



# INSTITUTIONAL DEVELOPMENT PLAN

YEAR 2025-2030



INSTITUTIONAL DEVELOPMENT PLAN  
SWARNIM STARTUP & INNOVATION  
UNIVERSITY  
GANDHINAGAR- 382420

**INSTITUTIONAL DEVELOPMENT PLAN (IDP 2025-2030)**

As part of the implementation of National Education Policy-2020

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## 1. Institutional Basic Information

### INTRODUCTION

Swarnnim University was founded by the Swarnnim Educational Foundation, an organization dedicated to nurturing young minds and preparing them for the challenges of tomorrow.

Swarnnim university boasts a vibrant learning environment that effectively merges strong academic programs with substantial research initiatives. Under the guidance of experienced faculty members, students are encouraged to engage in innovative projects and research, which help them to understand and apply their knowledge in practical settings.

This approach not only enhances their learning experience but also positions the institution at the forefront of educational development and innovation.

These societies provide valuable opportunities for students to expand their knowledge, connect with professionals in the field, and enhance their readiness for the workforce.

Swarnnim university commitment to excellence is reflected in its numerous awards and recognitions. As one of the top universities it stands out not only for its academic excellence but also for its contribution to the development of professional and ethically minded students

The university's foundation rests on the belief that education should empower students with the knowledge, confidence, and critical thinking skills to contribute meaningfully to society. It aims to bridge the gap between traditional education systems and contemporary industry requirements, aligning its curriculum with the evolving needs of global and national economies.

The university's campus, spread over lush green acres, is a blend of modernity and tradition. Equipped with state-of-the-art classrooms, laboratories, and recreational facilities, it provides an ideal environment for learning and personal development. The university is designed to offer a wide range of disciplines, including engineering, management, sciences, and humanities.

One of the key features of the campus is its emphasis on sustainability and innovation. The university has adopted green building standards, aiming to minimize its ecological footprint while promoting energy-efficient infrastructure. The advanced technological tools available at the university help students gain hands-on experience, thus bridging the gap between theoretical knowledge and practical application.

1.1 Institutional Profile		
Sr. No.	Particulars	Details
1	Name of the University	Swarnim Startup & Innovation University
2	Address	Bhoyan Rathod, Near Dholakuva Circle, Gandhinagar
3	Website	<a href="http://www.swarnim.edu.in">www.swarnim.edu.in</a>
4	Established	2017
5	Type	State Private University
6	Provost	Dr. Ragin Shah
7	Registrar	Dr. Hiren Kadikar
8	NAAC Status	Applied for Cycle-I Accreditation
9	Programs Offered	UG, PG, Diploma, Ph.D. across disciplines like Engineering, Architecture, Design, Science, Management, Paramedical and Computer Applications
10	Student Strength	3000+
11	Faculty Strength	300+ (Including Visiting and Industry Experts)

## 1.2 Strength, Weakness, Opportunity and Challenges(SWOC)

### Institutional Strength

- 1. Startup and Innovation Ecosystem:** Swarnim University actively supports startups and innovation, providing resources, mentorship, and funding opportunities to foster entrepreneurial ventures among students and faculty. The university's innovation hub encourages the development of new ideas and technology, contributing to the startup ecosystem.
- 2. Strong Academic Reputation:** Swarnim University is known for its diverse academic programs, offering undergraduate, postgraduate, and doctoral courses across various fields, attracting a wide range of students.
- 3. Industry Collaborations and Consultancy:** The university has established strong ties with the industry, offering consultancy services and corporate training programs. This not only enhances practical learning but also generates additional revenue.
- 4. Research and Innovation:** With a focus on research, the university has consistently promoted innovation, leading to a significant number of research papers published in reputed journals.
- 5. Infrastructure and Facilities:** The campus boasts state-of-the-art infrastructure, modern classrooms, labs, libraries, and recreational facilities, creating a conducive learning environment.
- 6. Experienced Faculty:** Swarnim University attracts qualified and experienced faculty members, ensuring high-quality education and academic excellence.

### Institutional Weakness

- 1. Limited National and International Recognition:** While the university has made strides in research and consultancy, it may not have the same level of national and international recognition as older, more established institutions.
- 2. Dependency on Government Funding:** The university may rely on government grants and funding for some of its activities, which can limit autonomy and flexibility in certain areas.
- 3. Growing Pains:** As a relatively young institution, Swarnim University may face challenges in scaling its academic programs, facilities, and research output to match the growing demand.
- 4. Limited Alumni Network:** Being a newer university, the alumni network may not be as expansive or influential as those of older institutions, limiting networking and mentorship opportunities for students and recent graduates.
- 5. Lack of Diversity in Some Programs:** Certain academic programs may not yet offer the same breadth of specializations or flexibility compared to more established universities, which could impact the university's appeal to a broader range of students.

**6. Limited International Presence:** Swarnim University has yet to establish a significant international presence, which could limit its global outreach and appeal to international students or collaborative research opportunities.

### Institutional Opportunity

**1.Expansion of Online and Hybrid Learning:** With the increasing demand for flexible learning, Swarnim University has the opportunity to expand its online and hybrid programs, catering to a broader student base both domestically and internationally.

**2.Research Funding and Grants:** There is significant potential to secure more research grants from government bodies, industries, and international organizations, further boosting the university's research profile.

**3.International Partnerships:** Collaborating with global universities and institutions for research, student exchange programs, and corporate training can elevate the university's global stature.

**4. Corporate Training and Skill Development:** The growing demand for professional development provides an opportunity for Swarnim University to expand its corporate training services, enhancing industry partnerships and generating more revenue.

**5. Growth of Startup and Innovation Ecosystem:** The increasing interest in entrepreneurship and innovation provides an opportunity for Swarnim University to build on its startup ecosystem, supporting more student and faculty-led ventures, and enhancing its reputation as a hub for innovation.

**6. Government Schemes and Initiatives:** There are increasing government initiatives and schemes to promote innovation, research, and entrepreneurship, which Swarnim University can leverage to enhance its infrastructure, research, and funding.

**7. Growing Demand for Industry-Academia Collaboration:** There is a rising demand for collaboration between educational institutions and industry players. Swarnim University has the opportunity to create more strategic partnerships to bridge the skills gap and enhance employability among students.

