



UNITED UNIVERSITY

INSTITUTIONAL DEVELOPMENT PLAN

2025-2035

Prayagraj, Uttar Pradesh -211012

www.uniteduniversity.edu.in

Message from the Vice Chancellor's Desk

Greetings, and welcome to United University, Prayagraj

It is a privilege and a great opportunity to share our *Institutional Development Plan* (IDP) with all stakeholders.

As one of the younger, progressive, and fast-growing State Private Universities, such an endeavor helps us take strategic measures and actions to support us in the right direction.

United University is working on incorporating the tenets of the National Education Policy (NEP) 2020, and we are sure that the visions of NEP and IDP will synergize to revolutionize higher education across our Nation.

Best Wishes

Dr. A.M. Agrawal
Vice Chancellor

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1. Genesis and Evolution of United University, Prayagraj.

United University (UU) in Prayagraj, Uttar Pradesh was established in 2021 under the Private University Act of 2019 of the State Government of Uttar Pradesh.

The University is administered by the *Shiv Ram Das Gulati Society*, which is registered under the Society Registration Act of 1860.

UU is a private university with a 150-acre campus and state-of-the-art infrastructure. It offers courses in a variety of disciplines, including arts, sciences, commerce, engineering, management, agriculture, mass communication, medicine, pharmacy, nursing, hotel management, fashion design, etc. United University has various Departments which offer undergraduate (UG), postgraduate (PG), and doctoral (Ph.D.) programs leading to degrees, recognized in India and abroad.

United University believes in nurturing talent and skills amongst all those who enter our portal. The UU transforms them into successful/ethical professionals and responsible citizens. We accomplish this objective by way of ensuring excellence in teaching besides providing an efficient research environment together with ample opportunities for outreach to the community.

We thus addressing the tripod of higher educational endeavors i.e. *educational delivery, research and service*. Our commitment is to shape the lives of our learners with academic scholarship, modern pedagogy and appropriate skills to render them good prospects in the workplaces, both locally and globally.

With its moderate intake of merely seven hundred thirty (730) students during the academic session 2021-2022, the University had no looking-back, and at present the total enrolments stand at around four thousand and two hundred fifty (4250) students.

The University has a dedicated team of qualified faculties and the University houses a Department of Student Affairs catering to the academic/ holistic developmental needs of students.

The University has academic association with renowned universities/ institutions within India and overseas.

United University as one of the largest hub of joint campuses in eastern part of Uttar Pradesh (U.P.), enjoys leverage of its strong *Alumni Network* towards facilitating follow-up placements and fostering a sustainable lifelong relation with our *Alumni*.

United University, Prayagraj received **8th rank in the 'Emerging State Private University'** category.

1. a. Highlights of United University

The Departments have *competent and qualified faculty members*. On average majority of faculty members have earned their Ph.D. degrees, and the remaining faculty members are (*Net Qualified*) pursuing their Ph.D.

A strong *Training and Placement Department* with a dedicated and committed team. University has the pride of mentioning its placements over ninety percent (90%) of the eligible students.

The International Affairs Office of the United University has *five (05) Memorandum of Understanding* (MoU) signed with International Universities.

United University has a functional *Incubation Centre* set up in the campus. This center intends to train younger first-generation entrepreneurs besides, for encouraging entrepreneurship amongst faculty and students.

2. Vision, Mission, Core Values, Institutional Strengths, Opportunities and Challenges

2.a Vision of the University

To established a Value based Global University having dynamic learning environment encouraging creativity and innovation, research inspired experimental learning and focusing on topics that are pertinent to the development of the region, the Country and the World.

2.b Mission of the University

- To provide a dynamic, inspiring, and varied learning environment with global exposure.
- To position the University as a premier hub for research and experiential learning.
- To develop into an adaptable university meeting the demands of society and
 - business.
- To incorporate Value thinking, integrity, wisdom and passion in professional for their career and life.

2.c Core Values

In keeping with achieving the Vision and Mission of the University we commit ourselves to the following core values:

- a. Academic Excellence*
- b. Transformative Education*
- c. Accessible to all, Equity and justice*
- d. Focus on Holistic Development of Students*
- e. Encouraging creativity, innovation, and research for societal benefit*
- f. Transparent Policies*
- g. Commitment to Society*

To realize the external and internal factors that would matter in the holistic and sustainable growth of the University, an Institutional analysis was carried out, and relevant inputs/insights were gathered from various stakeholders across the board. The glimpses of inputs/insights are briefly mentioned below:

2.d Institutional Strengths

The brand “United” has emerged strongly since the formation and inception of the United Group of Institutions, and with the emergence of United University in 2021, the brand has further strengthened. The brand United has a diversely vivid spectrum that embodies on one hand hospital to Hospitality Management, and parallels from the world of Science and technology (engineering) to the world of Literature and Applied Management, Further the brand United encompasses a diverse existence of farm management/engineering, to ultra-modern fashion design. The brand United strongly positions itself among patients to parents of students and scholars in the region; among researchers in the academia and institutions of eminence in nearby states/countries.

