INSTITUTION DEVELOPMENT AND FIVE-YEAR ROLLING IMPLEMENTATION PLAN

(2025 - 2030)

for

MALLA REDDY
DEEMED TO BE UNIVERSITY

Malla Reddy (MR)
Deemed to be University

Maisammaguda (H), Medchal-Malkajgiri District, Secunderabad– 500100, Telangana State.

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FIVE YEAR DEVELOPMENT AND ROLLING IMPLEMENTATION PLAN

In the ever-evolving landscape of higher education, institutions must continuously reassess and redefine their objectives, methodologies, and aspirations. As Malla Reddy Engineering College (MREC) embarks on its ambitious journey to acquire the Deemed to be University (DTBU) Status, we recognize the imperative to outline a clear, progressive, and impactful development blueprint. This Institution Development Plan provides a comprehensive roadmap for (Proposed Deemed to Be University) growth over the next five years, underpinned by our steadfast commitment to excellence in education, research, and community engagement. This document encapsulates our vision and our strategic initiatives in the areas of academics, research, infrastructure, finance, and governance, serving as a guiding beacon for our collective efforts and aspirations. As we delve into the specifics of this plan, let us remain cognizant of our overarching goal: to elevate (Proposed Deemed to Be University)to new pinnacles of global recognition, impact, and service.

In this section, the Five-Year Rolling Implementation Plan for the period (2024-2029) to work towards the fifteen year strategic vision plan is presented. The initial five year rolling plan shall be the period for capacity building. It shall lay the foundation for progress and achievement of targets set in the 15-year strategic vision plan. The plan proposes institute-wide goals and actions that transcend the boundaries of departments and administrative functions. It aims to take advantage of its distributed strengths of different academic departments and other centers. It shall define the activities and resources requirements to implement the planned activities and stated objectives. It shall pave the way for its progress, help traverse the pathway planned crossing milestones that shall be the hallmark to measure its success.

VISION STATEMENT

"To become an internationally acclaimed institution, recognized for excellence in teaching, multidisciplinary research, and outreach, by collectively creating, advancing, and disseminating knowledge."

1. ACADEMIC DEVELOPMENT PLAN

Strategic Vision:

To position MRU at the forefront of the academic domain, recognizing the rapid changes in the educational landscape, by focusing on interdisciplinary education, research, and innovation in accordance with the principles set forth by NEP-2020.

1. **Curriculum Development:**

- Adopt academic freedom in designing innovative curriculums that span traditional and emerging disciplines.
- Regularly update academic programs to be NSQF-compliant, aligning with global standards, theoretical evolutions, and industry needs.
- Introduction of interdisciplinary courses in emerging areas such as Artificial Intelligence, Quantum Computing, and Sustainable Engineering.
- Revamp of curriculum every 2 years in collaboration with industry experts to ensure its relevance to current global needs.
- Launch self-financing programs across varied disciplines, addressing core and applied areas of study.
- Develop short-term, job-oriented certificate courses in each department to enhance value and practical expertise.

2. Flexible Learning:

- Implement the NEP 2020's Academic Bank of Credit (ABC) to offer students a customizable and flexible learning journey.
- Enhance infrastructure to support online programs, catering to off-campus students and working professionals.
- Integrate Open Educational Resources (OERs), MOOCs, and 'Creative Commons' resources to diversify learning material.
- Prioritize the development and adoption of MOOCs on the SWAYAM platform, ensuring anytime, anywhere learning.

- Introduction of international student and faculty exchange programs to enhance the global perspective of our students and faculty.

3. Innovative Pedagogical Approaches:

- Establish a Teaching-Learning Centre (TLC) dedicated to innovating pedagogical tools and methodologies.
- Create tech-powered classrooms to support modern teaching strategies, such as flipped classrooms and collaborative learning.
- Emphasize experiential learning outcomes through multimodal learning packages and advanced software tools.
- Regularly update teaching methodologies to align with emerging global trends through expert faculty groups.

4. Assessment and Feedback:

- Implement transparent evaluation processes within a robust examination system.
- Periodically assess program outcomes via academic audits.
- Gather and analyze student feedback on teaching, learning, and administrative aspects for continuous improvement.

5. Industry Interface and Experiential Learning:

- Launch skill-oriented certificate programs across departments to foster professional and technical development.
- Provide students with opportunities for industrial training-cum-projects for hands-on experience.
- Prioritize internships and practical learning through partnerships with industries and a robust advisory system.

6. Digital and ICT Initiatives:

- Foster the development of e-content, making study materials accessible both online and in library hard copies.

- Encourage ICT-enabled teaching methodologies, utilizing multimedia and virtual classrooms.
- Enhance the intellectual productivity of teaching-learning processes through digital measures, including data analytics on student learning styles and technology adoption impacts.

7. **Continuous Evolution and Growth:**

- Collaborate with global teaching-learning centres, sharing and imbibing best practices.
- Ensure the regularity, participation, and involvement of students in teaching-learning processes.
- Facilitate interactions, including instructor-student feedback cycles and peer assessments, to create a more cohesive academic environment.
- Emphasis on continuous faculty development programs to keep them abreast of the latest trends in pedagogy and their respective fields.

This Academic Plan, anchored in our vision and objectives, encapsulates MRU's commitment to maintaining its leadership position in academia both nationally and globally. Through strategic action points and an unwavering focus on quality, innovation, and excellence, MRU aims to sculpt a brighter future for its students and the broader academic community.

5 Years Rolling Academic Implementation

Flexible Curriculum

The Institute has been granted academic autonomy from JNTUH, Hyderabad since 2011 and UGC has also given the autonomous status from 2014. As a consequence, the curriculum is being revised on regular basis through the Board of Studies (BoS), which is confirmed by the Academic Council. The curriculum development is aligned with the local, regional, national and global needs and revision of curriculum also involves feedback from various stakeholders. The curriculum is dynamic and the courses are as per the current market and industrial need.

The institute has implemented Flexible Curriculum (as per the AICTE model curriculum) from

the academic session 2017-18 onwards and the institute has also concluded its action plan for the effective integration of National Education Policy 2020, with focus on skill development, creativity, innovation and holistic development. The curriculum offers the provision of Minor degrees by additionally earning 18 credits through SWAYAM/NPTEL platform based courses. These courses are approved by the respective BoS and offered to the students who are opting minor degree. The curriculum also recognizes attainments in the co-curricular activities through credits under its "Professional Development" component.

List of Programs offering during the First Five Years (2025-2030)

S.No	Program Name	Proposed Intake	Year of Starting
SCHOOL OF ENGINEERING			
UNDERGRADUATE PROGRAMMES			
1	Bachelor of Electrical and Electronics Engineering	60	2025-26
2	Bachelor of Electronics and Communication Engineering	120	2025-26
3	Bachelor of Mechanical Engineering	60	2025-26
4	Bachelor of Computer Science and Engineering	240	2025-26
5	Bachelor of Civil Engineering	60	2025-26
6	Bachelor of Information Technology	120	2025-26
7	Bachelor of Computer Science and Engineering - AI&ML	120	2025-26
8	Bachelor of Computer Science and Engineering - IOT	60	2025-26
9	Bachelor of Computer Science and Engineering - CS	60	2025-26
10	Bachelor of Computer Science and Engineering - DS	120	2025-26
POSTGRADUATE PROGRAMMES			
1	Master of Structural Engineering – (CE)	20	2025-26
2	Master of Computer Science Engineering	20	2025-26
3	Master of Data Science	20	2025-26
4	Master of Artificial Intelligence	20	2025-26
5	Master of Electric Power Systems	20	2025-26
6	Master of VLSI & Embedded Systems	20	2025-26

