

INSTITUTION DEVELOPMENT PLAN

for

The Grant of Deemed to be University.

(General Category)

Submitted to

University Grants Commission

(UGC)

New Delhi



Submitted by,

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1. KIET GROUP OF INSTITUTIONS

Deemed-to-be-University (General Category)

Established in 1998 by the Krishna Charitable Society, the **KIET Group of Institutions** has demonstrably expanded its educational influence since its inception. Commencing with an intake of 180 students, KIET Group of Institutions has flourished into a prominent institution serving over 7,500 students across four academic schools: Engineering and Technology, Computer Applications, Management, and Pharmacy. Functioning under the approval of the All-India Council for Technical Education (AICTE), the KIET Group of Institutions is affiliated to the Dr. A.P.J. Abdul Kalam Technical University, Lucknow, Uttar Pradesh.

KIET Group of Institutions unwavering commitment to academic excellence is reflected in its esteemed accreditations, including a distinguished 'A+' grade from the National Assessment and Accreditation Council (NAAC) and accreditation from the National Board of Accreditation (NBA) for its eligible programs. The institute's exceptional performance has further been acknowledged through its placement in the National Institutional Ranking Framework (NIRF) rankings, alongside the prestigious recognition bestowed upon it as a Scientific and Industrial Research Organization (SIRO) by the Department of Scientific and Industrial Research (DSIR) and its attainment of a Diamond Rating from QS I-GAUGE.

KIET fosters a vibrant environment that actively encourages innovation and entrepreneurship through its In-House Technology Business Incubator and dedicated Innovation Cell. These initiatives have demonstrably yielded successful outcomes, fostering the establishment of operational incubates. This unwavering commitment to nurturing promising ideas and transforming them into thriving ventures underscores KIET's dedication to fostering a dynamic learning ecosystem.

Considering the accomplishments and motivated by the guiding principles enshrined within the **National Education Policy 2020**, particularly its emphasis on student-centric education, the **KIET Group of Institutions is resolute in its pursuit of Deemed-to-be University status under the General category** as designated by the University Grants Commission (UGC).

1.1 VISION

To become a leading institution nationally in the areas of professional education, research, and innovation for serving the global community.

1.2 MISSION

- To impart quality professional education, skills, and values through outcome-based innovative teaching-learning processes in all spheres
- To undertake collaborative interdisciplinary research as a co-requisite for professional education and simultaneously solve problems faced by society and industry.
- To create an ambience of innovation, entrepreneurship, and consultancy for future leaders and innovators.
- To keep faculty members enthusiastic by continuous professional development and a positive working environment.

1.3 CORE VALUES

- Academic Excellence
- Collaborative and Interdisciplinary Research Culture
- Conducive Eco-system
- Strong Humanitarian Values and Ethics

1.4 EDUCATIONAL OBJECTIVES

- To provide quality education for better academic achievements.
- To provide the essential skills to meet the current and future needs of industry & society.
- To encourage the students to attain excellent professional knowledge with a holistic approach.
- To inculcate a successive learning environment that allows students to be adaptive and responsive to new avenues as well as career demands.

2. ACADEMIC DEVELOPMENT PLAN

2.1 Strategic Vision

KIET Group of Institutions aspires to become a preeminent Deemed-to-be-University, recognized for its unwavering commitment to transformative education, pioneering research endeavors, and a resolute dedication to societal advancement. This vision embodies our ardent desire to propel KIET to the forefront of academic excellence.

2.2 Core Objectives:

Ascend to Prominence: Elevate KIET Group of Institutions standing within the academic landscape, acknowledging the dynamic nature of the educational environment.

Embrace Interdisciplinarity: Foster a robust focus on Interdisciplinary Education, Research, and Innovation, aligning with the guiding principles outlined within the National Education Policy of 2020.

Cultivate a Dynamic Learning Ecosystem: Implement a customized, interdisciplinary, and research-centric educational experience. This immersive learning environment will be facilitated by a choice-based credit system, offering students the flexibility of multiple entry and exit points within their academic pursuits.

