

Institutional Development Plan



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SAI TIRUPATI UNIVERSITY UDAIPUR		Institutional Development Plan

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INSTITUTIONAL DEVELOPMENT PLAN:

A. GOVERNANCE ENABLERS	
1. BoM/Senate/Syndicate	<p>Short-Term (2021–25):</p> <ul style="list-style-type: none"> Establish a fully functional Board of Management (BoM) with structured committees for academic, administrative, and financial governance. Define clear roles, responsibilities, and accountability frameworks for BoM and other statutory bodies. Recruit majorly staffed bodies with participation from academia, industry, and government sectors. Involve students/alumni as advisory members in governance processes. <p>Long-Term (2025–30):</p> <ul style="list-style-type: none"> Strengthen the governance framework through periodic training and orientation of BoM members. Create specialized alumni advisory councils for strategic decision-making in academic and research innovation. Benchmark governance practices with leading national and international universities.
2. Quality Assurance	<p>Short-Term (2021–25):</p> <ul style="list-style-type: none"> Set up a Quality Assurance Cell (IQAC) with well-defined processes and procedures for academic and administrative governance. Develop KPIs to capture various aspects of governance performance. Define clear deliverables and outcomes for each department/college linked to strategic objectives. <p>Long-Term (2025–30):</p> <ul style="list-style-type: none"> Implement a digital quality management system for real-time performance tracking. Undergo periodic external audits and pursue accreditation from national and international agencies.
3. Financial Autonomy	<p>Short-Term (2021–25):</p> <ul style="list-style-type: none"> Develop and implement a financial self-sustainability plan, focusing on optimizing internal revenues (fees, consultancy, research funding). Identify and initiate external revenue sources like industry-sponsored projects, CSR partnerships, and endowments. Propose and initiate the creation of Research Chairs in specialized areas. <p>Long-Term (2025–30):</p> <ul style="list-style-type: none"> Achieve significant financial independence through diversified revenue streams. Establish multiple Research Chairs and Endowment Programs to attract national and international collaborations.
4. Leadership	<p>Short-Term (2021–25):</p>

	<ul style="list-style-type: none"> • Appoint dynamic leadership with strong academic and strategic management backgrounds. • Define clear objectives and KPIs for leadership performance evaluation. • Create a second layer of leadership by empowering Principals, HODs, and senior faculty members. <p>Long-Term (2025–30):</p> <ul style="list-style-type: none"> • Build an institutional leadership pipeline through continuous leadership development programs. • Establish a Leadership Excellence Centre for nurturing future academic and administrative leaders.
<p>5. Vision, Mission, and Roadmap for the HEI</p>	<p>Short-Term (2021–25):</p> <ul style="list-style-type: none"> • Prepare a Vision and Mission Document aligned with national priorities (NEP 2020) and stakeholder expectations. • Organize workshops with stakeholders to evolve a shared vision. • Develop short-term (5 years) and long-term (10 years) roadmap documents. • Provide templates and support to Principals and Heads to prepare college/department-specific roadmaps. <p>Long-Term (2025–30):</p> <ul style="list-style-type: none"> • Periodically review and update the vision document to align with global education trends. • Prepare a long-term (10 years) strategic plan focusing on internationalization, research excellence, and social impact.
<p>6. Close Monitoring by IT/Web-Based Management Information System</p>	<p>Short-Term (2021–25):</p> <ul style="list-style-type: none"> • Finalize performance parameters in line with UGC, NMC, INC, RPMC and other Government guidelines. • Implement an Academic and Administrative Management System (ERP) for real-time monitoring. <p>Long-Term (2025–30):</p> <ul style="list-style-type: none"> • Upgrade to AI-based performance monitoring platforms for predictive analytics. • Regularly calibrate performance parameters with evolving governance and accreditation standards.
<p>7. Risk Management Analysis</p>	<p>Short-Term (2021–25):</p> <ul style="list-style-type: none"> • Conduct annual risk assessment meetings with insurance providers and risk management experts. • Prepare a comprehensive Risk Management Policy covering legal, safety, environmental, and financial risks. <p>Long-Term (2025–30):</p> <ul style="list-style-type: none"> • Develop a dedicated Risk Mitigation Unit within the administrative framework.

	<ul style="list-style-type: none"> Integrate risk management protocols into academic and operational activities, resilience.
8. External Advisory Boards	<p>Short-Term (2021–25):</p> <ul style="list-style-type: none"> Establish an External Advisory Board consisting of eminent industrialists, academics, entrepreneurs, and policymakers. Organize bi-annual meetings aligned with key academic events like student research presentations. <p>Long-Term (2025–30):</p> <ul style="list-style-type: none"> Expand the advisory board's role to include active participation in curriculum design, international collaboration, and research funding. Leverage the Board's expertise to drive global branding and strategic partnerships.
9. Student Feedback	<p>Short-Term (2021–25):</p> <ul style="list-style-type: none"> Implement a 360-degree feedback system to capture inputs on teaching quality, course relevance, and institutional services. Develop structured feedback forms and protocols. Analyse feedback systematically and share actionable insights with faculty members. <p>Long-Term (2025–30):</p> <ul style="list-style-type: none"> Institutionalize real-time student feedback systems using digital platforms and AI-driven sentiment analysis. Integrate feedback-based performance appraisals and continuous faculty development programs.
B. FINANCIAL ENABLERS AND FUNDING MODELS (RESOURCE GENERATION)	
1. Financial Policies	<p>Short-Term (2021–25):</p> <ul style="list-style-type: none"> Draft and approve comprehensive financial policies outlining roles, responsibilities, and accountability for all officers handling university finances. Create a Financial Manual covering budgeting, procurement, accounting, asset management, auditing, and reporting procedures. <p>Long-Term (2025–30):</p> <ul style="list-style-type: none"> Regularly review and update financial policies to align with evolving regulatory standards and best practices. Introduce digital compliance systems to ensure transparency and governance in financial operations.
2. Action Plan and Budgets	<p>Short-Term (2021–25):</p> <ul style="list-style-type: none"> Finalize a detailed Action Plan aligned with the IDP priorities, including clear financial requirements. Define budget line items under Income (tuition fees, research grants, endowments, CSR funds, donations) and Expenses (salaries, maintenance, utilities, student support).

	<ul style="list-style-type: none"> • Create annual budget for the first year and semester budgets for the next four years. • Prepare and finalize 1-year Capital and Recurring Budgets. • Allocate separate funds for each budget item and establish a dedicated financial account for monitoring. • Set up a Budget Review Committee to approve any revisions after discussion. <p>Long-Term (2025–30):</p> <ul style="list-style-type: none"> • Develop predictive financial models for 5–10 years forecasting. • Automate fund allocation, utilization tracking, and financial reporting through ERP integration. • Introduce strategic budget planning linked to performance and growth metrics.
<p>3. Main Sources of Revenue to be Developed</p>	<p>Short-Term (2021–25):</p> <ul style="list-style-type: none"> • Strengthen revenue generation from tuition fees, certification programs, and consultancy projects. • Apply for government grants and CSR funding from industries for infrastructure, research, and community development projects. • Identify opportunities for patent commercialization and royalty generation. <p>Long-Term (2025–30):</p> <ul style="list-style-type: none"> • Build a strong portfolio of endowments and philanthropic contributions. • Establish a University Development Office to focus on fundraising campaigns and major donations. • Promote Sai Tirupati University as a center for sponsored research projects from private and public sectors.
<p>4. Close Liaison with GOI Ministries/Agencies and External Funding Access</p>	<p>Short-Term (2021–25):</p> <ul style="list-style-type: none"> • Form a Research and Development Cell to track funding opportunities from GOI ministries. • Design standardized templates for preparing project proposals in consultation with department heads. • Develop a database of grant application schedules and deadlines to maximize funding opportunities. <p>Long-Term (2025–30):</p> <ul style="list-style-type: none"> • Forge strategic ties with ministries, national agencies, and international funding bodies. • Institutionalize a robust Grants Management System for proposal writing, fund tracking, and reporting. • Achieve significant growth in externally funded projects and research collaborations.
<p>5. IRG (Internal Revenue Generation) Scheme in Each Department</p>	<p>Short-Term (2021–25):</p>