7	Masters of Electric Vehicle Technology	20	2026-27
8	Master of Transportation Engineering – (CE)	20	2026-27
DOCTORAL PROGRAMME			
1	Doctoral in Computer Science Engineering	10	2026-27
2	Doctoral in Electronics and Communication Engineering	10	2026-27
3	Doctoral in Electrical and Electronics Engineering	10	2027-28
4	Doctoral in Mechanical Engineering	10	2028-29
5	Doctoral in Civil Engineering	10	2029-30
SCHOOL OF COMMERCE AND MANAGEMENT			
UNDERGRADUATE PROGRAMMES			
1	Bachelor of Business Administration (BBA)	60	2025-26
2	Bachelor of Business Administration- Business Analytics (BBA)	60	2026-27
3	Bachelor of Commerce	60	2027-28
POSTGRADUATE PROGRAMMES			
1	Master of Business Administration	120	2025-26
2	Master of Commerce	60	2028-29
DOCTORAL PROGRAMME			
1	Doctoral in Management	10	2027-28
SCHOOL OF SCIENCE			
UNDERGRADUATE PROGRAMMES			
1	B.Sc (Maths, Statitics,Computers)	60	2026-27
2	B.Sc (Maths,Physics, Chemistry)	60	2026-27
SCHOOL OF LEGAL SCIENCE			
UNDERGRADUATE PROGRAMMES			
1	Bachelor of Laws (LL.B)	60	2026-27
2	Masters of Laws (LL.M)	30	2028-29
SCHOOL OF HUMANITIES AND SOCIAL SCIENCES			
DEPARTMENT OF LANGUAGE AND LINGUISTICS			

UNDERGRADUATE PROGRAMMES			
1	Bachelor of Applied Linguistics and Transitional Studies (Hons)	60	2025-26
POSTGRADUATE PROGRAMMES			
1	Masters of Language Science	30	2026-27
2	Masters of Language Technology	30	2027-28
3	Masters of Computational Linguistics	30	2028-29
4	Masters of English Language and Literature	30	2029-30
DEPARTMENT OF SOCIAL AND COGNITIVE SCIENCES			
UNDERGRADUATE PROGRAMMES			
1	Bachelor of Sociology (4 Year Hons)	60	2025-26
2	Bachelor of Psychology (4 Year Hons)	60	2026-27
3	Bachelor of Economics (4 Year Hons)	60	2027-28
4	Bachelor of Cognitive Sciences (4 Year Hons)	60	2028-29
SCHOOL OF NATURAL RESOURCES AND SUSTAINABLE DEVELOPMENT			
UNDERGRADUATE PROGRAMMES			
1	Bachelor of Eco System and Environment (4 Year Hons)	60	2025-26
2	Bachelor of Natural Resources (4 Year Hons)	60	2026-27
3	Bachelor of Water Resources and Technology (4 Year Hons)	60	2027-28
4	Bachelor of Energy and Alternate Energy Sources (4 Year Hons)	60	2028-29
5	Bachelor of Climate Change Mitigation and Preparedness (4 Year Hons)	60	2029-30
POSTGRADUATE PROGRAMMES			
1	Master of Geospatial & Drone Technology and GIS	20	2028-29
2	Master of Soil and Water Resources Management	20	2029-30

2. FACULTY RECURITMENT PLAN

Faculty is the storehouse of knowledge. Quality and adequate number of faculty is essential for ensuring quality of products and services of an educational institution. At present in MREC there is a great mix of faculty from various reputed Institutions like IIT, NIT and Central Universities. The new recruitment of faculty members for the increased courses will be done on the similar trend and will be achieved as follows

Year	2025-26	2026-27	2027-28	2028-29	2029-30
Increment in Students Intake for New Programmes	**280**	**450**	**220**	**270**	**120**
New Recruitment	**19**	**30**	**15**	**12**	**8**

Faculty will be recruited following the MHRD/AICTE/UGC norms and qualifications.

(a) Existing Programmes&Proposed Programmes:

2024-25 : Faculty Count (416)

Faculty/Resource Person	2024-25	2025-26	2026-27	2027-28	2028-29
Total [Target FSR1:15]	434	464	479	491	499
Appointment of Faculty Members (Regular)					
(i) Professor	42	45	47	48	48
(ii) Associate Professor	84	91	93	95	97
(iii) Assistant Professor	253	272	279	286	291
Appointment of Faculty Members (Full-time 03 year contract)	43	46	48	49	50

3. STUDENT ADMISSION PLAN

- Admission Sources: The seats will be allocated for the admission in UG, PG and PhD programs as per the guidelines issued by regulatory body.
- The State Government/ UT/ Directorate of Technical Education / Directorate of Medical Education shall ensure that 10% of reservation for EWS as per the reservation policy for admission, operational from the Academic year 2019-20 without affecting the reservation percentages of SC/ ST/ OBC/ General.
- As per Directorate of Technical Education, Telangana State Government norms, through Joint Entrance Exam (JEE)-Mains-I II for B.Tech, M.Tech & Ph.D or Separate Entrance exam by the proposed deemed to be university .
- Supernumerary seats for the Union Territories J&K and Ladakh under Prime Minister's Special Scholarship Scheme (PMSSS)
- Students of other states will be admitted through Central Seat Allocation Board (CSAB) of Government of India. (CSAB-NEUT: CSAB North Eastern States and Some of Union Territories (NEUT)
- Foreign students will be admitted through Ministry of External Affairs (GOI) Quota.

During the First Five Years (2025-2030)

Program	Proposed Intake 2025-26	Proposed Intake 2026-27	Proposed Intake 2027-28	Proposed Intake 2028-29	Proposed Intake 2029-30
UG	1260	1620 (1260+360)	1800 (1620+180)	1920 (1800+180)	3720 (1920+60)
PG	240	310 (240+70)	340 (310+30)	480 (340+140)	870 (480+50)
Ph.D	0	20 (0+20)	40 (20+20)	50 (40+10)	70 (50+10)
Total	1500	1950	2180	2450	2570

4. RESEARCH DEVELOPMENT PLAN

Strategic Vision:

High-quality research and innovation, with a comprehensive Research Policy, are central to this university's ethos. We strive to encourage, support, and elevate research excellence across various disciplines.

- **Research Policy Implementation:** Draft and popularize the university's research policy for easy adoption.
- **Promotion and Support:** Cultivate a research environment for students and faculty. Recognize and reward quality contributions and encourage publications in reputable journals.
- **Industry Collaboration:** Partner with industries for real-world applications and solutions. Host industry R&D units and workshops to bridge the gap between academia and the business world.
- **Collaboration with Academic Institution:**Collaboration with international universities for joint research projects and patents.
- **Funding and Infrastructure:** Offer funding for research projects, provide seed money, and ensure proper infrastructural support for research activities.Increase in research funding allocation by 20% annually.
- **Outreach and Collaboration:** Regularly update and share research-related information. Increase partnership with external research labs, and involve faculty in more external research opportunities.
- **Doctoral Research Centers:** Establish research centers in every department, with an emphasis on collaboration and quality. Use feedback mechanisms for continuous improvement.
- **Research Promotion:** Host national and international conferences, FDPs, workshops, and seminars. Ensure maximum faculty involvement in research activities.
- **Startups:**Emphasis on student-driven research projects, leading to potential startups and innovations.

- **Publications and Quality Control:** Increase faculty publications in reputable journals. Ensure publications are of high standard and contribute meaningfully to the research community.
- **Financial Avenues:** Aim to secure significant funding from various agencies. Establish dedicated cells in departments to guide and assist in proposal writing.
- **Intellectual Property:** Implement a robust Intellectual Property policy. Encourage faculty to file patents and provide them with the necessary guidance and support.
- **Innovation Drives:** Organize national level contests to recognize and encourage innovative ideas and solutions.

