



# **INSTITUTIONAL DEVELOPMENT PLAN (2024-25)**

**Asthal Bohar, Sector-29, Rohtak, Haryana-124021**

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### **Message from the Vice Chancellor's Desk**

It is a matter of immense pleasure and honour for me to be the part of Baba Mastnath University, Rohtak as its Vice-Chancellor. This University is a unique Centre of Learning based on the vision of great saints working towards Inculcating human values with social commitment among learners, while achieving excellence in their professional life. I take this opportunity of welcoming students coming from various parts of the country joining different programmes at UG, PG and Research levels. This University has developed robust infrastructural and academic resources as per the requirements of different programmes and has appointed highly qualified and experienced faculty to create congenial environment for higher education hosting of National and International level conferences, seminars and workshops by various departments are a regular feature in this University. To facilitate and enrich research environment the University is publishing three Research Journals-SOCH-(Journal of Science & Technology); BMU Journal-(Journal of Arts & Humanities); SANDESH-(Journal of Management) since its inception.

Implementation of NEP-2020 in its right perspective is at the top of agenda with us. The University has taken various initiatives to restructure academic system and provide education which is multidisciplinary, skill-based, Industry oriented and research integrated with focus on employability and quality education. The University has a large alumnus base and placement cell facilitates job avenues for the students. The University provides the holistic nourishment to empower students to achieve the objectives of their life.

I hope that the new comers will appreciate and involve themselves in strengthening our commitment and make their valuable contributions through hard work towards the growth of academic environment in this university. Realization of their dreams and fulfillment of University's collective efforts will certainly bring positive transformation in the lives of students as well as faculty members of the University, which will ultimately bring positive change in the society at large.

I wish all of them a great success in their lives.

**Prof. H.L. Verma**  
**Vice Chancellor**  
**Baba Mastnath University, Rohtak**



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## **1. Genesis and Evolution of Baba Mastnath University, Rohtak.**

In the state of Haryana of Northern India, the city of Rohtak has holy land of Asthal Bohar which has the monastery of Paramsiddh Shiromani Chauranginath Ji Maharaj, legendary throughout India. This ancient monastery of Asthal Bohar is a vibrant place of social, religious and cultural achievements from the eighth century till now. This place of Nath sect has a very important place in the history of India. This monastery has been inspiring the common people and saints to engage in self-realization and public welfare. After receiving education from here, many sages have hoisted the flag of Gaya by spreading knowledge not only in North India but in the entire world. In this monastery, Baba Mastnath Ji Maharaj endured many years of rigorous penance and achieved immense achievements and alleviated many sufferings of the people. Under the saint tradition, there are Param Siddha Totanath Ji, Yogiraj Meghnath Ji, Shri Moharnath Ji, Shri Chetnath Ji, Shri Purnanath Ji, Mahant Shreyonath, Mahat Chandnath Yogi and the present one sitting on the throne; Mahant Balaknath Ji is a yogi. In the twentieth century, Mahant Shri Shreyonath Ji of Asthal Bohar Gaddi was not only a physician by science, he was also the Health Minister of Haryana Government in the year 1978. Mahant Shreyonath Ji Maharaj had planted a tree in the field of medicine by establishing Shri Baba Mastnath Ayurvedic College in the year 1957. The objective of establishing this Ayurvedic College was to reach the deprived areas of the society. It is the first college in the field of Ayurvedic education in North India. At present, a 160 bed hospital with all modern facilities is also running under this college. Keeping in mind the better medical facilities, we got an eye hospital built, under which patients not only from the surrounding area but also from other states come here for medical facilities. Born in the year 1977 in an ordinary farmer family of Begumpur village of Delhi. Mahant Chandnath ji did B.A (Hons) degree from Delhi University. Due to his inability to live a family life, he took shelter of Asthal Bohar Math and made Mahant Shreyonath Ji Maharaj his guru and followed the disciple tradition. Mahant Shreyonath Ji wants a hardworking and educated saint should become the heir to this throne. In this form, he chose Yogi Chandnath Ji as his successor. Mahant Chandnath ji gave the message of 'Vidhayam Jana Sewanam' by doing many excellent works in the field of education and health. The present Chancellor of Baba Mastnath University, Balaknath Ji Yogi, is best known for developing this University as an elite center of education, health, spirituality and yoga.

Under the supervision of Mahant Balaknath Ji Yogi, Baba Mastnath Math is being constructing temple on the lines of Akshardham Temple (Delhi). Already 186 pillars have been installed at this place. The height of the temple is 108 feet, the width of the temple is 250 feet and length is 300 feet. 50 thousand cubic feet of stone has been used in the construction of this entire temple.

This temple will prove to be a milestone for Rohtak in the future and will become a center of

attraction for the devotees and visitors coming from outside. This temple is being built on approximately 35 acres so that the visiting devotees do not have to face any kind of problem. Almost 80 percent of the construction work of this monastery has been completed; the remaining work will also be completed very soon.

Baba Mastnath University came into being as a State Private University established under the Haryana State Private Universities Act in 2012. It is a multi-disciplinary institution offering UG/PG and Ph.D. Programs in the disciplines of Ayurveda, Nursing, Physiotherapy, Pharmacy, Sciences, Engineering, Management & Commerce, Law, Humanities and Education. The University is growing fast and evolved a unique academic system with focus on quality education shell development, industry linkage, research and innovations, employability along with including Indian values and culture among learners. The University aspires to be a Center of Excellence in Higher education in emerging areas of technical, medical Professional, Social Sciences and the Indian Knowledge system in the years to come

## **VISION OF THE UNIVERSITY**

The University is committed to provide value based modern education with special focus on quality, employability, skill development, research and innovations for holistic development of youth and sustainable growth of the Nation.

## **MISSION OF THE UNIVERSITY**

- The University aspires to achieve the vision by:
- Introducing job-oriented, technical and professional academic programs as per the present market trends.
- Designing course structures, training schedules, and internships for multi-disciplinary and holistic education.
- Equipping students with professional as well as life skills for global competencies.
- Integrating research and innovations at UG and PG levels across all disciplines.
- Encouraging use of technology and digital academic resources to build confidence for self-paced learning.
- Promoting employability and entrepreneurship among students through skill development and capacity building.
- Inculcating a culture of excellence among students, faculty, and staff.
- Developing a sense of pride and self-respect among all stakeholders.
- Fostering a blend of science, spirituality, and ethos in the academic system for the development of value-based human society.

**To realize the external and internal factors that determine the success and growth of the University, an Institutional analysis was carried out, by collecting the inputs from various stakeholders, which is detailed below:**

## **INSTITUTIONAL STRENGTHS**

- There are uncountable reasons to choose BMU. Some obvious reasons are :
- Unique Blend of Science and Spirituality
- Quality Education at Affordable Fee
- Multi-disciplinary and Holistic Education
- Skill Development Programs
- Research Projects in UG and PG Programs.
- Innovation, Start-ups and Incubation Center
- Indian Knowledge System Courses
- Office of International Student Affairs
- Youth Skilling and Competitive Examination Center
- Training and Placement Facilities

- UNO Academic Impact Membership

### **INSTITUTIONAL OPPORTUNITIES**

1. Ample opportunities to venture into Open and distance learning.
2. Explore the possibilities of establishing twinning programs with institutions a broad and expand the University’s aspirations towards internationalization of its Higher Education delivery and services.
3. Adopt the UN SDGs 2030 to percolate a cross the educational activities of the University.
4. Faculty need to apply to different state and central funding agencies for more research projects for enhancing extramural funding.
5. University needs to augment its Institution-Industry interface as also have linkages and collaborations with other National/International Research Institutions for mutual benefit.
6. Widen its horizon to include inter-, multi- and trans-disciplinary academic and research endeavors.
7. Further Alumni Engagement to utilize their expertise for scholarship, training and developmental support.