	<ul style="list-style-type: none"> Conduct department-wise inventory of facilities, lab equipment, and expertise available for external consultancy or utilization. Publicize the college/department strengths in newspapers, websites, and outreach events. Encourage college/departments to initiate small consultancy projects and service offerings. <p>Long-Term (2025–30):</p> <ul style="list-style-type: none"> Formalize IRG Units within each college/department to manage consulting projects, commercial training programs, and resource utilization. Set targets for each department to generate internal revenues annually. Institutionalize partnerships for long-term consultancy engagements and technology transfer.
6. Financial/Investment Committee	<p>Short-Term (2021–25):</p> <ul style="list-style-type: none"> Establish a Financial and Investment Committee responsible for investment decision-making, fund utilization, and financial strategy oversight. Define clear investment policies covering risk management, ethical investments, and returns optimization. <p>Long-Term (2025–30):</p> <ul style="list-style-type: none"> Expand the role of the committee to manage an Endowment Fund. Regularly review investment portfolios and explore opportunities in education bonds, green bonds, and other ethical investment options.
7. Staff Providing Financial Services	<p>Short-Term (2021–25):</p> <ul style="list-style-type: none"> Recruit essential financial personnel including: <ul style="list-style-type: none"> Chief Financial Officer (CFO) Treasurer and Assistant Treasurer Chartered Accountant (CA) Finance Clerks and Data Entry Operators Train the finance team on ERP usage, grants management, financial auditing, and modern financial reporting standards. <p>Long-Term (2025–30):</p> <ul style="list-style-type: none"> Establish a full-fledged Finance Department with specialized units for accounting, audit, grants management, and investments. Upgrade to an AI-driven financial management platform for predictive analysis and real-time decision support.
C. ACADEMIC ENABLERS	
1. Courses Catering to Professional/Future Requirements	<p>Short-Term (2021–25):</p> <ul style="list-style-type: none"> Launch multidisciplinary UG and PG programs in Medical, Nursing, Pharmacy, Paramedical Sciences, etc. Offer PhD and value-added diplomas in emerging healthcare technologies and public health.

	<ul style="list-style-type: none"> Introduce specialized tracks for AI, healthcare, management, and allied health sciences. Introduce elective courses allowing students to specialize based on interest and future goals under SDG and IKS. <p>Long-Term (2025–30):</p> <ul style="list-style-type: none"> Expand offerings into futuristic fields like Robotics, Bioinformatics, Digital Health, and Sustainability Studies. Establish interdisciplinary schools combining health sciences, technology, and management. Expand offerings to include AI in diagnostics, digital health, medical ethics, etc., ensuring future readiness.
<p>2. Curriculum Updated as per Industry Requirements</p>	<p>Short-Term (2021–25):</p> <ul style="list-style-type: none"> Regularly update curricula to include industry-oriented modules, internships, and apprenticeship programs. Revise curriculum through Industry-Academia Boards for Nursing, Pharmacy, Medical, and Paramedical programs Modularize curriculum for Multiple Entry-Exit flexibility. Introduce internship-integrated models, modularization, and credit-based flexibility. <p>Long-Term (2025–30):</p> <ul style="list-style-type: none"> Align curriculum with national health skill frameworks and global health protocols. Collaborate with top industries for co-developed courses and certifications. Institutionalize dynamic curriculum revisions every 2–3 years based on market trends.
<p>3. Curriculum Embedded with Employability Skills</p>	<p>Short-Term (2021–25):</p> <ul style="list-style-type: none"> Embed modules on communication, professional ethics, goal setting, and digital fluency in all programs. Conduct workshops on CV writing, interview preparation, and interprofessional collaboration <p>Long-Term (2025–30):</p> <ul style="list-style-type: none"> Offer cross-cutting courses on critical thinking, inclusivity, legal literacy, financial planning, and healthcare entrepreneurship. Make Employability Skills Certification mandatory for graduation.
<p>4. Curriculum Embedded with Skill Enhancement Courses</p>	<p>Short-Term (2021–25):</p> <ul style="list-style-type: none"> Offer certified short-term programs in basic AI in healthcare, hospital IT systems, telemedicine, AI, Blockchain, IoT, Industry 4.0, and related skills. Embed life-saving and emergency medical skills training into all health-related courses.

	<p>Long-Term (2025–30):</p> <ul style="list-style-type: none"> Establish a Skill Development Hub to align with Digital India and global skilling initiatives for immersive training in robotics, virtual dissection, and patient simulation labs.
5. Curriculum Embedded with Emerging Technologies	<p>Long-Term (2025–30):</p> <ul style="list-style-type: none"> Introduce awareness-level modules in AI, ML, blockchain in health records, drone-supported logistics. Pilot use of AR/VR for anatomy, surgery, and pharmacy training simulations Establish Centers of Excellence for Digital Health, Medical Data Analytics, and Extended Reality. Partner with health-tech industries for co-curricular certification programs.
6. Center for Curricular & Life Skills Development (CCLSD)	<p>Short-Term (2021–25):</p> <ul style="list-style-type: none"> Establish a Center for Curricular and Life Skills Development with core staff, trainers, and industry mentors. Conduct structured life skills sessions for all first-year UG/PG students. <p>Long-Term (2025–30):</p> <ul style="list-style-type: none"> Expand into a credit-bearing Life Skills School with international benchmarking
7. Faculty/ teaching Staff	<p>Short-Term (2021–25):</p> <ul style="list-style-type: none"> Recruit highly qualified, research-driven, and industry-experienced and NMC/PCI/INC/RPMC compliant faculty. Conduct biannual Faculty Development Programs (FDPs). Organize regular CME, FDPs, pedagogical training, and research workshops. <p>Long-Term (2025–30):</p> <ul style="list-style-type: none"> Develop Faculty Research Incentive Schemes. Engage industry experts and international visiting faculty through part-time/adjunct roles Foster a research mentoring culture among faculty and students.
8. Center for Faculty Development (CFD)	<p>Short-Term (2021–25):</p> <ul style="list-style-type: none"> Establish the CFD and offer regular in-house and external FDPs, MOOCs, and workshops. Launch teaching innovation grants. <p>Long-Term (2025–30):</p> <ul style="list-style-type: none"> Transform CFD into a faculty innovation hub with exchange programs, digital labs, and global research collaborations.
9. Non-teaching staff	<p>Short-Term (2021–25):</p> <ul style="list-style-type: none"> Recruit qualified non-teaching staff and provide ERP/academic support training. <p>Long-Term (2025–30):</p> <ul style="list-style-type: none"> Upgrade their skills periodically in academic support and digital tools.
10. Session wise teaching plan	<p>Short-Term (2021–25):</p>