Our research plan is a comprehensive roadmap to achieving excellence in research and innovation. It not only aims at promoting research but also ensuring that the research has real-world implications. With the right mix of collaboration, infrastructure, funding, and policy implementation, we aim to make our university a beacon of research excellence.

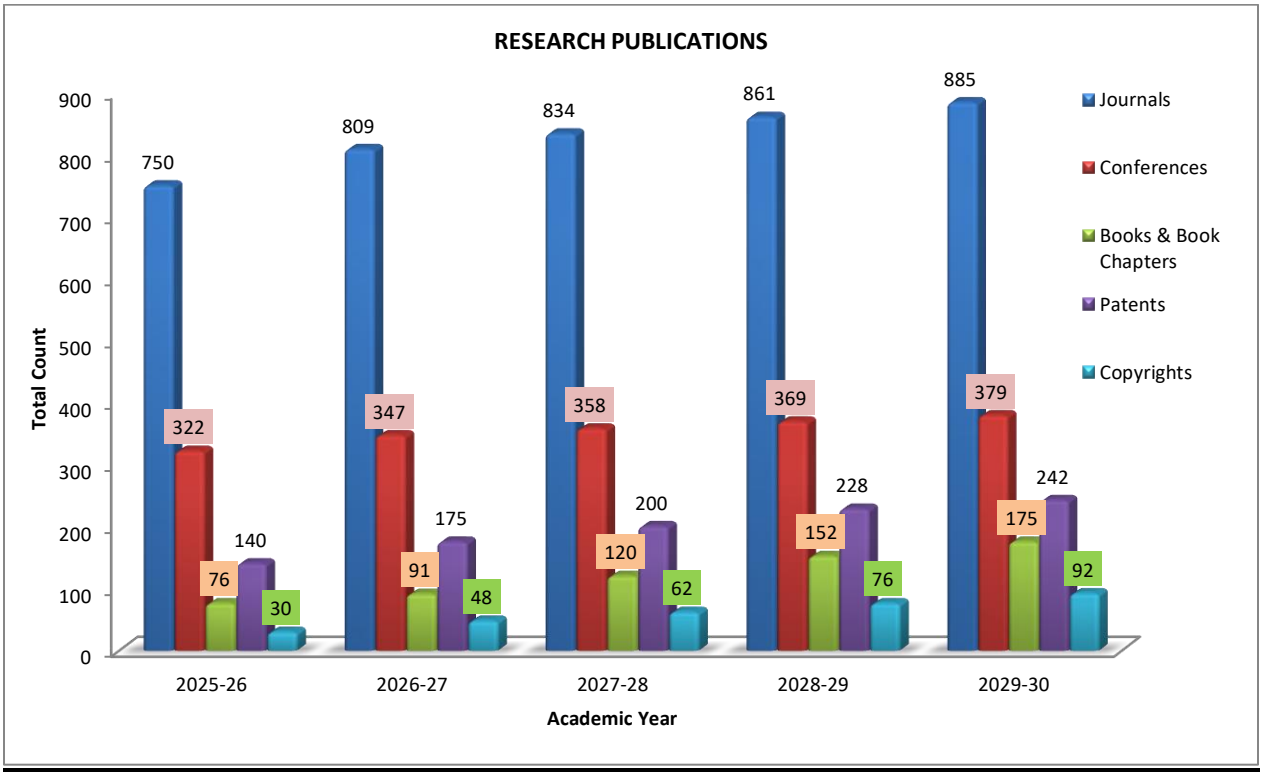
5 Years Rolling Research Implementation Plan

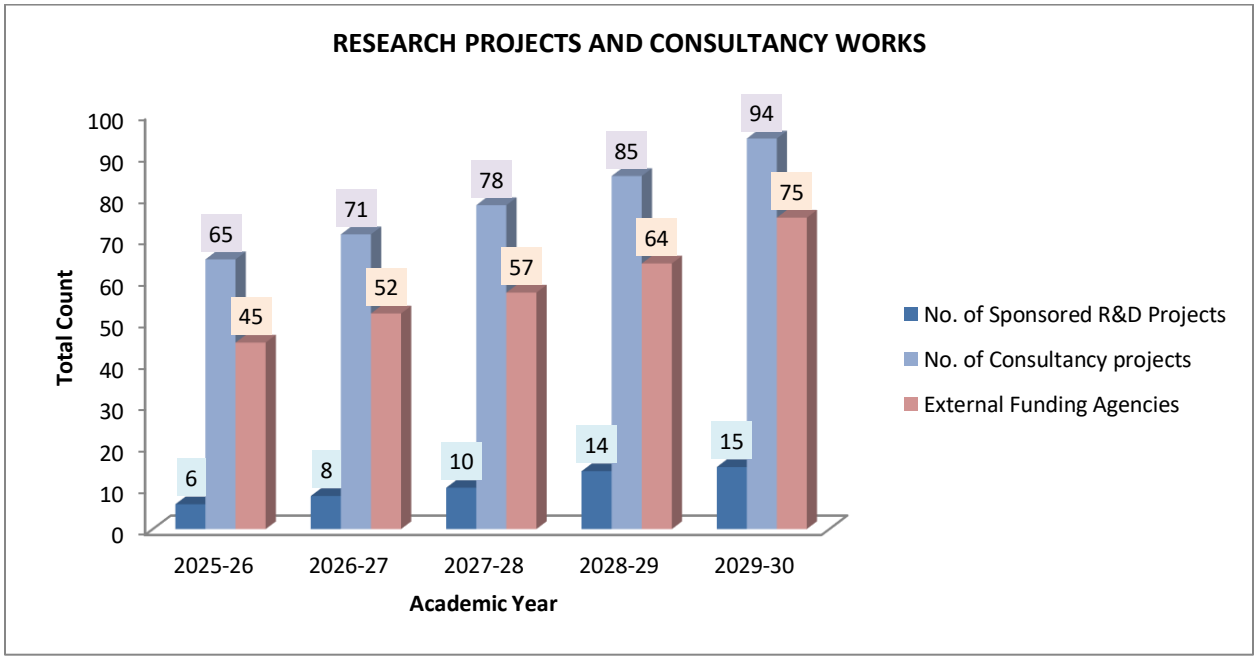
- Institute has a well-defined Research Promotion Policy which is disseminated through its website. The Institute has an established Research Committee to promote and encourage research among students and Faculty. Support is provided to faculty members in applying for research projects offered by different funding agencies.
- There are about100+ scholars working in different domains of engineering and science. Institute has created an ecosystem for innovation, creation, and transfer of knowledge by establishing R&D cell, MOUs with industries.
- Research scholars undergo a rigorous coursework and their progress is monitored regularly through the Research Advisory Committees. Scholars are required to publish minimum two papers in the area of their research before submission of the thesis.

- Technical events such as quizzes, projects exhibitions, paper presentations, posters, etc. are organized to showcase talents of students. The Institute organizes FDPs, STTPs, Technical Workshops, Seminars, and National and International Conferences on a regular basis.
- The faculty qualifications are good and many of them have good exposure and research collaboration with institutes of repute and due to being on the expert panels of Central Agencies like the NBA, UPSC etc.
- During the last five-years, faculty members at Institute have published more than 4000+ research articles in different journals and conference publications. In order to create a research culture among students and faculty, the institution has collaborations with about 100 plus industries/organizations.
- Research grants of more than 3 Crore were received from various agencies for research projects. About 80 workshop/awareness programmes were conducted on Research Methodology, Intellectual Property Rights (IPR), Entrepreneurship and Skill development.
- More than 500 books and chapters in edited volumes/books were published and around same number of papers were presented in national/international conference-proceedings.
- Revenue of around Rs. 1.5 Crore was generated from consultancy every year. More than 100 extension and outreach activities were carried out by the Institute through NSS/NCC.

The quantified long-term perspective plan targets based on baseline data of last five years are shown in the following table.