**8. International Student Recruitment:** By enhancing global outreach, Swarnim University can attract international students, thereby diversifying its student base and improving its global rankings.

### Institutional Challenge

**1.Competition from Established Institutions:** The university faces stiff competition from well-established universities and colleges, particularly in attracting top-tier students and faculty members.

**2.Attracting Research Funding:** While the university has been successful in securing funding, competition for research grants remains intense, especially from more established institutions.

**3. Retention of Talent:** The university must work on retaining top faculty members and researchers, as competition from other institutions may lead to the loss of key personnel.

**4. Changing Industry Needs:** Rapid changes in technology and industry trends require continuous updates to academic programs and curriculum to ensure that graduates are industry-ready, posing a challenge for academic planning.

**5. Financial Sustainability:** The reliance on student fees and government funding could make the university vulnerable to fluctuations in enrolment numbers or changes in government policies, affecting its long-term financial stability.

**6. Keeping Up with Technological Advancements:** The fast pace of technological change requires ongoing investment in infrastructure and curriculum updates to stay competitive and relevant in the global education landscape.

**7. Student Retention and Satisfaction:** Ensuring a high level of student satisfaction and retention in the face of increasing competition and rising student expectations can be challenging.

**8. Regulatory Challenges:** Compliance with changing education regulations and maintaining accreditation standards may present hurdles as the university continues to grow and expand its programs.

## 2.1 Vision

The university's name, Swarnnim, which translates to "golden," reflects its philosophy of producing graduates who are not just academically proficient but also equipped with the skills and values necessary to thrive in the modern world.

The university's foundation rests on the belief that education should empower students with the knowledge, confidence, and critical thinking skills to contribute meaningfully to society. It aims to bridge the gap between traditional education systems and contemporary industry requirements, aligning its curriculum with the evolving needs of global and national economies.

The vision of Swarnnim University is to emerge as a premier institution of higher learning that nurtures innovation, entrepreneurship, and academic excellence. The university aspires to foster an environment where students are empowered to achieve their full potential through world-class education, cutting-edge research, and a strong emphasis on practical knowledge and skills.

Swarnnim University envisions creating a generation of leaders who are not only experts in their respective fields but also responsible global citizens, capable of contributing to the socio-economic development of society. It aims to bridge the gap between academic theory and real-world application, preparing students to meet the challenges of a rapidly changing global landscape.

By fostering creativity, critical thinking, and entrepreneurship, Swarnnim University aims to be a transformative force in the educational landscape, shaping the future of India and the world through its innovative programs and research initiatives. The university's commitment to sustainability, social responsibility, and community engagement further strengthens its vision to create a positive impact on both local and global communities.

## 2.2 Mission

Swarnnim University is committed to providing a transformative educational experience that fosters intellectual growth, creativity, and social responsibility. Its mission is to develop well-rounded individuals who possess both academic expertise and the practical skills required to thrive in an ever-changing world.

## **1. Academic Excellence and Innovation**

The university strives to deliver world-class education through a dynamic curriculum that integrates cutting-edge research, practical applications, and global perspectives. By continuously adapting to the latest trends in academia and industry, Swarnnim University aims to equip students with the knowledge and tools needed to excel in their chosen fields. The focus on innovation ensures that students are prepared to think critically, solve complex problems, and drive meaningful change. Wanting to bring a ‘change’ in the education system, Swarnnim is the first of its kind university in India committed to promote startups and encourage young minds to become leading entrepreneurs. By providing rigorous learning experiences, we contribute to the university’s outstanding retention, graduation, and career placement rates.

## **2. Research and Development**

Swarnnim University seeks to create a robust research ecosystem that promotes groundbreaking discoveries and solutions. The university aims to contribute to global knowledge, addressing both local and international challenges. Faculty and students are supported to engage in research that not only enhances academic understanding but also has practical real-world applications.

## **3. Industry Collaboration and Employability**

The university is dedicated to building strong partnerships with industries and organizations, providing students with hands-on experience through internships, workshops, and real-world projects. This collaboration ensures that students are not only academically prepared but also equipped with the skills and experience that enhance their employability. Swarnnim’s career development services play an active role in preparing graduates for success in the competitive global job market.

## **4. Holistic Development and Social Responsibility**

Swarnnim University is committed to fostering the all-round development of students, focusing on their intellectual, emotional, physical, and social growth. The university encourages students to engage in community service, sustainability initiatives, and leadership activities. Our aim is to enable youngsters to think innovatively so that they can help in contributing to the betterment of the nation.

## **3. Institutional Development Plan**

### **3.1 Governance**

#### **3.1.1: Improved governance via reforms**

##### **Short term Goals**

- Assign specific designations to administrative staff according to the roles allotted to the functionaries.



- Adopt need-based digital technologies for rendering the processes timely, reliable and user-friendly.
- Establish the Board of Governors (BOG) / Board of Management (BOM) / Academic Council (AC)/ Board of Studies (BOS) & other Statutory Committees

## Medium term Goals

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

## Long term Goals

- To introduce industry relevant and in-demand new programs and curriculum.
- To revise university policy documents as per norms, council and government guidelines
- Engage adjunct mentors from Industry and elite institutions from India and abroad.

### 3.1.2: Administrative reforms

#### Short term Goals

- To complete 1<sup>st</sup> cycle of NAAC Accreditation
- Document the Academic and Administration Audit [AAA] policy of the institution
- Document the procedures and processes for stakeholder consumption.

#### Medium term Goals

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

#### Long term Goals

- To position ourselves amongst the top 5 Private Universities in Gujrat.

### 3.1.3: Improvements in Infrastructure

#### Short term Goals

- Brainstorm for expanding infrastructure development requirement phase-wise.
- Provide adequate infrastructure for both administrative and academic activities as at present.
- Conceive and design a Master plan for the University expansion for enhancing academic & administrative wings.

#### Medium term Goals

- Review adequacy of infrastructure based on the student admissions, and newer academic programs.
- Build additional administrative infrastructure for the new ventures and administration.

- Build adequate infrastructure for the extra-curricular and Co-curricular activities of the Learners.

## **Long term Goals**

- Review the infrastructure needs for futuristic development and plan based on priorities

### **3.1.4: Improvements in HR policies and Management**

#### **Short term Goals**

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

#### **Medium term Goals**

- Plan appropriate welfare measures for academic, administrative and support staff
- Enhance Student/Faculty engagement “beyond the class-room” activities.
- To provide Day Care Centre for staff members wards.