	<ul style="list-style-type: none"> • Mandate session-wise lesson plans for all courses and faculty members. <p>Long-Term (2025–30):</p> <ul style="list-style-type: none"> • Digitize session plans using LMS tools for transparent monitoring.
11. Learning material like Study books	<p>Short-Term (2021–25):</p> <ul style="list-style-type: none"> • Provide standard course material and e-resources for every subject. <p>Long-Term (2025–30):</p> <ul style="list-style-type: none"> • Integrate AI-curated personalized learning resources.
12. Question bank	<p>Short-Term (2021–25):</p> <ul style="list-style-type: none"> • Develop extensive course-specific question banks for internal and external exams. <p>Long-Term (2025–30):</p> <ul style="list-style-type: none"> • Maintain an AI-based assessment repository accessible through the university LMS.
13. Assignments	<p>Short-Term (2021–25):</p> <ul style="list-style-type: none"> • Implement structured term papers, projects, and practicums for academic evaluation. <p>Long-Term (2025–30):</p> <ul style="list-style-type: none"> • Adopt project-based learning as a core pedagogy, linked to real-world challenges.
14. Assessments	<p>Short-Term (2021–25):</p> <ul style="list-style-type: none"> • Introduce blended assessments: online, offline, and project-based. <p>Long-Term (2025–30):</p> <ul style="list-style-type: none"> • Enable adaptive learning assessments powered by AI.
15. Value added skills enhancement Papers	<p>Short-Term (2021–25):</p> <ul style="list-style-type: none"> • Offer value-added modules taught by industry experts (e.g., Entrepreneurship, Digital Skills) on biomedical instrumentation, telehealth, medical billing, etc. • Collaborate with domain experts and industry for delivery. <p>Long-Term (2025–30):</p> <ul style="list-style-type: none"> • Introduce mandatory skill enhancement tracks with credits and international certifications.
16. Pedagogy	<p>Short-Term (2021–25):</p> <ul style="list-style-type: none"> • Encourage blended pedagogy using project-based learning, flipped classrooms, and case methods. • Ensure inclusion for PwD students in curriculum delivery. <p>Long-Term (2025–30):</p> <ul style="list-style-type: none"> • Implement technology-integrated learning environments using immersive media and AI tutors.
17. Other activities as part of learning	<p>Short-Term (2021–25):</p> <ul style="list-style-type: none"> • Integrate cultural, sports, and wellness activities as credit-based electives.

	<ul style="list-style-type: none"> • Encourage IKS and SDG based student-led social impact and community engagement projects. <p>Long-Term (2025–30):</p> <ul style="list-style-type: none"> • Recognize credits for community engagement and extracurricular excellence.
18. Earn while learn facility & flexibility	<p>Short-Term (2021–25):</p> <ul style="list-style-type: none"> • Implement part-time on-campus job opportunities for students. <p>Long-Term (2025–30):</p> <ul style="list-style-type: none"> • Establish partnerships for paid apprenticeships and internships during study.
19. Flexibility and multi-disciplinarity	<p>Short-Term (2021–25):</p> <ul style="list-style-type: none"> • Allow students to pursue minors and additional certifications across disciplines. <p>Long-Term (2025–30):</p> <ul style="list-style-type: none"> • Create a multidisciplinary curriculum aligned with NEP 2020 and global education trends.
20. Opportunities to develop & utilize Research & innovative thinking skills.	<p>Short-Term (2021–25):</p> <ul style="list-style-type: none"> • Organize Hackathons, Innovation Challenges, and Start-up Bootcamps. <p>Long-Term (2025–30):</p> <ul style="list-style-type: none"> • Build Innovation and Research Incubators supporting patents, prototypes, and start-ups.
21. International Exposure	<p>Short-Term (2021–25):</p> <ul style="list-style-type: none"> • Facilitate student and faculty exchange programs with international universities. • Invite visiting international faculty and offer guest lectures. • Signing MOUs with international universities/ industries for student exchange programs. <p>Long-Term (2025–30):</p> <ul style="list-style-type: none"> • Formalize international exchange partnerships, summer schools, and joint research projects. • Provide scholarships for international internships and global fellowships.
D. RESEARCH, AND INTELLECTUAL PROPERTY ENABLERS	
1. Quality Research	<p>Short-Term (2021–25):</p> <ul style="list-style-type: none"> • Initiate high-quality research projects in priority areas aligned with societal and industrial needs. • Increase intake of students in research-based curricula such as Ph.D., and PG research programs. • Establish modern research labs and support infrastructure. • Promote clinically relevant, community-oriented, and translational research in all departments. • Initiate institution-funded minor research projects in areas like public health, clinical pharmacology, nursing practices, and paramedical sciences.

	<ul style="list-style-type: none"> • Create multi-specialty research clusters combining medical, pharmaceutical, and allied health fields. • Initiate SEED money for students. <p>Long-Term (2025–30):</p> <ul style="list-style-type: none"> • Establish recognized Research Centers of Excellence in biomedical research, drug development, and preventive medicine. • Build cross-disciplinary collaborations to support evidence-based innovation.
2. Research-Oriented Experienced Faculty Members	<p>Short-Term (2021–25):</p> <ul style="list-style-type: none"> • Recruit Ph.D./MD/MS-qualified faculty with strong research backgrounds. • Encourage clinical faculty to pursue research-based CME programs and projects. • Facilitate faculty engagement in national and international research projects. <p>Long-Term (2025–30):</p> <ul style="list-style-type: none"> • Develop a self-sustaining research culture, where faculty secure external grants and publish regularly. • Support faculty in filing patents and developing market-ready technologies.
3. API-Based Faculty Compensation	<p>Short-Term (2021–25):</p> <ul style="list-style-type: none"> • Implement an Academic Performance Indicator (API) system that includes weightage for publications, clinical research, patents, and student mentoring. • Link research output with incentives and promotions. <p>Long-Term (2025–30):</p> <ul style="list-style-type: none"> • Enhance the API system with digital dashboards and analytics to monitor performance. • Use API scores to reward interdisciplinary and impactful research.
4. Targeted Research and Collaborative Research	<p>Short-Term (2021–25):</p> <ul style="list-style-type: none"> • Identify department-wise research thrust areas (e.g., drug safety in Pharmacy, infectious diseases in MBBS, rehabilitation in Physiotherapy). • Facilitate collaborative research with teaching hospitals and pharma industries. <p>Long-Term (2025–30):</p> <ul style="list-style-type: none"> • Launch signature research programs targeting national priorities like AMR (Antimicrobial Resistance), AYUSH integration, and telehealth. • Promote international research partnerships in areas such as medical AI and clinical trials.
5. More Ph.D. and Post-Doctoral Research Scholars	<p>Short-Term (2021–25):</p> <ul style="list-style-type: none"> • Increase Ph.D. intake in Pharmacy, Nursing, and Allied Health Sciences. • Launch Postgraduate Thesis Excellence Grants to encourage research quality. <p>Long-Term (2025–30):</p>