### **INSTITUTIONAL CHALLENGES**

1. Retention of faculty with passion for quality teaching and research.
2. Attract foreign and ‘beyond the state’ students with better merit & faculty.
3. Resource mobilization for research, especially from Government agencies.

Further, in order to realize the University’s vision, a road map spanning 10 years has been conceived, planned and formulated as an Institutional Development Plan (IDP).

In conceiving and designing this IDP, the institutional analysis, the guidelines prescribed by KSHEC including the **six elements** mentioned therein were followed.

We have defined the period and indications as under:

- a) Short term goals: From 0 to 2 years.**
- b) Medium Term goals: From 2 to 5 years**
- c) Long term goals: From 5 to 10 years**

**a) Indicates the goal has been achieved**



**b) Indicates the goal achievement is in progress**



## ELEMENT 1: Curriculum Design

Issue 1.1	Issue 1.2	Issue 1.3	Issue 1.4	Issue 1.5
Curriculum Relevance and Modernization	Student-Centered Learning	Research and Innovation in Curriculum	Curriculum Flexibility and Customization	Indian Knowledge System

### Issue 1.1: Curriculum Relevance and Modernization

#### Short-term Goals:

- **Curriculum Review Committees:** Form committees to review the relevance of the current curriculum and ensure that it aligns with industry trends and academic standards.
- **Incorporate Technology:** Integrate basic technological tools into the learning process across departments to enhance the student learning experience.
- **Faculty Workshops:** Conduct workshops for faculty to encourage the incorporation of modern teaching tools such as digital platforms, simulations, and blended learning techniques.

#### Mid-term Goals:

- **Curriculum Update Cycle:** Establish a regular cycle of curriculum updates (every 2-3 years) to incorporate technological advancements and new industry demands.
- **Interdisciplinary Course Offerings:** Develop interdisciplinary courses combining areas like computer science, economics, and environmental studies to reflect real-world problem-solving approaches.
- **Industry Consultation:** Involve industry experts in curriculum design to ensure courses align with workforce needs and future trends.

#### Long-term Goals:

- **Emerging Field Integration:** Introduce full-fledged programs in emerging fields such as AI, data science, biotechnology, and renewable energy.
- **Digital Learning Platforms:** Implement advanced digital learning platforms, incorporating AI-based adaptive learning systems that offer personalized learning experiences.
- **Global Curriculum Standards:** Achieve global recognition for programs by aligning with international standards like AACSB, ABET, or EQUIS, ensuring competitiveness on a global scale.

### Issue 1.2: Student-Centered Learning

#### Short-term Goals:

- **Student Feedback Mechanisms:** Set up regular feedback systems (surveys, focus groups) to assess student learning experiences and identify areas for improvement.
- **Active Learning Methods:** Encourage faculty to implement active learning methods, such as group projects, case studies, and interactive activities, across courses.



- **Learning Support Systems:** Establish peer tutoring programs and academic support services to help struggling students succeed.

**Mid-term Goals:**

- **Personalized Learning Paths:** Introduce personalized learning paths for students, allowing them to choose electives that align with their career interests and academic strengths.
- **Hybrid and Blended Learning Models:** Expand hybrid and blended learning opportunities, combining in-person and online education to provide flexibility and cater to different learning styles.
- **Flipped Classrooms:** Implement flipped classroom models where students engage with course material before class, allowing for more interactive and in-depth discussions during face-to-face sessions.

**Long-term Goals:**

- **Competency-Based Learning:** Shift towards a competency-based learning approach, where students progress based on their mastery of the subject matter rather than time spent in class.
- **Learning Analytics:** Leverage advanced learning analytics to track student performance and provide personalized support to enhance learning outcomes.
- **Lifelong Learning Programs:** Create lifelong learning programs where alumni and professionals can continuously update their skills through short courses, certifications, and workshops.

**Issue 1.3: Research and Innovation in Curriculum**

**Short-term Goals:**

- **Research-Based Learning Projects:** Embed small-scale research projects into the curriculum, encouraging students to engage in research from the early stages of their academic journey.
- **Innovation Centers:** Establish on-campus innovation and research centers where students can collaborate on interdisciplinary projects.
- **Capstone Projects:** Ensure that all final-year students complete capstone projects that reflect real-world problems, guided by faculty and industry mentors.

**Mid-term Goals:**

- **Research-Integrated Curriculum:** Develop programs where research and innovation are integral parts of learning, such as research-driven courses and innovation challenges for students.
- **Collaborative Research Programs:** Partner with industries and global universities to create joint research programs, allowing students to work on cutting-edge research topics.
- **Faculty-Student Research Collaborations:** Promote collaborative research between faculty and students, providing mentorship opportunities and practical research experience.

**Long-term Goals:**

- **Research-Driven Education:** Become a research-driven university where the curriculum is deeply rooted in ongoing scientific discoveries and technological advancements.

- **Patents and Innovations:** Encourage student innovations leading to patents and practical applications, positioning the university as a hub of innovation and intellectual property generation.
- **Global Research Leadership:** Achieve recognition as a global leader in research education, where students are involved in high-impact research projects with real-world applications.

#### **Issue 1.4: Curriculum Flexibility and Customization**

##### **Short-term Goals:**

- **Elective Expansion:** Expand the range of elective courses to offer students more flexibility in shaping their academic path based on their interests.
- **Flexible Credit Systems:** Introduce a flexible credit system allowing students to earn credits through online courses, internships, and community projects.
- **Modular Courses:** Develop short modular courses that can be combined in various ways to create customized degree pathways for students.

##### **Mid-term Goals:**

- **Cross-Departmental Courses:** Create courses that allow students to take subjects from multiple departments, enabling more customizable degree options.
- **Micro-Credentials:** Offer micro-credentials and digital badges that students can earn for specialized skills, allowing them to build a personalized portfolio of expertise.
- **Dual-Degree Programs:** Launch dual-degree programs with national and international universities, offering students the ability to graduate with multiple qualifications.

##### **Long-term Goals:**

- **Student-Designed Degrees:** Implement fully customizable degree programs where students design their academic journey by choosing a combination of core and elective subjects from multiple disciplines.
- **International Course Offerings:** Partner with international institutions to offer global course modules that student can take as part of their degree, giving them a competitive edge.
- **Modular and Lifelong Learning Systems:** Transition to a modular system where students can accumulate credits over time, enabling lifelong learning and the flexibility to re-enter higher education throughout their careers.

