

# Institutional Development Plan



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<b>SAI TIRUPATI UNIVERSITY, UDAIPUR</b>		<b>Institutional Development Plan</b>

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## INSTITUTIONAL DEVELOPMENT PLAN:

A. GOVERNANCE ENABLERS	
<b>1. BoM/Senate/Syndicate</b>	<p><b>Short-Term (2021–25):</b></p> <ul style="list-style-type: none"> <li>Strengthen and streamline the functioning of the BoM through structured committees, updated statutes, and governance KPIs</li> <li>Review and refine existing roles/responsibilities to align with NEP 2020 and regulatory updates.</li> <li>Expand and diversify existing membership through periodic induction.</li> <li>Involve students/alumni as advisory members in governance processes.</li> </ul> <p><b>Long-Term (2025–30):</b></p> <ul style="list-style-type: none"> <li>Strengthen the governance framework through periodic training and orientation of BoM members.</li> <li>Create specialized alumni advisory councils for strategic decision-making in academic and research innovation.</li> <li>Benchmark governance practices with leading national and international universities.</li> </ul>
<b>2. Quality Assurance</b>	<p><b>Short-Term (2021–25):</b></p> <ul style="list-style-type: none"> <li>Strengthen and digitize the existing IQAC with SOPs, data templates, KPIs, and department-level cells.</li> <li>Expand KPIs and align them with NEP 2020, NAAC, NBA, and NMC norms.</li> <li>Define clear deliverables and outcomes for each department/college linked to strategic objectives.</li> </ul> <p><b>Long-Term (2025–30):</b></p> <ul style="list-style-type: none"> <li>Implement a digital quality management system for real-time performance tracking.</li> <li>Undergo periodic external audits and pursue accreditation from national and international agencies.</li> </ul>
<b>3. Financial Autonomy</b>	<p><b>Short-Term (2021–25):</b></p> <ul style="list-style-type: none"> <li>Develop and implement a financial self-sustainability plan, focusing on optimizing internal revenues (fees, consultancy, research funding).</li> <li>Identify and initiate external revenue sources like industry-sponsored projects, CSR partnerships, and endowments.</li> <li>Propose and initiate the creation of Research Chairs in specialized areas.</li> </ul> <p><b>Long-Term (2025–30):</b></p> <ul style="list-style-type: none"> <li>Achieve significant financial independence through diversified revenue streams.</li> <li>Establish multiple Research Chairs and Endowment Programs to attract national and international collaborations.</li> </ul>
<b>4. Leadership</b>	<p><b>Short-Term (2021–25):</b></p> <ul style="list-style-type: none"> <li>Appoint dynamic leadership with strong academic and strategic management backgrounds.</li> </ul>

	<ul style="list-style-type: none"> <li>• Define clear objectives and KPIs for leadership performance evaluation.</li> <li>• Create a second layer of leadership by empowering Principals, HODs, and senior faculty members.</li> </ul> <p><b>Long-Term (2025–30):</b></p> <ul style="list-style-type: none"> <li>• Build an institutional leadership pipeline through continuous leadership development programs.</li> <li>• Establish a Leadership Excellence Centre for nurturing future academic and administrative leaders.</li> </ul>
<b>5. Vision, Mission, and Roadmap for the HEI</b>	<p><b>Short-Term (2021–25):</b></p> <ul style="list-style-type: none"> <li>• Prepare a Vision and Mission Document aligned with national priorities (NEP 2020) and stakeholder expectations.</li> <li>• Organize workshops with stakeholders to evolve a shared vision.</li> <li>• Develop short-term (5 years) and long-term (10 years) roadmap documents.</li> <li>• Provide templates and support to Principals and Heads to prepare college/department-specific roadmaps.</li> </ul> <p><b>Long-Term (2025–30):</b></p> <ul style="list-style-type: none"> <li>• Periodically review and update the vision document to align with global education trends.</li> <li>• Prepare a long-term (10 years) strategic plan focusing on internationalization, research excellence, and social impact.</li> </ul>
<b>6. Close Monitoring by IT/Web-Based Management Information System</b>	<p><b>Short-Term (2021–25):</b></p> <ul style="list-style-type: none"> <li>• Finalize performance parameters in line with UGC, NMC, INC, RPMC and other Government guidelines.</li> <li>• Implement an Academic and Administrative Management System (ERP) for real-time monitoring.</li> </ul> <p><b>Long-Term (2025–30):</b></p> <ul style="list-style-type: none"> <li>• Upgrade to AI-based performance monitoring platforms for predictive analytics.</li> <li>• Regularly calibrate performance parameters with evolving governance and accreditation standards.</li> </ul>
<b>7. Risk Management Analysis</b>	<p><b>Short-Term (2021–25):</b></p> <ul style="list-style-type: none"> <li>• Conduct annual risk assessment meetings with insurance providers and risk management experts.</li> <li>• Prepare a comprehensive Risk Management Policy covering legal, safety, environmental, and financial risks.</li> </ul> <p><b>Long-Term (2025–30):</b></p> <ul style="list-style-type: none"> <li>• Develop a dedicated Risk Mitigation Unit within the administrative framework.</li> <li>• Integrate risk management protocols into academic and operational activities, resilience.</li> </ul>
<b>8. External Advisory Boards</b>	<p><b>Short-Term (2021–25):</b></p>

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

	<ul style="list-style-type: none"> <li>• Set up a Budget Review Committee to approve any revisions after discussion.</li> </ul> <p><b>Long-Term (2025–30):</b></p> <ul style="list-style-type: none"> <li>• Develop predictive financial models for 5–10 years forecasting.</li> <li>• Automate fund allocation, utilization tracking, and financial reporting through ERP integration.</li> <li>• Introduce strategic budget planning linked to performance and growth metrics.</li> </ul>
<p><b>3. Main Sources of Revenue to be Developed</b></p>	<p><b>Short-Term (2021–25):</b></p> <ul style="list-style-type: none"> <li>• Strengthen revenue generation from tuition fees, certification programs, and consultancy projects.</li> <li>• Apply for government grants and CSR funding from industries for infrastructure, research, and community development projects.</li> <li>• Identify opportunities for patent commercialization and royalty generation.</li> </ul> <p><b>Long-Term (2025–30):</b></p> <ul style="list-style-type: none"> <li>• Build a strong portfolio of endowments and philanthropic contributions.</li> <li>• Establish a University Development Office to focus on fundraising campaigns and major donations.</li> <li>• Promote Sai Tirupati University as a center for sponsored research projects from private and public sectors.</li> </ul>
<p><b>4. Close Liaison with GOI Ministries/Agencies and External Funding Access</b></p>	<p><b>Short-Term (2021–25):</b></p> <ul style="list-style-type: none"> <li>• Form a Research and Development Cell to track funding opportunities from GOI ministries.</li> <li>• Design standardized templates for preparing project proposals in consultation with department heads.</li> <li>• Develop a database of grant application schedules and deadlines to maximize funding opportunities.</li> </ul> <p><b>Long-Term (2025–30):</b></p> <ul style="list-style-type: none"> <li>• Forge strategic ties with ministries, national agencies, and international funding bodies.</li> <li>• Institutionalize a robust Grants Management System for proposal writing, fund tracking, and reporting.</li> <li>• Achieve significant growth in externally funded projects and research collaborations.</li> </ul>
<p><b>5. IRG (Internal Revenue Generation) Scheme in Each Department</b></p>	<p><b>Short-Term (2021–25):</b></p> <ul style="list-style-type: none"> <li>• Conduct department-wise inventory of facilities, lab equipment, and expertise available for external consultancy or utilization.</li> <li>• Publicize the college/department strengths in newspapers, websites, and outreach events.</li> <li>• Encourage college/departments to initiate small consultancy projects and service offerings.</li> </ul>

	<p><b>Long-Term (2025–30):</b></p> <ul style="list-style-type: none"> <li>• Formalize IRG Units within each college/department to manage consulting projects, commercial training programs, and resource utilization.</li> <li>• Set targets for each department to generate internal revenues annually.</li> <li>• Institutionalize partnerships for long-term consultancy engagements and technology transfer.</li> </ul>
6. Financial/Investment Committee	<p><b>Short-Term (2021–25):</b></p> <ul style="list-style-type: none"> <li>• Establish a Financial and Investment Committee responsible for investment decision-making, fund utilization, and financial strategy oversight.</li> <li>• Define clear investment policies covering risk management, ethical investments, and returns optimization.</li> </ul> <p><b>Long-Term (2025–30):</b></p> <ul style="list-style-type: none"> <li>• Expand the role of the committee to manage an Endowment Fund.</li> <li>• Regularly review investment portfolios and explore opportunities in education bonds, green bonds, and other ethical investment options.</li> </ul>
7. Staff Providing Financial Services	<p><b>Short-Term (2021–25):</b></p> <ul style="list-style-type: none"> <li>• Expand finance team, upgrade skills, and introduce ERP-based financial management.</li> <li>• Train the finance team on ERP usage, grants management, financial auditing, and modern financial reporting standards.</li> </ul> <p><b>Long-Term (2025–30):</b></p> <ul style="list-style-type: none"> <li>• Establish a full-fledged Finance Department with specialized units for accounting, audit, grants management, and investments.</li> <li>• Upgrade to an AI-driven financial management platform for predictive analysis and real-time decision support.</li> </ul>
<b>C. ACADEMIC ENABLERS</b>	
1. Courses Catering to Professional/Future Requirements	<p><b>Short-Term (2021–25):</b></p> <ul style="list-style-type: none"> <li>• Introduce new specializations, interdisciplinary programs, and advanced diplomas.</li> <li>• Offer PhD and value-added diplomas in emerging healthcare technologies and public health.</li> <li>• Introduce specialized tracks for AI, healthcare, management, and allied health sciences.</li> <li>• Introduce elective courses allowing students to specialize based on interest and future goals under SDG and IKS.</li> </ul> <p><b>Long-Term (2025–30):</b></p> <ul style="list-style-type: none"> <li>• Expand offerings into futuristic fields like Robotics, Bioinformatics, Digital Health, and Sustainability Studies.</li> <li>• Establish interdisciplinary schools combining health sciences, technology, and management.</li> </ul>

