to set and work towards their goals by creating awareness about opportunities.	Basic career counseling available; no structured goal setting; Some career counseling available; goal setting happens informally through mentoring or during placement preparation.	• Introduce structured goal-setting sessions as part of student orientation, helping students reflect on academic, career, and personal goals. • Integrate personal development plans (PDPs) into mentoring or tutorial meetings, with periodic review checkpoints. • Train faculty mentors and counsellors on how to help students set SMART goals (Specific, Measurable, Achievable, Relevant, and Time-bound). • Provide workshops on self-reflection, goal setting, and time management to all students, not just top performers or placement-bound students. • Highlight role models or alumni stories that show the power of long-term goal commitment.	• Develop a digital goal-tracking system or app where students can log and update their academic, research, career, or extracurricular goals. • Embed goal-setting discussions into academic advising, annual performance reviews, or internship/project supervision. • Offer group coaching or peer-led support programs where students help each other stay accountable to their goals. • Link institutional programs (like internships, research projects, international exchange) to students' personalized development goals. • Recognize and reward student initiative in goal achievement — not just in marks or placements but also in innovation, social impact, leadership, or entrepreneurship.
10.	Safety & Security	**Safety & Security:** safe and secure campus environment. Such that it contributes to the well-being of all stakeholders.	Basic measures in place (guards, CCTV); some manual checks at entry points; good lighting at most places; emergency contact numbers displayed.	• Conduct regular safety and evacuation drills for students, faculty, staff, and hostel residents. • Set up a dedicated safety helpline (phone + online) for reporting incidents or concerns, including anonymous reporting. • Provide basic self-defence or personal safety workshops, especially for female students and staff.	• Establish a dedicated campus safety office with trained safety officers and a clear mandate. • Install advanced security systems such as smart ID cards, biometric or RFID access at sensitive zones, and panic buttons in key locations. • Build formal partnerships with local police, fire, and medical services for coordinated rapid response.

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				• Strengthen hostel and campus access controls (e.g., visitor logs, ID verification, and restricted access zones).	• Work towards obtaining campus safety certification or aligning with national best practices for educational institution safety.
11.	**Search for proximity (Local friends. Local food, local culture)**	**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.	Limited; informal peer networks exist	• Organize orientation, cultural programs; offer local food days; buddy system for new students	• Build partnerships with local communities; celebrate local traditions regularly
12.	**Legacy of the system**	**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.	Some traditions maintained, no formal recording	• Document institutional milestones; involve alumni in events; create archives	• Establish alumni museum or digital history archive; strengthen legacy activities for institutional pride
13.	**Legacy of the system**	**Respect & perception:** Ensuring that every individual stakeholder has a positive perception of the institution and holds it in high regard as their alma mater.	Positive reputation locally; alumni connection weak	• Conduct stakeholder perception surveys; improve public communication; engage alumni	• Build strong alumni network; increase media presence; position institution as pride for stakeholders
14.	**Openness in terms of information**	**Openness in terms of information:** The institution should maintain transparency in its operations, including admission, teaching, examinations, research, and financial matters.	Partial; notices and circulars shared, but limited proactive communication	• Make admission, exam, financial details available online; publish annual reports; organize Q&A sessions	• Adopt open governance practices; set up transparency dashboard accessible to stakeholders
15.	**The Ability of the institution to deliver on promises**	**Ability to deliver promises:** Addressing and rectifying any failures promptly building a good reputation. Using the autonomy of the university to	Mixed; Efforts made to meet deadlines and commitments, but delays sometimes occur (e.g., in admissions, results, approvals); issue resolution often depends	• Map key service areas (admissions, examinations, approvals, procurements, HR processes) and define clear timelines and responsibility	• Build a university-wide service charter committing to delivery standards. • Establish a digital tracking system so stakeholders can