#### **Issue 1.5: Indian Knowledge System**

##### **Short-term Goals:**

- **IKS Curriculum Review and Research:** Form a dedicated committee of scholars and faculty to conduct research on various Indian knowledge systems (Ayurveda, Vedic mathematics, ancient Indian science, etc.) and assess their relevance to modern academic

programs. A report outlining key areas of IKS that can be integrated into different disciplines, along with potential modules, courses, or workshops.

- **Introductory IKS Courses and Seminars:** Develop elective courses or seminars introducing students to foundational elements of the Indian Knowledge System, such as the Vedas, Upanishads, Indian philosophy, Ayurveda, and ancient sciences. Offer introductory courses in the first year of implementation to spark interest and awareness among students and faculty.
- **Faculty Workshops on IKS Integration:** Conduct workshops for faculty members to familiarize them with IKS principles and explore strategies for incorporating IKS elements into existing courses (e.g., adding IKS perspectives to mathematics, ethics, or environmental studies). Equip faculty with the necessary understanding and tools to integrate Indian traditions and knowledge into their teaching.
- **Library Resources on IKS:** Enhance the university library's collection by adding key texts, manuscripts, and digital resources on the Indian Knowledge System, making them accessible to students and faculty. Ensure that the university's intellectual resources support the study and research of IKS across various academic disciplines.

#### **Mid-term Goals:**

- **Incorporation of IKS in Core Curriculum:** Begin integrating Indian Knowledge System topics into core curriculum areas, such as humanities, social sciences, and health sciences. For example, add modules on Ayurveda in health sciences, Vedic mathematics in STEM programs, or Indian philosophy in ethics courses. Ensure that all students, regardless of discipline, are exposed to IKS principles that complement their academic focus.
- **Interdisciplinary IKS Programs:** Develop interdisciplinary programs that combine modern disciplines with Indian knowledge, such as Indian architecture (Vastu Shastra) in engineering or ancient agricultural practices in environmental sciences. Introduce at least two interdisciplinary programs that showcase the practical application of IKS in contemporary studies.
- **Student Research and Projects in IKS:** Encourage students to engage in research projects that explore Indian Knowledge Systems and their relevance to modern societal

issues. Provide scholarships and funding for research focused on the IKS. Promote student-led research that contributes to the ongoing discourse on the applicability of IKS in modern contexts.

- **Collaborations with IKS Experts and Institutions:** Partner with research institutes, scholars, and organizations specializing in the Indian Knowledge System for guest lectures, collaborations, and joint research projects. Foster academic collaborations that enhance the quality and depth of IKS integration at the university.

**Long-term Goals:**

- **Establishment of a Centre for Indian Knowledge System:** Set up a dedicated Centre for Indian Knowledge Systems at the university to conduct research, develop curricula, and promote the teaching of IKS across disciplines. The center will serve as a hub for IKS scholarship, providing resources and support for both faculty and students, while also fostering global academic collaborations.
- **Global Outreach and Recognition of IKS Programs:** Promote the university’s Indian Knowledge System programs globally, seeking partnerships with international universities and research bodies to gain recognition and exchange knowledge. Achieve international recognition for the university’s leadership in integrating IKS with modern education, establishing it as a key player in global IKS research and education.
- **Contributions to National Policy on IKS:** Contribute to national discussions and policies on the incorporation of the Indian Knowledge System into education, research, and innovation through policy papers, conferences, and collaborations with government agencies. Shape the future of IKS education in India by actively participating in policy formulation and national initiatives.

**ELEMENT 2: ENHANCED TEACHING AND LEARNING AND FACULTY RESOURCES**

<b>Issue 2.1</b>	<b>Issue 2.2</b>	<b>Issue 2.3</b>	<b>Issue 2.4</b>	<b>Issue 2.5</b>	<b>Issue 2.6</b>
<b>Curriculum Reforms</b>	<b>Innovations In Pedagogy</b>	<b>Faculty Development</b>	<b>Better Student-Faculty ratios</b>	<b>Global Standards of Learning Resources</b>	<b>Improved Rankings</b>

**Issue 2.1: Curriculum Reforms (Personnel incharge: Hon. Vice Chancellor, Pro-Vice Chancellors, Dean–Academics, Deans/Heads of various Schools, Heads of Placement, Accreditation, IQAC & Alumni)**

**Short term Goals:**

- Incorporate cross-cutting issues in the Curriculum of UG and PG.
- Match the curriculum to the requirements of NEP 2020
- Derive institution-specific program-wise Pos and PSOs.
- Derive institution-specific course-wise COs.

**Medium term Goals:**

- Design Flexible course options to reach out to the aspirations of the new-age learners.
- Determine the Institution-specific and Graduate attributes.

**Long term Goals:**

- Conceive and design internationally-competitive curricula for structuring Baba Mastnath University Twinning Programs with International Collaborators.

**Issue 2.2: Innovations in Pedagogy (Personnel incharge: Hon. Vice Chancellor, Pro-Vice Chancellor, Dean-Academics, Deans/Heads of various Schools)**

**Short term Goals:**

- Promote excellence in Teaching-Learning through innovative and ICT-enabled pedagogies.
- Drive faculty-led and student-centric Outcome Based Education both for UG and PG.
- Design appropriate skill development and vocational courses.

**Medium term Goals:**

- Establish pedagogies and practices for Project Based Learning (PBL) for UG.
- Establish pedagogies and practices for Problem Based Learning (PBL) for PG (especially professional courses).
- Encourage Faculty and Students to indulge in Hands-on practical activities through “Living-Labs”.
- Establish an audio-visual studio for augmenting Teaching-Learning Process.

**Long term Goals:**

- Encourage Faculty to design course-specific online modules for the benefit of learners.
- Utilize the “in-house” Audio-visual Studio to develop University-specific faculty-led MOOCs.

**Issue 2.3: Faculty Development (Personnel incharge: Hon. Vice Chancellor, Pro-Vice Chancellors, Dean-Academics, Deans/Heads of various Schools, Heads of Academic Audit, IQAC, Human Resources and Training)**

**Short term Goals:**

- Design relevant “in house” Faculty Development Programs [FDP] based on a need-analysis.

- Plan School-wise training programs for faculty development in Teaching and Research.
- Encourage target-based Career-progression amongst faculty.

**Medium term Goals:**

- Promote Faculty Career Development endeavors [FCDs] and FDP.
- Motivate and develop Leadership amongst Faculty to add value to the Institution.

**Long term Goals:**

- Offer matured ‘in house’ FDPs and FCDs to other institutions.
- Encourage participation of faculty in Domain-specific and multidisciplinary international FDPs and FCDs.

**Issue 2.4: Better Student-Faculty Ratios (Personnel incharge: Pro-Vice Chancellors, Deans/Heads of various Schools)**

**Short term Goals:**

- Analyze the hither to program-wise Student-Faculty Ratios [SF] over the years, to identify the trends, causes and effects
- Work out strategies for improving the SF ratios program-wise, School-wise and University-wide

**Medium term Goals:**

- Improve demand for programs through active, faculty-led promotional and motivational drives.
- Bring out a ‘white paper’ to improve SF ratios.