	<ul style="list-style-type: none"> <li>Expand offerings to include AI in diagnostics, digital health, medical ethics, etc., ensuring future readiness.</li> </ul>
<b>2. Curriculum Updated as per Industry Requirements</b>	<p><b>Short-Term (2021–25):</b></p> <ul style="list-style-type: none"> <li>Institutionalize structured 2–3 year curriculum revision cycle with industry inputs.</li> <li>Revise curriculum through Industry-Academia Boards for Nursing, Pharmacy, Medical, and Paramedical programs</li> <li>Modularize curriculum for Multiple Entry-Exit flexibility.</li> <li>Introduce internship-integrated models, modularization, and credit-based flexibility.</li> </ul> <p><b>Long-Term (2025–30):</b></p> <ul style="list-style-type: none"> <li>Align curriculum with national health skill frameworks and global health protocols.</li> <li>Collaborate with top industries for co-developed courses and certifications.</li> <li>Institutionalize dynamic curriculum revisions every 2–3 years based on market trends.</li> </ul>
<b>3. Curriculum Embedded with Employability Skills</b>	<p><b>Short-Term (2021–25):</b></p> <ul style="list-style-type: none"> <li>Embed modules on communication, professional ethics, goal setting, and digital fluency in all programs.</li> <li>Conduct workshops on CV writing, interview preparation, and interprofessional collaboration</li> </ul> <p><b>Long-Term (2025–30):</b></p> <ul style="list-style-type: none"> <li>Offer cross-cutting courses on critical thinking, inclusivity, legal literacy, financial planning, and healthcare entrepreneurship.</li> <li>Make Employability Skills Certification mandatory for graduation.</li> </ul>
<b>4. Curriculum Embedded with Skill Enhancement Courses</b>	<p><b>Short-Term (2021–25):</b></p> <ul style="list-style-type: none"> <li>Offer certified short-term programs in basic AI in healthcare, hospital IT systems, telemedicine, AI, Blockchain, IoT, Industry 4.0, and related skills.</li> <li>Embed life-saving and emergency medical skills training into all health-related courses.</li> </ul> <p><b>Long-Term (2025–30):</b></p> <ul style="list-style-type: none"> <li>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.</li> </ul>
<b>5. Curriculum Embedded with Emerging Technologies</b>	<p><b>Long-Term (2025–30):</b></p> <ul style="list-style-type: none"> <li>Introduce awareness-level modules in AI, ML, blockchain in health records, drone-supported logistics.</li> <li>Pilot use of AR/VR for anatomy, surgery, and pharmacy training simulations</li> </ul>

	<ul style="list-style-type: none"> <li>Establish Centres of Excellence for Digital Health, Medical Data Analytics, and Extended Reality.</li> <li>Partner with health-tech industries for co-curricular certification programs.</li> </ul>
<b>6. Center for Curricular &amp; Life Skills Development (CCLSD)</b>	<p><b>Short-Term (2021–25):</b></p> <ul style="list-style-type: none"> <li>Establish a Center for Curricular and Life Skills Development with core staff, trainers, and industry mentors.</li> <li>Conduct structured life skills sessions for all first-year UG/PG students.</li> </ul> <p><b>Long-Term (2025–30):</b></p> <ul style="list-style-type: none"> <li>Expand into a credit-bearing Life Skills School with international benchmarking</li> </ul>
<b>7. Faculty/ teaching Staff</b>	<p><b>Short-Term (2021–25):</b></p> <ul style="list-style-type: none"> <li>Scale faculty strength, introduce incentives, ensure compliance with NMC/PCI norms.</li> <li>Conduct biannual Faculty Development Programs (FDPs).</li> <li>Organize regular CME, FDPs, pedagogical training, and research workshops.</li> </ul> <p><b>Long-Term (2025–30):</b></p> <ul style="list-style-type: none"> <li>Develop Faculty Research Incentive Schemes.</li> <li>Engage industry experts and international visiting faculty through part-time/adjunct roles</li> <li>Foster a research mentoring culture among faculty and students.</li> </ul>
<b>8. Center for Faculty Development (CFD)</b>	<p><b>Short-Term (2021–25):</b></p> <ul style="list-style-type: none"> <li>Establish the CFD and offer regular in-house and external FDPs, MOOCs, and workshops.</li> <li>Launch teaching innovation grants.</li> </ul> <p><b>Long-Term (2025–30):</b></p> <ul style="list-style-type: none"> <li>Transform CFD into a faculty innovation hub with exchange programs, digital labs, and global research collaborations.</li> </ul>
<b>9. Non-teaching staff</b>	<p><b>Short-Term (2021–25):</b></p> <ul style="list-style-type: none"> <li>Recruit qualified non-teaching staff and provide ERP/academic support training.</li> </ul> <p><b>Long-Term (2025–30):</b></p> <ul style="list-style-type: none"> <li>Upgrade their skills periodically in academic support and digital tools.</li> </ul>
<b>10. Session wise teaching plan</b>	<p><b>Short-Term (2021–25):</b></p> <ul style="list-style-type: none"> <li>Mandate session-wise lesson plans for all courses and faculty members.</li> </ul> <p><b>Long-Term (2025–30):</b></p> <ul style="list-style-type: none"> <li>Digitize session plans using LMS tools for transparent monitoring.</li> </ul>
<b>11. Learning material like Study books</b>	<p><b>Short-Term (2021–25):</b></p> <ul style="list-style-type: none"> <li>Provide standard course material and e-resources for every subject.</li> </ul> <p><b>Long-Term (2025–30):</b></p> <ul style="list-style-type: none"> <li>Integrate AI-curated personalized learning resources.</li> </ul>
<b>12. Question bank</b>	<p><b>Short-Term (2021–25):</b></p>

	<ul style="list-style-type: none"> <li>Standardize and digitize existing academic resources.</li> </ul> <p><b>Long-Term (2025–30):</b></p> <ul style="list-style-type: none"> <li>Maintain an AI-based assessment repository accessible through the university LMS.</li> </ul>
<b>13. Assignments</b>	<p><b>Short-Term (2021–25):</b></p> <ul style="list-style-type: none"> <li>Implement structured term papers, projects, and practicums for academic evaluation.</li> </ul> <p><b>Long-Term (2025–30):</b></p> <ul style="list-style-type: none"> <li>Adopt project-based learning as a core pedagogy, linked to real-world challenges.</li> </ul>
<b>14. Assessments</b>	<p><b>Short-Term (2021–25):</b></p> <ul style="list-style-type: none"> <li>Introduce blended assessments: online, offline, and project-based.</li> </ul> <p><b>Long-Term (2025–30):</b></p> <ul style="list-style-type: none"> <li>Enable adaptive learning assessments powered by AI.</li> </ul>
<b>15. Value added skills enhancement Papers</b>	<p><b>Short-Term (2021–25):</b></p> <ul style="list-style-type: none"> <li>Offer value-added modules taught by industry experts (e.g., Entrepreneurship, Digital Skills) on biomedical instrumentation, telehealth, medical billing, etc.</li> <li>Collaborate with domain experts and industry for delivery.</li> </ul> <p><b>Long-Term (2025–30):</b></p> <ul style="list-style-type: none"> <li>Introduce mandatory skill enhancement tracks with credits and international certifications.</li> </ul>
<b>16. Pedagogy</b>	<p><b>Short-Term (2021–25):</b></p> <ul style="list-style-type: none"> <li>Encourage blended pedagogy using project-based learning, flipped classrooms, and case methods.</li> <li>Ensure inclusion for PwD students in curriculum delivery.</li> </ul> <p><b>Long-Term (2025–30):</b></p> <ul style="list-style-type: none"> <li>Implement technology-integrated learning environments using immersive media and AI tutors.</li> </ul>
<b>17. Other activities as part of learning</b>	<p><b>Short-Term (2021–25):</b></p> <ul style="list-style-type: none"> <li>Integrate cultural, sports, and wellness activities as credit-based electives.</li> <li>Encourage IKS and SDG based student-led social impact and community engagement projects.</li> </ul> <p><b>Long-Term (2025–30):</b></p> <ul style="list-style-type: none"> <li>Recognize credits for community engagement and extracurricular excellence.</li> </ul>
<b>18. Earn while learn facility &amp; flexibility</b>	<p><b>Short-Term (2021–25):</b></p> <ul style="list-style-type: none"> <li>Implement part-time on-campus job opportunities for students.</li> </ul> <p><b>Long-Term (2025–30):</b></p> <ul style="list-style-type: none"> <li>Establish partnerships for paid apprenticeships and internships during study.</li> </ul>