		resolve issues effectively.	on individual follow-up, not system.	points. • Introduce simple service standards (e.g., timelines displayed publicly for degree issue, NOCs, payments, result announcements). • Set up a grievance redressal mechanism (online + offline) with clear tracking and resolution deadlines. • Conduct internal reviews to analyze why delays happen; share lessons across departments. • Use autonomy more effectively by simplifying internal processes (e.g., reducing over-approvals, streamlining decision-making layers).	monitor the progress of their requests (e.g., certificates, approvals, complaints). • Link delivery performance to departmental and individual appraisals. • Celebrate and publicize improvements (e.g., "we reduced average time to issue degree certificates from 3 months to 1 month"). • Develop a culture of proactive issue resolution — regular feedback loops, risk identification, and prompt corrective actions.
16.	**Accountability measures**	**Accountability measures:** systems to deter mine, evaluate accountability of all stakeholders and their consequence.	Basic individual accountability exists through supervisor reporting; some tracking in administrative processes, but no formal accountability system across teaching, research, administration.	• Define clear roles and responsibilities for faculty, staff, administrators (e.g., through duty statements or responsibility charters). • Introduce simple tracking tools: e.g., timelines for task completion, submission logs, meeting action point follow-ups. • Hold regular review meetings (at department and office levels) to check progress on assigned tasks. • Introduce non-punitive feedback systems where concerns can be raised (e.g., peer feedback, student feedback, admin feedback) to	• Embed accountability indicators into performance appraisals for teaching (syllabus coverage, quality of engagement), research (output, grants), and administration (service delivery, responsiveness). • Develop department-level and university-level accountability dashboards (internal, not necessarily public) to track progress on major initiatives. • Establish recognition mechanisms for good accountability (not just punishment for failures) — e.g., awards, letters of appreciation.

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				- highlight accountability gaps. - Train HoDs, section heads, and coordinators on how to set expectations and follow up constructively.	- Create consequence management guidelines: e.g., how to address repeated lapses (support → warning → action) — linked with HR policy. - Move towards a culture shift: accountability seen not just as "compliance" but as "ownership" — encourage pride in delivering promises.
17.	**Mental Health**	**Mental Health:** Ensuring students' mental health, providing appropriate infrastructure and support.	Offer basic counseling support with the help of Dept. of Applied Psychology; conduct awareness sessions on stress, time management, emotional wellbeing	Formalize a campus counseling cell with designated counsellors; train faculty and hostel wardens in basic mental health awareness; set up confidential online helpline or appointment system; organize anti-stigma campaigns and peer-led mental health awareness activities; pilot periodic mental health screening camps for interested students and staff.	Establish a full-fledged Wellness and Mental Health Centre with professional counsellors, peer support groups, and family outreach; introduce annual voluntary mental health screening for students and staff; collaborate with hospitals or NGOs for specialized support; embed mental health and stigma-reduction efforts into institutional policies, events, and communication.

ANNEXURE-F : NETWORKING & COLLABORATIONS ENABLERS

Sr. No.	Types	Details	In place	Future Targets under NEP-2020 (0-5 years)	Future Targets under NEP-2020 (6-10 years)
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.	Some of the Departments involve Various stakeholders In academic activities like examination, delivery of lectures, syllabus revision etc.	The University is planning to involve more professional and experts in various activities. University also plans to appoint professor by practice.	More MoUs will be made for strategic collaborations
		• Alumni Networks: Develop strong alumni networks that contribute to mentorship, funding, and domain expertise, supporting research and infrastructure development.	Registered alumni association is in place. Donation is Very limited	The alumni association is required to be more active and vibrant. Need to penetrate the local industry, donors and alumni for their contribution in the development of the University.	Alumni network will be involved in mission mode for the growth of University and students.
		• Industry Integration: Collaborate with industry for curriculum development, internships, apprenticeships, and joint projects that align with dynamic industry needs.	Signed MoU for research. However, the University needs more number of functional MoUs for conducting joint research. This will result in joint research papers.	Industry collaboration will be strengthened for all the programs in the campus.	Industry collaboration will be strengthened for all the programs in the campus.
2.	**Academic and Research Excellence**	Cross-Institutional Synergy: Pursue academic collaborations for co-research, shared curricula, and intermobility of students, enabling dual degree programs and joint use of facilities.	The University has conducted few conferences and other events in association with other institutions. University wishes to increase more number of MoUs for academic activities.	University will explore as per the guidelines of the agencies.	It will be strengthened further
		• Research Collaboration: Create consortia for shared databases, library access, and co-authored research to drive innovative outcomes and participate in international research projects.	Several faculty members and students are already carrying out these activities.	Research collaborations for innovative outcome and international research projects will be strengthened during this period.	Collaborations will be able for making research ecosystem for the growth of international research projects.
3.	**Practical Exposure and Experience**	• Hands-On Learning: Integrate practical skilling with theoretical learning through industry consultations, usage of	A few departments have such MoUs. The University is planning to expand this activities	Will be made more fruitful by the Tand P cell of the University.	Industrial consultations will be enhanced for training of students.