#### **Long term Goals**

- To establish residential facility for staff

### **3.1.5: Student development and support**

#### **Short term Goals**

- Facilitate commutation, hostels and cafeteria.
- Facilitate quality education, training, mentoring and counselling.
- Provide adequate healthcare and wellness facilities.
- Provide facilities for pre-placement training and placement opportunities through campus recruitment drives.

#### **Medium term Goals**

- Seek student satisfaction through surveys regarding the short-term goals as above.
- Augment the cultural mix, to promote harmony and a sense of belonging to the institution.
- Build a strong Alumni association

#### **Long term Goals**

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

### **3.1.6: Quality Assurance**

## Short term Goals

- The University shall augment its already established HR section to oversee the recruitment, mentoring, and training of teaching and non-teaching staff.
- The University shall establish a mechanism for training mid-ranked administrative officers, particularly in the areas of leadership, technology, digitalization, and communication.
- All the Departments of the University shall have a designated Committee to facilitate the IQAC of the University.
- The University shall endeavour to fill all vacancies in teaching and non-teaching posts.

## Medium term Goals

- The University shall focus on inter-disciplinary and multi-disciplinary courses .
- The University shall further strengthen the quality of publications compulsory for all Ph.D. programmes.
- The University shall foster inclusive decision-making processes involving campus fraternity to enhance governance aligning institutional goals with stakeholder needs.

## Long term Goals

- Devise a mechanism to strengthen the governance structure in all Academic and Administrative facets.

### 3.1.7: Leadership

#### Short term Goals

- Leadership Development Programs for the training of Department Heads, Senior Professors, Professors, and Principals on Leadership, Management, Strategic Thinking and Conflict Resolution.
- Implement formal Mentorship and handholding programs within departments and administrative units to identify potential leaders from faculty.

#### Medium term Goals

- Open-house or periodic meetings of the employees with University administration for addressing different concerns and inclusive decision-making/ crisis management.

#### Long term Goals

- The University shall enter into MoU's with leading management institutions in India and other prestigious international institutions to offer periodic leadership training programs for senior academic and administrative personnel.

### 3.1.8: IT/ Web-based Management Information System (MIS)

#### Short term Goals

- There shall be a centralized portal to collect Feedback from all stakeholders (Students, Faculty, Non-Teaching Staff, Alumni, and Parents) and analyse through erp software.
- The number of CCTV cameras shall be increased for safety and security in campus.

#### Medium term Goals

- Smart Cards shall be issued to all University employees and students to access different services such as Health Centres, IT Services and the Library.

#### Long term Goals

- Deployment of new age security systems.
- Supplementing classroom teaching with technology assistance in virtual space.

### 3.1.9: Risk Management Analysis

#### Short term Goals

- The University shall carry out comprehensive risk assessment, analysis, and management throughout all the departments
- The University shall conduct periodic workshops on cyber-security awareness.
- The University shall also conduct workshops on green awareness to mitigate environmental risks.

#### Medium term Goals

- Policy formulation for risk assessment.

#### Long term Goals

- The University shall reduce its environmental footprint by becoming single-use Plastic-free campus.

### 3.1.10: External Advisory Boards

#### Short term Goals

- Departmental Committees shall endeavour to co-opt members/experts from organizations and institutions of national and international repute

#### Medium term Goals

- Nationally and internationally renowned academicians and representatives from regulatory bodies shall be involved in the Advisory capacity at various levels

#### Long term Goals

- An Advisory Council comprising representatives from government, education, industry and social

sectors shall be established to offer diverse perspectives, enabling the University to address the evolving societal and economic challenges

### 3.1.11: Student Feedback

#### Short term Goals

- The University shall conduct seminars and sensitization programmes to educate students and faculty members on the importance of feedback and help them understand how it can lead to tangible effects.
- A systematic central level mechanism for taking students feedback periodically to ensure the satisfaction of students and improved academic performance

#### Medium term Goals

- Dedicated feedback analysis team shall be established to monitor and analyse the points emerging out of the student feedback to address such issues.
- Student feedback shall be used to strengthen the teaching-learning process.

#### Long term Goals

- Student feedback shall be thoroughly analysed using advanced software, facilitating the University to identify the areas for further improvement prioritizing the interests and needs of the students.

## 3.2 Academics

### 3.2.1: Curriculum Reforms

#### Short term Goals

- Align all academic programs with the mandates and framework of the National Education Policy (NEP) 2020/Council Norms/UGC Norms/AICTE Norms or any relevant regulatory authority.\
- Committees responsible for creating Skill Enhancement Courses and Value Addition Courses shall identify essential courses designed to cultivate life and soft skills in collaboration with industry and societal experts.
- Departments shall develop a flowchart outlining the academic pathways for each program, along with potential employment opportunities, enabling students to make informed choices when selecting courses.
- The effectiveness of the mentor-mentee system shall be evaluated through student satisfaction surveys and feedback.
- Encourage these institutions to actively create new MOOCs (Massive Open Online Courses) that focus on enhancing student employability and skill development in high demand sector.
- Workshops and seminars with industry and community leaders will help students understand the job opportunities linked to these courses.

#### Medium term Goals

- Introduce flexible and multidisciplinary course options, including more elective pools, short term courses, to cater to the evolving aspirations of new-generation learners.

- In alignment with our University Vision & Mission, to ensure students are provided Internship/ Apprenticeship/live-projects to cultivate and enhance their entrepreneurial abilities and skills.
- Develop comprehensive student support services, including career counselling, mental health resources, and academic advising, to assist students in navigating their educational journeys and achieving their career goals.
- Introduce interdisciplinary courses that combine technical skills with industry knowledge, allowing students to explore cross-cutting areas such as business and technology or health and data sciences.
- Strengthen partnerships with companies to provide more internships, real-world projects, and industry-based research opportunities embedded in the curriculum

## Long term Goals

- Transform the University into a leading research and innovation hub by establishing research centres that focus on key societal challenges and fostering collaboration among faculty, students, and industry partners
- Design globally competitive, future-ready curricula benchmarked against international standards.
- Develop and implement **Twinning Programs** and **Dual Degree Programs** in collaboration with reputed international institutions to promote global academic exposure and mobility.
- Embed sustainability and social responsibility into the curriculum and institutional practices, encouraging students and faculty to engage in initiatives that address environmental and social issues.
- Fully integrate digital technologies into teaching, learning, and administrative processes, creating a smart campus environment that enhances the overall educational experience and operational efficiency

## 3.2.2: Innovations in Pedagogy

### Short term Goals

- Enhance the quality of Teaching-Learning by adopting innovative, **ICT-enabled pedagogical practices**, including flipped classrooms, simulation tools, and smart boards.
- Promote **Outcome-Based Education (OBE)** through active faculty involvement and learner-centric teaching methodologies across all UG and PG programs.
- To ensure more **skill development** and **vocational courses** aligned with industry demands and national skilling frameworks.