<b>19. Flexibility and multi-disciplinarity</b>	<b>Short-Term (2021–25):</b> <ul style="list-style-type: none"> <li>• Allow students to pursue minors and additional certifications across disciplines.</li> </ul> <b>Long-Term (2025–30):</b> <ul style="list-style-type: none"> <li>• Create a multidisciplinary curriculum aligned with NEP 2020 and global education trends.</li> </ul>
<b>20. Opportunities to develop &amp; utilize Research &amp; innovative thinking skills.</b>	<b>Short-Term (2021–25):</b> <ul style="list-style-type: none"> <li>• Organize Hackathons, Innovation Challenges, and Start-up Bootcamps.</li> </ul> <b>Long-Term (2025–30):</b> <ul style="list-style-type: none"> <li>• Build Innovation and Research Incubators supporting patents, prototypes, and start-ups.</li> </ul>
<b>21. International Exposure</b>	<b>Short-Term (2021–25):</b> <ul style="list-style-type: none"> <li>• Facilitate student and faculty exchange programs with international universities.</li> <li>• Invite visiting international faculty and offer guest lectures.</li> <li>• Signing MOUs with international universities/ industries for student exchange programs.</li> </ul> <b>Long-Term (2025–30):</b> <ul style="list-style-type: none"> <li>• Formalize international exchange partnerships, summer schools, and joint research projects.</li> <li>• Provide scholarships for international internships and global fellowships.</li> </ul>
<b>D. RESEARCH, AND INTELLECTUAL PROPERTY ENABLERS</b>	
<b>1. Quality Research</b>	<b>Short-Term (2021–25):</b> <ul style="list-style-type: none"> <li>• Expand research output, strengthen clinical research, and increase funded projects.</li> <li>• Increase intake of students in research-based curricula such as Ph.D., and PG research programs.</li> <li>• Upgrade labs into advanced research centres with modern instrumentation.</li> <li>• Promote clinically relevant, community-oriented, and translational research in all departments.</li> <li>• Initiate institution-funded minor research projects in areas like public health, clinical pharmacology, nursing practices, and paramedical sciences.</li> <li>• Create multi-specialty research clusters combining medical, pharmaceutical, and allied health fields.</li> <li>• Initiate SEED money for students.</li> </ul> <b>Long-Term (2025–30):</b> <ul style="list-style-type: none"> <li>• Establish recognized Research Centres of Excellence in biomedical research, drug development, and preventive medicine.</li> <li>• Build cross-disciplinary collaborations to support evidence-based innovation.</li> </ul>
<b>2. Research-Oriented Experienced Faculty Members</b>	<b>Short-Term (2021–25):</b> <ul style="list-style-type: none"> <li>• Recruit Ph.D./MD/MS-qualified faculty with strong research backgrounds.</li> </ul>

	<ul style="list-style-type: none"> <li>• Encourage clinical faculty to pursue research-based CME programs and projects.</li> <li>• Facilitate faculty engagement in national and international research projects.</li> </ul> <p><b>Long-Term (2025–30):</b></p> <ul style="list-style-type: none"> <li>• Develop a self-sustaining research culture, where faculty secure external grants and publish regularly.</li> <li>• Support faculty in filing patents and developing market-ready technologies.</li> </ul>
<b>3. API-Based Faculty Compensation</b>	<p><b>Short-Term (2021–25):</b></p> <ul style="list-style-type: none"> <li>• Implement an Academic Performance Indicator (API) system that includes weightage for publications, clinical research, patents, and student mentoring.</li> <li>• Link research output with incentives and promotions.</li> </ul> <p><b>Long-Term (2025–30):</b></p> <ul style="list-style-type: none"> <li>• Enhance the API system with digital dashboards and analytics to monitor performance.</li> <li>• Use API scores to reward interdisciplinary and impactful research.</li> </ul>
<b>4. Targeted Research and Collaborative Research</b>	<p><b>Short-Term (2021–25):</b></p> <ul style="list-style-type: none"> <li>• Identify department-wise research thrust areas (e.g., drug safety in Pharmacy, infectious diseases in MBBS, rehabilitation in Physiotherapy).</li> <li>• Facilitate collaborative research with teaching hospitals and pharma industries.</li> </ul> <p><b>Long-Term (2025–30):</b></p> <ul style="list-style-type: none"> <li>• Launch signature research programs targeting national priorities like AMR (Antimicrobial Resistance), AYUSH integration, and telehealth.</li> <li>• Promote international research partnerships in areas such as medical AI and clinical trials.</li> </ul>
<b>5. More Ph.D. and Post-Doctoral Research Scholars</b>	<p><b>Short-Term (2021–25):</b></p> <ul style="list-style-type: none"> <li>• Increase Ph.D. intake in Pharmacy, Nursing, and Allied Health Sciences.</li> <li>• Launch Postgraduate Thesis Excellence Grants to encourage research quality.</li> </ul> <p><b>Long-Term (2025–30):</b></p> <ul style="list-style-type: none"> <li>• Start Postdoctoral Research Fellowships to strengthen institutional research output.</li> <li>• Encourage MD/MS holders to mentor Ph.D. and postdoc scholars in clinical-translational research</li> </ul>
<b>6. More Faculty Members with Ph.D.</b>	<p><b>Short-Term (2021–25):</b></p> <ul style="list-style-type: none"> <li>• Encourage existing faculty to pursue Ph.D. in clinical and biomedical disciplines.</li> <li>• Provide research leave and financial support for doctoral studies.</li> </ul> <p><b>Long-Term (2025–30):</b></p>

	<ul style="list-style-type: none"> <li>• Achieve 80% faculty with Ph.D. qualification across departments.</li> </ul>
<b>7. Faculty Encouragement for Book Publications, Research Publications, and Patents</b>	<p><b>Short-Term (2021–25):</b></p> <ul style="list-style-type: none"> <li>• Develop a policy to encourage publications and patent filings by students, researchers, and faculty.</li> <li>• Provide funding assistance and rewards for quality research outputs.</li> </ul> <p><b>Long-Term (2025–30):</b></p> <ul style="list-style-type: none"> <li>• Set up an IPR Cell to assist with patent drafting, filing, and commercialization.</li> </ul>
<b>8. More Conferences (At Least Two Per Year Per College)</b>	<p><b>Short-Term (2021–25):</b></p> <ul style="list-style-type: none"> <li>• Organize at least two national conferences or seminars per college annually.</li> <li>• Organize at least one international conference at university level particularly for medical college.</li> </ul> <p><b>Long-Term (2025–30):</b></p> <ul style="list-style-type: none"> <li>• Conduct international research summits in collaboration with global partners.</li> <li>• Become a recognized hub for hosting UGC-ICMR-DBT-sponsored medical and health science events.</li> </ul>
<b>9. Student Involvement in Research</b>	<p><b>Short-Term (2021–25):</b></p> <ul style="list-style-type: none"> <li>• Introduce student research clubs, UG research projects, and case study competitions.</li> <li>• Make research methodology and ethics mandatory for all UG/PG programs.</li> </ul> <p><b>Long-Term (2025–30):</b></p> <ul style="list-style-type: none"> <li>• Create Student Research Fellowships for meritorious UG/PG students.</li> <li>• Develop a student-led medical innovation incubator.</li> </ul>
<b>10. Industry and Institutional Collaboration &amp; Consultation</b>	<p><b>Short-Term (2021–25):</b></p> <ul style="list-style-type: none"> <li>• Sign MoUs with clinical labs, pharma companies, and biotech firms for joint research.</li> <li>• Begin industry-sponsored student projects and internships</li> </ul> <p><b>Long-Term (2025–30):</b></p> <ul style="list-style-type: none"> <li>• Host multi-institutional research programs in healthcare technology, pharmacy innovation, and community health.</li> <li>• Leverage consultancy from faculty for industry-funded translational research.</li> </ul>
<b>11. University Incubation Centres</b>	<p><b>Short-Term (2021–25):</b></p> <ul style="list-style-type: none"> <li>• Set up a University Incubation Centre to nurture student start-ups.</li> <li>• Support health-tech innovations like wearable devices, mobile apps, and rural health solutions</li> </ul> <p><b>Long-Term (2025–30):</b></p> <ul style="list-style-type: none"> <li>• Expand to a full-fledged Research and Innovation Park with corporate partnerships.</li> </ul>
<b>12. University Publication Through Its Own Press</b>	<p><b>Short-Term (2021–25):</b></p> <ul style="list-style-type: none"> <li>• Launch an institutional publication unit to publish research journals, magazines, and academic books.</li> </ul>