		shared workshops, and live project opportunities.	to more departments.		
		• Earn While Learn Initiatives: Establish programs that allow students to engage in live projects and hybrid learning models to gain professional experience while studying.	University has already launched it.	Number of students will be increased	Will be implemented by the T&P cell.
4.	**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.	University is already participating for social integration of communities.	NSS and NCC along with YRC will lead for more engagement in communities.	Will be strengthen and number of students will be increased.
		• Civic Partnerships: Engage with local bodies and communities to foster sustainable development and implement field-based educational programs.		It will be strengthen further.	
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.	Several initiatives are already in place.	Number of placement networks will be increased with premier industries.	T&P cell will be strengthened.
		• Faculty Consultancy: Promote faculty-led consultancy to enhance industry-institute relationships and ensure faculty remain current with industry practices.	University has well defined Consultancy policy and a dedicated Cell is also there	Relation between university and Industry will be strengthened.	More funds will be generated.
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.	NAAC A$^+$ Grade Accredited University. Ranked by NIRF and The Times Higher WUR	More programmes will be NBA accredited The rankings will further be improved including participation in QS WUR	It will be improved.
		• Quality Assurance: Adopt quality assurance frameworks from recognized agencies to improve internal standards and learning outcomes.	Several frames are already in place.	It will be improved further.	

7.	Innovation and Entrepreneurship	• Startup Ecosystem: Establish incubation centers, funding avenues, and ideation networks to support startup initiatives and foster a vibrant entrepreneurial ecosystem.	PDUIIC has been established.	To explore more funding for R&D.	PDUIIC will play important role for Make In India Programme.
		• Digital Infrastructure: Provide a strong digital backbone to support startup activities, including access to digital resources and networks.	PDUCIC is already established in the University.	It will be made user friendly.	ERP will be implemented.

ANNEXURE-G : PHYSICAL ENABLERS

Introduction: At present, total area of University Campus is 15.05 Lac Sqr Mtr out of which constructed area is 1.82 Lac Sqr Mtr, wherein, teaching blocks are 0.487 Lac Sqr. Mtr, hostels are 0.542 Lac Sqr Mtr. The university intends to double the physical infrastructure facilities in coming 10 yers. The proposed plan is outlined hereunder:

Sr. No.	Types of Physical Infrastructure	Details of physical infrastructure required and its usage Essential/Desirable (Year 2025-2035)
1.	Infrastructure facilities for Smart Campus	- A Smart Campus that intends to create the best balance of cost, comfort, risk and resilience especially in-terms if physical infrastructure. - Such campus may create a performance infrastructure where building systems "talk to each other" in order to coordinate common outcomes, such as lighting, security, and environmental controls. - It campus may focus 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. - Infrastructure Facilities are core components for academic, research, and administrative functions: - Academic Buildings: Classrooms, lecture halls, seminar rooms. - Laboratories: Discipline-specific labs with modern equipment. - Libraries: Digital and physical library resources. - ICT Infrastructure: Wi-Fi-enabled campus, smart classrooms, LAN, servers, etc. - Administrative Blocks: Offices for administration and support services. - Hostels: Boys' and girls' hostels with proper amenities. - Faculty Housing: Residences for teaching and non-teaching staff. - Guest Houses: For visiting faculty and guests. - Canteen/Cafeteria: Hygienic and affordable food facilities.
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. - 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. - Green and Sustainable Campus Features that are aligned with SDGs and NEP's environmental goals: - Rainwater Harvesting Systems - Solar Panels & Renewable Energy Sources - Waste Management & Recycling Units - Eco-friendly Campus Transport (e.g., e-bikes, cycles)
3.	Infrastructure to commute for differently-abled	Better infrastructure along with signs on the streets and separate spaces for commute for differently-abled may be in place, wherever, required.