Research Publication Plan





5. CAMPUS INFORMATION AND COMMUNICATION TECHNOLOGY PLAN

Information is the most important aspect for any progress. The campus information will be disseminated by the popular media and through the events publicity. The communication in the campus will be enhanced as follows

- Enhancement of the information on the website and internal LAN/APP, MREC Academics.
- The capacity enhancement of the LAN bandwidth (500 Mbps to 1Tbps)
- The entire campus to be wi-fi enabled.
- The enhancement of cyber secure servers
- The information dissemination of various section through display boards and maps
- The digital library for the information of the journals and research papers

Five year Plan (2023-2028)

2024-2025

- In the first year, the focus will be on developing a strong foundation for the university's ICT infrastructure. This includes upgrading the network infrastructure, installing high-speed internet connectivity.
- Implement a comprehensive learning management system (LMS) that enables students to access course materials, assignments, assessments, and collaborative tools: To enable effective distance learning, a robust Learning Management System (LMS) will be implemented. This system will allow students to access course materials, assignments, assessments, and collaborative tools. Faculty members will be trained to effectively use the LMS and create engaging course materials.
- Develop and implement a program to train faculty and staff on the use of ICT tools and technologies: To ensure faculty and staff can use the new technologies and systems, a training program will be implemented. This program will include training on the use of the LMS, cloud-based computing, cybersecurity measures, and other technologies.

2025-2026

- Implement a cloud-based infrastructure that supports greater scalability and flexibility: This involves adopting a cloud-based computing system, which allows the college to store, access, and manage its data and applications over the internet. The advantages of this approach include greater scalability, flexibility, and cost savings.
- Develop an online assessment and grading system that provides students with real- time feedback and progress tracking: This involves creating an online platform for student assessment and grading, which would allow students to receive feedback and track their progress in real-time.
- Implement digital signage and kiosks around campus that provide real-time information on events, schedules, and university news: This involves installing digital displays and kiosks throughout the campus to provide students, faculty, and staff with real-time information on events, schedules, and university news. These displays and kiosks can be interactive, allowing users to navigate and explore campus resources, and can also be used to provide emergency notifications and alerts.

2026-2027

- Expand the use of virtual labs and simulations to provide students with hands-on experience in engineering and science courses: This involves incorporating more virtual labs and simulations into the curriculum to provide students with hands-on experience in engineering and science courses.
- Develop and launch an online course catalog that enables students to browse and register for courses online: This involves creating an online platform that enables students to browse and register for courses online. The online course catalog would provide students with up-to-date information on course offerings, schedules, prerequisites, and other relevant information.
- Develop a mobile application that enables students to access course materials, schedules, and other university resources from their mobile devices: This involves developing a mobile application that enables students to access course materials, schedules, and other university resources from their mobile devices.

2026-2027

- Explore the use of artificial intelligence (AI) and machine learning (ML) to improve teaching and learning outcomes: This involves investigating the use of AI and ML technologies to improve teaching and learning outcomes in engineering and science courses.
- Expand the use of augmented and virtual reality (AR/VR) technologies in engineering and science courses: This involves expanding the use of AR/VR technologies in engineering and science courses to provide students with immersive and interactive learning experiences.
- Implement a data analytics program that enables faculty and students to extract insights from large data sets: This involves implementing a data analytics program that enables faculty and students to extract insights from large data sets generated by research projects, experiments, and other academic activities.

2027-2028

- Mobile Device Management (MDM) Program: The first component of the plan is to develop an MDM program that enables the university to securely manage and distribute mobile devices to students and staff. With the increasing reliance on mobile devices for learning and work, it is important to have a program that can ensure the security and privacy of data on these devices. The MDM program will enable the institute to remotely manage and update mobile devices, enforce security policies, and track device usage.
- Chatbot or Virtual Assistant: The second component of the plan is to implement a chatbot or virtual assistant that can answer student inquiries and provide assistance 24/7. With the increasing demand for online learning and support, a chatbot or virtual assistant can provide immediate assistance to students, without the need for human intervention. The chatbot or virtual assistant will be able to answer common questions, provide guidance on assignments and assessments, and direct students to appropriate resources.
- Virtual Collaboration Tools: The third component of the plan is to expand the use of virtual collaboration tools, such as video conferencing and virtual whiteboards, to enable

remote collaboration among students and faculty members across different locations and time zones. With the increasing popularity of remote learning and working, it is important to have tools that can facilitate collaboration and communication among team members.

During the First Five Years (2024-2029)

Descriptions	**2024-25**	**2025-26**	**2026-27**	**2027-28**	**2028-29**
Network Infrastructure					
Learning Management System					
Virtual Labs and Simulation					
Cloud-Based Infrastructure					
Online-Assessment and Grading System					
Digital Signage and Kiosks					
Online Course Catalog					
Mobile Applications					
AI&ML Technologies					
AR/VR Technologies					
Data Analytics					
Virtual Collaboration Tools					
Chatbot or Virtual Assistant					
ICT Tools					

6. INFRASTRUCTURE DEVELOPMENT PLAN

The University envisions becoming a ‘Centre of Excellence’ for higher learning, underlined by its commitment to Research, Green Policy, and global infrastructure development trends.

1. **General Infrastructure Development:**
   - Aesthetic development of the campus.
   - Regular and preventive maintenance of civil, electrical, and mechanical utilities.
   - Landscaping for a clean and green campus environment.
   - Ensure uninterrupted power and water supply.

2. **Teaching, Learning, and Evaluation Infrastructure:**
   - Technology-enabled classrooms supporting active and blended learning, flipped classrooms.
   - Establishment of the "Knowledge Hub" for interdisciplinary learning.
   - State-of-the-art projection, audio-video systems, and internet facilities.
3. **Research Infrastructure:**
   - Establishment of 10 units of the Centre of Excellence (CoE) in the next fifteen years.
   - Infrastructure to foster world-class research and innovation.
   - Adaptable spaces for project teams and research collaborations.
4. **IT Infrastructure:**
   - Achieve a 1:2 student-computer ratio.
   - 24x7 Wi-Fi and internet connectivity across the campus.
   - Smart classrooms and e-learning resources through robust ICT-enabled infrastructure.
   - IT Support Center for assistance.
5. **Hostel Infrastructure:**
   - Comprehensive hostel facilities for students.
   - Residential support for faculty members, research scholars, and international students.
   - Guest houses for visitors and university affiliates.
6. **Other Infrastructure:**

- Full-fledged medical center with qualified doctors.
- Sporting facilities, gymnasiums, recreational facilities, swimming pool, and canteen catering to diverse culinary needs.
- Initiatives in line with the Swachh Bharath Abhiyan for waste recycling and disposal.
- Digital platforms for teaching, examinations, and administrative activities.
- Sustainable Infrastructure Strategy for adaptive reuse and incorporation of renewable energy sources.
- Necessary infrastructure to support program globalization.
- Optimal resource creation for estate utilization and financial plans to support infrastructure growth.
- Construction of an international guest house to cater to visiting faculties and scholars.

7. **Library Facilities:**
    - Digital enhancements, including databases and access to online resources like SCOPUS, IEEE.
    - Amenities like OPAC, Digital Knowledge Centre, Audio-Visual Room, air-conditioned reading hall, and reprographic services.
8. **Environmental Commitment:**
    - Green Skill Development Program for sustainable practices.
    - Measures to reduce the university's carbon footprint.
    - Infrastructure rejuvenation incorporating modern technology and renewable energy sources.
9. **Maintenance and Management:**
    - Total preventive maintenance for all utilities.
    - Cleanliness practices across the campus.
    - Infrastructure committee for recommendations and budgeting.
10. **Future Planning:**
    - Anticipating the future growth in student intake and exploring innovative financial plans to support the necessary infrastructure.
    - Recommendations from the infrastructure committee to be periodically reviewed and integrated.