	<p><b>Long-Term (2025–30):</b></p> <ul style="list-style-type: none"> <li>• Develop a University Press recognized at the national level for academic excellence.</li> </ul>
<b>13. University Publications &amp; Citation Service</b>	<p><b>Short-Term (2021–25):</b></p> <ul style="list-style-type: none"> <li>• Establish a citation and referencing support service for students and researchers.</li> </ul> <p><b>Long-Term (2025–30):</b></p> <ul style="list-style-type: none"> <li>• Create a citation index tracking research contributions of the university globally.</li> </ul>
<b>14. Target Patent Claims for UG and PG Projects</b>	<p><b>Short-Term (2021–25):</b></p> <ul style="list-style-type: none"> <li>• Identify patentable projects at PG and UG levels in Pharmacy, Biotech, and Biomedical Engineering.</li> </ul> <p><b>Long-Term (2025–30):</b></p> <ul style="list-style-type: none"> <li>• Institutionalize IP creation targets in academic deliverables and allocate funds for filing and maintenance.</li> </ul>
<b>15. Faculty Ranking (Annual) System</b>	<p><b>Short-Term (2021–25):</b></p> <ul style="list-style-type: none"> <li>• Develop a Faculty Performance Index based on teaching, research, service, and innovation.</li> </ul> <p><b>Long-Term (2025–30):</b></p> <ul style="list-style-type: none"> <li>• Use rankings to inform incentive systems, awards, and leadership selection.</li> </ul>
<b>16. Chief Technology Officer (CTO) and Research Monetisation</b>	<p><b>Short-Term (2021–25):</b></p> <ul style="list-style-type: none"> <li>• Appoint a Chief Technology Officer (CTO) to oversee technology transfer, licensing, and research monetization.</li> <li>• Set up a Technology Transfer Office (TTO).</li> </ul> <p><b>Long-Term (2025–30):</b></p> <ul style="list-style-type: none"> <li>• Develop a Revenue Sharing Model from licensing and commercialization of university innovations.</li> </ul>
<b>E. HUMAN RESOURCES AND SUPPORTIVE–FACILITATIVE ENABLERS</b>	
<b>HUMAN RESOURCES ENABLERS</b>	
<b>1. Student and Learner Enablers</b>	<p><b>Short-Term (2021–25):</b></p> <ul style="list-style-type: none"> <li>• Implement a holistic admission framework that evaluates not just academic merit but also communication, empathy, and aptitude—key traits for healthcare professionals.</li> <li>• Provide merit-based scholarships, especially for underrepresented students from rural or tribal backgrounds.</li> <li>• Launch academic support programs such as foundation courses, remedial classes, and bridge programs for first-generation learners.</li> </ul> <p><b>Long-Term (2025–30):</b></p> <ul style="list-style-type: none"> <li>• Establish a Student Success Center to coordinate mentoring, counselling, academic advising, and peer support.</li> </ul>

	<ul style="list-style-type: none"> <li>Integrate wellness and resilience training into student orientation and ongoing curricula.</li> </ul>
<b>2. Staff Empowerment Enablers</b>	<p><b>Short-Term (2021–25):</b></p> <ul style="list-style-type: none"> <li>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).</li> <li>Develop a staff induction program with a focus on university values, service excellence, digital literacy, and soft skills.</li> </ul> <p><b>Long-Term (2025–30):</b></p> <ul style="list-style-type: none"> <li>Design clear career progression paths for administrative and support staff through capacity building, certifications, and recognition schemes.</li> <li>Institutionalize continuous professional development for administrative teams.</li> </ul>
<b>3. Faculty and Researcher Enablers</b>	<p><b>Short-Term (2021–25):</b></p> <ul style="list-style-type: none"> <li>Strengthen HR systems, introduce competency-based recruitment, and enhance training.</li> <li>Provide incentives for clinical research, mentoring, and community engagement.</li> <li>Establish transparent recruitment and promotion policies with clearly defined eligibility criteria.</li> </ul> <p><b>Long-Term (2025–30):</b></p> <ul style="list-style-type: none"> <li>Introduce tenure-track pathways and annual performance-based promotions.</li> <li>Offer fellowships for faculty development, postdoctoral research, and teaching innovation.</li> </ul>
<b>4. Cross-Functional Enablers</b>	<p><b>Short-Term (2021–25):</b></p> <ul style="list-style-type: none"> <li>Create a university-wide recognition program to acknowledge excellence in teaching, research, clinical service, and administration.</li> <li>Offer mental health support services through in-house counsellors and partnerships with hospitals.</li> </ul> <p><b>Long-Term (2025–30):</b></p> <ul style="list-style-type: none"> <li>Launch a Leadership Development Program to identify and nurture future institutional leaders from faculty and staff.</li> <li>Facilitate interdisciplinary project teams that cut across departments for innovation and research.</li> </ul>
<b>5. Strategic Funding and Emotional Support Enablers</b>	<p><b>Short-Term (2021–25):</b></p> <ul style="list-style-type: none"> <li>Provide seed funding for early-career faculty to initiate research and community projects.</li> <li>Introduce emotional intelligence workshops and wellness programs for students and employees.</li> </ul> <p><b>Long-Term (2025–30):</b></p>

	<ul style="list-style-type: none"> <li>• Institutionalize internal grant schemes for innovative pedagogical or healthcare projects.</li> <li>• Build a supportive ecosystem for psychological wellbeing, emotional growth, and stress resilience.</li> </ul>
6. <b>Enablers for Pedagogical Innovation</b>	<p><b>Short-Term (2021–25):</b></p> <ul style="list-style-type: none"> <li>• Promote innovative teaching methods (e.g., flipped classroom, problem-based learning, clinical simulations).</li> <li>• Set up a teaching innovation grant for experimentation in pedagogy.</li> <li>• Establish a teaching-learning cell on university level.</li> </ul> <p><b>Long-Term (2025–30):</b></p> <ul style="list-style-type: none"> <li>• Establish a Teaching-Learning Excellence Center equipped with a recording studio, AR/VR tools, and LMS design labs.</li> <li>• Encourage blended and personalized learning pathways with support for faculty content creation.</li> </ul>
<b>SUPPORTIVE-FACILITATIVE ENABLERS</b>	
1. <b>Accessibility / Proximity</b>	<p><b>Short-Term (2021–25):</b></p> <ul style="list-style-type: none"> <li>• Establish a culture of open-door leadership; ensure regular interaction of students with Deans, Directors, and HODs.</li> </ul> <p><b>Long-Term (2025–30):</b></p> <ul style="list-style-type: none"> <li>• Create a decentralized mentorship structure for proactive student and staff engagement.</li> <li>• Schedule periodic "Principals" sessions.</li> <li>• Institutionalize Student Leadership Councils for participatory decision-making.</li> </ul>
2. <b>Rich Communication</b>	<p><b>Short-Term (2021–25):</b></p> <ul style="list-style-type: none"> <li>• Launch real-time communication platforms such as ERP, WhatsApp groups, MS Teams.</li> <li>• Create communication SOPs for all academic and hospital units.</li> </ul> <p><b>Long-Term (2025–30):</b></p> <ul style="list-style-type: none"> <li>• Implement an integrated University Communication Dashboard with feedback loops and multilingual interface.</li> <li>• Train all stakeholders in effective communication and digital etiquette.</li> </ul>
3. <b>Role Model</b>	<p><b>Short-Term (2021–25):</b></p> <ul style="list-style-type: none"> <li>• Identify and promote model faculty and clinical mentors as champions of values and academic excellence.</li> <li>• Organize institutional award schemes for "Role Model of the Year" across categories.</li> </ul> <p><b>Long-Term (2025–30):</b></p> <ul style="list-style-type: none"> <li>• Integrate value-based leadership development modules into FDPs and management programs.</li> <li>• Build a Leadership Hall of Fame to archive achievements of exemplary faculty/staff.</li> </ul>