**Long term Goals:**

- Build a strong University Brand to attract admissions Pan India and from beyond the National borders.
- Strategize Faculty Welfare measures to overcome attrition (if any), to promote retention.

**Issue 2.5: Global standards of Learning Resources: (Personnel incharge: Hon. Vice Chancellor, Deans/Heads of various Schools)**

**Short term Goals:**

- Have Lead Resource persons to address the University personnel regarding Global and National Human Development indices and efforts.
- Appraise the Faculty and students of the importance of working towards UN SDGs 2030.

**Medium term Goals:**

- Have external Lead speakers to talk to the faculty regarding Cooperative and Work

integrated Education (CWIE) Programs.

- Explicate the Process, Procedures, Outcomes and Assessment (PPOA) model to the Faculty across the University.
- Drive the Faculty to appraise themselves with the various quality standards frame works.

**Long term Goals:**

- Build an active Alumni Network to share their professional experiences in regard to global standards of learning Resources to be referred and/or acquired.
- Establish a Centre for competitive global Learning resources

**Issue 2.6: Improved Rankings: (Personnel incharge: Hon. Vice Chancellor, Heads of IQAC, Accreditation & Ranking)**

**Short term Goals:**

- Appraise the University staff regarding various ranking & accreditation instruments.
- Conduct Academic and Administrative Audit to realize the Quality status of the University.
- Prepare the University for undertaking the NAAC Assessment & Accreditation.

**Medium term Goals:**

- Improve on the perceptual Rankings hither to achieve by the University.
- Prepare mature departments for assessment by the National Board of Accreditation [NBA].

**Long term Goals:**

- Seek International Accreditations for eligible programs/departments/schools.
- Establish a Department Accreditations and Rankings to reach out to other institutions.
- Prepare the University for subsequent cycles of NAAC Assessment and Accreditations.

**ELEMENT 3: OUTCOME BASED EDUCATION**

**Element 3: Outcome-Based Education (OBE)**

<b>Issue 3.1</b>	<b>Issue 3.2</b>	<b>Issue 3.3</b>	<b>Issue 3.4</b>
<b>Curriculum Alignment with Learning Outcomes</b>	<b>Student-Centric Learning and Competency Development</b>	<b>Assessment and Evaluation Systems</b>	<b>Faculty Development for Outcome-Based Education</b>

**Issue 3.1: Curriculum Alignment with Learning Outcomes**

**Short-term Goals:**

- **Learning Outcome Mapping:** Conduct a thorough review of all courses to ensure that learning outcomes are clearly defined, measurable, and aligned with the overall program objectives.
- **Faculty Training on OBE:** Provide training for faculty on designing and implementing OBE frameworks, focusing on how to create assessments that align with defined learning outcomes.
- **Student Orientation on Learning Outcomes:** Introduce an orientation program to make students aware of the learning outcomes for their courses and how these outcomes will impact their assessment and success.

**Mid-term Goals:**

- **Curriculum Redesign:** Redesign the curriculum to ensure each course directly contributes to the achievement of program-level learning outcomes. Ensure a clear progression of learning across semesters.
- **Outcome-Based Assessments:** Introduce assessment tools and strategies, such as rubrics and formative assessments, which specifically measure students' attainment of the defined learning outcomes.
- **Industry-Informed Learning Outcomes:** Engage industry professionals to review and refine program learning outcomes, ensuring they reflect current trends and expectations in the workforce.

**Long-term Goals:**

- **Institution-Wide Outcome-Based Curriculum:** Implement OBE across all departments and programs, ensuring a cohesive approach to teaching, learning, and assessment aligned with learning outcomes.
- **Global Best Practices:** Achieve international recognition for the university's OBE model by aligning it with global standards and best practices, ensuring the graduates are competitive in the global marketplace.
- **Dynamic Learning Outcomes:** Develop a system for continuously updating learning outcomes based on changes in technology, industry demands, and academic research.

**Issue 3.2: Student-Centric Learning and Competency Development****Short-term Goals:**



- **Student Feedback on Learning Methods:** Implement feedback mechanisms where students can share their experiences regarding how well their courses are preparing them to meet learning outcomes.
- **Personalized Learning Plans:** Develop personalized learning plans for students based on their learning styles, strengths, and weaknesses to help them meet learning outcomes effectively.
- **Competency-Based Workshops:** Organize short-term workshops and training programs that focus on developing competencies such as critical thinking, problem-solving, and collaboration.

#### **Mid-term Goals:**

- **Competency-Based Curriculum:** Transition select programs to a competency-based education (CBE) model, where students' progress based on their demonstrated mastery of skills rather than time spent in class.
- **Flipped Classroom Models:** Integrate flipped classroom models where students prepare for classes by engaging with learning materials ahead of time, allowing in-class time to focus on mastery of competencies.
- **Learning Analytics for Personalization:** Use learning analytics tools to track students' progress toward learning outcomes and offer personalized interventions based on individual needs.

#### **Long-term Goals:**

- **Full Competency-Based Education Model:** Implement a full competency-based education model across the institution, ensuring students graduate with a clear set of competencies and skills that are recognized by employers.
- **Lifelong Learning and Competency Development:** Establish pathways for alumni to return and upskill through short courses, professional certifications, and competency development programs.
- **Global Recognition for Competency-Based Education:** Achieve recognition as a global leader in competency-based education, ensuring that graduates have industry-relevant skills and competencies.

#### **Issue 3.3: Assessment and Evaluation Systems**

**Short-term Goals:**

- **Assessment Strategy Review:** Conduct a review of current assessment strategies across all programs to ensure alignment with the learning outcomes and OBE principles.
- **Formative Assessments:** Introduce formative assessments that allow students to receive feedback on their progress towards achieving learning outcomes without the pressure of high-stakes exams.

**Mid-term Goals:**

- **Continuous Evaluation System:** Implement a continuous evaluation system where students are assessed regularly through projects, presentations, and other real-world applications of their learning.
- **Digital Assessment Tools:** Introduce digital tools for assessments, such as AI-based evaluations, e-portfolios, and peer assessment platforms that provide real-time feedback on student progress.
- **Outcome-Based Grading:** Transition to an outcome-based grading system where students' grades reflect the degree to which they have achieved the learning outcomes, rather than their performance on individual assignments.

**Long-term Goals:**

- **Comprehensive Assessment Reform:** Overhaul the assessment system to fully integrate outcome-based evaluation, ensuring that students are consistently assessed on their ability to meet program objectives.
- **Assessment Transparency:** Implement transparent and easily accessible assessment reporting, where students can track their progress towards learning outcomes in real time.
- **Global Benchmarking for Assessments:** Align the university's assessment system with international standards, ensuring the evaluations are globally competitive and recognized.

**Issue 3.4: Faculty Development for Outcome-Based Education****Short-term Goals:**

- **OBE Training for Faculty:** Conduct workshops and training sessions to educate faculty on the fundamentals of OBE, focusing on how to design courses and assessments aligned with learning outcomes.
- **Peer Learning Communities:** Establish peer learning communities where faculty can share best practices, resources, and challenges related to OBE implementation.