### Medium term Goals

- Implement **Project-Based Learning (PjBL)** pedagogies in undergraduate programs to develop critical thinking, teamwork, and real-world problem-solving skills.
- Introduce **Problem-Based Learning (PBL)** approaches in postgraduate programs, particularly in professional and applied domains.
- Establish **“Living Labs”** to encourage hands-on, experiential learning opportunities for students and faculty through real-time interdisciplinary projects.
- Set up a fully functional **Audio-Visual Studio** to support the creation of high-quality digital teaching content and instructional videos.

### Long term Goals

- Motivate and train faculty to **design course-specific online learning modules**, including MOOCs, e-content, and blended learning courses to support self-paced learning.
- Leverage the in-house **Audio-Visual Studio** to develop Swarnim-branded, faculty-led digital content for global dissemination and online education platforms.

### 3.2.3: Faculty/Teaching Staff

#### Short term Goals

- Conduct a comprehensive **faculty needs assessment** to design and implement relevant, in-house **Faculty Development Programs (FDPs)** tailored to teaching and research requirements.
- Organize **School-specific training programs** focused on enhancing pedagogical capabilities, research methodologies, and academic leadership.
- Each department shall actively engage in creating detailed **session plans, assessment modules, and reading lists** for new courses.
- **Organize FDPs and workshops** on the integration of technologies like AI, data analytics, and digital teaching tools, enhancing classroom engagement.
- Encourage faculty to **undertake training in platforms** such as MOOCs to integrate them into their teaching practices, supporting NEP 2020 goals.
- Encourage faculty to adopt **diverse instructional strategies such as blended learning, project-based learning, and case studies** to keep pace with global educational trends.
- Provide faculty with **greater incentives for engaging in research, including access to grants and opportunities** for national and international collaborations.

#### Medium term Goals

- Promote sustained participation in **Faculty Career Development (FCD)** programs and FDPs through strategic planning and incentives.
- Identify and nurture **potential academic leaders** within departments to foster a culture of institutional ownership, collaboration, and innovation.
- To promote a platform and requisite support to ensure interested faculty members for initiating their own startup projects.
- Implement continuous professional development programs for faculty to ensure that they stay updated with industry trends and integrate this knowledge into their teaching.
- Encourage faculty to take part in industry-led projects, internships, and consultancy work, helping bridge the gap between academic knowledge and professional practice.
- Create Centres of Excellence in areas such as AI, sustainability, and interdisciplinary studies to provide faculty with platforms for high-impact research and industry collaboration.
- Ensure faculty have the resources and training to integrate new technologies into their teaching practices, preparing students for future industry needs.
- Implement faculty mentorship programs where senior faculty guide junior staff on research methodologies, curriculum innovation, and publication.

#### Long-term Goals

- To create platform wherein faculty regularly undergo advanced training, certification, and upskilling programs to stay updated on global trends and advancements in education and technology.
- Train faculty to take on leadership roles within the University and contribute to national and international policy-making in the higher education sector.
- Create platforms for faculty to participate in the development of educational policies, curriculum reform, and planning, ensuring that University remains at the forefront of academic innovation.
- Develop and offer **advanced in-house FDPs and FCD programs** for faculty members from other institutions, positioning Swarnim as a regional hub for academic excellence.
- Facilitate and support faculty participation in **international and interdisciplinary FDPs/FCDs**, particularly in emerging domains and global best practices, to enhance institutional prestige and teaching quality.

### 3.2.4: Curriculum Embedded with Skill Enhancement Courses

#### Short-term Goals

- Introduce new SECs in emerging fields like AI, data science, digital marketing, and entrepreneurship to address immediate industry needs
- Build stronger partnerships with industry to keep SECs updated with the latest trends and ensure students acquire skills that are in demand.
- Provide students with short-term certification programs and workshops that complement their SECs, helping them strengthen their professional profiles.
- Each department shall identify specific skills required for their students and offer skill courses aligned with the National Council for Vocational Education and Training (NCVET) and the National Skills Qualification Framework (NSQF).
- The number of courses shall be designed to encourage a multidisciplinary approach.

#### Mid-term Goals

- Conduct a detailed review of all SECs to ensure they remain relevant to both local and global industry trends, striking a balance between soft and technical skills.
- Integrate mandatory internships or industry-based projects within SECs, allowing students to gain practical experience for academic credit.
- Develop SECs that combine technical skills with industry-specific knowledge, such as blending data analysis with business management or health sciences with technology.

#### Long-term Goals

- Establish centres dedicated to enhancing employability through skill development, research, and industry collaboration, ensuring SECs evolve with emerging technologies.
- Create opportunities for alumni to engage in SECs for upskilling and reskilling, ensuring that University graduates remain competitive in their fields throughout their careers.

### 3.2.5: Curriculum Embedded with Emerging Technologies



### Short-term Goals

- Introduce more courses focused on AI, blockchain, data science, machine learning, and cybersecurity to address immediate workforce needs.
- Enhance the academic curriculum to ensure students acquire cutting-edge skills in emerging technologies.
- Establish collaboration with leading companies and start-ups to deliver guest lectures, seminars, and practical workshops focused on real-world applications of emerging technologies.
- Imbibe hands-on learning experiences like coding boot camps, hackathons, and short-term projects to provide students with practical knowledge of these technologies.
- Certification programs in emerging technologies to fast-track students' employability and prepare them for immediate workforce demands.