This Infrastructure Development Plan encompasses the diverse needs of the university's stakeholders and aligns with its broader vision and mission. It sets a clear roadmap for development and ensures that the university stays at the forefront of academic excellence and innovation.

5 Years Rolling Infrastructure Implementation Plan

To enable the Institute to start new programs, Infrastructure and other resources will be developed as the programs are added and increase in number of students. The following resources need to develop in next five years of time.

- The UniversityAdministration, in principle, has agreed to allot 37.5 acres' land for extension of campus which will be used to develop state of art classrooms, laboratories and other facilities.
- High end research equipment will be added to the laboratories to transform them to Centre of Excellence.
- The existing laboratories will be modernized as per the demands.
- Digital Resources to setup University'sCloud infrastructure.

Academic Year	Key Infrastructure Projects	Status
2025-26	**Phase 1: Campus Expansion and Modernization**	
	Construction of new academic buildings	Proposed
	Renovation of existing buildings	Proposed
	Upgrade of campus infrastructure (roads, landscaping, etc.)	Proposed
2026-27	**Phase 2: Central Research Facility**	
	Construction of a state-of-the-art research facility	Proposed

	Procurement of advanced research equipment	Proposed
2027-28	**Phase 3: Student Housing and Amenities**	
	Construction of new student hostels	Proposed
	Development of recreational facilities (sports grounds, gym, etc.)	Proposed
2028-29	**Phase 4: Technology Infrastructure**	
	Upgrade of IT infrastructure (servers, network, etc.)	Proposed
	Implementation of digital learning platforms	Proposed
2029-30	**Phase 5: Sustainability Initiatives**	
	Installation of additional solar panels for renewable energy	Proposed
	Upgradation of rainwater harvesting systems	Proposed
	Development of green spaces and gardens	Proposed

7. FINANCE PLAN

Strategic Vision:

As the Institution anticipates steady growth, its financial planning is crucial to meet the escalating costs of infrastructure development, amenities, competitive emoluments for staff, and other operational requirements.

1. Enhancing Institutional Participation in Funding:

Objective: Increase participation in funding schemes and mobilize funds from both governmental and non-governmental sources for academic and research needs.

Dedicated Funding Team:

- Set up a team to identify potential funding schemes.
- Work proactively to position the institution as an ideal candidate for grants and financial support.

Diversify Sources of Financial Income:

- Introduce diverse degree awarding programs at both national and international levels.
- Commercialize patented technologies to earn royalties.
- Offer consultancy services to industries.
- Increase industry fellowships and sponsorships.
- Secure more government and international collaborative projects.
- Engage more students under government schemes.
- Cultivate and secure endowments from alumni.

Funds Management:

- Deposit significant funds as Fixed Deposit Receipts (FDRs) with reputable banks.
- Retain a portion of funds in bank accounts for immediate needs.
- Allocate generated funds towards the 'Operation and Maintenance' of the Institute to decrease dependence on tuition fees, ensuring operational stability and facilitating future growth.

2. **Boosting Intramural Funding for Research:**

Objective: Amplify the budget allocated for intramural research funding.

Increase Seed Budget:

Dedicate more funds for the research and start-up projects initiated by students and faculty.

Streamline Funding Access:

- Simplify policies and procedures related to intramural grant applications.
- Organize awareness sessions and training programs to educate students and faculty on how to easily obtain intramural funding.

3. **Initial Investment and Cost Allocation:**

Capital and Recurring Costs: The financial projections for infrastructure construction and development have been bifurcated into:

a) **Capital Cost of the New Infrastructure**: This encompasses one-time expenses related to constructing new buildings, purchasing equipment, setting up labs, etc.

b) **Recurring Cost of the New Infrastructure**: These are ongoing costs, including maintenance, utility bills, staff salaries, and other operational expenses.

4. **Financial Audit :**

Implementation of a transparent financial management system with quarterly audits.

This Finance Plan aims to ensure that the institution not only meets its current financial needs but also establishes a stable foundation for future growth. Regular financial assessments will be crucial to adapt to changing circumstances and to ensure the Institution remains on track with its strategic vision

5 Years Rolling Finance Implementation Plan

Income of the institute is planned to be enhanced by offering various degree awarding programmes at national and international level, increasing the consultancy, paid training programs and the user charges of the various services provided by the Institute.

- Enhance number of industry fellowships
- More sponsored projects
- International collaborative projects
- Enhance student's fees under various Govt. schemes
- More consultancy projects

FiveYearFinancePlan

(a) FundRequirement

ExpenditureHead		FundRequirementinFinancialYear					
		2025-26 (Lakhs)	**2026-27 (Lakhs)**	**2027-28 (Lakhs)**	**2028-29 (Lakhs)**	**2029-30 (Lakhs)**	**Total**
Infrastructure Development	NewAcademicBlock	1000	1200	1500	1800	2500	8000
	Centre forAdvancedLearning and Training	0	1000	2000	3000	3500	9500
	Auditorium	500	1000	0	500	500	2500
	Smart ClassRooms	70	75	125	185	175	630
	Laboratory &CentralFacility,DigitalInfrastructure Development	100	150	880	220	250	1600
Refurbishment&MaintenanceofexistingInfrastructure		150	160	375	180	195	1060
Up-gradation&ProcurementofLearningResources,DigitizationandITsupport facilities		63	65	680	760	800	2368

AcademicActivities(Faculty&Students)	100	110	1200	2500	1600	5510
Expenditure on Salary &Services	6885	6972	7039	7105	7175	35176
OtherExpenditure	550	1500	1800	2500	3500	9850
Total	**9418**	**12232**	**15599**	**18750**	**20195**	**76194**

(b) Projection of Fund

FundSources	**ProjectionoffundinFinancialYear**					
	2025-26 (Lakhs)	**2026-27 (Lakhs)**	**2027-28 (Lakhs)**	**2028-29 (Lakhs)**	**2029-30 (Lakhs)**	**Total (Lakhs)**
TuitionFee	9351	12438	15665	18588	20217	76261
Otherfee	447	594	749	889	966	3647
Central Agencies(MHRD/UGC/ AICTE/DST/CSIR/etc)	150	155	160	165	170	800
IRG (Testing,Consultancyetc)	200	250	300	350	400	1500
Total	**9799**	**13033**	**16414**	**19477**	**21183**	**79908**
CorpusFund	381	801	815	727	988	3712
Proposed Expenditure	**9418**	**12232**	**15599**	**18750**	**20195**	**76194**
Total	**9799**	**13033**	**16414**	**19477**	**21183**	**79908**

5. GOVERNANCE AND ADMINISTRATIVE DEVELOPMENT PLAN

The University aspires to achieve seamless integration across processes, ensuring optimal resource sharing and rapid achievements in administrative and academic endeavors.

I. Institutional Autonomy and Seamless Connectivity:

Objectives:

- Implementation of a decentralized decision-making process, giving more autonomy to departments.
- Uphold participatory, transparent, and robust governance at all university levels.
- Connect all academic and administrative departments without glitches.

1. **Digitization & e-Governance:**
   - Link the entire university, including schools, departments, and centers, via a common network.
   - Develop a comprehensive and informative university website, ensuring no geographical barrier for stakeholders seeking information.
2. **Functional Segregation:**
   - Maintain distinct tracks for academia and administration, recognizing the unique requirements for both.
   - Establish a shared services center catering to all schools with services such as HR, finance, estate management, etc.
3. **Committee Formations:**
   - Constitute statutory and non-statutory committees as per Central/State government and UGC norms.
   - Involve faculty, staff, and students in committees, ensuring a democratic and participative structure.
   - Include external members in key committees for diverse perspectives and expertise.
4. **Institutional Committees:**
   - These will encompass committees from the Governing Body to the Intellectual Property Rights Cell (IPR) and everything in between, ensuring every aspect of university operations has proper oversight.