	<ul style="list-style-type: none"> Start Postdoctoral Research Fellowships to strengthen institutional research output. Encourage MD/MS holders to mentor Ph.D. and postdoc scholars in clinical-translational research
6. More Faculty Members with Ph.D.	<p>Short-Term (2021–25):</p> <ul style="list-style-type: none"> Encourage existing faculty to pursue Ph.D. in clinical and biomedical disciplines. Provide research leave and financial support for doctoral studies. <p>Long-Term (2025–30):</p> <ul style="list-style-type: none"> Achieve 80% faculty with Ph.D. qualification across departments.
7. Faculty Encouragement for Book Publications, Research Publications, and Patents	<p>Short-Term (2021–25):</p> <ul style="list-style-type: none"> Develop a policy to encourage publications and patent filings by students, researchers, and faculty. Provide funding assistance and rewards for quality research outputs. <p>Long-Term (2025–30):</p> <ul style="list-style-type: none"> Set up an IPR Cell to assist with patent drafting, filing, and commercialization.
8. More Conferences (At Least Two Per Year Per College)	<p>Short-Term (2021–25):</p> <ul style="list-style-type: none"> Organize at least two national conferences or seminars per college annually. Organize atleast one international conference at university level particularly for medical college. <p>Long-Term (2025–30):</p> <ul style="list-style-type: none"> Conduct international research summits in collaboration with global partners. Become a recognized hub for hosting UGC-ICMR-DBT-sponsored medical and health science events.
9. Student Involvement in Research	<p>Short-Term (2021–25):</p> <ul style="list-style-type: none"> Introduce student research clubs, UG research projects, and case study competitions. Make research methodology and ethics mandatory for all UG/PG programs. <p>Long-Term (2025–30):</p> <ul style="list-style-type: none"> Create Student Research Fellowships for meritorious UG/PG students. Develop a student-led medical innovation incubator.
10. Industry Institutional Collaboration Consultation	<p>Short-Term (2021–25):</p> <ul style="list-style-type: none"> Sign MoUs with clinical labs, pharma companies, and biotech firms for joint research. Begin industry-sponsored student projects and internships <p>Long-Term (2025–30):</p> <ul style="list-style-type: none"> Host multi-institutional research programs in healthcare technology, pharmacy innovation, and community health. Leverage consultancy from faculty for industry-funded translational research.
11. University Incubation Centres	Short-Term (2021–25):

	<ul style="list-style-type: none"> Set up a University Incubation Centre to nurture student start-ups. Support health-tech innovations like wearable devices, mobile apps, and rural health solutions <p>Long-Term (2025–30):</p> <ul style="list-style-type: none"> Expand to a full-fledged Research and Innovation Park with corporate partnerships.
12. 12. University Publication Through Its Own Press	<p>Short-Term (2021–25):</p> <ul style="list-style-type: none"> Launch an institutional publication unit to publish research journals, magazines, and academic books. <p>Long-Term (2025–30):</p> <ul style="list-style-type: none"> Develop a University Press recognized at the national level for academic excellence.
13. University Publications & Citation Service	<p>Short-Term (2021–25):</p> <ul style="list-style-type: none"> Establish a citation and referencing support service for students and researchers. <p>Long-Term (2025–30):</p> <ul style="list-style-type: none"> Create a citation index tracking research contributions of the university globally.
14. Target Patent Claims for UG and PG Projects	<p>Short-Term (2021–25):</p> <ul style="list-style-type: none"> Identify patentable projects at PG and UG levels in Pharmacy, Biotech, and Biomedical Engineering. <p>Long-Term (2025–30):</p> <ul style="list-style-type: none"> Institutionalize IP creation targets in academic deliverables and allocate funds for filing and maintenance.
15. Faculty Ranking (Annual) System	<p>Short-Term (2021–25):</p> <ul style="list-style-type: none"> Develop a Faculty Performance Index based on teaching, research, service, and innovation. <p>Long-Term (2025–30):</p> <ul style="list-style-type: none"> Use rankings to inform incentive systems, awards, and leadership selection.
16. Chief Technology Officer (CTO) and Research Monetisation	<p>Short-Term (2021–25):</p> <ul style="list-style-type: none"> Appoint a Chief Technology Officer (CTO) to oversee technology transfer, licensing, and research monetization. Set up a Technology Transfer Office (TTO). <p>Long-Term (2025–30):</p> <ul style="list-style-type: none"> Develop a Revenue Sharing Model from licensing and commercialization of university innovations.
E. HUMAN RESOURCES AND SUPPORTIVE-FACILITATIVE ENABLERS	
HUMAN RESOURCES ENABLERS	
1. Student and Learner Enablers	<p>Short-Term (2021–25):</p>

	<ul style="list-style-type: none"> Implement a holistic admission framework that evaluates not just academic merit but also communication, empathy, and aptitude—key traits for healthcare professionals. Provide merit-based scholarships, especially for underrepresented students from rural or tribal backgrounds. Launch academic support programs such as foundation courses, remedial classes, and bridge programs for first-generation learners. <p>Long-Term (2025–30):</p> <ul style="list-style-type: none"> Establish a Student Success Center to coordinate mentoring, counseling, academic advising, and peer support. Integrate wellness and resilience training into student orientation and ongoing curricula.
2. Staff Empowerment Enablers	<p>Short-Term (2021–25):</p> <ul style="list-style-type: none"> Adopt a competency-based recruitment system for non-teaching staff aligned to healthcare and academic environments (e.g., lab technicians, library assistants, clinical support staff). Develop a staff induction program with a focus on university values, service excellence, digital literacy, and soft skills. <p>Long-Term (2025–30):</p> <ul style="list-style-type: none"> Design clear career progression paths for administrative and support staff through capacity building, certifications, and recognition schemes. Institutionalize continuous professional development for administrative teams.
3. Faculty and Researcher Enablers	<p>Short-Term (2021–25):</p> <ul style="list-style-type: none"> Recruit qualified faculty as per NMC, PCI, INC norms with strong academic and clinical credentials. Provide incentives for clinical research, mentoring, and community engagement. Establish transparent recruitment and promotion policies with clearly defined eligibility criteria. <p>Long-Term (2025–30):</p> <ul style="list-style-type: none"> Introduce tenure-track pathways and annual performance-based promotions. Offer fellowships for faculty development, postdoctoral research, and teaching innovation.
4. Cross-Functional Enablers	<p>Short-Term (2021–25):</p> <ul style="list-style-type: none"> Create a university-wide recognition program to acknowledge excellence in teaching, research, clinical service, and administration. Offer mental health support services through in-house counsellors and partnerships with hospitals. <p>Long-Term (2025–30):</p>

	<ul style="list-style-type: none"> Launch a Leadership Development Program to identify and nurture future institutional leaders from faculty and staff. Facilitate interdisciplinary project teams that cut across departments for innovation and research.
5. Strategic Funding and Emotional Support Enablers	<p>Short-Term (2021–25):</p> <ul style="list-style-type: none"> Provide seed funding for early-career faculty to initiate research and community projects. Introduce emotional intelligence workshops and wellness programs for students and employees. <p>Long-Term (2025–30):</p> <ul style="list-style-type: none"> Institutionalize internal grant schemes for innovative pedagogical or healthcare projects. Build a supportive ecosystem for psychological wellbeing, emotional growth, and stress resilience.
6. Enablers for Pedagogical Innovation	<p>Short-Term (2021–25):</p> <ul style="list-style-type: none"> Promote innovative teaching methods (e.g., flipped classroom, problem-based learning, clinical simulations). Set up a teaching innovation grant for experimentation in pedagogy. Establish a teaching-learning cell on university level. <p>Long-Term (2025–30):</p> <ul style="list-style-type: none"> Establish a Teaching-Learning Excellence Center equipped with a recording studio, AR/VR tools, and LMS design labs. Encourage blended and personalized learning pathways with support for faculty content creation.
SUPPORTIVE-FACILITATIVE ENABLERS	
1. Accessibility Proximity	<p>Short-Term (2021–25):</p> <ul style="list-style-type: none"> Establish a culture of open-door leadership; ensure regular interaction of students with Deans, Directors, and HODs. <p>Long-Term (2025–30):</p> <ul style="list-style-type: none"> Create a decentralized mentorship structure for proactive student and staff engagement. Schedule periodic “Principals” sessions. Institutionalize Student Leadership Councils for participatory decision-making.
2. Rich Communication	<p>Short-Term (2021–25):</p> <ul style="list-style-type: none"> Launch real-time communication platforms such as ERP, WhatsApp groups, MS Teams. Create communication SOPs for all academic and hospital units. <p>Long-Term (2025–30):</p> <ul style="list-style-type: none"> Implement an integrated University Communication Dashboard with feedback loops and multilingual interface. Train all stakeholders in effective communication and digital etiquette.