<p><b>4. Institutional Values (Core Values)</b></p>	<p><b>Short-Term (2021–25):</b></p> <ul style="list-style-type: none"> <li>• Define and display core values across campus: Empathy, Ethics, Excellence, Innovation, Accountability.</li> <li>• Introduce value-based assignments and induction sessions for all students.</li> </ul> <p><b>Long-Term (2025–30):</b></p> <ul style="list-style-type: none"> <li>• Develop a Values Integration Framework in curriculum, assessments, and co-curricular activities.</li> <li>• Conduct bi-annual value audits to measure behavioural alignment.</li> </ul>
<p><b>5. Vision</b></p>	<p><b>Short-Term (2021–25):</b></p> <ul style="list-style-type: none"> <li>• Widely disseminate the university's vision and mission.</li> <li>• Align departmental goals and action plans to this vision.</li> </ul> <p><b>Long-Term (2025–30):</b></p> <ul style="list-style-type: none"> <li>• Periodically review and revise the vision to reflect evolving goals, innovations, and societal needs.</li> <li>• Embed the vision into strategic KPIs and institutional rankings.</li> </ul>
<p><b>6. Trust Among Stakeholders and Outsiders</b></p>	<p><b>Short-Term (2021–25):</b></p> <ul style="list-style-type: none"> <li>• Build trust through transparency in admission, exam, and placement procedures.</li> <li>• Conduct satisfaction surveys among students, parents, and patients.</li> </ul> <p><b>Long-Term (2025–30):</b></p> <ul style="list-style-type: none"> <li>• Establish a Stakeholder Advisory Forum to engage external and internal communities.</li> <li>• Develop long-standing partnerships with local government, NGOs, and alumni for social initiatives.</li> </ul>
<p><b>7. Alternative Strategy &amp; Support Network</b></p>	<p><b>Short-Term (2021–25):</b></p> <ul style="list-style-type: none"> <li>• Prepare academic contingency plans for pandemics, strikes, or emergencies.</li> <li>• Develop a faculty substitution and resource redundancy plan.</li> </ul> <p><b>Long-Term (2025–30):</b></p> <ul style="list-style-type: none"> <li>• Implement a Business Continuity Plan for all academic and administrative functions.</li> <li>• Build an Emergency Response Taskforce for crisis management.</li> </ul>
<p><b>8. Goal Setting in Every Student</b></p>	<p><b>Short-Term (2021–25):</b></p> <ul style="list-style-type: none"> <li>• Start mentor-guided Student Goal Books for academic and career aspirations.</li> <li>• Provide workshops on career mapping, specialty choices, and postgraduate pathways.</li> </ul> <p><b>Long-Term (2025–30):</b></p> <ul style="list-style-type: none"> <li>• Integrate goal tracking systems with ERP dashboards and personalized learning plans.</li> </ul>

	<ul style="list-style-type: none"> <li>• Develop a Career Development and Advancement Center with diagnostics and career coaching.</li> </ul>
<b>9. Safety &amp; Security</b>	<p><b>Short-Term (2021–25):</b></p> <ul style="list-style-type: none"> <li>• Ensure 24/7 campus security with CCTV, biometric entry, and anti-ragging surveillance.</li> <li>• Create a Gender Sensitization Cell and Internal Complaints Committee (ICC).</li> </ul> <p><b>Long-Term (2025–30):</b></p> <ul style="list-style-type: none"> <li>• Upgrade to a smart security system with AI surveillance and digital alert mechanisms.</li> <li>• Achieve zero-incident benchmarks through continuous safety audits and drills.</li> </ul>
<b>10. Search for Proximity (Local Friends, Food, Culture)</b>	<p><b>Short-Term (2021–25):</b></p> <ul style="list-style-type: none"> <li>• Host local food fests, cultural celebrations, and language clubs to create belonging.</li> <li>• Assign peer mentors from similar backgrounds.</li> </ul> <p><b>Long-Term (2025–30):</b></p> <ul style="list-style-type: none"> <li>• Set up a Center for Regional Diversity and Integration to support inclusion efforts.</li> <li>• Offer custom orientation and psychological support for outstation students.</li> </ul>
<b>11. Legacy of the System – Programs and Rituals</b>	<p><b>Short-Term (2021–25):</b></p> <ul style="list-style-type: none"> <li>• Celebrate batch identities, department rituals, and symbolic events.</li> </ul> <p><b>Long-Term (2025–30):</b></p> <ul style="list-style-type: none"> <li>• Create a "Legacy Book" for each graduating batch documenting their journey and contributions.</li> <li>• Sustain legacy through alumni mentorship and annual legacy projects.</li> </ul>
<b>12. Legacy of the System – Alma Mater Bond</b>	<p><b>Short-Term (2021–25):</b></p> <ul style="list-style-type: none"> <li>• Encourage faculty-student bonding through mentorship and legacy-building events.</li> <li>• Promote pride in institutional identity via merchandise, storytelling, and alumni stories.</li> </ul> <p><b>Long-Term (2025–30):</b></p> <ul style="list-style-type: none"> <li>• Develop alumni loyalty programs and identity-based scholarships.</li> <li>• Launch the "I AM STU" Campaign to cultivate lifelong belonging.</li> </ul>
<b>13. Openness in Terms of Information</b>	<p><b>Short-Term (2021–25):</b></p> <ul style="list-style-type: none"> <li>• Publish all academic, financial, and administrative policies online.</li> <li>• Make student handbooks, faculty profiles, and academic calendars accessible.</li> </ul> <p><b>Long-Term (2025–30):</b></p>

	<ul style="list-style-type: none"> <li>• Implement a Digital Transparency Portal with dashboards for grievance, feedback, academic tracking.</li> <li>• Adopt Right to Information (RTI)-ready practices for all departments.</li> </ul>
<b>14. Ability of the Institution to Deliver on Promises</b>	<p><b>Short-Term (2021–25):</b></p> <ul style="list-style-type: none"> <li>• Build institutional credibility by delivering services (classes, exams, results, clinical rotations) on time.</li> <li>• Track promise-delivery through student satisfaction indices.</li> </ul> <p><b>Long-Term (2025–30):</b></p> <ul style="list-style-type: none"> <li>• Create a university ombudsperson to oversee resolution of unfulfilled commitments.</li> </ul>
<b>15. Accountability Measures</b>	<p><b>Short-Term (2021–25):</b></p> <ul style="list-style-type: none"> <li>• Introduce performance-based appraisals, goal reviews, and reporting templates for all roles.</li> <li>• Define clear responsibilities with SOPs for each department/unit.</li> </ul> <p><b>Long-Term (2025–30):</b></p> <ul style="list-style-type: none"> <li>• Launch a university-wide Performance Management System integrated with ERP.</li> <li>• Reward top performers and enforce corrective actions for consistent underperformance.</li> </ul>
<b>16. Mental Health</b>	<p><b>Short-Term (2021–25):</b></p> <ul style="list-style-type: none"> <li>• Provide on-campus counsellors, wellness workshops, peer support programs.</li> <li>• Normalize mental health through faculty-led wellness discussions and stress coping modules.</li> </ul> <p><b>Long-Term (2025–30):</b></p> <ul style="list-style-type: none"> <li>• Develop a Comprehensive Mental Health &amp; Well-being Policy.</li> <li>• Establish a Student Well-being and Resilience Center offering therapy, coaching, and mindfulness services.</li> </ul>
<b>F. NETWORKING AND COLLABORATIONS ENABLERS</b>	
<b>1. Strategic Collaborations</b>	<p><b>Short-Term (2021–25):</b></p> <ul style="list-style-type: none"> <li>• Expand the number and scope of existing MoUs; add international partners.</li> <li>• Activate the Alumni Cell to build a database and initiate alumni lectures, mentoring, and internship opportunities.</li> <li>• Partner with regional industries and public health agencies for field-based collaborative projects.</li> </ul> <p><b>Long-Term (2025–30):</b></p> <ul style="list-style-type: none"> <li>• Establish long-term institutional alliances with national and international universities for student exchange, joint research, and dual-degree programs.</li> <li>• Develop a University-Industry Partnership cell to continuously evaluate, expand, and optimize collaboration strategies.</li> </ul>

<p><b>2. Academic and Research Excellence</b></p>	<p><b>Short-Term (2021–25):</b></p> <ul style="list-style-type: none"> <li>• Initiate faculty exchange programs with universities and hospitals of repute.</li> <li>• Launch collaborative research projects in areas such as clinical trials, drug discovery, and community health.</li> <li>• Share infrastructure and digital databases with partnering institutions through formal agreements.</li> </ul> <p><b>Long-Term (2025–30):</b></p> <ul style="list-style-type: none"> <li>• Lead multicentre research consortia in high-priority areas like antimicrobial resistance, maternal and child health, or pharmacovigilance.</li> <li>• Participate in international academic consortiums focused on healthcare innovation, education technology, and public health systems.</li> </ul>
<p><b>3. Practical Exposure and Experience</b></p>	<p><b>Short-Term (2021–25):</b></p> <ul style="list-style-type: none"> <li>• Formalize partnerships for clinical clerkships, hospital internships, pharmacy practice labs, and nursing simulation centres.</li> <li>• Introduce 'Earn While You Learn' models through campus-based clinical support roles and pharmacy internships.</li> </ul> <p><b>Long-Term (2025–30):</b></p> <ul style="list-style-type: none"> <li>• Expand experiential learning through jointly managed centres of practice excellence, such as skill labs, rural outreach clinics, and industrial training centres.</li> <li>• Launch integrated internship-cum-research modules with industry and hospitals.</li> </ul>
<p><b>4. Community Engagement and Service</b></p>	<p><b>Short-Term (2021–25):</b></p> <ul style="list-style-type: none"> <li>• Collaborate with NGOs, district hospitals, and panchayat bodies for organizing health awareness camps, blood donation drives, and vaccination campaigns.</li> <li>• Participate in national initiatives like Unnat Bharat Abhiyan and "Fit India" movement through structured student-community outreach.</li> </ul> <p><b>Long-Term (2025–30):</b></p> <ul style="list-style-type: none"> <li>• Establish a Centre for Community Medicine and Social Responsibility to coordinate long-term community-based research and service-learning.</li> <li>• Build strategic alliances with public health missions and international development agencies.</li> </ul>
<p><b>5. Professional Development and Employment</b></p>	<p><b>Short-Term (2021–25):</b></p> <ul style="list-style-type: none"> <li>• Strengthen the Placement and Career Services Cell with connections to hospitals, healthcare firms, diagnostics chains, and pharma marketing agencies.</li> <li>• Invite industry professionals and alumni for mock interviews, CV building workshops, and career talks.</li> </ul> <p><b>Long-Term (2025–30):</b></p>