- **OBE Leadership Program:** Develop a leadership program that trains select faculty members to become OBE champions within their departments, helping to guide and mentor others in the transition.

**Mid-term Goals:**

- **Continuous Professional Development:** Create a continuous professional development framework for faculty focused on advanced OBE practices, innovative teaching methods, and technology integration.
- **Cross-Disciplinary Faculty Collaboration:** Encourage cross-disciplinary collaboration among faculty to develop interdisciplinary approaches to OBE, fostering creativity and innovation in curriculum design.
- **Research on OBE:** Encourage faculty to engage in research related to OBE and share their findings through publications and conferences, building the university’s reputation as a thought leader in OBE.

**Long-term Goals:**

- **OBE-Certified Faculty:** Establish an internal certification program where faculty receive official recognition for their expertise in OBE, positioning them as leaders in outcome-based teaching and learning.
- **Global Faculty Exchange Programs:** Create global faculty exchange programs where educators can learn from institutions that have successfully implemented OBE and bring back insights to improve local practices.
- **Sustained Faculty-Led OBE Innovation:** Ensure that faculty are empowered to continually innovate and refine OBE methodologies, maintaining the university’s leadership in outcome-based education.

**ELEMENT 4: INFRASTRUCTURE**

Issue 4.1	Issue 4.2	Issue 4.3	Issue 4.4
Smart and Sustainable Campus Infrastructure	Digital Infrastructure and Technology Integration	Research and Innovation Infrastructure	Student and Faculty Wellbeing Facilities

## **Issue 4.1: Smart and Sustainable Campus Infrastructure**

### **Short-term Goals:**

- **Green Audit:** Conduct an audit of current infrastructure to assess energy use, water consumption, and waste management practices.
- **Energy-Efficient Upgrades:** Begin replacing traditional lighting with LED and energy-efficient alternatives in key areas such as classrooms, libraries, and administrative offices.
- **Waste Segregation Stations:** Install waste segregation bins across campus to promote recycling and responsible waste disposal.

### **Mid-term Goals:**

- **Solar Power Integration:** Introduce solar panels on rooftops of key buildings to reduce dependence on conventional energy sources and move towards renewable energy.
- **Water Conservation Systems:** Install rainwater harvesting and greywater recycling systems across the campus to reduce water consumption.
- **Smart Classrooms:** Upgrade a significant portion of classrooms into "smart classrooms" equipped with interactive boards, projectors, and enhanced digital capabilities.

### **Long-term Goals:**

- **Carbon Neutral Campus:** Aim to achieve carbon neutrality by reducing emissions through renewable energy, energy-efficient infrastructure, and sustainable practices.
- **Zero-Waste Campus:** Implement a comprehensive waste management system with composting, recycling, and waste-to-energy technologies to achieve zero waste.
- **Sustainable Campus Development:** Build all future campus facilities based on sustainable building standards (e.g., LEED certification) to minimize environmental impact.

## **Issue 4.2: Digital Infrastructure and Technology Integration**

### **Short-term Goals:**

- **Campus Wi-Fi Expansion:** Improve campus-wide Wi-Fi coverage and bandwidth to ensure fast and reliable internet access for students, faculty, and staff.
- **Learning Management System (LMS):** Implement or upgrade a university-wide LMS to facilitate online learning, course management, and student assessments.
- **Cybersecurity:** Strengthen the cybersecurity framework to protect sensitive university data and ensure privacy for students and staff.

### **Mid-term Goals:**

- **Digital Libraries and Resources:** Develop a comprehensive digital library with access to e-books, journals, and research databases, enhancing learning and research capabilities.
- **Data Analytics Platforms:** Implement data analytics platforms to track student performance, faculty effectiveness, and administrative efficiency, improving decision-making.
- **E-Administration Systems:** Digitize administrative processes such as admissions, fee payments, and student record management to streamline operations.

### Long-term Goals:

- **AI and IoT Integration:** Integrate AI and Internet of Things (IoT) technologies for campus management, such as smart energy systems, predictive maintenance of infrastructure, and AI-driven administrative services.
- **Digital Twin Campus:** Develop a "digital twin" of the campus—a virtual replica that uses real-time data to monitor infrastructure performance, energy consumption, and maintenance needs.
- **Virtual and Augmented Reality (VR/AR) Labs:** Establish VR/AR labs for use in teaching, research, and student innovation, particularly in fields like engineering, medicine, and architecture.

### Issue 4.3: Research and Innovation Infrastructure

#### Short-term Goals:

- **Basic Research Labs:** Set up fully equipped basic research labs in key academic areas such as science, engineering, and medicine.
- **Innovation Hub:** Establish a dedicated innovation hub on campus to foster student and faculty-led startups and entrepreneurial projects.
- **Research Funding:** Create a seed fund to support student and faculty research projects, encouraging innovation in areas of societal relevance.

#### Mid-term Goals:

- **Interdisciplinary Research Centers:** Develop interdisciplinary research centers focused on key areas like sustainability, AI, and biotechnology to encourage collaborative research.
- **Incubation and Accelerator Programs:** Partner with industries and venture capitalists to offer incubation and accelerator programs for student startups and faculty-led projects.
- **Research Collaborations:** Build advanced research infrastructure, such as high-performance computing clusters and state-of-the-art labs, to support collaborations with national and international institutions.

#### Long-term Goals:

- **World-Class Research Facilities:** Develop world-class research parks and innovation districts that attract global talent and foster cutting-edge research.
- **Patents and Commercialization Office:** Establish an office dedicated to converting university research into patents, commercial products, and startups, making the university a leader in innovation.
- **Global Research Leadership:** Achieve global recognition for research output by consistently producing high-impact studies, patents, and innovations.

#### Issue 4.4: Student and Faculty Wellbeing Facilities

##### Short-term Goals:

- **Student Counseling Centers:** Set up student counseling centers to provide support for mental health, academic stress, and career guidance.
- **Basic Sports and Fitness Facilities:** Ensure that the campus has basic fitness facilities, such as gyms, sports fields, and indoor sports courts, for student and faculty wellness.
- **Accessibility Improvements:** Enhance campus accessibility by adding ramps, elevators, and accessible restrooms to support students and faculty with disabilities.

##### Mid-term Goals:

- **Student Housing Upgrade:** Modernize existing student hostels to improve living conditions, providing adequate facilities for accommodation, dining, and recreation.
- **Faculty Development Center:** Establish a faculty development center with resources for professional growth, including spaces for collaboration, wellness, and skill enhancement.
- **Expanded Healthcare Services:** Develop an on-campus health center offering both physical and mental health services, with trained professionals available for consultations.

##### Long-term Goals:

- **Recreational and Cultural Centers:** Build a large recreational and cultural center with performance spaces, fitness facilities, and areas for student clubs, encouraging extracurricular involvement.
- **Eco-friendly Student Housing:** Construct eco-friendly student housing that integrates sustainable living practices, such as solar energy, water conservation, and green building materials.
- **Integrated Wellness Programs:** Implement comprehensive wellness programs for students and faculty, incorporating physical, mental, and emotional health services with a focus on long-term wellbeing.