3. Role Model	<p>Short-Term (2021–25):</p> <ul style="list-style-type: none"> Identify and promote model faculty and clinical mentors as champions of values and academic excellence. Organize institutional award schemes for "Role Model of the Year" across categories. <p>Long-Term (2025–30):</p> <ul style="list-style-type: none"> Integrate value-based leadership development modules into FDPs and management programs. Build a Leadership Hall of Fame to archive achievements of exemplary faculty/staff.
4. Institutional Values (Core Values)	<p>Short-Term (2021–25):</p> <ul style="list-style-type: none"> Define and display core values across campus: Empathy, Ethics, Excellence, Innovation, Accountability. Introduce value-based assignments and induction sessions for all students. <p>Long-Term (2025–30):</p> <ul style="list-style-type: none"> Develop a Values Integration Framework in curriculum, assessments, and co-curricular activities. Conduct bi-annual value audits to measure behavioural alignment.
5. Vision	<p>Short-Term (2021–25):</p> <ul style="list-style-type: none"> Widely disseminate the university's vision and mission. Align departmental goals and action plans to this vision. <p>Long-Term (2025–30):</p> <ul style="list-style-type: none"> Periodically review and revise the vision to reflect evolving goals, innovations, and societal needs. Embed the vision into strategic KPIs and institutional rankings.
6. Trust Stakeholders Among and Outsiders	<p>Short-Term (2021–25):</p> <ul style="list-style-type: none"> Build trust through transparency in admission, exam, and placement procedures. Conduct satisfaction surveys among students, parents, and patients. <p>Long-Term (2025–30):</p> <ul style="list-style-type: none"> Establish a Stakeholder Advisory Forum to engage external and internal communities. Develop long-standing partnerships with local government, NGOs, and alumni for social initiatives.
7. Alternative Strategy & Support Network	<p>Short-Term (2021–25):</p> <ul style="list-style-type: none"> Prepare academic contingency plans for pandemics, strikes, or emergencies. Develop a faculty substitution and resource redundancy plan. <p>Long-Term (2025–30):</p> <ul style="list-style-type: none"> Implement a Business Continuity Plan for all academic and administrative functions.

	<ul style="list-style-type: none"> Build an Emergency Response Taskforce for crisis management.
8. Goal Setting in Every Student	<p>Short-Term (2021–25):</p> <ul style="list-style-type: none"> Start mentor-guided Student Goal Books for academic and career aspirations. Provide workshops on career mapping, specialty choices, and postgraduate pathways. <p>Long-Term (2025–30):</p> <ul style="list-style-type: none"> Integrate goal tracking systems with ERP dashboards and personalized learning plans. Develop a Career Development and Advancement Center with diagnostics and career coaching.
9. Safety & Security	<p>Short-Term (2021–25):</p> <ul style="list-style-type: none"> Ensure 24/7 campus security with CCTV, biometric entry, and anti-ragging surveillance. Create a Gender Sensitization Cell and Internal Complaints Committee (ICC). <p>Long-Term (2025–30):</p> <ul style="list-style-type: none"> Upgrade to a smart security system with AI surveillance and digital alert mechanisms. Achieve zero-incident benchmarks through continuous safety audits and drills.
10. Search for Proximity (Local Friends, Food, Culture)	<p>Short-Term (2021–25):</p> <ul style="list-style-type: none"> Host local food fests, cultural celebrations, and language clubs to create belonging. Assign peer mentors from similar backgrounds. <p>Long-Term (2025–30):</p> <ul style="list-style-type: none"> Set up a Center for Regional Diversity and Integration to support inclusion efforts. Offer custom orientation and psychological support for outstation students.
11. Legacy of the System – Programs and Rituals	<p>Short-Term (2021–25):</p> <ul style="list-style-type: none"> Celebrate batch identities, department rituals, and symbolic events. <p>Long-Term (2025–30):</p> <ul style="list-style-type: none"> Create a "Legacy Book" for each graduating batch documenting their journey and contributions. Sustain legacy through alumni mentorship and annual legacy projects.
12. Legacy of the System – Alma Mater Bond	<p>Short-Term (2021–25):</p> <ul style="list-style-type: none"> Encourage faculty-student bonding through mentorship and legacy-building events. Promote pride in institutional identity via merchandise, storytelling, and alumni stories. <p>Long-Term (2025–30):</p>

	<ul style="list-style-type: none"> • Develop alumni loyalty programs and identity-based scholarships. • Launch the "I AM STU" Campaign to cultivate lifelong belonging.
13. Openness in Terms of Information	<p>Short-Term (2021–25):</p> <ul style="list-style-type: none"> • Publish all academic, financial, and administrative policies online. • Make student handbooks, faculty profiles, and academic calendars accessible. <p>Long-Term (2025–30):</p> <ul style="list-style-type: none"> • Implement a Digital Transparency Portal with dashboards for grievance, feedback, academic tracking. • Adopt Right to Information (RTI)-ready practices for all departments.
14. Ability of the Institution to Deliver on Promises	<p>Short-Term (2021–25):</p> <ul style="list-style-type: none"> • Build institutional credibility by delivering services (classes, exams, results, clinical rotations) on time. • Track promise-delivery through student satisfaction indices. <p>Long-Term (2025–30):</p> <ul style="list-style-type: none"> • Create a university ombudsperson to oversee resolution of unfulfilled commitments.
15. Accountability Measures	<p>Short-Term (2021–25):</p> <ul style="list-style-type: none"> • Introduce performance-based appraisals, goal reviews, and reporting templates for all roles. • Define clear responsibilities with SOPs for each department/unit. <p>Long-Term (2025–30):</p> <ul style="list-style-type: none"> • Launch a university-wide Performance Management System integrated with ERP. • Reward top performers and enforce corrective actions for consistent underperformance.
16. Mental Health	<p>Short-Term (2021–25):</p> <ul style="list-style-type: none"> • Provide on-campus counsellors, wellness workshops, peer support programs. • Normalize mental health through faculty-led wellness discussions and stress coping modules. <p>Long-Term (2025–30):</p> <ul style="list-style-type: none"> • Develop a Comprehensive Mental Health & Well-being Policy. • Establish a Student Well-being and Resilience Center offering therapy, coaching, and mindfulness services.
F. NETWORKING AND COLLABORATIONS ENABLERS	
1. Strategic Collaborations	<p>Short-Term (2021–25):</p> <ul style="list-style-type: none"> • Sign MoUs with reputed medical institutions, hospitals, diagnostic centers, pharmaceutical companies, and healthcare start-ups for clinical exposure, training, and research.