2.3 Five Years Academic Implementation Plan

In a strategic move that empowers us to tailor education to the needs of today and tomorrow, the KIET Group of Institutions has proudly secured **academic autonomy** from both Dr. APJ Abdul Kalam Technical University (AKTU) and the University Grants Commission (UGC), commencing from the academic year 2024-25. This autonomy grants us the flexibility to refine and update our curriculum, ensuring it remains relevant, dynamic, and aligned with local, regional, national, and global demands.

Evolving with Industry and Innovation: Our curriculum development process is a collaborative endeavor, actively seeking feedback from diverse stakeholders, including industry experts, alumni, and faculty. This ensures that our courses are constantly refreshed and in sync with current market and industry needs.

Flexible Curriculum, modeled after AICTE guidelines, empowering students to personalize their learning journeys through elective courses and specialized tracks.

Embracing the National Education Policy 2020: Recognizing the transformative potential of the National Education Policy 2020, KIET Group of Institutions has diligently crafted an action plan for its effective integration. This plan emphasizes skill development, fostering creativity and innovation, and nurturing holistic individual growth. Our curriculum reflects this dedication, offering opportunities for students to explore interdisciplinary areas and acquire marketable skills.

Enriching Your Academic Journey: The KIET Group of Institutions curriculum goes beyond traditional textbook learning. We offer the unique option of pursuing **Minor Degrees** by completing additional credits through the SWAYAM/NPTEL online platform. These courses, curated by renowned academics and vetted by our Board of Studies, allow students to broaden their knowledge base and delve deeper into specialized fields. Additionally, we recognize and reward participation in co-curricular activities by awarding credits under our "Self-Growth" component, acknowledging the valuable skills and experiences gained beyond the classroom.

A Future-Focused Curriculum: At KIET Group of Institutions, we believe in empowering our students to be not just academic achievers, but well-rounded individuals prepared to thrive in a dynamic world. Our curriculum reflects this commitment, constantly evolving to equip graduates with the knowledge, skills, and adaptability needed to navigate the challenges and opportunities of the future.

2.4 List of Programs, to be Offered during the First Five Years (2024-29)

S. No	Program Name	Student Intake	Year of Starting
KIET School of Engineering & Technology			
1	Bachelor of Technology - Computer Science and Engineering	300	2024-25
2	Bachelor of Technology - Electronics & Communication Engineering	180	2024-25
3	Bachelor of Technology - Electrical and Electronics Engineering	60	2024-25
4	Bachelor of Technology - Information Technology	180	2024-25
5	Bachelor of Technology - Mechanical Engineering	60	2024-25

6	Bachelor of Technology - Computer Science	240	2024-25
7	Bachelor of Technology - Computer Science and Information Technology	180	2024-25
8	Bachelor of Technology - Computer Science and Engineering (Artificial Intelligence and Machine Learning)	180	2024-25
9	Bachelor of Technology - Computer Science and Engineering (Artificial Intelligence)	240	2024-25
10	Bachelor of Technology – Electrical and Computer Engineering	60	2024-25
11	Master of Technology - Computer Science and Engineering	18	2024-25
12	Bachelor of Technology - Computer Science and Engineering (Data Science)	60	2025-26
13	Bachelor of Technology – Electronics and Computer Engineering	60	2025-26
14	Master of Technology – VLSI and Embedded Systems (Electronics & Communication Engineering)	18	2025-26
15	Master of Technology – Artificial Intelligence	18	2025-26
16	Doctoral in Computer Science Engineering	20	2025-26
17	Doctoral in - Electronics & Communication Engineering	20	2025-26
18	Master of Technology – Electric Vehicle Technology	18	2026-27
19	Master of Technology – Machine Learning	18	2027-28
20	Master of Technology- Data Science	18	2027-28
21	Integrated B. Tech (Computer Science and Engineering)- MBA	60	2028-29
KIET School of Management			
22	Master of Business Administration	240	2024-25
23	Doctoral in Management	10	2025-26
24	Integrated BBA - MBA	60	2026-27
25	Master of Business Administration- Business Analytics	60	2026-27
KIET School of Computer Applications			
26	Masters in Computer application	240	2024-25
27	Doctoral in Computer Application	10	2025-26
28	Integrated BCA-MCA	60	2027-28
KIET School of Science			
29	B. Sc (Computer Science)	60	2027-28
30	M. Sc (Statistics)	10	2027-28
31	B. Sc (IT)	60	2027-28
32	B. Sc (Statistics)	60	2028-29
33	M. Sc (Computer Science)	10	2028-29
KIET School of Pharmacy			
34	B. Pharm	100	2024-25
35	M.Pharm (Pharmaceutics)	15	2024-25
36	M.Pharm (Pharmacology)	15	2024-25
37	M.Pharm (Pharmaceutical Quality Assurance)	12	2024-25
38	B. Pharm (Diploma)	60	2024-25
39	M. Pharm (Drug Regulatory Affairs)	15	2025-26