4.	**Administrative Blocks (Admission/Counselling)**	Having adequate space for administrative activities (such as admission and counselling activities) is essential; therefore, a roadmap may be helpful in this regard.
5.	**Library/ Digital resource center**	Adequate in size with reading rooms, stock areas for books & Journals with online information access facility.
6.	**Teaching blocks, 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.
7.	**Laboratories and Innovation Research Centers**	• Supporting innovation, research, and incubation: • Research Labs: Advanced instrumentation and facilities. • Incubation Centres: For start-ups and entrepreneurship. • Innovation Hubs / Fab Labs: For interdisciplinary collaboration.
8.	**Computer Centre/ Multimedia Studios**	There should be a separate examination branch with strong room large enough to accommodate confidential documents and examination papers.
9.	**Cafeteria/Dining Room/ Mess Facility**	• 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) The Campus shall have 2-3 bedroom facilities/ quarters for the resident faculties/ staffs. (Desirable Requirements)
10.	**Games & Sports facility**	Meeting rooms with enough space (as per standard norms), furniture, and electronic communication/ presentation equipment.
11.	**Hostels**	• Student Hostels : for at least 60 % students, especially for out stationed students. (Basic Requirements) Research Scholars Hostels with contemporary facilities (Desirable requirements)
12.	**Commercial Shops/ centers**	• Convenience Shops for students and staff to purchase essential items (Basic Requirements). Shopping Complex/ Centers suitable for all kinds of shopping (Aspirational requirements)
13.	**Health and well being**	• Modern Dispensary / hospital that offers inpatient and outpatient services 24 hours a day, 7 days a week. (Desirable requirements) • Safety, Security & Accessibility for creating a safe, inclusive campus: • Fire Safety Systems • CCTV Surveillance • Emergency Response Systems : Ramps, Lifts, and Accessible Toilets for PwDs
14.	**International student centres**	With contemporary student amenities whenever international students are large in number (Aspirational requirements)
15.	**Incubation centre and Research park**	With in-house industry R & D units & collaboration (Aspirational requirements)
16,	**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

17.	**Student recreation facilities**	• Student recreation facilities with appropriate blend of modernity and functionality (Desirable requirements). Therefore, for improving student satisfaction and holistic development: • Sports Facilities: Indoor and outdoor sports grounds, gym. • Health Centre: Medical, psychological, and wellness services. • Common Rooms: Gender-specific relaxation and interaction areas. • Career Counseling Cell: For placement, guidance, and skill building.

ANNEXURE-H: DIGITAL ENABLERS

Sr. No.	Type of Digital Enablers	Targets (Next 10 years)
1	**Internet Usage**	Guru Jambheshwar University of Sc & Tech aims to scale up its existing internet infrastructure to provide high-speed, reliable, and secured connectivity across every academic and residential zone. Plans include upgrading bandwidth annually to match increasing device usage, introducing backup leased lines for uninterrupted access, and implementing advanced network security protocols. University plans to integrate smart campus IoT solutions that rely on uninterrupted internet, to support cloud-based teaching-learning tools and virtual classrooms for blended learning, to extend secure remote access for research scholars and faculty.
2	**Institutional Website**	University has proposal to transform the institutional website into an interactive digital hub that goes beyond basic information sharing. Future upgrades will include dynamic dashboards for students and parents, virtual campus tours, AI-powered chatbots for queries, and multi-lingual access to cater to diverse stakeholders with an aim to: • Integrate online admission, fee payment, and alumni registration modules. • Host live streaming of key events, convocation, and public lectures and create faculty micro-sites with research highlights, publications, and outreach work. • Position the website as a digital brand ambassador, showcasing achievements globally.
3	**Online Messaging System for Stakeholder Groups**	A unified digital communication system will be established that connects all stakeholder groups through institutional emails, mobile app notifications, SMS gateways, and integrated ERP alerts. Communication protocols will be streamlined to ensure timely delivery of updates and feedback collection.
4	**Online Blogs & Course Sites**	Each department will develop and maintain interactive online blogs or microsites for individual courses. These will be designed as living digital portfolios to share course outlines, daily progress, assignments, student reflections, and project updates. This will help to encourage faculty to adopt digital storytelling and blogging as pedagogical tools and to involve students in co-managing course sites, boosting digital literacy.
5	**Wi-Fi Campus**	Efforts will be to convert the entire campus into a truly 'smart campus' with high-density Wi-Fi coverage, high-capacity routers, and managed network access controls. Plans include deploying outdoor Wi-Fi for open spaces and green zones to support informal learning clusters so as to ensure that every learner can access digital content anytime, on any device, from any location on campus and to support smart attendance, online proctoring, and real-time data collection using mobile devices.
6	**Online Study Material**	University envisions a robust e-content development programme, training faculty to create high-quality study materials in video, audio, and text formats aligned with the curriculum. This content will be organised as modular e-books, video lectures, and podcasts, hosted on the LMS and accessible offline as well. This will be done with a vision to : • To build a centralised digital repository mapped to each programme and semester. • To make study material mobile-friendly so students can store and access resources on smartphones or tablets, even with low connectivity. • To encourage creation of local language content to reach diverse learner groups. • To collaborate with national platforms like SWAYAM and NPTEL for hosting institution-produced MOOCs.