	<ul style="list-style-type: none"> Activate the Alumni Cell to build a database and initiate alumni lectures, mentoring, and internship opportunities. Partner with regional industries and public health agencies for field-based collaborative projects. <p>Long-Term (2025–30):</p> <ul style="list-style-type: none"> Establish long-term institutional alliances with national and international universities for student exchange, joint research, and dual-degree programs. Develop a University-Industry Partnership cell to continuously evaluate, expand, and optimize collaboration strategies.
2. Academic and Research Excellence	<p>Short-Term (2021–25):</p> <ul style="list-style-type: none"> Initiate faculty exchange programs with universities and hospitals of repute. Launch collaborative research projects in areas such as clinical trials, drug discovery, and community health. Share infrastructure and digital databases with partnering institutions through formal agreements. <p>Long-Term (2025–30):</p> <ul style="list-style-type: none"> Lead multicenter research consortia in high-priority areas like antimicrobial resistance, maternal and child health, or pharmacovigilance. Participate in international academic consortiums focused on healthcare innovation, education technology, and public health systems.
3. Practical Exposure and Experience	<p>Short-Term (2021–25):</p> <ul style="list-style-type: none"> Formalize partnerships for clinical clerkships, hospital internships, pharmacy practice labs, and nursing simulation centers. Introduce 'Earn While You Learn' models through campus-based clinical support roles and pharmacy internships. <p>Long-Term (2025–30):</p> <ul style="list-style-type: none"> Expand experiential learning through jointly managed centers of practice excellence, such as skill labs, rural outreach clinics, and industrial training centers. Launch integrated internship-cum-research modules with industry and hospitals.
4. Community Engagement and Service	<p>Short-Term (2021–25):</p> <ul style="list-style-type: none"> Collaborate with NGOs, district hospitals, and panchayat bodies for organizing health awareness camps, blood donation drives, and vaccination campaigns. Participate in national initiatives like Unnat Bharat Abhiyan and "Fit India" movement through structured student-community outreach. <p>Long-Term (2025–30):</p> <ul style="list-style-type: none"> Establish a Centre for Community Medicine and Social Responsibility to coordinate long-term community-based research and service-learning.

	<ul style="list-style-type: none"> • Build strategic alliances with public health missions and international development agencies.
5. Professional Development and Employment	<p>Short-Term (2021–25):</p> <ul style="list-style-type: none"> • Strengthen the Placement and Career Services Cell with connections to hospitals, healthcare firms, diagnostics chains, and pharma marketing agencies. • Invite industry professionals and alumni for mock interviews, CV building workshops, and career talks. <p>Long-Term (2025–30):</p> <ul style="list-style-type: none"> • Develop University-Industry-Academia Placement Networks to ensure 100% clinical and corporate placement support. • Promote faculty-industry consultancy in clinical audit, hospital SOP formulation, pharmacovigilance, etc., to enhance faculty industry exposure.
6. Quality and Credibility	<p>Short-Term (2021–25):</p> <ul style="list-style-type: none"> • Pursue NABL/NABH collaboration for affiliated hospitals and diagnostic units. • Initiate processes to align institutional practices with NAAC, NIRF and ISO standards. <p>Long-Term (2025–30):</p> <ul style="list-style-type: none"> • Achieve accreditation from international bodies such as enable global mobility of students.
7. Innovation and Entrepreneurship	<p>Short-Term (2021–25):</p> <ul style="list-style-type: none"> • Establish an Institution Innovation Council (IIC) in compliance with MIC-AICTE norms. • Encourage students and faculty to participate in national innovation competitions, hackathons, and biomedical challenges. <p>Long-Term (2025–30):</p> <ul style="list-style-type: none"> • Launch a Medical and Healthcare Incubation Centre to support start-up ideas in diagnostics, mobile health, health tech, and community medicine. • Collaborate with funding agencies, angel investors, and corporate CSR divisions to provide seed funding and incubation support.
G. PHYSICAL ENABLERS	
1. Smart Campus Infrastructure	<p>Short-Term (2021–25):</p> <ul style="list-style-type: none"> • Establish smart classrooms with digital boards, recording facilities, and student response systems. • Provide Wi-Fi connectivity across academic and hostel areas. • Implement RFID-based attendance and library access. <p>Long-Term (2025–30):</p> <ul style="list-style-type: none"> • Integrate IoT-enabled campus management (lighting, energy use, asset tracking).

	<ul style="list-style-type: none"> • Adopt AI-driven campus analytics dashboard for academic, administrative, and research decision-making.
2. Green and Sustainable Buildings	<p>Short-Term (2021–25):</p> <ul style="list-style-type: none"> • Begin construction using eco-friendly materials for new academic and hostel blocks. • Install solar rooftops, rainwater harvesting units, and solid waste segregation bins. <p>Long-Term (2025–30):</p> <ul style="list-style-type: none"> • Achieve certification as a Green Campus with net-zero emission targets. • Introduce campus-wide energy and water efficiency audits annually. • Work on the university level to achieve SDG levels.
3. Infrastructure to Commute	<p>Short-Term (2021–25):</p> <ul style="list-style-type: none"> • Ensure universal accessibility with ramps, tactile signage, lifts, and designated PwD routes. • Create shaded walkways, and battery-operated vehicles. <p>Long-Term (2025–30):</p> <ul style="list-style-type: none"> • Implement an integrated green mobility system using e-buses, smart parking, and EV charging infrastructure. • Promote public transport partnerships for daily commuting.
4. Administrative Block (Admission & Counselling Areas)	<p>Short-Term (2021–25):</p> <ul style="list-style-type: none"> • Centralize student-facing services in a Student Service Block for admission, finance, scholarship, and counseling. • Digitize all student-facing transactions and academic services. <p>Long-Term (2025–30):</p> <ul style="list-style-type: none"> • Upgrade to a University One-Stop Centre integrating examination, digital ID, grievance redressal, and alumni services.
5. Library/Digital Resource Center	<p>Short-Term (2021–25):</p> <ul style="list-style-type: none"> • Establish a centralized library/departmental libraries with reading halls, journal access, and digital resource labs. • Subscribe to e-journal databases (PubMed, ClinicalKey, INFLIBNET, Shodhganga). <p>Long-Term (2025–30):</p> <ul style="list-style-type: none"> • Set up a fully digital research library with AI-based recommendation engines, VR-based content access, and 24/7 online support.
6. Lecture Complex and Classrooms	<p>Short-Term (2021–25):</p> <ul style="list-style-type: none"> • Construct large lecture halls with AV facilities for MBBS, Nursing, and Pharmacy programs. • Equip all classrooms with audio systems, digital screens, and hybrid teaching tools. <p>Long-Term (2025–30):</p>

	<ul style="list-style-type: none"> Convert lecture blocks into multimodal interactive learning zones, including motion-sensor-based AV control and cloud board connectivity.
7. Tutorial Rooms	<p>Short-Term (2021–25):</p> <ul style="list-style-type: none"> Provide dedicated small group discussion rooms for case-based and clinical reasoning sessions. <p>Long-Term (2025–30):</p> <ul style="list-style-type: none"> Integrate smart tutorial pods with AR-based patient case simulations.
8. Examination Branch	<p>Short-Term (2021–25):</p> <ul style="list-style-type: none"> Set up a digitally secured Examination Cell with confidential strong room. Begin automation of paper setting, evaluation, and result declaration. <p>Long-Term (2025–30):</p> <ul style="list-style-type: none"> Implement end-to-end e-assessment infrastructure, including digital marking and AI proctoring.
9. Facilities for Faculty and Staff	<p>Short-Term (2021–25):</p> <ul style="list-style-type: none"> All permanent faculty to have designated cubicles/chambers with internet and printing access. Basic residential staff quarters to be built near the academic block. <p>Long-Term (2025–30):</p> <ul style="list-style-type: none"> Construct faculty housing complexes with community facilities. Establish dedicated Faculty Lounges, Conference Rooms, and Innovation Zones in each department.
10. Meeting Rooms / Office Rooms	<p>Short-Term (2021–25):</p> <ul style="list-style-type: none"> Set up board rooms with conferencing tools in each department. Furnish staff offices with ergonomic seating and desktop systems. <p>Long-Term (2025–30):</p> <ul style="list-style-type: none"> Create virtual-meeting-enabled smart boardrooms across all schools.
11. Laboratories and Research Centres	<p>Short-Term (2021–25):</p> <ul style="list-style-type: none"> Develop state-of-the-art wet and dry labs in Anatomy, Pathology, Pharmacology, Biochemistry, etc. Build dedicated Nursing Skill Labs, Simulation Rooms, and Pharmacy R&D labs. <p>Long-Term (2025–30):</p> <ul style="list-style-type: none"> Establish interdisciplinary research centers and advanced analytical instrumentation facilities for biotech, molecular medicine, and public health.
12. Computer Centre / Multimedia Studios	<p>Short-Term (2021–25):</p> <ul style="list-style-type: none"> Create centralized Computer Lab with minimum 1:6 student-computer ratio. Start basic media lab for recording online lectures and creating digital content. <p>Long-Term (2025–30):</p> <ul style="list-style-type: none"> Develop Multimedia Studios for AR/VR content creation, telemedicine training, and medical video editing.