3 RESEARCH DEVELOPMENT PLAN

3.1 Strategic Vision

Research Excellence and Flourishing Environment

KIET Group of Institutions is steadfastly committed to achieving preeminence in the realm of research. We envision cultivating an exceptional environment that fosters and empowers researchers, ultimately propelling advancements in research endeavors to address both national and international needs.

3.2 Core Objectives

- **Multidisciplinary & Collaborative Research:** Encourage research across disciplines and foster collaborations with renowned institutions through MOUs.
- **Attracting & Retaining Top Researchers:** Create a supportive environment with dedicated funding to attract and retain talented researchers.
- **Ethical Research Culture:** Uphold the highest ethical standards and transparency in research activities.
- **Fostering Innovation & Entrepreneurship:** Encourage student participation in research, entrepreneurship, and intellectual property protection.
- **Becoming a Consultancy Hub:** Offer competitive solutions to industry partners.
- **Advanced Research & Social Impact:** Establish doctoral research centers and collaborate with stakeholders to address regional challenges.
- **Policy & Implementation:** Refine the research policy, implement a communication strategy, and establish a Research Development Committee for effective execution.

3.3 Five Years Research Implementation Plan

KIET Group of Institutions demonstrates a strong commitment to research through:

- **Established Policy & Committee:** A well-defined Research Promotion Policy and dedicated Research Committee guide and support research activities.
- **Funding Assistance:** Faculty receive active support in securing research grants from various funding agencies.

- **Innovation Ecosystem:** An R&D Committee and industry MOUs foster innovation, knowledge creation, and transfer.
- **Faculty Expertise:** Highly qualified faculty with research experience and industry collaborations contribute significantly.
- **Research Productivity:** Faculty have published extensively in esteemed journals and conferences over the past five years.
- **Collaborative Culture:** KIET actively fosters research collaborations with diverse partners.
- **Funding & Support:** Research projects are supported by grants, workshops, and programs on research methodology, IPR, entrepreneurship, and new technologies.
- **Dissemination:** Faculty publish books, book chapters, and conference papers, showcasing research outcomes.
- **Industry Engagement:** KIET undertakes a substantial number of consultancy projects.
- **Outreach Activities:** Engagement with the community is fostered through NSS and NCC initiatives.

This strong foundation positions the KIET Group of Institutions well for its future strategic goals. As the KIET Group of Institutions progresses toward the prestigious status of Deemed-to-be University, it upholds a meticulously crafted Research Promotion Policy, readily accessible through its official website. The institution boasts an established Research Committee dedicated to fostering and nurturing research endeavors among both students and faculty members. Active support is extended to faculty members in navigating the application processes for research projects offered by various funding agencies.

The institution has successfully cultivated an ecosystem conducive to innovation, knowledge creation, and transfer by instituting a Research and Development (R&D) Committee and forging a Memoranda of Understanding (MOUs) with industries. Technical events, including quizzes, project exhibitions, paper presentations, and posters, are regularly organized to showcase the exemplary talents of our students. Additionally, the institute conducts Faculty Development Programs (FDPs), Short Term Training Programs (STTPs), Technical Workshops, Seminars, and National and International Conferences as integral components of its academic calendar.