### Mid-term Goals

- To commence interdisciplinary courses that combine emerging technologies with fields like business, healthcare, and environmental science to create well-rounded professionals capable of addressing complex, cross-industry challenges.
- To ensure the curriculum remains aligned with technological advancements, integrating fields like robotics, quantum computing, and sustainability. Implement internships or industry-led projects focused on emerging technologies allowing students to gain practical experience and solve real-world problems.
- Establish Centre for Emerging Technologies and Applications (CETA) to focus on the application and integration of new technologies.
- To ensure that faculty remain informed on the latest technological advancements and can teach emerging technologies effectively.

### Long-term Goals

- Design dual degrees with foreign universities and top national institutions in technology-related disciplines to provide students with global exposure.
- Create dedicated Centres of Excellence focused on cutting-edge research and development in emerging technology area.
- Implement a system of continuous curriculum updates, informed by industry feedback, new research, and technological developments, to ensure courses remain relevant to future workforce demands.

## 3.2.6 Centre for Curricular & Life Skills Development

### Short-term Goals

- To facilitate more workshops, guest sessions and training sessions focused on critical life skills, such as communication, teamwork, and leadership, tailored to complement the existing curriculum.
- Engage professionals from industries to deliver short-term workshops on life skills such as problem solving, adaptability, and emotional intelligence.
- Develop short-term certificate programs focused on specific life skills, allowing students to enhance their employability by acquiring credentials.
- To enhance peer-mentoring programs and student-led activities that focus on personal growth, public

speaking, and other critical life skills

## Mid-term Goals

- Collaborate with departments to embed life skills development directly into the curriculum Across programs, ensuring all students receive training as part of their coursework.
- To facilitate continuous training programs for faculty members to incorporate life skills teaching into their courses, ensuring a holistic approach to student development.
- To arrange competitions focused on leadership, communication, and innovation to encourage the practical application of life skills.

## Long-term Goals

- Implement a continuous feedback mechanism where CCLSD works with industry partners to revise and update life skills programs in alignment with evolving job market trends and societal needs.

### 3.2.7: Non-Teaching Staff

#### Short-term Goals

- The University shall conduct periodic training programs for administrative staff. Regular training shall be provided on using digital tools and platforms for efficient management of University operations.
- Organize workshops to familiarize staff with new or updated government policies, ensuring that the University's administrative practices comply with legal and regulatory changes.

#### Mid-term Goals

- To implement training modules that focus on enhancing soft skills, human resource management, and University's administrative practices comply with legal and regulatory changes. conflict resolution, particularly for staff who interact with students and the public, improving the Overall University experience.

#### Long-term Goals

- Develop career progression pathways for non-teaching staff, including leadership development programs for those in middle and senior administrative roles.

### 3.2.8: Session Wise Teaching Plan

#### Short-term Goals

- To Streamline session wise teaching plan across all departments, ensuring consistency, and making sure study material links are easily accessible for all students.
- Regular communication between departments, continuous training for faculty, and enforcing deadlines for submitting teaching plans shall likely enhance consistency.

#### Mid-term Goals

- Creating a digital system to improve the quality of study materials and session plans.

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

- A centralized initiative to streamline academic planning across central universities is a larger goal that requires significant coordination, and the University is in a strong position to take leadership in this regard.

### **3.2.9: Comprehensive Learning Resources for Students**

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

- Each department shall establish a content development committee to create learning material, including question banks, lecture notes, and multidisciplinary study guides. Faculty teams within departments shall begin compiling comprehensive study materials aligned with the current curriculum.
- Improve access to digital resources and learning materials through the University's digital portals like Google Classroom or Learning Management Systems (LMS).
- Encourage faculty to regularly upload course materials, reading lists, and supplementary notes on these platforms.
- Each department shall create a repository of question papers from the last five years for each course.

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

- Create a centralized digital repository of question banks, compendiums, and previous years' exam papers accessible to all students.
- Each department shall create a probable set of diverse questions every year to benefit slow learners.

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

- Each department shall identify a list of experts in their respective sub-disciplines and domains

### **3.2.10: Assignments and Assessments**

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

- Faculty members shall follow uniform guidelines for structuring assignments, clearly stating objectives, evaluation criteria, and deadlines.
- Create a centralized portal for assignment submissions. This portal shall allow students to submit assignments online, track deadlines, and receive feedback from faculty members in a structured manner.
- Diversify assessment formats to include a mix of written assignments, presentations, group projects, and multimedia submissions.

- Each department shall compile and provide students with sample assignments from previous years.

## Mid-term Goals

- Faculty members shall provide constructive feedback on each submission, detailing areas of improvement and achievements.
- Establish a repository of assessments across different courses.
- Departments shall compile past question papers and sample assignments from a range of courses, which can serve as a reference.

## Long-term Goals

- Develop rubric-based assessment tools to ensure transparent and objective grading across Assignments.
- Transition towards online assessments, using tools that allow students to take quizzes, submit assignments, and undergo online exams securely.
- Align assessments closely with the course curriculum and learning outcomes.
- Each department shall revise their assessment methods every three years to ensure that assignments and assessments are relevant, modern, and encourage the development of critical thinking and problem-solving skills

### 3.2.11: Value added skills enhancement courses

#### Short-term Goals

- Each department shall introduce at least one skills enhancement course per year. These course(s) shall focus on industry-relevant skills, such as communication, data analysis, digital literacy, and entrepreneurship.
- Collaborate with platforms like Swayam, Coursera, or edX to offer free/affordable online courses that students can take to develop additional skills.
- Establish short-term certificate programs that focus on specific skill sets such as public speaking, leadership, or advanced Excel, which are essential for workplace readiness.
- Offer workshops and seminars that focus on soft skills development like teamwork, time management, and critical thinking. These workshops shall be made available to students of all departments to ensure comprehensive skills enhancement.

#### Mid-term Goals

- Develop interdisciplinary value-added courses that allow students from different departments to collaborate on projects.
- Organize University-wide competitions and hackathons related to innovation, entrepreneurship, and technology skills.

#### Long-term Goals

- The University shall channelize its MoU's and collaborations with industry and societal institutions of importance for initiating skill enhancement and value-added courses .
- Make it mandatory for students to take a certain number of value-added skill enhancement courses

### 3.2.12: Pedagogical Teaching Methods to be Employed

#### Short-term Goals

- Introduce a blended learning model where online learning materials are combined with in-person instruction.
- Faculty shall be encouraged to create video lectures, online quizzes, and reading material for students to access through LMS platforms.
- Promote the use of active learning techniques such as group discussions, case studies, and problem-solving activities during class sessions.
- The flipped classroom model be used in all the departments to enable effective use of classroom time.