## ELEMENT 5: TECHNOLOGICAL ADVANCEMENT

Issue 5.1	Issue 5.2	Issue 5.3	Issue 5.4
Facilitate the use of technology in the institute	Evaluation and Examination reforms by Technology	Advanced LMS and ICT-enabled networks	Become Centre of excellence using technology

**Issue 5.1: Facilitate the use of technology in the institute (Personnel incharge: Hon. Vice Chancellor, Head-IT, Dean-Academics, Deans/Heads of the various Schools, and Controller of Examinations)**

### Short term Goals:

- Acquire need-based educational technologies, phase-wise, to augment the Teaching-learning environment of the University.
- Encourage the Faculty and Administrative staff to use newer technologies in their day to day practices.
- Acquire appropriate digital tools and technologies for augmenting evaluation procedures.

### Medium term Goals:

- Adopt recommendations of the Government of India (GOI) towards digital India as related to Higher Education.
- Appraise the Faculty with modern trends in Edtech.
- Adopt the guidelines of National Digital Educational Architecture [NDEAR].

### Long term Goals:

- Incorporate Adaptive Learning, Gamification, Augmented Reality and Virtual Reality and Physical Learning.

**Issue 5.2: Evaluation and Examination reforms by Technology (Personnel incharge: Controller of Examination, Head-IT, Dean Academics, Deans/Heads of the Various Schools)**

### Short term Goals:

- Adopt the newer and recommended models of Internal and External Assessment and evaluation methodologies as recommended by the Karnataka State Higher Education Council [KSHEC] and respective Statutory Regulatory Authorities [SRAs].
- Work out the credit based equivalence of extracurricular programs on par with the curricular ones

**Medium term Goals:**

- Have experts deliberating on Assurance of Learning [AOL] to the Faculty.
- Develop AO Land Attainment Methodologies matrix for all courses and programs in a phase-wise manner.

**Long term Goals:**

- Develop a customized Integrated Examination and Evaluation System (IEES) for the University

**Issue 5.3: Advanced LMS and ICT-enabled networks (Personnel incharge: Hon. Vice Chancellor, Controller of Examination, Head-IT, Dean Academics)**

**Short term Goals:**

- Develop acceptable norms and practices for the Examination and Evaluation procedures.

**Medium term Goals:**

- Seek appropriate feedback from stakeholders to make the Examination and Evaluation system of the University more robust and rigorous.

**Long term Goals:**

- Develop appropriate Integrated Examination and Evaluation System [IEES] after trial and testing.

**Issue 5.4: Become Centre of Excellence using technology (Personnel incharge: Hon. Vice Chancellor, Head– IT)**

**Short term Goals:**

- Bring on Board appropriate personnel to handle the University technology wing.
- Have experts develop a plan for integrating technology in all processes and practices of the institution.

**Medium term Goals:**

- Adopt the technologies across the educational and administrative practices.

**Long term Goals:**

- Review and reiterate the functioning of the Centre and adopt reforms if needed.

**ELEMENT 6: OUTREACH AND PARTNERSHIP**

Issue 6.1	Issue 6.2	Issue 6.3	Issue 6.4
Improvements in both intra- and inter-universities coordination	Improve industry interface	Enhanced community outreach to make education holistic and practical	Promote Branding of the institute



**Issue 6.1: Improvements in both intra-and inter-universities coordination (Personnel incharge: Dean-Academics, Deans/Heads of the Various Schools, Director-International Relations, Dean-Student Affairs].**

**Short term Goals:**

- Build inter-departmental faculty teams across the University for Cooperative and multidisciplinary teaching-learning.
- Involve the inter departmental faculty to participate, in Project-based and Problem-based teaching-learning.
- Foster institution-community engagement for extension activities.

**Medium term Goals:**

- Encourage faculty to develop academic collaborations with other Universities, institutions (including Industries), National & International and societal agencies.
- Explore the possibilities to develop cooperative and collaborative programmes with Governmental and Non-governmental agencies.

**Long term Goals:**

- Develop functional Centres for collaborative ventures (School-wise).

**Issue 6.2: Improved industry interface (Personnel incharge: Pro-Vice Chancellors, Dean Academics, Deans/Heads of the Various Schools, Heads of Placement, Incubation Centre, Sponsored Research and Alumni)**

**Short term Goals:**

- Invite industry personnel to be members of the domain related Boars of Studies.
- Invite Industry experts as guest/adjunct faculty to bridge the institution-industry connect.

**Medium term Goals:**

- Have functional internships and apprenticeships for students across relevant industries.
- Develop internship programs for Certificate, diploma and PG diploma in collaboration with relevant industries and other agencies.

**Long term Goals:**

- Establish and Industry-institution centre for promoting academic and business ventures.

**Issue 6.3: Enhanced community outreach to make education holistic and practical (Personnel incharge: Dean Student Affairs & Chief Proctor, NSS & NCC Coordinator)**

**Short term Goals:**

- Review the extension activities of the University to identify focus areas.
- Strengthen the Community engagement activities across all schools.

**Medium term Goals:**

- Establish a Centre for fostering Community Engagement as per the UGC norms

**Long term Goals:**

- Bring on board appropriate personnel for strengthening the Centre and making it visible and sustainable

**Issue 6.4: Promote Branding of the Institute**

**(Personnel incharge: Hon. Vice Chancellor, Pro Vice Chancellors, Registrar, Head of Marketing and Admissions)**

**Short term Goals:**

- Workout an institutional SWOC for identifying the institutional USP.

**Medium term Goals:**

- Identify mechanisms and processes for branding the institution on the USP as identified

**Long term Goals:**

- Review the Branding and promote it for internalization of University education

**ELEMENT 7: EXCELLENCE IN GOVERNANCE AND MANAGEMENT**

Issue 7.1	Issue 7.2	Issue 7.3	Issue 7.4	Issue 7.5
Improved Governance via reforms	Administrative reforms	Improvements In Infrastructure	Improvements In HR policies & Management	Student Development and Support

**Issue 7.1: Improved governance via reforms (Personnel incharge: Hon. Vice Chancellor, Pro VCs & Registrar)**

**Short term Goals:**

- Assign specific designations to administrative staff according to the roles allotted to the function arise.
- Adopt need-based digital technologies for rendering the processes timely, reliable and user-friendly.
- Establish the Board of Governors (BOG)/Board of Management (BOM)/Academic Council (AC)/Board of Studies (BOS) & other Statutory Committees as per the recommendations of the Statutory Regulatory Authorities (SRAs)

**Medium term Goals:**

- Establish a customized institutional ERP for data analytics and ease of stakeholder-sharing.
- Review the functioning of all the committees and bodies and adopt improvements (If need be).
- Establish good practices based on stakeholder feedback.
- Work towards a paper-less administrative environment.

**Long term Goals:**

- Build a congenial work place environment to the satisfaction of all stakeholders.
- Bring out policy documents wherever necessary.
- Engage adjunct mentors from Industry and elite institutions from India and abroad.

**Issue 7.2: Administrative reforms (Personnel incharge: Hon. Vice Chancellor, Registrar, Dean Academics)****Short term Goals:**

- Document the Academic and Administration Audit [AAA] policy of the institution
- Document the procedures and processes for stakeholder consumption.