	<ul style="list-style-type: none"> <li>• Develop University-Industry-Academia Placement Networks to ensure 100% clinical and corporate placement support.</li> <li>• Promote faculty-industry consultancy in clinical audit, hospital SOP formulation, pharmacovigilance, etc., to enhance faculty industry exposure.</li> </ul>
<b>6. Quality and Credibility</b>	<p><b>Short-Term (2021–25):</b></p> <ul style="list-style-type: none"> <li>• Pursue NABL/NABH collaboration for affiliated hospitals and diagnostic units.</li> <li>• Initiate processes to align institutional practices with NAAC, NIRF and ISO standards.</li> </ul> <p><b>Long-Term (2025–30):</b></p> <ul style="list-style-type: none"> <li>• Achieve accreditation from international bodies such as enable global mobility of students.</li> </ul>
<b>7. Innovation and Entrepreneurship</b>	<p><b>Short-Term (2021–25):</b></p> <ul style="list-style-type: none"> <li>• Establish an Institution Innovation Council (IIC) in compliance with MIC-AICTE norms.</li> <li>• Encourage students and faculty to participate in national innovation competitions, hackathons, and biomedical challenges.</li> </ul> <p><b>Long-Term (2025–30):</b></p> <ul style="list-style-type: none"> <li>• Launch a Medical and Healthcare Incubation Centre to support start-up ideas in diagnostics, mobile health, health tech, and community medicine.</li> <li>• Collaborate with funding agencies, angel investors, and corporate CSR divisions to provide seed funding and incubation support.</li> </ul>
<b>G. PHYSICAL ENABLERS</b>	
<b>1. Smart Campus Infrastructure</b>	<p><b>Short-Term (2021–25):</b></p> <ul style="list-style-type: none"> <li>• Upgrade, expand, digitize, modernize existing infrastructure to meet future needs.</li> <li>• Provide Wi-Fi connectivity across academic and hostel areas.</li> <li>• Implement RFID-based attendance and library access.</li> </ul> <p><b>Long-Term (2025–30):</b></p> <ul style="list-style-type: none"> <li>• Integrate IoT-enabled campus management (lighting, energy use, asset tracking).</li> <li>• Adopt AI-driven campus analytics dashboard for academic, administrative, and research decision-making.</li> </ul>
<b>2. Green and Sustainable Buildings</b>	<p><b>Short-Term (2021–25):</b></p> <ul style="list-style-type: none"> <li>• Begin construction using eco-friendly materials for new academic and hostel blocks.</li> <li>• Install solar rooftops, rainwater harvesting units, and solid waste segregation bins.</li> </ul> <p><b>Long-Term (2025–30):</b></p> <ul style="list-style-type: none"> <li>• Achieve certification as a Green Campus with net-zero emission targets.</li> <li>• Introduce campus-wide energy and water efficiency audits annually.</li> </ul>

	<ul style="list-style-type: none"> <li>• Work on the university level to achieve SDG levels.</li> </ul>
<b>3. Infrastructure to Commute</b>	<p><b>Short-Term (2021–25):</b></p> <ul style="list-style-type: none"> <li>• Ensure universal accessibility with ramps, tactile signage, lifts, and designated PwD routes.</li> <li>• Create shaded walkways, and battery-operated vehicles.</li> </ul> <p><b>Long-Term (2025–30):</b></p> <ul style="list-style-type: none"> <li>• Implement an integrated green mobility system using e-buses, smart parking, and EV charging infrastructure.</li> <li>• Promote public transport partnerships for daily commuting.</li> </ul>
<b>4. Administrative Block (Admission &amp; Counselling Areas)</b>	<p><b>Short-Term (2021–25):</b></p> <ul style="list-style-type: none"> <li>• Centralize student-facing services in a Student Service Block for admission, finance, scholarship, and counselling.</li> <li>• Digitize all student-facing transactions and academic services.</li> </ul> <p><b>Long-Term (2025–30):</b></p> <ul style="list-style-type: none"> <li>• Upgrade to a University One-Stop Centre integrating examination, digital ID, grievance redressal, and alumni services.</li> </ul>
<b>5. Library/Digital Resource Center</b>	<p><b>Short-Term (2021–25):</b></p> <ul style="list-style-type: none"> <li>• Establish a centralized library/departmental libraries with reading halls, journal access, and digital resource labs.</li> <li>• Subscribe to e-journal databases (PubMed, Clinical Key, INFLIBNET, Shodhganga).</li> </ul> <p><b>Long-Term (2025–30):</b></p> <ul style="list-style-type: none"> <li>• Set up a fully digital research library with AI-based recommendation engines, VR-based content access, and 24/7 online support.</li> </ul>
<b>6. Lecture Complex and Classrooms</b>	<p><b>Short-Term (2021–25):</b></p> <ul style="list-style-type: none"> <li>• Construct large lecture halls with AV facilities for MBBS, Nursing, and Pharmacy programs.</li> <li>• Equip all classrooms with audio systems, digital screens, and hybrid teaching tools.</li> </ul> <p><b>Long-Term (2025–30):</b></p> <ul style="list-style-type: none"> <li>• Convert lecture blocks into multimodal interactive learning zones, including motion-sensor-based AV control and cloud board connectivity.</li> </ul>
<b>7. Tutorial Rooms</b>	<p><b>Short-Term (2021–25):</b></p> <ul style="list-style-type: none"> <li>• Provide dedicated small group discussion rooms for case-based and clinical reasoning sessions.</li> </ul> <p><b>Long-Term (2025–30):</b></p> <ul style="list-style-type: none"> <li>• Integrate smart tutorial pods with AR-based patient case simulations.</li> </ul>
<b>8. Examination Branch</b>	<p><b>Short-Term (2021–25):</b></p> <ul style="list-style-type: none"> <li>• Set up a digitally secured Examination Cell with confidential strong room.</li> <li>• Begin automation of paper setting, evaluation, and result declaration.</li> </ul>

	<p><b>Long-Term (2025–30):</b></p> <ul style="list-style-type: none"> <li>• Implement end-to-end e-assessment infrastructure, including digital marking and AI proctoring.</li> </ul>
9. Facilities for Faculty and Staff	<p><b>Short-Term (2021–25):</b></p> <ul style="list-style-type: none"> <li>• All permanent faculty to have designated cubicles/chambers with internet and printing access.</li> <li>• Basic residential staff quarters to be built near the academic block.</li> </ul> <p><b>Long-Term (2025–30):</b></p> <ul style="list-style-type: none"> <li>• Construct faculty housing complexes with community facilities.</li> <li>• Establish dedicated Faculty Lounges, Conference Rooms, and Innovation Zones in each department.</li> </ul>
10. Meeting Rooms / Office Rooms	<p><b>Short-Term (2021–25):</b></p> <ul style="list-style-type: none"> <li>• Set up board rooms with conferencing tools in each department.</li> <li>• Furnish staff offices with ergonomic seating and desktop systems.</li> </ul> <p><b>Long-Term (2025–30):</b></p> <ul style="list-style-type: none"> <li>• Create virtual-meeting-enabled smart boardrooms across all schools.</li> </ul>
11. Laboratories and Research Centres	<p><b>Short-Term (2021–25):</b></p> <ul style="list-style-type: none"> <li>• Develop state-of-the-art wet and dry labs in Anatomy, Pathology, Pharmacology, Biochemistry, etc.</li> <li>• Build dedicated Nursing Skill Labs, Simulation Rooms, and Pharmacy R&amp;D labs.</li> </ul> <p><b>Long-Term (2025–30):</b></p> <ul style="list-style-type: none"> <li>• Establish interdisciplinary research centres and advanced analytical instrumentation facilities for biotech, molecular medicine, and public health.</li> </ul>
12. Computer Centre / Multimedia Studios	<p><b>Short-Term (2021–25):</b></p> <ul style="list-style-type: none"> <li>• Create centralized Computer Lab with minimum 1:6 student-computer ratio.</li> <li>• Start basic media lab for recording online lectures and creating digital content.</li> </ul> <p><b>Long-Term (2025–30):</b></p> <ul style="list-style-type: none"> <li>• Develop Multimedia Studios for AR/VR content creation, telemedicine training, and medical video editing.</li> </ul>
13. Cafeteria / Dining / Mess Facility	<p><b>Short-Term (2021–25):</b></p> <ul style="list-style-type: none"> <li>• Provide nutritionally balanced food services across student and faculty messes.</li> <li>• Implement biometric entry, digital menu display, and hygiene monitoring.</li> </ul> <p><b>Long-Term (2025–30):</b></p> <ul style="list-style-type: none"> <li>• Set up centralized multi-cuisine food courts, dietitian-supported menus, and smart cafeteria systems.</li> </ul>
14. Games and Sports Facility	<p><b>Short-Term (2021–25):</b></p> <ul style="list-style-type: none"> <li>• Provide minimum one ground each for football/cricket, volleyball, and badminton, and gymnasium.</li> </ul>