The faculty at KIET Group of Institutions possesses commendable qualifications, with many having garnered substantial exposure and engaging in research collaborations with reputed institutes. Over the past five years, faculty members have made significant contributions,

publishing a substantial number of research articles in various esteemed journals and conference publications. In a concerted effort to instill a research-centric culture, the institution has fostered collaborations with a diverse array of industries and organizations.

Research grants from various agencies have been secured to support numerous research projects, accompanied by a series of workshops and awareness programs focusing on Research Methodology, Intellectual Property Rights (IPR), Entrepreneurship, Skill Development, and the Latest Technologies in the Industry. A noteworthy volume of books and chapters in edited volumes/books have been published, and an equivalent number of papers have been presented in national and international conference proceedings.

The institution actively engages in a substantial number of Consultancy Projects, complemented by various outreach activities facilitated through the National Service Scheme (NSS) and National Cadet Corps (NCC).

Building upon the strengths identified in the past years, a meticulously crafted five-year strategic plan has been developed. This plan outlines the KIET Group of Institutions' forthcoming Research Plan trajectory, aligning with the institution's long-term vision. As the KIET Group of Institutions advances toward Deemed-to-be University status, these collective initiatives underscore our unwavering commitment to fostering a vibrant culture of research, innovation, and academic excellence.

Research Publication Plan (2024-29)						
Category		Year of Publication				
		2024-25	2025-26	2026-27	2027-28	2028-29
Research Publications	Journal	400	450	500	550	600
	Conference	200	250	300	350	400
	Books	30	40	50	60	70
	Book Chapters	60	70	80	90	100
	Patents	200	250	300	350	400

Academic & Industrial Collaboration Plan (2024-29)					
Year of Collaboration					
Category	2024-25	2025-26	2026-27	2027-28	2028-29
MoU	10	15	20	25	30
External Experts in BOS/Curriculum Development	50	50	60	60	70
External Experts for Seminar/Workshop/FDP	50	60	70	80	100
Collaborative Research Projects	5	5	10	15	20
Collaborative Research Publications (Co-Authors)	100	150	200	250	300
Faculty/Student Exchange Programs	10	20	25	30	35

4. INFRASTRUCTURE DEVELOPMENT PLAN

4.1 Strategic Vision

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

Striving for Excellence as a Centre of Learning

KIET Group of Institutions aspires to become a recognized "Centre of Excellence" for higher learning. This pursuit involves:

- **Balanced Infrastructure Development:** Upgrading instructional and research facilities while adhering to green policies and sustainability principles.
- **Comprehensive Strategy:** Implementing a meticulous plan for infrastructure development and maintenance, aligned with the University's overall vision.
- **Global Best Practices:** Incorporating international trends and best practices in infrastructure development.
- **Empowering Environment:** Fostering an environment that empowers faculty, researchers, and students to achieve exceptional results.
- **Sustainable Excellence:** Balancing academic excellence with environmental responsibility to become a model for progressive educational institutions.

4.2 Core Objectives

University infrastructure development is a strategic process that uses a healthy planning framework designed to deliver the University's strategic outcomes. The University's **infrastructure development policy** should be prepared which supports infrastructure developments in the University premises while adhering to the University's Mission and Vision.

The policy will cover the following domains.

- General Infrastructure
- Infrastructure for teaching, learning and evaluation
- Infrastructure for research, consultancy and extension
- IT Infrastructure
- Hostel Infrastructure

- Our goal is to ensure top-tier infrastructure for both undergraduate and postgraduate programs across diverse disciplines, including Engineering, Science, Technology, Management, Social Sciences, and Languages. We aim to further fortify our campus to meet the specific needs of students and faculty from various fields. This includes state-of-the-art projection equipment, audio-video systems, and internet facilities, as well as ensuring uninterrupted power and watersupply, efficient air conditioning, and more.
- To provide much emphasis on various Government of India initiatives such as **Swachh BharathAbhiyan**, for a clean campus, solid waste recycling and disposal, and sanitation. To achieve this, a Green Skill Development Program will also be created. The institution will implement various digital platforms to reduce the use of paper and will further strengthen the effective use of digital platforms for various activities encompassing teaching and learning experiences, the conduct of examinations through digital platforms, and administrative activities. The prime motive is, to serve and nurture newer generation students, faculty members, and workforce to adapt the "Digital India" initiative which will usher a new era of efficiency in knowledgeand technological development of our country.
- Introducing effective campus management measures in line with the University's commitmentto the environment & **reduction of carbon footprint**.
- To provide an **aesthetic & serene library environment** for progressive scholarly engagementin individual as well as collaborative modes.
- To develop an **aesthetically appealing clean and green campus**.
- To adopt **regular and preventive maintenance practices** for civil, electrical, and mechanical utilities.