7	**Digital Library**	University plans to expand its existing digital library into a comprehensive knowledge gateway that complements the physical library. The future roadmap includes subscribing to more national and international e-journals, e-books, research databases, and digital archives. A single sign-on portal will be developed for seamless remote access, and advanced search and citation tools will be integrated. University also plan to digitise rare books, theses, and dissertations to preserve institutional knowledge and to provide personalised dashboards for users with reading history and recommendations.
8	**Digital Publication**	To nurture a vibrant research culture, University aims to launch fully digital institutional journals, newsletters, student magazines, and faculty research bulletins. The entire publication cycle—submission, peer review, editing, and distribution will be digitised using a dedicated online journal management system. Further, University plan to ensure open-access publishing for wider reach and citation impact and to encourage students to contribute to e-magazines, blogs, and departmental publications.
9	**Paperless Office**	A phased plan will be implemented to make administrative operations fully paperless. This will include digitising files, office notes, approvals, and communications through an integrated e-office platform. E-signature facilities, workflow automation, and cloud-based storage will ensure transparency and faster decision-making to align with Digital India's goal of efficient, technology-driven governance.
10	**Paperless Examination**	University plans to adopt end-to-end digital examination processes. Question paper setting, encryption, distribution, and answer script collection will be managed through secure online platforms. OMR-based or computer-based tests (CBT) will be introduced wherever feasible. An encrypted digital question bank with controlled access for paper setting will be implementing by ensuring data security and exam integrity with robust proctoring solutions.
11	**Online Evaluation**	Answer script evaluation will be migrated to a secure online evaluation system. Evaluators will access scanned scripts on dedicated portals, mark digitally, and generate instant evaluation analytics. This will shorten result declaration cycles and minimise manual errors.
12	**Website-Based Result Announcement**	University aims to shift entirely to website-based result announcements to ensure quick, transparent dissemination of examination outcomes. Students will receive secure logins to download marksheets and provisional certificates immediately after result declaration.
13	**NAD (National Academic Depository) Mark Card Integration**	University will fully implement the National Academic Depository (NAD) for issuing, storing, and verifying digital mark sheets, degree certificates, and other academic credentials. This will eliminate the need for physical mark sheets and ensure students' academic records are tamper-proof, easily verifiable, and accessible throughout their lifetime. Link the examination and result processing system directly with the NAD platform for real-time certificate generation and to enable employers, other universities, and statutory bodies to verify credentials online, reducing document fraud.
14	**Online Education Tests**	To enhance continuous and formative evaluation, University will implement a secure, scalable online testing platform. This will allow faculty to conduct unit tests, quizzes, open-book exams, and mock tests for all courses. AI-enabled proctoring, question randomisation, and automated scoring will ensure fairness and integrity.
15	**Education ERP**	A comprehensive Education ERP system will be rolled out to automate and integrate all institutional functions. This will cover student lifecycle management, faculty workload, HR and payroll, hostel management, financial accounting, library services, and alumni relations. Mobile app integration will ensure anytime access for stakeholders.
17	**Plagiarism Detection Facility**	To strengthen research quality and uphold ethical standards, University will institutionalize plagiarism detection for all student assignments, dissertations, and faculty publications. Licensed plagiarism software (such as Turnitin, Urkund, or similar) will be integrated with the LMS and the digital library. This will help : • To make similarity checks mandatory for final submissions of projects, theses, and research papers. • To train faculty and students on using the software and interpreting similarity reports. • To establish clear policies and penalties for academic misconduct.