	<ul style="list-style-type: none"> <li>Conduct annual university sports meet.</li> </ul> <p><b>Long-Term (2025–30):</b></p> <ul style="list-style-type: none"> <li>Construct a multi-sport indoor stadium athletics track, and sports science lab.</li> </ul>
<b>15. Auditorium and Conference Rooms</b>	<p><b>Short-Term (2021–25):</b></p> <ul style="list-style-type: none"> <li>Build auditorium (500+ capacity) and multiple seminar halls (100–150) in each academic block.</li> </ul> <p><b>Long-Term (2025–30):</b></p> <ul style="list-style-type: none"> <li>Establish an International Convention Centre for global summits, CMEs, and medical congresses.</li> </ul>
<b>16. Hostels</b>	<p><b>Short-Term (2021–25):</b></p> <ul style="list-style-type: none"> <li>Provide secure, hygienic hostel accommodation for at least 60% of students.</li> <li>Upgrade to smart AI-based campus security systems.</li> </ul> <p><b>Long-Term (2025–30):</b></p> <ul style="list-style-type: none"> <li>Develop international standard hostel infrastructure including in-house academic support, gym, and entertainment zones.</li> </ul>
<b>17. Parking</b>	<p><b>Short-Term (2021–25):</b></p> <ul style="list-style-type: none"> <li>Provide segregated parking for students, faculty, hospital visitors, and emergency services.</li> </ul> <p><b>Long-Term (2025–30):</b></p> <ul style="list-style-type: none"> <li>Construct multi-level smart parking complexes with RFID access and surveillance.</li> </ul>
<b>18. Exhibition Hall</b>	<p><b>Short-Term (2021–25):</b></p> <ul style="list-style-type: none"> <li>Allocate space for annual exhibitions, health expos, and skill demonstrations.</li> </ul> <p><b>Long-Term (2025–30):</b></p> <ul style="list-style-type: none"> <li>Build a University Innovation Gallery showcasing research prototypes, student start-ups, and historical archives</li> </ul>
<b>19. Guest Accommodation</b>	<p><b>Short-Term (2021–25):</b></p> <ul style="list-style-type: none"> <li>Develop well-furnished guest houses for visiting faculty, inspectors, and conference attendees.</li> </ul> <p><b>Long-Term (2025–30):</b></p> <ul style="list-style-type: none"> <li>Upgrade to Star-hotel equivalent guest facility for national and international academic collaborators.</li> </ul>
<b>20. Commercial Shops / Centres</b>	<p><b>Short-Term (2021–25):</b></p> <ul style="list-style-type: none"> <li>Permit essential commercial services—bookstores, stationery, salon, groceries—within campus.</li> <li>Set up a university shopping complex with banking, courier, and e-commerce pickup facilities.</li> </ul>
<b>21. Health and Well-being</b>	<p><b>Long-Term (2025–30):</b></p> <ul style="list-style-type: none"> <li>Operate an in-house University Clinic with MBBS doctors and ambulance support.</li> </ul>

	<ul style="list-style-type: none"> <li>Expand to a multispecialty teaching hospital serving both academic and community needs.</li> </ul>
<b>22. Student Recreation Facilities</b>	<p><b>Long-Term (2025–30):</b></p> <ul style="list-style-type: none"> <li>Provide indoor recreational facilities such as music room, reading lounges, and cultural stage.</li> <li>Build a dedicated Student Activity Centre with AV theatre, art room, and mindfulness space.</li> </ul>
<b>23. International Student Centres</b>	<p><b>Short-Term (2021–25):</b></p> <ul style="list-style-type: none"> <li>Provide dedicated assistance desk for foreign students (if applicable) covering admissions, visas, and cultural support.</li> </ul> <p><b>Long-Term (2025–30):</b></p> <ul style="list-style-type: none"> <li>Establish a full-fledged International Student Support Wing with common rooms, global lounge, and language labs.</li> </ul>
<b>24. Incubation Centre and Research Park</b>	<p><b>Short-Term (2021–25):</b></p> <ul style="list-style-type: none"> <li>Identify space and mentors for early-stage health-tech incubator.</li> </ul> <p><b>Long-Term (2025–30):</b></p> <ul style="list-style-type: none"> <li>Build a University Research &amp; Innovation Park with co-working space, labs, and IP/legal facilitation.</li> </ul>
<b>25. Botanical Park / Garden</b>	<p><b>Short-Term (2021–25):</b></p> <ul style="list-style-type: none"> <li>Maintain a medicinal garden and green belt on campus for academic and aesthetic value.</li> </ul> <p><b>Long-Term (2025–30):</b></p> <ul style="list-style-type: none"> <li>Establish a documented botanical park for herbal research, biodiversity education, and sustainability campaigns.</li> </ul>
<b>26. Vocational Education, Training &amp; Skilling Infrastructure</b>	<p><b>Short-Term (2021–25):</b></p> <ul style="list-style-type: none"> <li>Provide skill training labs for paramedical and nursing education with practice-based learning.</li> </ul> <p><b>Long-Term (2025–30):</b></p> <ul style="list-style-type: none"> <li>Launch a Centre for Healthcare Skilling and Simulation, aligned with NSDC and WHO-SET guidelines.</li> </ul>
<b>H. DIGITAL ENABLERS</b>	
<b>1. Internet Usage</b>	<p><b>Short-Term (2021–25):</b></p> <ul style="list-style-type: none"> <li>Upgrade bandwidth to 1 Gbps and ensure full digital coverage.</li> <li>Ensure LAN and Wi-Fi access in hospital units, hostels, and classrooms.</li> <li>Implement firewall protection, traffic monitoring, and bandwidth control.</li> </ul> <p><b>Long-Term (2025–30):</b></p> <ul style="list-style-type: none"> <li>Upgrade to a fibre-optic 1 Gbps network with 5G-readiness.</li> <li>Provide dedicated bandwidth to research centres and telemedicine units.</li> <li>Enable VPN and remote access for researchers and faculty</li> </ul>
<b>2. Website</b>	<p><b>Short-Term (2021–25):</b></p> <ul style="list-style-type: none"> <li>Maintain a responsive, multilingual website with dynamic content.</li> </ul>

	<ul style="list-style-type: none"> <li>• Include academic calendars, program info, hospital schedules, and notices.</li> <li>• Enable document downloads, admission registration, and grievance portal.</li> <li>• Integrate AI chatbot, student login dashboards, and real-time announcements.</li> <li>• Host live streaming for public lectures and admission counselling sessions.</li> </ul>
<b>3. Online Messaging and Stakeholders' Groups</b>	<p><b>Long-Term (2025–30):</b></p> <ul style="list-style-type: none"> <li>• Create WhatsApp/Telegram groups, MS Teams channels for departments.</li> <li>• Integrate bulk SMS and push notifications in ERP for updates.</li> <li>• Develop a unified communication platform with segmented groups (students, faculty, parents).</li> <li>• Include embedded polling, survey tools, and internal forums.</li> </ul>
<b>4. Online Blogs &amp; sites for every course</b>	<p><b>Short-Term (2021–25):</b></p> <ul style="list-style-type: none"> <li>• Develop blog or LMS pages for each course to post reading materials, session plans.</li> <li>• Use it for reflective learning, student journals, and Q&amp;A sessions.</li> </ul> <p><b>Long-Term (2025–30):</b></p> <ul style="list-style-type: none"> <li>• Maintain interactive forums with peer-to-peer discussions, feedback boards, and e-portfolios.</li> </ul>
<b>5. Wi-Fi Campus</b>	<p><b>Short-Term (2021–25):</b></p> <ul style="list-style-type: none"> <li>• Enable Wi-Fi in lecture halls, hostels, OPDs, labs, and libraries.</li> <li>• Establish role-based access with bandwidth control.</li> </ul> <p><b>Long-Term (2025–30):</b></p> <ul style="list-style-type: none"> <li>• Expand to 100% coverage including green zones, cafeterias, and outdoor study areas.</li> <li>• Enable automatic roaming and location-based services.</li> </ul>
<b>6. Online Study material</b>	<p><b>Short-Term (2021–25):</b></p> <ul style="list-style-type: none"> <li>• Upload lecture notes, SOPs, previous year papers, and PPTs.</li> <li>• Share audio-visuals and explainers for key clinical skills and lab techniques.</li> </ul> <p><b>Long-Term (2025–30):</b></p> <ul style="list-style-type: none"> <li>• Curate structured digital modules aligned with curriculum, updated annually.</li> <li>• Offer downloadable apps for offline learning.</li> </ul>
<b>7. Digital Library</b>	<p><b>Short-Term (2021–25):</b></p> <ul style="list-style-type: none"> <li>• Upgrade digital library ecosystem; add AI tools, VR resources, global archives.</li> <li>• Provide remote login for off-campus access.</li> <li>• Conduct orientation sessions for students and faculty.</li> </ul> <p><b>Long-Term (2025–30):</b></p> <ul style="list-style-type: none"> <li>• Create institutional digital repositories for theses, case reports, and simulations.</li> <li>• Integrate AI search engines for intelligent query resolution.</li> </ul>
<b>8. Digital Publication</b>	<p><b>Short-Term (2021–25):</b></p>