4.3 Five Years Infrastructure Implementation Plan

The KIET Group of Institutions has adequate learning resources, physical facilities, and infrastructure for the existing academic programs, administrative functions, and co-curricular and extra-curricular activities. Key features include:

- 21.52-acre green campus with modern facilities
- Central library with a vast collection of books, journals, and periodicals.
- Advanced laboratories and ICT-enabled classrooms
- Centres of Excellence for industry-aligned learning
- Ample auditorium and conference halls for events
- Well-equipped hostels with sports facilities, medical care, and reading rooms.
- Indoor and outdoor sports infrastructure including gyms.

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 be developed in the next five years of time.

- The KIET Group of Institutions (Deemed-to-be-University) Administration, in principle, has agreed to allot 25 acres of land for an extension of campus which will be used to develop state of art classrooms, laboratories, and other facilities.
- Continuous infrastructure upgrades with a dedicated budget for maintenance and expansion.
- 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 set up KIET GROUP OF INSTITUTIONS (Deemed to be University) Cloud infrastructure.

General Infrastructure Development:

- Aesthetic development of the campus.
- Regular and preventive maintenance of Infrastructure utilities.
- Landscaping for a clean and green campus environment.
- Ensure uninterrupted power and water supply.

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.

Research Infrastructure:

- Establishment of more units of the Centre of Excellence (CoE) in the next five years.
- Infrastructure to foster world-class research and innovation.
- Adaptable spaces for project teams and research collaborations.

IT Infrastructure:

- Maintaining 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.

Hostel Infrastructure:

- Comprehensive hostel facilities for students.

- Residential support for faculty members, research scholars, and international students.
- Guest houses for visitors and university affiliates.

Other Infrastructure:

- Full-fledged medical center with qualified doctors.
- Sporting facilities, gymnasiums, recreational facilities, 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.

Library Facilities:

- Digital enhancements, including databases and access to online resources like SCOPUS, and IEEE.
- Amenities like OPAC, Digital Knowledge Centre, Audio-Visual Room, air-conditioned reading hall, and reprographic services.

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.

Maintenance and Management:

- Total preventive maintenance for all utilities.
- Cleanliness practices across the campus.
- Infrastructure committee for recommendations and budgeting.

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.

Five Years Infrastructure Implementation Plan

Category	Academic Year				
	Year 1	Year 2	Year 3	Year 4	Year 5
Auditorium	<p>All the Facilities are Available as per the Current Infrastructure Need and Curriculum Structure.</p> <p>To be Enhanced, if required. As per the Curriculum Need.</p>				
Smart Classroom					
Labs (New + Renovation)					
Digital Infrastructure					
Hostels					
Lecture Halls					
Residential Accommodations (Quarters)					
Indoor Stadium					
Books					
Laboratories					
Canteen Facility					
Medical Facility					
Computational Facility					
Licensed Software's					
Number of Transport Vehicles					
Sports Facility					

5. FINANCE PLAN

5.1 Strategic Vision

The KIET Group of Institutions anticipates steady growth, requiring a robust financial plan to address rising costs in infrastructure, staff compensation, and operations. The institution acknowledges the need to diversify revenue streams beyond tuition fees. This will be achieved through:

- Increased industry collaboration: translation research, consultancy, and executive training programs.
- Cost-effective financial management.
- Establishment of an endowment fund for long-term stability.
- Exploration of Corporate Social Responsibility (CSR) funding from industry partners.

5.2 Core Objectives

- To increase institutional participation in funding schemes and mobilization of funds from Govt./Non-Govt. sources for academic and research purposes.
- To increase the budget for intramural funding for research.