- Policies and SOPs: Establish comprehensive policies and Standard Operating Procedures (SOPs) that guide the operations and processes across the university.

5. **Transparency & Accountability:**
   - Publish detailed annual reports for external stakeholders.
   - Implement a 360-degree feedback system internally, supplemented by an appraisal mechanism.
   - Regular online feedback mechanism from students, staff, and stakeholders to make informed governance decisions.
6. **Audit and Assurance:**
   - Set up an Academic and Administrative Audit Centre to assess workflows, research, and set benchmarks.
   - Ensure a proactive Internal Quality Assurance Cell (IQAC) to sustain and improve the quality of academic and research endeavors.
   - Bi-annual review of governance policies to ensure they align with the institution's vision and goals.
7. **Communication & Reporting:**
   - Promote open communication between the University and Management with regular meetings, annual reports, and best practice educations.
   - Centralize student evaluations and results processing.
8. **Training & Resource Optimization:**
   - Implement centralized training modules and tap into the expertise of guest lecturers and resource persons.
9. **Policy Adherence & Improvement:**
   - Comply with established university statutes, ordinances, and regulations.
   - Implement continuous improvements and reforms to boost efficiency.
   - Adoption of a zero-tolerance policy towards any form of discrimination, ensuring an inclusive and harmonious campus environment.
10. **Document & Data Management:**
    - Create a system for efficient file movement and document tracing.
    - Maintain a central digital database for faculty, staff, and students.

This Governance Plan is designed to be a blueprint for the institution's growth, driven by transparency, efficiency, and accountability. Regular reviews and assessments will be pivotal to ensure that the institution remains aligned with its strategic vision and continues to deliver excellence in education and research.

5 Years Rolling Implementation Plan For Governance and Administration

The additional faculty and staff requirement for launching additional programs and activities works out as under for next five years. Existing best practices will be strengthened.

- Self financed faculty to teach in change based training programmes in emerging areas
- Visiting faculty(National and International level) and Project leaders from reputed organisations and industries for cutting edge areas
- Adjunct faculty from industries
- Additional sponsored faculties
- Honorarium based retired faculty
- Additional 150 technical staff/secretarial staff

Other Committees

- Internal Quality Assurance Committee
- Academic Council
- Development Cells
- Academic Development Cell
- Student Development Cell
- Board of Studies
- Research Committee
- Proctorial Board

- Internal Audit Committee
- Industry-Institute-Interaction Cell
- Library Advisory Committee
- Women Guidance, Grievances and Redressal Committee
- Girls Counselling Cell
- Students Grievances Cell
- Discipline Committee
- Central Purchase Committee
- Anti Ragging Committee as per guidelines of Honorable Supreme Court of India
- Internal Complaint Committee (ICC) for Women (Students & Staff) for Sexual Harassment at workplace
- Hostel Admission Committee

The following additional administrative posts will need to be created to cater to the needs of the system once it is granted the status of Deemed to be University:

Decentralization in working and grievance redressal mechanism

- Chancellor
- Vice-chancellor
- Pro Vice-chancellor
- Registrar
- Dean (Academics)
- Dean (Students Welfare)
- Proctor
- Controller (Examination)
- Dy. Controller (Examination)
- Assistant Controller (Examination)
- Head of the Department
- Class Coordinator
- Mentor
- Chief Warden

- Sr. Wardens
- Wardens
- Section In-charge
- Chairperson Central Purchase Committee
- Finance Officer
- Other Coordinators/In-charges

"**Approach**: Empowering with accountability"

The Governance & Administration Plan for the next five years is prepared for quality assurance and efficient management to ensure the objectives of proposed deemed to be university for following categories:

- Governance & Quality Assurance
- Technical & Internal Support System
- Students Support & Progression
- Engagement with Alumni, Industry & Society
- Internationalization

FiveYearsGovernance&AdministrationPlan

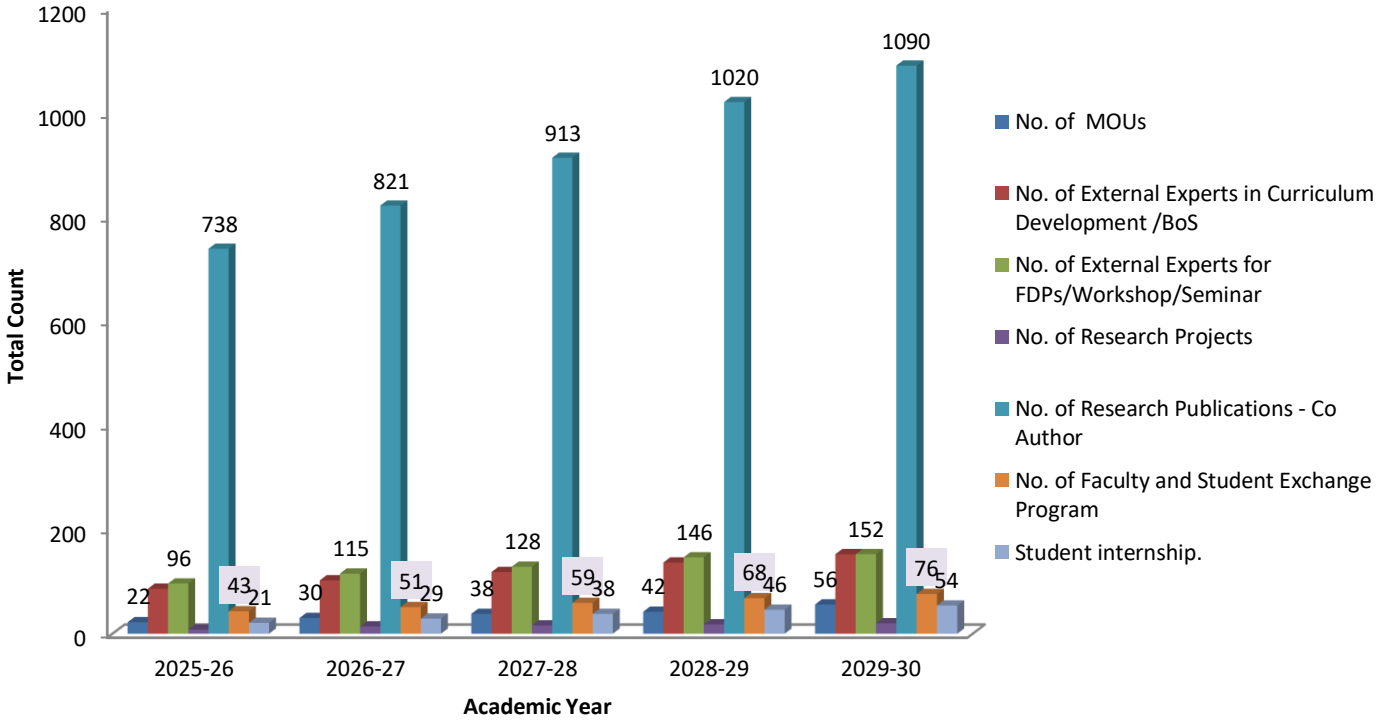
Parameters	2025-26	2026-27	2027-28	2028-29	2029-30
NIRF Ranking	Under 200	Under 100	Under 100	Under 100	Under 100
Total MoU/Collaboration with National Institute	25	30	35	35	40

Total MoU/Collaboration with International University	04	06	08	10	10
MoU/Collaboration with Industries	25	30	35	35	40
Number of International Students (Off-campus)	10	20	25	30	35
Institutional visibility and peer perception	70%	70%	75%	85%	90%