13. Cafeteria / Dining / Mess Facility	<p>Short-Term (2021–25):</p> <ul style="list-style-type: none"> Provide nutritionally balanced food services across student and faculty messes. Implement biometric entry, digital menu display, and hygiene monitoring. <p>Long-Term (2025–30):</p> <ul style="list-style-type: none"> Set up centralized multi-cuisine food courts, dietitian-supported menus, and smart cafeteria systems.
14. Games and Sports Facility	<p>Short-Term (2021–25):</p> <ul style="list-style-type: none"> Provide minimum one ground each for football/cricket, volleyball, and badminton, and gymnasium. Conduct annual university sports meet. <p>Long-Term (2025–30):</p> <ul style="list-style-type: none"> Construct a multi-sport indoor stadium athletics track, and sports science lab.
15. Auditorium and Conference Rooms	<p>Short-Term (2021–25):</p> <ul style="list-style-type: none"> Build auditorium (500+ capacity) and multiple seminar halls (100–150) in each academic block. <p>Long-Term (2025–30):</p> <ul style="list-style-type: none"> Establish an International Convention Centre for global summits, CMEs, and medical congresses.
16. Hostels	<p>Short-Term (2021–25):</p> <ul style="list-style-type: none"> Provide secure, hygienic hostel accommodation for at least 60% of students. Dedicated hostel blocks for Nursing, MBBS, and Pharmacy with 24/7 wardens, CCTV, and medical care. <p>Long-Term (2025–30):</p> <ul style="list-style-type: none"> Develop international standard hostel infrastructure including in-house academic support, gym, and entertainment zones.
17. Parking	<p>Short-Term (2021–25):</p> <ul style="list-style-type: none"> Provide segregated parking for students, faculty, hospital visitors, and emergency services. <p>Long-Term (2025–30):</p> <ul style="list-style-type: none"> Construct multi-level smart parking complexes with RFID access and surveillance.
18. Exhibition Hall	<p>Short-Term (2021–25):</p> <ul style="list-style-type: none"> Allocate space for annual exhibitions, health expos, and skill demonstrations. <p>Long-Term (2025–30):</p> <ul style="list-style-type: none"> Build a University Innovation Gallery showcasing research prototypes, student start-ups, and historical archives
19. Guest Accommodation	<p>Short-Term (2021–25):</p> <ul style="list-style-type: none"> Develop well-furnished guest houses for visiting faculty, inspectors, and conference attendees.

	<p>Long-Term (2025–30):</p> <ul style="list-style-type: none"> Upgrade to Star-hotel equivalent guest facility for national and international academic collaborators.
20. Commercial Shops / Centres	<p>Short-Term (2021–25):</p> <ul style="list-style-type: none"> Permit essential commercial services—bookstores, stationery, salon, groceries—within campus. Set up a university shopping complex with banking, courier, and e-commerce pickup facilities.
21. Health and Well-being	<p>Long-Term (2025–30):</p> <ul style="list-style-type: none"> Operate an in-house University Clinic with MBBS doctors and ambulance support. Expand to a multispecialty teaching hospital serving both academic and community needs.
22. Student Recreation Facilities	<p>Long-Term (2025–30):</p> <ul style="list-style-type: none"> Provide indoor recreational facilities such as music room, reading lounges, and cultural stage. Build a dedicated Student Activity Centre with AV theatre, art room, and mindfulness space.
23. International Student Centres	<p>Short-Term (2021–25):</p> <ul style="list-style-type: none"> Provide dedicated assistance desk for foreign students (if applicable) covering admissions, visas, and cultural support. <p>Long-Term (2025–30):</p> <ul style="list-style-type: none"> Establish a full-fledged International Student Support Wing with common rooms, global lounge, and language labs.
24. Incubation Centre and Research Park	<p>Short-Term (2021–25):</p> <ul style="list-style-type: none"> Identify space and mentors for early-stage health-tech incubator. <p>Long-Term (2025–30):</p> <ul style="list-style-type: none"> Build a University Research & Innovation Park with co-working space, labs, and IP/legal facilitation.
25. Botanical Park / Garden	<p>Short-Term (2021–25):</p> <ul style="list-style-type: none"> Maintain a medicinal garden and green belt on campus for academic and aesthetic value. <p>Long-Term (2025–30):</p> <ul style="list-style-type: none"> Establish a documented botanical park for herbal research, biodiversity education, and sustainability campaigns.
26. Vocational Education, Training & Skilling Infrastructure	<p>Short-Term (2021–25):</p> <ul style="list-style-type: none"> Provide skill training labs for paramedical and nursing education with practice-based learning. <p>Long-Term (2025–30):</p>

	<ul style="list-style-type: none"> Launch a Centre for Healthcare Skilling and Simulation, aligned with NSDC and WHO-SET guidelines.
H. DIGITAL ENABLERS	
1. Internet Usage	<p>Short-Term (2021–25):</p> <ul style="list-style-type: none"> Provide high-speed internet (minimum 100 Mbps) across all blocks. Ensure LAN and Wi-Fi access in hospital units, hostels, and classrooms. Implement firewall protection, traffic monitoring, and bandwidth control. <p>Long-Term (2025–30):</p> <ul style="list-style-type: none"> Upgrade to a fiber-optic 1 Gbps network with 5G-readiness. Provide dedicated bandwidth to research centers and telemedicine units. Enable VPN and remote access for researchers and faculty
2. Website	<p>Short-Term (2021–25):</p> <ul style="list-style-type: none"> Maintain a responsive, multilingual website with dynamic content. Include academic calendars, program info, hospital schedules, and notices. Enable document downloads, admission registration, and grievance portal. Integrate AI chatbot, student login dashboards, and real-time announcements. Host live streaming for public lectures and admission counselling sessions.
3. Online Messaging and Stakeholders' Groups	<p>Long-Term (2025–30):</p> <ul style="list-style-type: none"> Create WhatsApp/Telegram groups, MS Teams channels for departments. Integrate bulk SMS and push notifications in ERP for updates. Develop a unified communication platform with segmented groups (students, faculty, parents). Include embedded polling, survey tools, and internal forums.
4. Online Blogs & sites for every course	<p>Short-Term (2021–25):</p> <ul style="list-style-type: none"> Develop blog or LMS pages for each course to post reading materials, session plans. Use it for reflective learning, student journals, and Q&A sessions. <p>Long-Term (2025–30):</p> <ul style="list-style-type: none"> Maintain interactive forums with peer-to-peer discussions, feedback boards, and e-portfolios.
5. Wi-Fi Campus	<p>Short-Term (2021–25):</p> <ul style="list-style-type: none"> Enable Wi-Fi in lecture halls, hostels, OPDs, labs, and libraries. Establish role-based access with bandwidth control. <p>Long-Term (2025–30):</p> <ul style="list-style-type: none"> Expand to 100% coverage including green zones, cafeterias, and outdoor study areas. Enable automatic roaming and location-based services.
6. Online Study material	<p>Short-Term (2021–25):</p> <ul style="list-style-type: none"> Upload lecture notes, SOPs, previous year papers, and PPTs.