KIET Group of Institutions: Five Years Financial Plan Summary

Investment and Cost Allocation:

- A Five-year financial plan is established to support academic and administrative growth.
- Initial investments cover construction and development of new buildings categorized as capital and recurring costs.

Enhancing Revenue Streams:

- Increase participation in funding schemes from government and non-governmental sources.
- Diversify income through:
 - New degree programs
 - Technology commercialization
 - Industry consultancy services
 - Increased industry fellowships and sponsorships
 - Government and international collaborations
 - Increased student enrollment through government schemes
 - Alumni endowments

Funds Management:

- Utilize Fixed Deposit Receipts (FDRs) for long-term financial security.
- Maintain readily accessible funds for operational needs.
- Allocate funds towards institute operations and maintenance to reduce reliance on tuition fees.

Boosting Intramural Research:

Increase internal research funding through:

- Larger seed grant budget for faculty and student research initiatives
- Streamlined funding application process
- Training programs to educate researchers on obtaining grants

Financial Transparency and Control:

- Implement a transparent financial management system with quarterly audits.
- Regularly assess financial health to ensure alignment with strategic goals and adaptation to changing circumstances.

This financial plan aims to achieve long-term financial stability and facilitate sustainable growth for the KIET Group of Institutions.

5.3 Five Years Finance Plan

Five-Year Financial Plan of KIET Group of Institutions (DTU)

PROJECTION FUND (IN LACS)					
Fund Sources	Year 1	Year 2	Year 3	Year 4	Year 5
Academic Fee	10768.00	12477.00	14067.00	15338.00	15936.00
Hostel Fee	2220.00	2425.00	2625.00	2775.00	2925.00
CSR	0.00	50.00	50.00	50.00	50.00
Consultancy	0.00	50.00	60.00	75.00	100.00
	12988.00	15002.00	16802.00	18238.00	19011.00
Less: Corpus Fund	1945.11	2058.45	2451.05	2712.22	2780.01
Fund Available for Expenditure	11042.89	12943.55	14350.95	15525.78	16230.99

EXPENDITURE HEAD (IN LACS)					
Particulars	Year 1	Year 2	Year 3	Year 4	Year 5
Infrastructure Development	1162.00	1450.00	1421.60	1062.00	1062.00
Refurbishment & maintenance of Existing Infrastructure	400.00	500.00	625.00	781.25	976.56
Up-gradation & Procurement of Learning Resources, Digitisation and IT support Facility	500.00	550.00	575.00	600.00	625.00
Centre for Advance Learning & Training	200.00	250.00	250.00	350.00	350.00
Salary to Teaching & Non Teaching Staff	5922.00	6862.00	7736.00	8535.00	8865.00
Expenditure on Academic Activity	306.89	374.50	409.47	437.43	450.60
Other Administrative & Operational Expenses	2552	2957.05	3333.88	3760.1	3901.83
Total Expenditure	11042.89	12943.55	14350.95	15525.78	16230.99

6. GOVERNANCE & ADMINISTRATIVE DEVELOPMENT PLAN

6.1 Strategic Vision

The university aspires to achieve a seamlessly integrated ecosystem, characterized by a holistic approach to all administrative and academic processes. This vision prioritizes the optimized allocation of resources and the expedited execution of tasks, fostering a culture of efficiency and effectiveness.

Key Initiatives:

- **Strengthen Governance and Decision-Making Processes:** The university will implement robust frameworks to enhance governance and decision-making. This includes fostering collaborative leadership, promoting transparency in information dissemination, and establishing clear lines of accountability.
- **Foster Transparency, Accountability, and Answerability with Self-Responsibility:** The university will cultivate a culture of transparency, accountability, and answerability among all stakeholders. This will be achieved by promoting open communication, ethical conduct, and self-directed ownership of tasks and processes.
- **Implement Technology-Supported Administrative Systems:** The university will leverage technology to streamline administrative processes. This includes investing in integrated information systems, automating workflows, and promoting the adoption of digital tools for enhanced efficiency and accessibility.