**Medium term Goals:**

- Review the administrative practices for adopting need-based revisions and reforms.
- Establish Institutional Administrative Best practices based on experiences hither to.

**Long term Goals:**

- Establish world class administrative practices to seek international recognition.

**Issue 7.3: Improvements in Infrastructure (Personnel incharge: Registrar, Dean-Academics & Director-Administration)****Short term Goals:**

- Brain storm for prioritizing the infrastructure development phase-wise.
- Provide adequate infrastructure for both administrative and academic activities as at present.
- Conceive and design a Master plan for the University.

**Medium term Goals:**

- Review adequacy of infrastructure based on the student admissions, and newer academic programs.
- Build additional administrative infrastructure for the new ventures and administration.
- Build adequate infrastructure for the extra-curricular and Co-curricular activities of the Learners.

**Long term Goals:**

- Review the infrastructure needs for futuristic development and plan based on priorities
- Revisit the Master plan and further infrastructure development based on need.

**Issue 7.4: Improvements in HR policies and Management (Personnel incharge: Hon. Vice Chancellor, Registrar & Head–HR)**

**Short term Goals:**

- Design a need analysis for recruitment of administrative staff based on workload (as per norms)
- Design a need analysis for recruitment of academic staff based on student strength and subject/domain specializations (as per norms).
- Document the HR Policy for administrative and support staff.

**Medium term Goals:**

- Plan appropriate welfare measures for the administrative and support staff
- Enhance Student/Faculty engagement “beyond the class-room” activities.

**Long term Goals:**

- Document the Cadre and recruitment rules for Teaching/research staff
- Plan appropriate welfare measures for the academic staff

**Issue 7.5: Student development and support (Personnel incharge: Pro-Vice Chancellors, Registrar, Dean Academics, Deans/Heads of Various Schools, Dean Student Affairs, Head of Placement & Alumni Relations.**

**Short term Goals:**

- Facilitate access, equity and welfare measures (Scholarships, free ships and such others).
- Facilitate commutation, hostels and cafeteria.
- Facilitate quality education, training, mentoring and counseling.
- Provide adequate health care and wellness facilities.
- Provide facilities for pre-placement training and placement opportunities through campus recruitment drives.

**Medium term Goals:**

- Seek student satisfaction through surveys regarding the short term goals as above.
- Take appropriate corrective measures to render the above processes more facilitative to learners.
- Augment the cultural mix, to promote harmony and a sense of belonging to the institution.
- Build a strong Alumni association

**Long term Goals:**

- Strengthen alumni network as well as alumni engagement for the benefit of the ongoing generations of learners.
- Build learner trust in the institution through laudable student support and progression.

**ELEMENT 8: RESEARCH AND SKILL DEVELOPMENT**

<b>Issue 8.1</b>	<b>Issue 8.2</b>	<b>Issue 8.3</b>	<b>Issue 8.4</b>
Promotion of research excellence and innovation both locally and globally	Enhancement in skills by Fostering initiatives that take the University a Skill hub	Improvements in graduates' employability	Multidisciplinary in institutes and research collaborations

**Issue 8.1: Promotion of research excellence and innovation both locally and globally (Personnel incharge: Hon. Vice Chancellor, Pro Vice Chancellors, Dean–Academic & Sponsored Research, Dean-Academics, Deans/Heads of Various Schools, Heads of Placement, Incubation and IQAC)**

**Short term Goals:**

- Promote a multidisciplinary research culture.
- Promote Ph.D. programs in multidisciplinary areas.
- The faculty to attain doctoral degrees in new-age domains.

**Medium term Goals:**

- Develop Centres of Excellence in multidisciplinary research.
- Promote innovative and collaborative research activities.

**Long term Goals:**

- Identify spin-off companies for developing products from the research outcomes.
- Establish a functional Incubation Centre to promote Entrepreneurship and business acumen amongst students.

**Issue 8.2: Enhancement in skills by fostering initiatives that make the University a skill hub (Personnel in charge: Hon. Vice Chancellor, Dean Academics, Deans/Heads of Various Schools, Head of Placement, Incubation & Alumni)**

**Short term Goals:**

- Promote skill development in academics and research.
- Establish a Skilling Centre to promote the above.

**Medium term Goals:**

- Explicate the vision and sectorial opportunities under the National Skill Development Council of India [NSDCI].
- Look out for mandates of the National Committee for Integration of Vocational Education (NCIVE) and take appropriate action/s.

**Long term Goals:**

- Have regular skill development Exposures through inter University ventures
- Seek partnerships with skilling centers across the Nation and abroad.

**Issue 8.3: Improvements in graduates' employability.**

**(Personnel incharge: Hon. Vice Chancellor, Dean-Academics, Deans/Heads of Various Schools, Heads of Placement, Incubation and Alumni)**

**Short term Goals:**

- Strengthen the Pre-placement training programs and Placement Centre of the University.
- Tweak the curricula of relevant programs phase-wise, to render them directed towards enhancing employability.
- Review the employability enhancement components of existing programs.
- Motivate the students to improve their communication skills to perform better in interviews and competitive forums.
- Encourage participation of students and Faculty in competitive quizzes.

**Medium term Goals:**

- Appraise the students to popular and value-adding media programs to enhance their thinking in terms of improving their General Knowledge [GK] and Current affairs in the business world and economics (eg. Tata Crucible and TEDEX).
- Encourage students and faculty to undertake socio-economically-relevant ventures.
- Design and implement industry-specific courses to enhance employability.

**Long term Goals:**

- Keep and improve the data-base and analytics of employability of the University graduates and postgraduates.
- Strengthen the Alumni Association to improve the Employability of learners through iterative networking, motivational speeches and work-place related training (attitudes, etiquettes, interview skills, dos and don'ts, Team work and Leadership)

**Issue 8.4: Multidisciplinary in institutes and research collaborations**

**(Personnel incharge: Hon. Vice Chancellor, Pro-Vice Chancellors, Dean- Academics, Dean- Academic & Sponsored Research, Deans/Heads of Various Schools)**

**Short term Goals:**

- Establish multidisciplinary academics in the institution.
- Start with inter-departmental multidisciplinary engagements and collaborations.

**Medium term Goals:**

- Understand the nuances and requirements of evolving the University into a Multidisciplinary Education and Research University (MERU) as per NEP 2020.

**Long term Goals:**

- Realize a sustainable model of a MERU.
- Establish National and International research collaborations with Lead HEIs.

**ELEMENT 9: Sustainability (Green Initiatives)**

Issue 9.1	Issue 9.2	Issue 9.3	Issue 9.4	Issue 9.5
Community Activities	Waste and Water Management	Progressing towards Net Zero	Green Audits and Initiatives	Collaborations with Industry/NGOs

**Issue 9.1: Community Activities**

**Short term Goals:**

- **Sustainability Awareness Programs:** Launched workshops and campaigns for students, faculty, and staff to raise awareness about sustainability practices.
- **Green Campus Initiatives:** Initiated small-scale projects such as tree planting drives, campus clean-up events, and recycling competitions.
- **Sustainability Student Clubs:** Established student-led clubs focused on promoting sustainability and green living practices on campus and in the community.