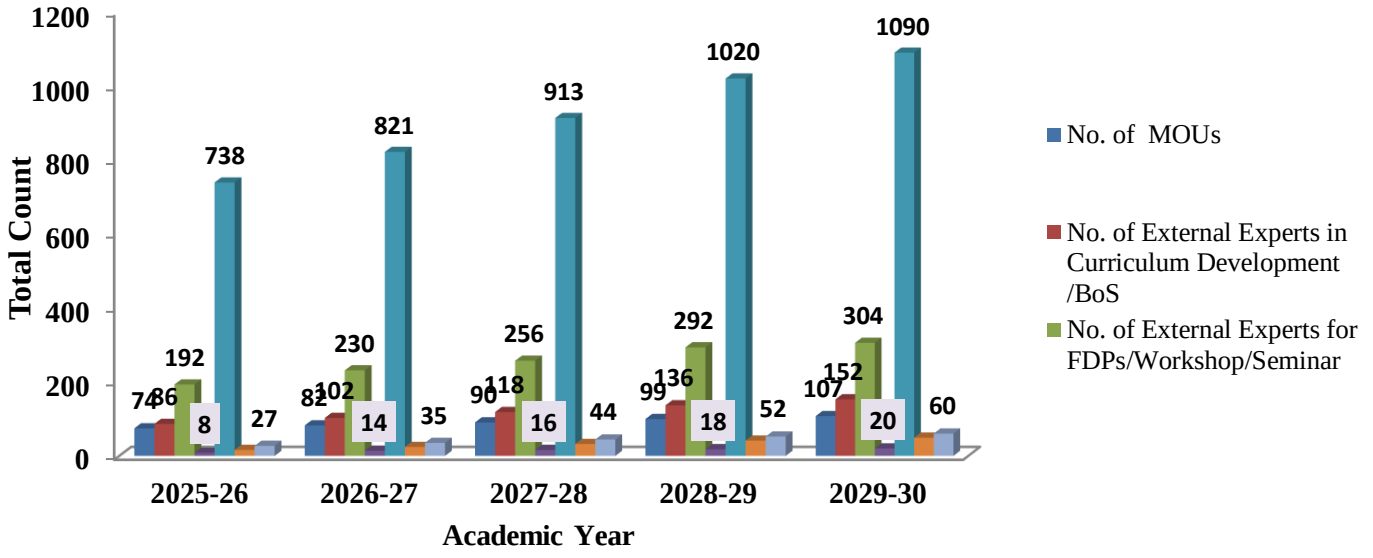
7. NETWORKING PLAN

The University shall promote collaborations in research, knowledge sharing and employment within and across borders. The partnerships with different organizations will contribute towards achieving objectives of the University. Based on the gap analysis, keeping in view of the strengths of the Departments the following outputs are envisaged through our networking plan

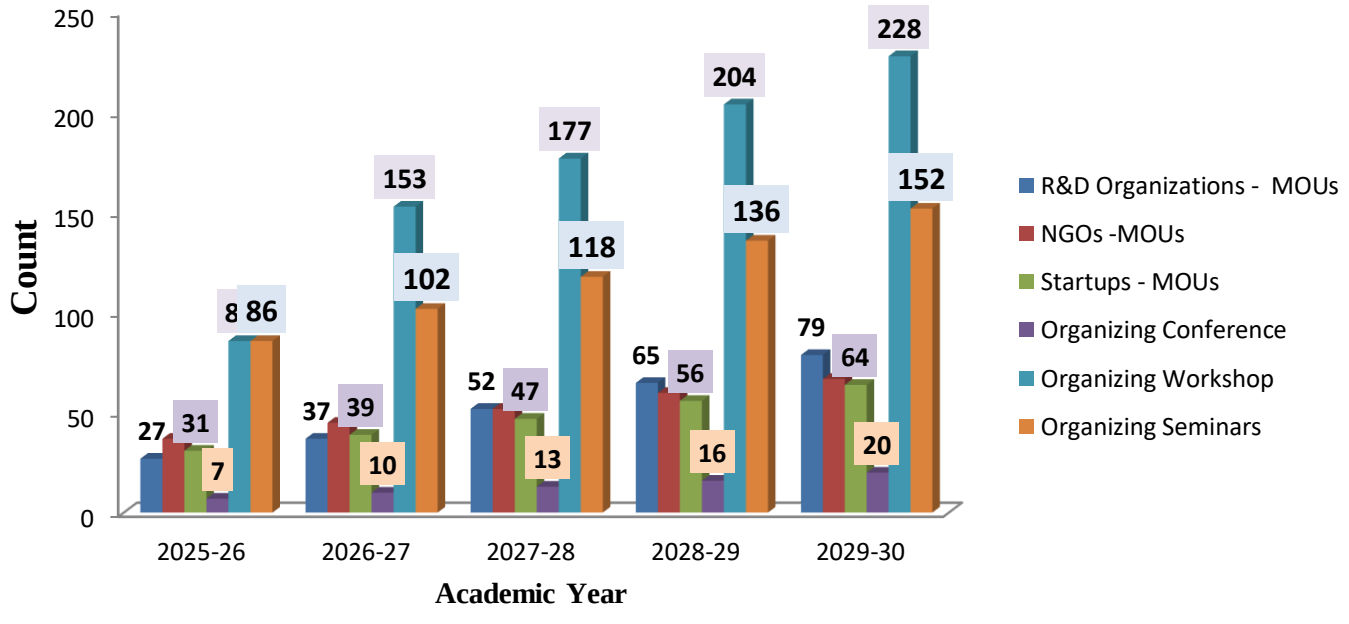
COLLABORATIONS WITH ACADEMIC INSTITUTIONS
(MOUs, Curriculum Development, Resource Person, Projects, Co Author, Faculty/Student Exchange, Internship)