	<ul style="list-style-type: none"> Share audio-visuals and explainers for key clinical skills and lab techniques. <p>Long-Term (2025–30):</p> <ul style="list-style-type: none"> Curate structured digital modules aligned with curriculum, updated annually. Offer downloadable apps for offline learning.
7. Digital Library	<p>Short-Term (2021–25):</p> <ul style="list-style-type: none"> Subscribe to NML, ClinicalKey, ProQuest, and other health science databases. Provide remote login for off-campus access. Conduct orientation sessions for students and faculty. <p>Long-Term (2025–30):</p> <ul style="list-style-type: none"> Create institutional digital repositories for theses, case reports, and simulations. Integrate AI search engines for intelligent query resolution.
8. Digital Publication	<p>Short-Term (2021–25):</p> <ul style="list-style-type: none"> Publish e-newsletters and digital magazines on health awareness, student research. Include student achievements, paper presentations, and CME reports. <p>Long-Term (2025–30):</p> <ul style="list-style-type: none"> Launch open-access, peer-reviewed institutional journals for medicine, nursing, pharma, etc. Index in DOAJ, CrossRef, and UGC-CARE.
9. Paperless Office	<p>Short-Term (2021–25):</p> <ul style="list-style-type: none"> Implement ERP modules for student data, HR, examination, and procurement. Digitize service books, salary slips, and leave applications. <p>Long-Term (2025–30):</p> <ul style="list-style-type: none"> Enable document workflow automation, API-based government integration (DigiLocker, NAD). Eliminate paper usage across offices.
10. Paperless Exams	<p>Short-Term (2021–25):</p> <ul style="list-style-type: none"> Pilot digital assessments for MCQs, case scenarios, internal quizzes. Enable digital evaluation of assignments and reports. <p>Long-Term (2025–30):</p> <ul style="list-style-type: none"> Fully implement e-exam systems for formative and summative evaluations. Use AI for question generation, plagiarism, and bias detection.
11. Online Evaluation	<p>Short-Term (2021–25):</p> <ul style="list-style-type: none"> Use ERP-integrated evaluation tools for scoring, feedback, and attendance. Provide instant feedback to students via LMS. <p>Long-Term (2025–30):</p> <ul style="list-style-type: none"> Enable OBE-based analytics dashboards and adaptive assessments based on learning paths.
12. Website-Based Result Announcement	<p>Short-Term (2021–25):</p> <ul style="list-style-type: none"> Publish results securely using ERP login.

	<ul style="list-style-type: none"> Notify through SMS/email alerts. <p>Long-Term (2025–30):</p> <ul style="list-style-type: none"> Automate transcript generation and result analytics. Allow digital download of mark sheets.
13. NAD Marksheets Facility	<p>Short-Term (2021–25):</p> <ul style="list-style-type: none"> Register with NAD and upload all past and present marksheets. Map student data for secure Digilocker delivery. <p>Long-Term (2025–30):</p> <ul style="list-style-type: none"> Integrate real-time transcript issuance on Digilocker and employer verification portal.
14. Online Admission Test	<p>Short-Term (2021–25):</p> <ul style="list-style-type: none"> Conduct secure, AI-proctored online entrance tests for PG/Diploma programs. Use online interview and merit list tools. <p>Long-Term (2025–30):</p> <ul style="list-style-type: none"> Integrate video-based SOP submissions, AI interview panels, and psychometric filters.
15. Education ERP	<p>Short-Term (2021–25):</p> <ul style="list-style-type: none"> Implement modules for student life cycle, finance, hostel, examination, and library. Offer mobile access to students and staff. <p>Long-Term (2025–30):</p> <ul style="list-style-type: none"> Add research project tracking, alumni, and clinical case submission modules. Enable integration with biometric attendance and IoT sensors.
16. Plagiarism Software Facility	<p>Short-Term (2021–25):</p> <ul style="list-style-type: none"> Use Turnitin/URKUND/Drillbit for PG thesis, faculty research, and assignments. Conduct plagiarism awareness workshops. <p>Long-Term (2025–30):</p> <ul style="list-style-type: none"> Link to journal submission portal with integrated similarity check and ethics compliance.
17. Online Digital Magazine & Student Publication	<p>Short-Term (2021–25):</p> <ul style="list-style-type: none"> Host biannual e-magazines featuring departmental reports, blogs, and student creative writing. <p>Long-Term (2025–30):</p> <ul style="list-style-type: none"> Create a student-led editorial board with themed issues and podcast integrations.
18. Online Placement (Project, Internship, Final)	<p>Short-Term (2021–25):</p> <ul style="list-style-type: none"> Enable online application, tracking, and employer evaluation for internships. Map projects to clinical departments digitally. <p>Long-Term (2025–30):</p>

	<ul style="list-style-type: none"> • Use AI to match students to recruiters, schedule interviews, and offer letters online.
19. Video Documentation of Each Course & College	<p>Short-Term (2021–25):</p> <ul style="list-style-type: none"> • Record lectures and upload to LMS for key subjects. • Archive practical sessions and clinical demonstrations. <p>Long-Term (2025–30):</p> <ul style="list-style-type: none"> • Develop a course-wise digital library accessible across departments and to alumni.
20. Video Documentation on Online Platforms	<p>Short-Term (2021–25):</p> <ul style="list-style-type: none"> • Share key university events, health talks, and awareness drives on YouTube and social platforms. <p>Long-Term (2025–30):</p> <ul style="list-style-type: none"> • Launch university-branded digital video channel with CME content, surgery demos, alumni talks.
21. Social Media-Based Promotions	<p>Short-Term (2021–25):</p> <ul style="list-style-type: none"> • Post updates, results, achievements, and admissions on Facebook, Instagram, Twitter. <p>Long-Term (2025–30):</p> <ul style="list-style-type: none"> • Run student-generated content campaigns and targeted digital branding initiatives.
22. Use of ICCT Technologies (AI, BA, CC, DS, MB, OC, VR/AR)	<p>Short-Term (2021–25):</p> <ul style="list-style-type: none"> • Start certificate courses in AI for Healthcare, Cloud & IoT in Pharma, Data Analytics in Public Health. <p>Long-Term (2025–30):</p> <ul style="list-style-type: none"> • Deploy AI in diagnostics, Blockchain for e-records, AR/VR for anatomy, virtual surgery, and remote clinical training.
23. Studio for Video Online Classes	<p>Short-Term (2021–25):</p> <ul style="list-style-type: none"> • Develop a recording studio with basic editing tools and green screen setup. <p>Long-Term (2025–30):</p> <ul style="list-style-type: none"> • Set up a full-fledged digital learning production studio with lighting, scripting, voiceover booth, and post-production.
24. Video Conference Facility	<p>Short-Term (2021–25):</p> <ul style="list-style-type: none"> • Install Zoom/MS Teams/Google Meet-enabled smart classrooms. <p>Long-Term (2025–30):</p> <ul style="list-style-type: none"> • Integrate with national/international webinars, WHO/ICMR live events, and telemedicine lectures.
25. Online Open Publication System	<p>Short-Term (2021–25):</p> <ul style="list-style-type: none"> • Initiate an institutional research repository with faculty/student access. <p>Long-Term (2025–30):</p>

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| | <ul style="list-style-type: none">• Launch a university publishing platform for open-access books, proceedings, and indexed journals. |
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