#### Mid-term Goals

- The departments/colleges shall organize workshops and training programmes to upgrade the faculty pedagogical skills.

#### Long-term Goals

- Implement a full-fledged Outcome-Based Education (OBE) system where each course is designed with clear learning outcomes.
- Continuous professional development shall help faculty stay updated with the latest teaching strategies and technologies.

### 3.2.13: Innovation and Entrepreneurship

#### Short-term Goals

- Establish mentorship opportunities by connecting start-ups with experienced industry professionals. Host regular pitch events and innovation challenges to encourage idea generation and early-stage development.

#### Mid- term Goals

- Create a dedicated seed fund and resources for start-ups transitioning from the incubation stage to market entry.
- Build strategic partnerships with industry leaders, investors, and government bodies to provide additional support to incubated start-ups.
- Implement skill development workshops, focusing on critical areas like product development, marketing, and financial management to equip entrepreneurs with the necessary tools to scale.

#### Long-term Goals

- Set up a robust alumni network of successful start-ups that can give back through mentoring and funding future cohorts.
- Expand the scope of incubation to a broader range of sectors, including social entrepreneurship, green technologies, and digital transformation.

### 3.3 Research

#### 3.3.1: Promotion of research excellence and innovation both locally and globally

##### Short term Goals

- Foster a **multidisciplinary research culture** across all departments by encouraging cross-functional research collaborations and thematic research groups.
- Expand and strengthen **Ph.D. programs in multidisciplinary and emerging domains**, aligned with societal and industrial challenges.
- Encourage and support faculty members in pursuing **doctoral and post-doctoral degrees in future-centric domains** such as AI, data science, renewable energy, sustainable development, and healthcare innovation.

##### Medium term Goals

- Establish **Centres of Excellence (CoE)** in key multidisciplinary research areas such as Smart Technologies, Agri-Tech, Health Innovation, and Sustainable Design.
- Promote **innovative, collaborative, and funded research projects** through partnerships with industries, government bodies, and international institutions.

##### Long term Goals

- Facilitate the identification and support of **research-based spin-off companies**, transforming high-impact research into commercially viable products and services.

#### 3.3.2: Enhancement in skills by fostering initiatives that make the University a skill hub

##### Short term Goals

- Embed **skill development modules** into academic curricula and research projects, ensuring practical learning and employability across disciplines.
- Establish a dedicated **Skill Centre** within the university to coordinate, design, and implement domain-specific and cross-cutting skill enhancement programs.

##### Medium term Goals

- Align university initiatives with the **vision and sectoral priorities** outlined by the **National Skill Development Corporation of India (NSDCI)** to address national skill gaps and industry demands.
- Monitor the developments under the **National Committee for Integration of Vocational Education (NCIVE)** and take proactive measures to integrate vocational education pathways within existing academic structures.

##### Long term Goals

- Organize **Skill Development Expos and Competitions** through inter-university collaborations to showcase student capabilities and foster peer learning.
- Forge **strategic partnerships with national and international skilling centres**, vocational institutions, and industry consortia to offer globally benchmarked training programs and certifications.

### 3.3.3: Improvements in graduates' employability

#### Short term Goals

- Strengthen the **Pre-Placement Training Programmes** and optimize the functioning of the University's **Placement Centre** to support industry readiness.
- Initiate **phased curriculum reviews** in relevant programs to embed employability-focused components such as soft skills, problem-solving, and professional ethics.
- Evaluate and enhance the **existing employability modules** across academic offerings.
- Motivate students to **improve communication and presentation skills**, especially for interviews and competitive forums.
- Encourage both students and faculty to actively participate in **competitive quizzes, debates, and aptitude challenges**.

#### Medium term Goals

- Expose students to **value-adding media programs** and forums like *Tata Crucible*, *TEDx*, business simulations, and economic discourse platforms to improve general awareness and critical thinking.
- Promote **socio-economically relevant projects and ventures**, guided by faculty, to align academic learning with societal impact.
- Collaborate with industry partners to **design and deliver sector-specific certification courses** enhancing immediate employability.

#### Long term Goals

- Strengthen the **Alumni Association** as a vital stakeholder in enhancing employability through mentoring, workplace-readiness workshops, and motivational speaker series focusing on soft skills, workplace etiquette, team collaboration, and leadership.

### 3.3.4: Multidisciplinary in institutes and research collaborations

#### Short term Goals

- Initiate **multidisciplinary academic offerings** that integrate insights from computing, business, design, health sciences, and other domains.
- Launch **inter-departmental collaborative projects**, co-taught courses, and thematic electives involving multiple schools.

### Medium term Goals

- Build institutional capacity and awareness to evolve into a **Multidisciplinary Education and Research University (MERU)** as envisioned under NEP 2020.

### Long term Goals

- Forge **national and international research collaborations** with reputed HEIs, fostering joint publications, faculty/student exchange, and global research grants.

## 3.3.5: Protection and Commercialization of Intellectual Property (IP)

### Short-Term Goals

- Establish or strengthen the **Intellectual Property Rights (IPR) Cell** to support faculty, students, and innovators in filing patents, copyrights, and trademarks.
- Organize **awareness workshops and training sessions** on IP laws, patent writing, and innovation protection.
- Develop and disseminate a comprehensive **University IPR Policy**, detailing ownership, revenue sharing, and licensing frameworks.
- Set up **basic legal and technical support** for drafting, filing, and tracking patent applications.

### Medium-Term Goals

- Create an **internal grant/incentive mechanism** to encourage patent filings, copyright applications, and technology disclosures.
- Facilitate the **commercialization of IP** through technology transfer offices (TTO), incubators, and corporate partnerships.
- Collaborate with legal and tech experts to establish **IP due diligence protocols** and startup IP mentoring programs.
- Integrate **IP-related modules** into entrepreneurship, innovation, and research-based curricula.