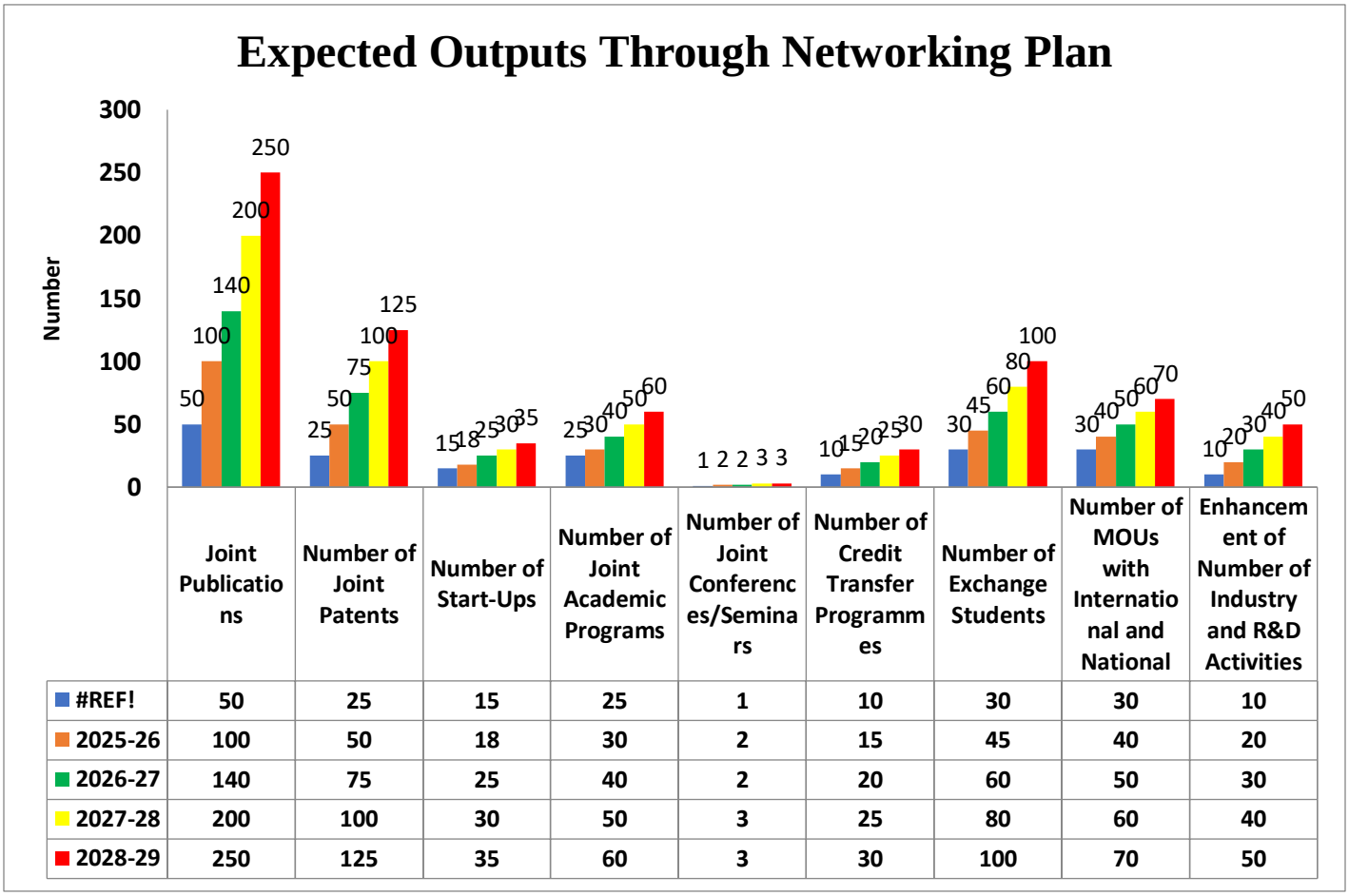


COLLABORATIONS WITH INDUSTRY
(MOUs, Curriculum Development, Resource Person, Projects, Co Author, Faculty/Student Exchange, Internship)



COLLABORATIONS WITH OTHER ORGANIZATIONS
(R&D Organization, NGO and Startups)





	Joint Publications	Number of Joint Patents	Number of Start-Ups	Number of Joint Academic Programs	Number of Joint Conferences/Seminars	Number of Credit Transfer Programmes	Number of Exchange Students	Number of MOUs with International and National	Enhancement of Number of Industry and R&D Activities
#REF!	50	25	15	25	1	10	30	30	10
2025-26	100	50	18	30	2	15	45	40	20
2026-27	140	75	25	40	2	20	60	50	30
2027-28	200	100	30	50	3	25	80	60	40
2028-29	250	125	35	60	3	30	100	70	50

ANNUAL MILESTONES AND ACTION PLAN

GOAL	Year (2024-2029)				
	2024-25	2025-26	2026-27	2027-28	2028-29
Academic Excellence	Conduct faculty development programs to enhance teaching skills	Introduce outcome-based education framework and assessment practices	Implement learning management system for online and blended learning	Establish a Center for Teaching and Learning Excellence	Evaluate and revise curriculum based on industry trends and feedback
Excellence In Research and Innovation	Foster research culture through seed funding for research projects	Establish research centers in key domains and encourage interdisciplinary research	Promote research collaboration with industry and international institutions	Organize national/international conferences and publish research papers in reputed journals	Enhance patent filings, research grants, and commercialization of research outcomes
Collaborations And Networking	Identify potential industry partners and initiate collaborations	Sign MoUs with industry and academic institutions for joint research and exchange programs	Organize joint workshops, seminars, and hackathons	Establish international collaborations for student and faculty exchange programs	Strengthen partnerships through joint research projects and industrial training initiatives
Entrepreneurship And Consultancy Initiatives	Establish an entrepreneurship cell and organize ideation workshops	Conduct training programs on entrepreneurship and startup management	Launch an incubation center and provide mentorship and funding support to startups	Foster industry-academia collaboration through consultancy projects and technology transfer initiatives	Support successful startups through alumni mentorship, funding, and networking opportunities
Talent Recruitment And Retention	Implement competitive faculty recruitment and selection processes	Conduct faculty development programs to enhance research and teaching skills	Introduce performance-based incentives and recognition programs for faculty	Implement mentorship programs and career progression pathways for faculty	Establish faculty retention strategies, including salary increments, professional growth opportunities, and work-life balance initiatives
Capacity Building	Conduct training programs for staff to enhance technical and soft skills	Provide funding and support for faculty to attend national and international conferences and workshops	Develop a comprehensive framework for student skill development and employability	Establish a dedicated training center for faculty and staff development	Continuously assess and improve capacity building programs through feedback and outcome-based evaluations

Welfare Measures For Faculty, Staffs And Students	Enhance student support services, including counseling and career guidance	Implement staff welfare initiatives, such as health and wellness programs	Establish a student welfare committee to address student grievances and concerns	Introduce student mentoring programs and holistic development initiatives	Evaluate and enhance welfare measures based on feedback and student satisfaction surveys
Globalization And Student Divesity	Promote international student exchange programs and cultural exchange activities	Encourage students to participate in global conferences, competitions, and study abroad programs	Develop initiatives to attract international students through scholarships and targeted marketing campaigns	Establish partnerships with foreign universities for joint degree programs and research collaborations	Increase student diversity through proactive recruitment efforts, scholarships, and support for underrepresented communities
Governance And Administration	Streamline administrative processes and implement digital solutions	Establish a feedback mechanism for students and staff to improve transparency and communication	Implement an ERP system to automate administrative tasks and improve efficiency	Conduct internal audits and ensure compliance with regulatory requirements	Continuously improve governance and administration practices
Self Reliance	Identify alternate revenue streams and funding sources	Establish industry partnerships for funding and projects	Develop a sustainable financial model	Improve fundraising efforts and alumni engagement	Achieve financial stability and reduce dependence on external funding
Infrastructure	Upgrade laboratories and research facilities	Renovate classrooms and campus infrastructure	Invest in advanced technology and equipment	Develop new infrastructure projects	Ensure maintenance and upgradation of existing infrastructure
Sustainability	Implement energy conservation measures	Promote eco-friendly practices across the campus	Establish a green campus committee	Integrate sustainability in the curriculum and research	Monitor and enhance sustainability initiatives
Outreach Programs	Conduct community development initiatives	Organize industry-academia interface programs	Expand skill development programs in nearby communities	Engage in social entrepreneurship and CSR initiatives	Strengthen outreach programs through partnerships and collaborations

Branding And Communication	Develop a comprehensive branding strategy and establish brand guidelines	Enhance the college's website and online presence	Launch social media campaigns and engage with the target audience	Publish newsletters and magazines to highlight achievements and campus activities	Conduct campus events and open days to showcase the college's offerings and facilities
Acclaiming Recognitions And Ranking	Identify key rankings and accreditations to target	Implement strategies to improve metrics used in rankings and accreditations	Encourage faculty and students to publish research papers in reputable journals	Showcase successful case studies and projects carried out by faculty and students	Collaborate with industry and research organizations to gain recognition for the college's work
Finances	Develop a financial sustainability plan	Optimize resource allocation and explore cost-saving measures	Enhance fundraising efforts through alumni engagement and donor outreach	Seek industry partnerships for research grants and sponsorships	Establish revenue-generating initiatives such as professional courses, workshops, and consultancy services
Alumni Engagement	Establish an alumni association and develop a database of alumni	Conduct alumni reunions, networking events, and career development sessions	Launch mentorship programs connecting alumni with current students	Involve alumni in guest lectures, industry collaborations, and internships	Recognize and celebrate the achievements of alumni through awards and accolades
Holistic Development	Organize extracurricular activities, sports tournaments, and cultural events	Develop programs to promote physical and mental well-being among students and staff	Establish a career guidance cell and conduct skill development workshops for students	Enhance support services for students' personal and career development	Integrate life skills and ethics education into the curriculum