**Medium term Goals:**

- **Community Engagement Projects:** Develop partnerships with local communities for joint sustainability projects, such as urban gardening, waste reduction programs, and energy conservation efforts.
- **Service Learning Courses:** Integrate community service with academic learning through courses that involve students in real-world sustainability challenges within the community.
- **Green Ambassadors Program:** Train and empower students and faculty to become sustainability ambassadors who advocate and lead green initiatives on and off campus.

**Long term Goals:**

- **Sustainable Campus Living:** Establish community-based living projects, such as eco-villages or sustainable housing, which serve as models of green living for the wider community.
- **Community Education Centers:** Create centers dedicated to educating the public on sustainability practices, environmental protection, and green technologies.
- **University-Community Sustainability Network:** Form a network that links the university with local schools, businesses, and NGOs to promote large-scale sustainability projects and initiatives.

## **Issue 9.2: Waste and Water Management**

### **Short term Goals:**

- **Baseline Waste and Water Audit:** Conduct a comprehensive audit of current waste and water usage to identify areas for improvement.
- **Recycling and Composting Programs:** Implement recycling stations across campus and start composting organic waste to reduce landfill contributions.
- **Water Conservation Campaigns:** Launch awareness campaigns focused on reducing water usage, including fixing leaks and promoting water-saving practices.

### **Medium term Goals:**

- **Waste Reduction Targets:** Set and enforce campus-wide waste reduction goals, focusing on reducing single-use plastics and promoting reusable alternatives.
- **Water Reuse Systems:** Install grey water recycling systems and rainwater harvesting infrastructure to reduce reliance on municipal water sources.
- **Waste-to-Energy Initiatives:** Explore and potentially implement small-scale waste-to-energy technologies to convert organic waste into energy for campus use.

### **Long term Goals:**

- **Zero Waste Campus:** Aim to achieve zero waste status by drastically reducing waste generation, maximizing recycling, and diverting waste from landfills.
- **Comprehensive Water Management Plan:** Implement a fully integrated water management system that includes rainwater management, wastewater treatment (effluent plant), and water conservation technologies.
- **Sustainable Resource Recovery:** Develop a resource recovery facility on campus that processes waste into usable materials, such as compost, bioenergy, or recycled products.

## **Issue 9.3: Progressing towards Net Zero**

### **Short term Goals:**

- **Carbon Footprint Attenuation:** The university mess and all the kitchen/pantries are run on biogas to attenuate carbon footprint. All lighting system in the university is LED based.
- **Renewable Energy Feasibility Study:** Investigated the feasibility of incorporating renewable energy sources, such as solar, bio-fuel (agriculture waste), biogas (waste of dairy, compost, and kitchen waste) into the campus energy mix.

### **Medium term Goals:**

- **Renewable Energy Integration:** Start integrating renewable energy sources into the campus power supply, beginning with solar panels on rooftops and parking lots.
- **Energy Conservation Programs:** Implement campus-wide energy conservation programs, including incentives for reducing energy use and promoting energy-efficient behaviours.
- **Green Building Standards:** Ensure that all new construction and major renovations on campus meet or exceed green building standards (e.g., LEED certification).

### **Long term Goals:**

- **Carbon Neutrality:** Achieve carbon neutrality through a combination of renewable energy, energy efficiency, and carbon offset projects.



- **Campus-wide Renewable Energy:** Transition to 100% renewable energy for all campus operations, including electricity, heating, and cooling.
- **Sustainable Transportation Solutions:** Develop sustainable transportation options for students and staff, such as electric vehicle charging stations, bike-sharing programs, and public transit partnerships.

#### Issue 9.4: Green Audits and Initiatives

##### Short term Goals:

- **Initial Green Audit:** Conducted a comprehensive green audit to assess the university's current environmental impact, including energy use, waste production, and water consumption.
- **Sustainability Reporting:** Begin annual sustainability reporting to track progress and identify areas for improvement.
- **Sustainability Policy Development:** Draft and implement a university-wide sustainability policy that outlines goals and responsibilities.

##### Medium term Goals:

- **Regular Green Audits:** Establish a routine schedule for green audits to monitor progress and ensure continuous improvement.
- **Campus-wide Initiatives:** Launch campus-wide green initiatives, such as paperless administration, green procurement policies, and eco-friendly landscaping.
- **Green Certification Programs:** Encourage departments and buildings to achieve green certification (e.g., ISO 14001) as a mark of their commitment to sustainability.

##### Long term Goals:

- **Sustainability Management System:** Develop a comprehensive sustainability management system that integrates green audits, sustainability reporting, and continuous improvement strategies.
- **Eco-friendly Infrastructure:** Retrofit and upgrade all campus facilities to meet the highest environmental standards, including energy efficiency, water conservation, and waste reduction.
- **Sustainability Innovation Hub:** Create a hub for sustainability research and innovation that focuses on developing and implementing cutting-edge green technologies and practices.

#### Issue 9.5: Collaborations with Industry/NGOs

##### Short term Goals:

- **Industry Partnerships:** Established partnerships with local industries to explore opportunities for joint sustainability projects, such as waste reduction and energy efficiency initiatives.
- **NGO Collaborations:** Partner with environmental NGOs to bring expertise and resources to campus sustainability efforts, including community outreach and education.
- **Sustainability Internship Programs:** Develop internship programs that place students in local businesses and NGOs working on sustainability projects.

**Medium term Goals:**

- **Joint Research Projects:** Initiate collaborative research projects with industry partners and NGOs focused on sustainability challenges, such as renewable energy, waste management, and climate resilience.
- **Corporate Social Responsibility (CSR) Projects:** Work with corporate partners to develop and implement CSR projects that align with the university's sustainability goals.
- **Sustainability Conferences and Workshops:** Host conferences and workshops that bring together academia, industry, and NGOs to share knowledge and best practices in sustainability.

**Long term Goals:**

- **Sustainability Consortia:** Form or join consortia with industry leaders and NGOs to drive large-scale sustainability initiatives and policy advocacy at the regional or national level.
- **Endowment of Chairs in Sustainability:** Establish endowment of chairs in sustainability, funded by industry partners, to lead research and education efforts in key areas such as renewable energy, sustainable agriculture, and environmental policy.
- **Global Sustainability Alliances:** Develop global partnerships with universities, industries, and NGOs to share knowledge, research, and best practices in sustainability on a global scale.

**CONCLUSION:**

It is the earnest desire of Baba Mastnath University to evolve into an Institution of Eminence through meticulous implementation and operation of the Institutional Development Plan as conceived and elaborated above. The institution is committed to realize its aspirations through appropriate allocation of time, institutional and personnel energy and revenue generation/mobilization towards its set goals. Since the Baba Mastnath University has had a long experience and commitment to education from UG to PG and beyond, it will leave no stone unturned to achieve its well-laid out IDP for the University. Our resolute objective is to induct over 25000+ students and side by side we will be also directing our efforts to build a firm symbiotic partnership with neighboring industries and research and development centers. We also strongly believe that all our endeavors will be stepping stone in realizing the vision of becoming Viksit Bharat by 2047 as envisaged by our present dispensation.