	<ul style="list-style-type: none"> <li>• Publish e-newsletters and digital magazines on health awareness, student research.</li> <li>• Include student achievements, paper presentations, and CME reports.</li> </ul> <p><b>Long-Term (2025–30):</b></p> <ul style="list-style-type: none"> <li>• Launch open-access, peer-reviewed institutional journals for medicine, nursing, pharma, etc.</li> <li>• Index in DOAJ, Cross Ref, and UGC-CARE.</li> </ul>
<b>9. Paperless Office</b>	<p><b>Short-Term (2021–25):</b></p> <ul style="list-style-type: none"> <li>• Expand and integrate ERP into a comprehensive digital governance platform.</li> <li>• Digitize service books, salary slips, and leave applications.</li> </ul> <p><b>Long-Term (2025–30):</b></p> <ul style="list-style-type: none"> <li>• Enable document workflow automation, API-based government integration (Digi Locker, NAD).</li> <li>• Eliminate paper usage across offices.</li> </ul>
<b>10. Paperless Exams</b>	<p><b>Short-Term (2021–25):</b></p> <ul style="list-style-type: none"> <li>• Pilot digital assessments for MCQs, case scenarios, internal quizzes.</li> <li>• Enable digital evaluation of assignments and reports.</li> </ul> <p><b>Long-Term (2025–30):</b></p> <ul style="list-style-type: none"> <li>• Fully implement e-exam systems for formative and summative evaluations.</li> <li>• Use AI for question generation, plagiarism, and bias detection.</li> </ul>
<b>11. Online Evaluation</b>	<p><b>Short-Term (2021–25):</b></p> <ul style="list-style-type: none"> <li>• Use ERP-integrated evaluation tools for scoring, feedback, and attendance.</li> <li>• Provide instant feedback to students via LMS.</li> </ul> <p><b>Long-Term (2025–30):</b></p> <ul style="list-style-type: none"> <li>• Enable OBE-based analytics dashboards and adaptive assessments based on learning paths.</li> </ul>
<b>12. Website-Based Result Announcement</b>	<p><b>Short-Term (2021–25):</b></p> <ul style="list-style-type: none"> <li>• Publish results securely using ERP login.</li> <li>• Notify through SMS/email alerts.</li> </ul> <p><b>Long-Term (2025–30):</b></p> <ul style="list-style-type: none"> <li>• Automate transcript generation and result analytics.</li> <li>• Allow digital download of mark sheets.</li> </ul>
<b>13. NAD Marksheet Facility</b>	<p><b>Short-Term (2021–25):</b></p> <ul style="list-style-type: none"> <li>• Register with NAD and upload all past and present marksheets.</li> <li>• Map student data for secure Digi locker delivery.</li> </ul> <p><b>Long-Term (2025–30):</b></p> <ul style="list-style-type: none"> <li>• Integrate real-time transcript issuance on Digi locker and employer verification portal.</li> </ul>
<b>14. Online Admission Test</b>	<p><b>Short-Term (2021–25):</b></p>

	<ul style="list-style-type: none"> <li>• Conduct secure, AI-proctored online entrance tests for PG/Diploma programs.</li> <li>• Use online interview and merit list tools.</li> </ul> <p><b>Long-Term (2025–30):</b></p> <ul style="list-style-type: none"> <li>• Integrate video-based SOP submissions, AI interview panels, and psychometric filters.</li> </ul>
<b>15. Education ERP</b>	<p><b>Short-Term (2021–25):</b></p> <ul style="list-style-type: none"> <li>• Implement modules for student life cycle, finance, hostel, examination, and library.</li> <li>• Offer mobile access to students and staff.</li> </ul> <p><b>Long-Term (2025–30):</b></p> <ul style="list-style-type: none"> <li>• Add research project tracking, alumni, and clinical case submission modules.</li> <li>• Enable integration with biometric attendance and IoT sensors.</li> </ul>
<b>16. Plagiarism Software Facility</b>	<p><b>Short-Term (2021–25):</b></p> <ul style="list-style-type: none"> <li>• Use Turnitin/URKUND/Drill bit for PG thesis, faculty research, and assignments.</li> <li>• Conduct plagiarism awareness workshops.</li> </ul> <p><b>Long-Term (2025–30):</b></p> <ul style="list-style-type: none"> <li>• Link to journal submission portal with integrated similarity check and ethics compliance.</li> </ul>
<b>17. Online Digital Magazine &amp; Student Publication</b>	<p><b>Short-Term (2021–25):</b></p> <ul style="list-style-type: none"> <li>• Host biannual e-magazines featuring departmental reports, blogs, and student creative writing.</li> </ul> <p><b>Long-Term (2025–30):</b></p> <ul style="list-style-type: none"> <li>• Create a student-led editorial board with themed issues and podcast integrations.</li> </ul>
<b>18. Online Placement (Project, Internship, Final)</b>	<p><b>Short-Term (2021–25):</b></p> <ul style="list-style-type: none"> <li>• Enable online application, tracking, and employer evaluation for internships.</li> <li>• Map projects to clinical departments digitally.</li> </ul> <p><b>Long-Term (2025–30):</b></p> <ul style="list-style-type: none"> <li>• Use AI to match students to recruiters, schedule interviews, and offer letters online.</li> </ul>
<b>19. Video Documentation of Each Course &amp; College</b>	<p><b>Short-Term (2021–25):</b></p> <ul style="list-style-type: none"> <li>• Record lectures and upload to LMS for key subjects.</li> <li>• Archive practical sessions and clinical demonstrations.</li> </ul> <p><b>Long-Term (2025–30):</b></p> <ul style="list-style-type: none"> <li>• Develop a course-wise digital library accessible across departments and to alumni.</li> </ul>
<b>20. Video Documentation on Online Platforms</b>	<p><b>Short-Term (2021–25):</b></p>

	<ul style="list-style-type: none"> <li>Share key university events, health talks, and awareness drives on YouTube and social platforms.</li> </ul> <p><b>Long-Term (2025–30):</b></p> <ul style="list-style-type: none"> <li>Launch university-branded digital video channel with CME content, surgery demos, alumni talks.</li> </ul>
<b>21. Social Media-Based Promotions</b>	<p><b>Short-Term (2021–25):</b></p> <ul style="list-style-type: none"> <li>Post updates, results, achievements, and admissions on Facebook, Instagram, Twitter.</li> </ul> <p><b>Long-Term (2025–30):</b></p> <ul style="list-style-type: none"> <li>Run student-generated content campaigns and targeted digital branding initiatives.</li> </ul>
<b>22. Use of ICCT Technologies (AI, BA, CC, DS, MB, OC, VR/AR)</b>	<p><b>Short-Term (2021–25):</b></p> <ul style="list-style-type: none"> <li>Start certificate courses in AI for Healthcare, Cloud &amp; IoT in Pharma, Data Analytics in Public Health.</li> </ul> <p><b>Long-Term (2025–30):</b></p> <ul style="list-style-type: none"> <li>Deploy AI in diagnostics, Blockchain for e-records, AR/VR for anatomy, virtual surgery, and remote clinical training.</li> </ul>
<b>23. Studio for Video Online Classes</b>	<p><b>Short-Term (2021–25):</b></p> <ul style="list-style-type: none"> <li>Develop a recording studio with basic editing tools and green screen setup.</li> </ul> <p><b>Long-Term (2025–30):</b></p> <ul style="list-style-type: none"> <li>Set up a full-fledged digital learning production studio with lighting, scripting, voiceover booth, and post-production.</li> </ul>
<b>24. Video Conference Facility</b>	<p><b>Short-Term (2021–25):</b></p> <ul style="list-style-type: none"> <li>Install Zoom/MS Teams/Google Meet-enabled smart classrooms.</li> </ul> <p><b>Long-Term (2025–30):</b></p> <ul style="list-style-type: none"> <li>Integrate with national/international webinars, WHO/ICMR live events, and telemedicine lectures.</li> </ul>
<b>25. Online Open Publication System</b>	<p><b>Short-Term (2021–25):</b></p> <ul style="list-style-type: none"> <li>Initiate an institutional research repository with faculty/student access.</li> </ul> <p><b>Long-Term (2025–30):</b></p> <ul style="list-style-type: none"> <li>Launch a university publishing platform for open-access books, proceedings, and indexed journals.</li> </ul>