### Long-Term Goals

- Position SSIU as a **regional hub for innovation and IP commercialization**.
- Develop a **robust IP portfolio** representing diverse domains and interdisciplinary innovations.
- Forge long-term alliances with **industry, venture capital firms, and law firms** for IP valuation, licensing, and spin-off creation.
- Generate sustainable revenue streams through **licensing, patent pooling, and university-led startups**.

## 3.3.6: Strengthening University Incubation Ecosystem

### Short-Term Goals



- Launch **structured pre-incubation programs** offering workshops, boot camps, and mentorship on idea validation, market analysis, and business planning.
- Conduct **university-wide awareness campaigns** to inform students about incubation resources and the benefits of launching start-ups post-graduation.
- Build a **mentor network of industry experts and entrepreneurs** accessible to students from all faculties.
- Host **start-up competitions** linked to academic projects or internships, with top ideas receiving incubation support and seed funding.
- Integrate **entrepreneurship within internships**, allowing students to work on real-world problems and pitch them as business ventures.

## Medium-Term Goals

- Expand incubation facilities to **multiple colleges and departments**, with domain-specific specialization (e.g., biotech, social enterprise, IT).

## Long-Term Goals

- Establish the university as a **national leader in academic incubation**
- Create a **University Alumni Angel Network** to provide mentorship and financial backing for student-led start-ups.
- Forge **international partnerships** with global incubators and universities to offer students access to cutting-edge innovation, mentorship, and international market exposure.

## 3.4 Physical Infra

### 3.4.1: Infrastructure Development

#### Short-Term Goals

- Upgrading existing classrooms with **smart classroom infrastructure** (projectors, interactive boards, smart panels).
- Equip buildings with **Braille signage and accessibility boards**.
- Initiate **face-lifting of guest houses and common facilities**.
- Conduct feasibility studies and demand assessments for **additional hostel construction** for both regular and NRI students.
- Upgrade and improve existing sports areas.
- Road and garden infrastructure need to be maintained on regular basis.
- To perform Classrooms, Laboratories and Labs Maintenance.
- To perform IT and digital Infrastructure Maintenance.
- To perform Electric and electronic systems maintenance.
- To perform CCTV and Manual security system maintenance.
- To perform Residential and cafeteria maintenance.
- To perform Library and Documentation centre maintenance.
- To perform Renovation of sports complex and conference centres.

#### Medium-Term Goals

- Expand digital classroom coverage with **AI-enabled teaching tools, lecture recording, and hybrid learning facilities.**
- Set up a **modern Indoor Gymnastics Hall, Football Ground with artificial grass, and synthetic Kho-Kho and Kabaddi grounds.**
- Increase **hostel capacity** through new blocks tailored for international and domestic students.
- Strengthen **sports facilities**, including completion of **1 synthetic tennis courts.**
- To perform Smart system maintenance- Classrooms, labs, IT-system etc.
- To maintain Sustainable Infrastructure like energy and emission systems.
- To perform Smart classrooms and audio-visual system maintenance.
- To conduct Games and sports facility maintenance.
- To have Cloud-First Approach.
- Prepare Smart E-Learning Environments.
- Unified Digital Campus.
- To attain Sustainable Green IT.

## Long-Term Goals

- Achieve **100% smart classroom integration** across all schools and departments.
- Construct **dedicated research and innovation blocks** linked to Centres of Excellence.
- Establish a **Central Sports Complex** with indoor stadiums and professional coaching facilities.
- Develop a **University Infrastructure Master Plan** aligned with future academic growth and sustainability targets.
- Long-Term Investment in Emerging Technologies.
- Advanced Data Management and Analytics.
- Integrated Learning Management Systems (LMS).
- Digital Transformation and AI Integration.
- Virtual and Augmented Reality (VR/AR).
- Robotics and Automation.
- Smart Space and IoT Integration.
- Enhanced User Experience.
- Collaborative and Interdisciplinary Learning.
- Sustainability and Green Technology.
- Security and Privacy Enhancements.
- Subscription and Streaming Services.
- Blockchain for Knowledge Certification.

## 3.5 Human Resource

### 3.5.1: Human Resource Development

#### Short-Term Goals

- Maintain a stress-free environment in which teachers can work on research new ideas: such as faculty bonding programmes, promotion of forums for exchange and sharing of research ideas and other activities to encourage recreation for teachers.
- Extend the Research incentive scheme to Scopus/IEEE Open/SpringerOpen/BMC/Wiley/ScienceOpen/DOAJ/UGC care listed journals.
- Encourage faculty members to participate in national & international conferences using RIF scheme.
- Recognize faculty members for publishing in high impact journals byway of an award or citation.
- Sign new MoU's with international HEIs for exchange of faculty and students for research.
- Encourage collaborations with researchers in top 500 Universities in the world.
- Encourage faculty to use 30%of over heads for research infrastructure.
- Organize Orientation/ short/ refresher/ FDP/ FIP programmes for faculty.
- Conduct Team building and leadership workshops for faculty.
- Encourage non-PhD faculties to register for PhD in good institutions.
- Improve Wi-Fi and LAN internet connectivity in all buildings.
- Encourage interdisciplinary research projects.
- Inspire faculty members to take up local research problems in Gujarat state.
- Encourage faculty to participate in workshops, conferences, summer/winter school at national and international level for short term duration.

## Medium-Term Goals

- Encourage faculty to **apply for post-doctoral positions abroad in top 500 Universities.**
- Achieve the target of **90 % faculty with PhD.**
- Promote faculty to **present papers** in international conferences.
- Encourage **faculty to play vital administrative processes.**
- Along with the seed money provided for research, encourage and mentor faculty members to write research projects, as well as collectively tap support under **FIST, SAP, for establishing new laboratories and augment the available research infrastructure.**
- Internationalizing the University to encourage diversity in student's faculty through **international MoU's.**

## Long-Term Goals

- **Encourage faculty** to establish themselves as among the leading experts in their area with their globally recognized research and publications.
- Allow faculty to tie-up with industry for **consultancy and foreign Universities for research.**
- Inspire faculty to **publish in high impact factor journals.**
- Expand **infrastructural and recreational facilities** on campus.

## 3.6 Digital Infra

### 3.6.1: Facilitate the use of technology in the institute

#### Short term Goals

- Acquire and deploy **phase-wise educational technologies** to enhance teaching-learning environments.
- Promote the **daily use of modern digital tools** by faculty and administrative staff.
- Implement **technology-driven evaluation tools**, including online assessment platforms and digital grading systems.