		• To align with UGC regulations on plagiarism and promote a culture of responsible research.
18	**Online Digital Magazine**	A dynamic online digital magazine will be launched to provide a platform for students, faculty, and alumni to share articles, artwork, poems, interviews, and campus stories. The magazine will be curated by an editorial board comprising faculty advisors and student editors.
19	**Online Placement & Internship Portal**	A dedicated online placement and internship portal will be developed to streamline the placement process and connect students with recruiters and industry mentors. The portal will host student profiles, resumes, employer registrations, job postings, interview schedules, and offer letters. This will include : • Integration of AI-driven matching algorithms that map student skills with job roles and internship opportunities. • Allow companies to shortlist candidates and conduct virtual interviews through integrated video conferencing. • Provision of online training modules for employability skills, mock interviews, and aptitude tests. • Maintenance of alumni networks and industry partnerships for sustained placement support.
20	Video Documentation of Each Course & Each College	University will implement a systematic plan to record, archive, and maintain high-quality video lectures and tutorials for every course offered across all departments and colleges. Faculty will be trained in basic video production, and standard templates will be developed to maintain content quality and consistency.
21	**Video Documentation on Online Public Platforms**	Beyond internal repositories, University aims to publish curated video lectures, webinars, expert talks, and tutorials on public online platforms such as YouTube, SWAYAM, or institutional Open Courseware (OCW) portals. Faculty and students will be encouraged to contribute to institutional channels.
22	**Social Media-Based Promotions**	The institution will design a structured social media strategy to enhance visibility, engage stakeholders, and showcase achievements. Official handles on platforms like Facebook, Instagram, LinkedIn, X (Twitter), and YouTube will share success stories, student projects, faculty research, placements, events, and outreach activities. Will promote student and faculty accomplishments in real-time to a wider audience and run digital campaigns for admissions, alumni fundraising, and community outreach.
23	**Use of ICCT Underlying Technologies**	University plans to gradually integrate cutting-edge Information, Communication, and Computing Technologies (ICCT) — such as Artificial Intelligence (AI), Business Analytics (BA), Cloud Computing (CC), Data Science (DS), Mobile-Based Technologies (MB), Open Courseware (OC), Virtual Reality (VR), and Augmented Reality (AR) — to automate services and modernise learning. We will encourage to adopt, AI-driven analytics for student performance monitoring and personalised learning pathways and introduce VR/AR-enabled simulation labs for experiential learning in complex subjects.
24	**Dedicated Studio for Video & Online Classes**	A state-of-the-art audio-visual studio will be established to support high-quality recording of lectures, webinars, podcasts, and MOOCs. The studio will include green screens, professional lighting, HD cameras, soundproofing, editing suites, and post-production facilities. This will help to empower faculty to create engaging digital learning content with professional production standards and to train students in media production skills for live streaming and digital storytelling.
25	**Video Conference Facility**	University will strengthen its digital conferencing infrastructure with modern video conferencing rooms, high-speed internet, HD displays, and collaboration software licenses. This facility will be used for virtual classrooms, guest lectures, international academic exchanges, industry interactions, placement drives, and alumni networking.
26	**Online Open Publication System**	An open-access institutional repository will be developed to host faculty publications, student research projects, working papers, newsletters, and conference proceedings. This digital publishing system will be integrated with the institutional website and indexed for global visibility.

List of the Programmes offered by the University (2025-26)