By achieving this strategic vision, the university will establish a well-coordinated and efficient system, optimizing resource allocation and accelerating the completion of administrative and academic tasks. This will ultimately contribute to a more productive and fulfilling learning environment for students, faculty, and staff.

6.2 Core Objectives

- To ensure academic, financial, and administrative autonomy in the University
- To ensure participatory, transparent, and good governance at all levels of University.
- To connect all the academic and administrative departments seamlessly.

6.3 Five Years Governance & Administrative Finance Plan

University Governance Plan Highlights

Seamless integration across processes for optimal resource sharing and efficient achievement of administrative and academic goals.

Institutional Autonomy & Seamless Connectivity:

- Decentralized decision-making with departmental autonomy.
- Participatory, transparent governance at all levels.
- Seamless connection between academic and administrative units.

Digitization & e-Governance:

- Unified network connecting all university entities.
- Comprehensive university website for easy information access.

Functional Segregation:

- Distinct tracks for academic and administrative functions.
- Shared services center for common needs (HR, finance, etc.).

Committee Formations:

- Statutory and non-statutory committees as per regulations.
- Diverse membership with faculty, staff, students, and external experts.
- Committees covering all aspects of university operations.

Institutional Committees:

- Establishment of committees from Governing Body to specific units (e.g., IPR Cell).
- Comprehensive policies and Standard Operating Procedures (SOPs).

Transparency & Accountability:

- Detailed annual reports for external stakeholders.
- 360-degree feedback system with appraisal mechanism.
- Regular online feedback channels for informed decision-making.

Audit and Assurance:

- Academic and Administrative Audit Centre for workflow assessment and benchmarking.
- Proactive Internal Quality Assurance Cell (IQAC) for quality improvement.
- Bi-annual review of governance policies.

Communication & Reporting:

- Open communication through meetings, reports, and best practice education.
- Centralized student evaluation and results processing.

Training & Resource Optimization:

- Centralized training modules with guest lecturers and resource persons.

Policy Adherence & Improvement:

- Compliance with university statutes and regulations.
- Continuous improvement and reforms for increased efficiency.
- Zero-tolerance policy against discrimination.

Document & Data Management:

- Efficient file movement and document tracing system.
- Centralized digital database for faculty, staff, and students.

Faculty and Staff Requirements:

- Self-financed faculty for emerging areas.
- Visiting faculty (national & international).
- Adjunct faculty from industries.
- Additional sponsored faculty.
- Honorarium-based retired faculty.

Overall, this Governance Plan outlines a framework for transparent, efficient, and accountable university operations, fostering continuous improvement and excellence in education and research.

The Following **Existing Institutional Committees** will be Reconstituted for smooth governance of the University as per the UGC Norms:

Institute Level Academic/Administrative Bodies		
S. N.	Name	Functions/Responsibilities
1	Academic Committee (AC)	Day-to-day administration on academic affairs - enhance teaching learning in conjunction with university guidelines - make recommendations
2	Research & Development Committee (R&D)	To develop & promote research activities
3	Internal Quality Assurance Cell (IQAC)	Generate good practices: Academic & Administrative performance- Quality practices

Institute Level Academic/Administrative Bodies

S. N.	Name	Functions/Responsibilities
4	Happiness & Cognition Centre (HCC)	To familiarize the faculty, staff and students to the importance and need of Values & Ethics along with Indian Knowledge System (IKS) which is likely to contribute towards the development of self & society as a whole.
5	Innovation, Entrepreneurship & Consultancy Council (IEC) with 04 verticals; (Innovation Centre, Entrepreneurship Centre, Industrial Research Consultancy & Development Centre & Sales Division)	To facilitate students to innovate technology and products, training on state-of-the-art technology, entrepreneurship support etc.
6	Internal Complaints Committee (ICC) (Women Welfare)	To look after girl student/women employee welfare/ prevent gender-based embarrassment /Provide protection against sexual harassment of women at workplace-redressal of complaints.
7	Unnat Bharat Abhiyaan Cell (UBA)	To support our services in a more methodical way in all domains coming under the various themes of Unnat Bharat Abhiyan as Participating Institute (PI).
8	Environment & Energy Management Cell (EEM)	To congregate the criterions under Quality Audit in the areas of energy, environmental conservation.
9	Proctorial Board	To deal with students' disciplinary issues.
10	Career Counselling Centre (CCC)	To provide requisite guidance/moral support to the students, creating awareness about varied career avenues, exploring/providing possible solutions to the challenges they face
11	Anti-Ragging Committee (ARC)	Extra vigil - Ragging free environment
12	Examination Committee	To organize and coordinate examinations - internal/end semester/back paper University examination for its smooth conduct.
13	Grievance Redressal Committee	To redress student/employee grievances
14	Library Advisory Committee	To support academic programmes and to make recommendations to meet curriculum requirements of users.