## Medium term Goals

- Adopt the **Digital India** framework in alignment with the Government of India's policies for Higher Education.
- Conduct training sessions to familiarize faculty with **emerging EdTech trends and platforms**.
- Integrate policies as per **National Digital Educational Architecture (NDEAR)** to create a seamless digital ecosystem.

## Long term Goals

- Incorporate **Adaptive Learning Systems, Gamification, AR/VR tools, and blended physical-digital learning ecosystems**.

### 3.6.2: Advanced LMS and ICT-enabled networks

#### Short term Goals

- Define and institutionalize **standard operating procedures (SOPs)** for examinations and evaluations using digital platforms.

#### Medium term Goals

- Gather and analyse **stakeholder feedback** to improve the robustness of digital examination and evaluation practices.

#### Long term Goals

- Develop and institutionalize the **Integrated Examination and Evaluation System (IEES)** based on pilot results and stakeholder reviews.

### 3.6.3: Become Centre of Excellence using technology

#### Short term Goals

- Recruit qualified **technical personnel** to lead and manage the University's digital transformation.
- Collaborate with experts to **strategize full-scale technology integration** across academic and administrative functions.
- Expand and upgrade **high-speed internet, Wi-Fi coverage, LAN infrastructure, and VPN access** to ensure seamless remote connectivity.
- Implement a responsive **IT Help Desk** system for timely technical support.

- Introduce **e-learning content creation tools** for faculty to develop engaging and accessible online resources.
- Improve existing digital platforms including the ERP, with an emphasis on **paperless work and cashless transactions**.

## Medium term Goals

- Implement and adopt these technologies across **departments, services, and learning environments**.
- Set up **smart classrooms** with smart podiums, digital attendance, and real-time learning analytics.
- Install and maintain advanced **computer workstations, servers, and storage solutions** to support institutional digital capacity.
- Enhance **video conferencing infrastructure** and ensure wide deployment of **Learning Management Systems (LMS) and Student Information Systems (SIS)**.
- Strengthen **CCTV surveillance, biometric attendance**, and deploy **data encryption protocols** to ensure security and compliance.

## Long term Goals

- Establish and **continually refine the functioning of the University's Centre of Excellence in Technology**, based on reviews and institutional needs.
- Develop and launch a **smart library system** with mobile-friendly interfaces and intelligent search.
- Enhance communication platforms by improving **email and SMS systems** for real-time updates and notifications.
- Integrate **health and wellness technologies** such as teleconsultation, mental health apps, and fitness tracking within the campus ecosystem.
- Explore adoption of **Academic Record Blockchain** for secure and verifiable academic documentation and credentials.

## 3.7 Collaboration

### 3.7.1: Partnership with Knowledge Hubs

#### Short-Term Goals

- Increase the number of **functional MoU's** with reputed national and international institutions.
- Initiate **collaborative events** such as joint conferences, seminars, workshops, and student/faculty exchange programs.
- Map and document the **existing partnerships** for performance review and renewal.

#### Medium-Term Goals

- Establish **joint research projects** and collaborative publications with partner institutions, increasing the volume of co-authored research.
- Facilitate **academic exchange programs** including credit transfers, guest lectures, and faculty sabbaticals with MoU partners.

- Expand partnerships to support **student internships, live projects, and joint supervision** across all academic departments.

## Long-Term Goals

- Develop **global academic alliances** and **industry consortia** with mutual recognition of curriculum, co-branded certifications, and innovation challenges.
- Institutionalize an **Office of International Collaborations & Knowledge Partnerships** to manage and expand the global network of the university.
- Leverage international collaborations to improve **research funding, global rankings, and reputation capital**.

## 3.7.2: Stakeholder Engagement and Societal Impact

### Short-Term Goals

- Strengthen ties with **alumni** by updating the alumni database
- Organize **department-level alumni meets** and invite alumni to mentor students, deliver guest lectures, and participate in placements.
- Initiate partnerships with **local industry and community organizations** to identify collaboration opportunities.
- Conduct **stakeholder surveys** to assess expectations and potential areas for university-community collaboration.

### Medium-Term Goals

- Launch a **University-Industry Interaction Cell (UIIC)** to coordinate internships, joint projects, and CSR-based initiatives.
- Sign MoU's with **peer institutions for faculty/student exchanges**, collaborative research, and joint events.
- Develop **community-based learning modules** that integrate social engagement into academic curricula.
- Organize **annual conclaves and networking summits** for alumni, industry partners, and institutional collaborators.
- Involve alumni in **curriculum review boards, advisory panels, and university planning committees**.

### Long-Term Goals

- Build a strong ecosystem where **alumni, industry leaders, and institutional partners** contribute to research, innovation, policy advocacy, and global branding.
- Achieve recognition as a **model institution for community engagement and social responsibility**.

## 3.8 Financial

### 3.8.1: Financial Policy

#### Short-Term Goals

- Create policies that **support academic programs, encourage advanced research, and improve campus facilities** to meet the University's academic needs.

#### Medium-Term Goals

- The university will create policies that support **start-ups in new areas of science and technology**, with a focus on attracting external funding.

#### Long-Term Goals

- University shall focus on **creating new ways of fund raising** to ensure resource mobilisation. expand the global network of the university.

### 3.8.2: Harnessing Different Sources of Revenue

#### Short-Term Goals

- **Conduct regular workshops** to inform stakeholders about available government funding opportunities.
- **Gather suggestions and innovative ideas** to discover new funding sources.
- **Motivate faculty** to engage more in research and academic consultancy work.
- **Recognize and reward faculty and research scholars** for their contributions to advancing research.
- **Release a regular Information Bulletin** highlighting summaries of ongoing research and consultancy projects to improve visibility and attract more funding.
- **Strengthen fundraising efforts** through alumni contributions, endowment funds, and CSR partnerships.

#### Medium-Term Goals

- **The university will work on building stronger international research collaborations** to help attract external funding.
- **Policies will be developed to create long-term partnerships with industries.**
- **A dedicated office for patents, intellectual property rights (IPR), and technology licensing** will be set up to speed up processing and support patent commercialization.

#### Long-Term Goals

- **Research laboratories** will be made accessible to external organizations for specific purposes.