Postgraduate Programmes	
M.Tech. (Computer Science and Engineering)	Master of Business Administration (MBA)
M.Tech. (Environmental Science and Engineering)	MBA-Finance
M.Tech. (Geo Informatics)	MBA Marketing
M.Tech. (Mechanical Engineering)	MBA-International Business
M.Tech. (Printing Technology)	MBA- Business Analytics
M.Tech. (Electronics & Communication Engg) (Zero Session)	MBA- Healthcare
M.Tech. (Food Technology) (Zero Session)	Integrated BBA – MBA
M.Pharma. (Pharmaceutical Chemistry)	M. Com.
M.Pharma. (Pharmaceutics)	M.Sc. (Biotechnology)
M.Pharma. (Pharmacology)	M.Sc. (Botany)
M.Pharma. (Pharmacognosy)	M.Sc. (Chemistry)
Master of Physiotherapy (Orthopedics)	M.Sc. (Economics)
Master of Physiotherapy (Sports)	M.Sc. (Environmental Sciences)
Master of Physiotherapy (Neurology)	M.Sc. (Food Technology)
Master of Physiotherapy (Cardiothoracic & Pulmonary Disorders)	M.Sc. Computer Science (Artificial Intelligence and Data Science)
Master of Computer Applications (MCA)	M.Sc. Geography
Integrated BCA-MCA	M.Sc. (Mathematics)
Master of Library and Information Science	M.Sc. (Microbiology)
M.A. (Mass Communication)	M.Sc. (Physics)
M.A. (English)	M.Sc. (Psychology)
M.A. (Hindi)	M.Sc. (Yoga Science and Therapy)
M.A. (Education)	M.Sc. (Zoology)
Undergraduate Programmes	
B.Tech. (Computer Science and Engineering)	B.Tech. (Food Technology)
B.Tech. (Computer Science and Engineering) Artificial Intelligence & Machine Learning	B.Tech. (Civil Engineering)
B.Tech. Artificial Intelligence and Data Science	B.Tech. (Electronics and Biomedical Engg.)
B.Tech. (Information Technology)	Bachelor of Pharmacy
B.Tech. Electronics and Computer Engineering	Bachelor of Physiotherapy
B.Tech. (Electronics & Communication Engg.)	B.A. LLB (Hons.)
B.Tech. (Electrical Engineering)	B.Sc. (Aviation)
B.Tech. (Mechanical Engineering)	B.Sc. B.Ed. under ITEP
B.Tech. (Printing Technology)	B.A. B.Ed. under ITEP
B.Tech. (Packaging Technology)	
Undergraduate Programmes for Working Professionals	
B.Tech. (Mechanical Engineering)	B.Tech. (Computer Science and Engineering)
Undergraduate B.Tech. programmes in Hindi Medium	
B.Tech. (Electronics and Communication Engineering)	B.Tech. (Computer Science and Engineering)
B.Tech. (Mechanical Engineering)	B.Tech. (Information Technology)
Undergraduate and Integrated Programmes as per NEP-2020	
Integrated B.Sc. (Physical Sciences)-M.Sc. Physics	Integrated B.Sc. (Hons./Hons. with Research)–M.Sc. Psychology
Integrated B.Sc. (Physical Sciences)-M.Sc. Chemistry	Integrated B.Sc. (Hons./Hons. with Research)–M.Sc. Geography
Integrated B.Sc. (Physical Sciences)-M.Sc. Mathematics	Integrated B.Sc. (Hons. /Hons. with Research)-M.Sc. Food Technology
Integrated B.Sc. (Life Sciences)-M.Sc. (Biotechnology/Microbiology/ Botany/Zoology/Chemistry)	Integrated B.Sc. (Hons. /Hons. with Research)-M.Sc. (Yoga Science and Therapy)
Integrated B.Sc. (Hons. /Hons. with Research)- M.Sc. Computer Science (Artificial Intelligence and Data Science)	Integrated B.A. (Hons. /Hons. with Research)-M.A. Mass Communication
Integrated B.Sc. (Hons./Hons. with Research)–M.Sc. Economics	Integrated B.Com.- M.Com.
Other programmes	
P.G. Diploma in Guidance & Counseling	B.Voc. (Food Processing and Engineering)
P.G. Diploma in Yoga Science & Therapy (Zero session)	
Proposed new programmes	
MBA for Working Professional	Advance Diploma in Child Guidance and Counseling
B.Tech. Electrical Engineering for Working Professional	Post Graduate Diploma in Rehabilitation Psychology
Integrated B.Sc. (Hons./ Hons. with Research)-M.Sc. Computer Science (Cyber Security)	B.Sc. Nursing
Integrated B.Sc. (Hons. /Hons. with Research)-M.Sc. (Medical Imaging Technology)	Post Basic B.Sc. (Nursing)
M.A. (Sanskrit)	

THIS IS SYMBOLIC – THE SACRED PREMISE, LIKE AN EMBLEM OF THE UNIVERSITY – THE INSPIRATION OF A GREAT SOUL – WHICH SENT VIBRATIONS ACROSS TIME TO MOVE THE PRESENT GENERATION TO DRAW INSPIRATION AND TO ESTABLISH THIS VISHVAVIDYALAYA.