Institute Level Academic/Administrative Bodies

S. N.	Name	Functions/Responsibilities
15	Women Outreach Activity Centre (WORC)	To empower girl students/women, creating awareness about their rights & duties.
16	Alumni Engagement Cell	To engage Alumni, develop strong alumni relations.
17	Corporate Relations & Placement Centre	To impart requisite placement, internship, training support to all students.
18	IT Cell	To supplement IT Services at campus professionally for better user experience.
19	Hostel Management Committee	To improve student welfare in hostels – overall improvement in existing system – Build health campus culture.
20	OBE Committee	To focus on measuring students' performance on the basis of outcome, developing a clear set of learning outcomes, establishing opportunities that enable and encourage to achieve essential outcomes.
21	Campus Maintenance and Monitoring Committee	To correspond with the people responsible for maintenance and monitor the quality of work and given time schedule of the assigned task, monitor regular annual maintenance of the institute and related infrastructure.
22	Student Welfare Committee	To maintain a balance between the academics and holistic development of the students.
23	Transport Committee	Supervise the daily bus operation, co-ordinate bus routs with the help of Bus In charges, handles transport related issues.
24	Faculty/Staff Selection Committee	Evaluate the requirement of staff for the institution and plan, to recruit adequate qualitative faculty/staff on merit/ to ensure that the right person is hired for the job based on everyone's point of view.
25	Centre for Academic/Administrative	To monitor the academic performance/ organize periodic meeting to access the effectiveness of

Institute Level Academic/Administrative Bodies

S. N.	Name	Functions/Responsibilities
	Audit (CAAA)-IQAC	teaching/discuss about the improvements to be made.
26	Magazine Editorial Committee	To ensure contents align with the organization standards, goals and audience expectations/provide a platform for students/faculty to express themselves through various forms of writing i.e. articles

Decentralization in working and grievance redressal mechanism as per the UGC norms for Deemed-to-be-University.

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

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

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

Five Years Governance & Administration Plan

Parameters	2024-25	2025-26	2026-27	2027-28	2028-29
NIRF Ranking	Under 100				
MoU	10	15	20	25	30
Collaborative Research Projects	05	05	10	15	20
Collaborative Research Publication	100	150	200	250	300
Number of International Students (Off-campus)	10	20	25	30	35
Institutional visibility and peer perception	70%	70%	75%	85%	90%

Five Years Student Intake Plan

Program	Proposed Intake Year 1	Proposed Intake Year 2	Proposed Intake Year 3	Proposed Intake Year 4	Proposed Intake Year 5
UG	1840	1960	2020	2200	2320
PG	540	591	609	655	665
Ph.D.	-	30	2659	30	40
Total	2380	2581	2629	2885	3025

Five Years Networking Plan

Five-Year Networking- Collaboration Plan					
Year of Collaboration					
Category	Year 1	Year 2	Year 3	Year 4	Year 5
MoU	10	15	20	25	30
External Experts in BOS/Curriculum Development	50	50	60	60	70
External Experts for Seminar/Workshop/FDP	50	60	70	80	100
Collaborative Research Projects	5	5	10	15	20
Collaborative Research Publications (Co-Authors)	100	150	200	250	300
Faculty/Student Exchange Programs	-	10	20	30	35

Five Years Faculty Recruitment Plan

Program	Year 1	Year 2	Year 3	Year 4	Year 5
Increase in student intake	230	100	170	230	130
New Recruitment	As per the Increased Intake and UGC norms				