As regards the tangible strengths of the University the following may be noteworthy:

1. United University is located on a sprawling 150-acre green campus that has modern infrastructural facilities for academics and student support.
2. It has a well-furnished and Digital Library, well-equipped laboratories, and an upgraded computer center with over 1000 high-end computers, and it has implemented ICT-enabled processes for the execution of all its activities.
3. The University has adopted a student-centric and outcome-based education for all its programs.

4. United University has well-qualified and experienced / committed faculty, most of whom are involved in active research, and are contributing to the new knowledge creation, dissemination, and transfer.
5. All courses run by the University have interdisciplinary components in their curriculum.
6. The University has an impressive fleet of vehicles and it provides transport facilities to its students and faculty on a demand basis, connecting all parts of Prayagraj City.
7. The campus also embellishes laudable student support facilities such as a sports ground, health care center, ATM, Hygienic Food Court, and Cafeteria.

2.e. Institutional Opportunities

1. Possibilities of establishing twinning programs with institutions abroad and expanding the University’s aspirations towards internationalization of its higher education delivery and services.
2. Faculty has requisite expertise for applying to different state and central funding agencies for specific research projects towards enhancing extramural funding
3. University has enough potential augment its *institution-industry-interface* besides forming linkages and entering into collaborations with other national / international research institutions for mutual benefit.
4. The University is aptly pitched for widening its horizon to include inter- disciplinary, multi-disciplinary and trans-disciplinary academic and research boundaries.
5. Coordinating with alumni for scholarships, training and developmental support.

2.f. Institutional Challenges

1. Locating and retaining passionate faculty for quality teaching and research.
2. Attract foreign and *beyond the state* meritorious students & faculty.
3. Resource mobilization for research, especially from Government agencies.

The United University has made its plan in two sections for achieving short/medium/long term goals. These are contained in Parts - A & B. Such goals are in sync with the necessary requirements for the growth of the University.

The University has defined the period and indications as under:

Term		Time Line
Short	:	0 to 2 years
Medium	:	3 to 5 years
Long	:	6 to 10 years

PART-A

3. Element 1: Excellence in Governance and Management

Issue 3.1.1	Improved governance via reforms
Issue 3.1.2	Administrative reforms
Issue 3.1.3	Improvements in Infrastructure
Issue 3.1.4	Improvements in HR policies & Management
Issue 3.1.5	Student development and support

Issue 3.1.1: Improved Governance Via Reforms

(Personnel in charge: Hon. Vice Chancellor and Registrar)

Term	Goals
Short	: <ul style="list-style-type: none"> ▪ Assign appropriate designations to administrative staff in accordance with the specific roles and responsibilities allotted to the functionaries.
	<ul style="list-style-type: none"> ▪ Adopt need-based digital technologies for rendering the required processes effectively, timely, reliably and in a user-friendly manner.
	<ul style="list-style-type: none"> ▪ Establish the Board of Management (BOM) / Academic Council (AC) / Board of Studies (BOS) & other Statutory Committees as per the recommendations / guidelines of specific Statutory Regulatory Authorities (SRAs)
Medium	: <ul style="list-style-type: none"> ▪ Establish a customized institutional ERP system for accessing real-time data selectively by different stake-holders.
	<ul style="list-style-type: none"> ▪ Review the functioning of all the committees and bodies and adopt improvements, as and when required.
	<ul style="list-style-type: none"> ▪ Incorporate good practices based on stakeholder feedback.
Long	: <ul style="list-style-type: none"> ▪ Build a congenial workplace environment to the satisfaction of all stakeholders
	<ul style="list-style-type: none"> ▪ Bring out policy documents wherever necessary.
	<ul style="list-style-type: none"> ▪ Engage adjunct mentors from Industry and elite institutions from India and abroad.

Issue 3.1.2: Administrative Reforms

(Personnel in charge: Hon. Vice Chancellor, Registrar, Dean Academics)

Short-term Goals:

- a. Document the academic and administration audit [AA] policy of the University.
- b. Document and notify the procedures and processes for stakeholder usage.

Medium term Goals:

- a. Review the administrative practices for adopting need-based revisions and reforms.
- b. Establish Institutional best practices based on previous experiences.

Long-term Goals:

- a. Establish rule-based and compliant professional practices to seek international visibility and recognition.

Issue 3.1.3: Improvements in Infrastructure

(Personnel in charge: Registrar, Dean - Academics & Director–Administration)

Short-term Goals:

- a. Brainstorm for prioritizing the infrastructure development phase-wise.
- b. Provide adequate infrastructure for both administrative and academic activities as at present.
- c. Conceive and design a Master plan for the University to fill the gap of

development.

Medium term Goals:

- a. Review adequacy of infrastructure based on the student admissions, and newer academic programs.
- b. Build additional administrative infrastructure for the new ventures and administration.
- c. Build adequate infrastructure for the extra-curricular and Co-curricular activities of the Learners

Long-term Goals:

- a. Review the infrastructure needs for futuristic development and plan based on priorities.
- b. Revisit the Master plan and further infrastructure development based on need.

Issue 3.1.4: Improvements in HR Policies and Management

(Personnel in charge: Hon. Vice Chancellor, Registrar & Head – HR)

Short-term Goals:

- a. Design a need analysis for recruitment of administrative staff based on workload (as per norms).
- b. Design a need analysis for recruitment of academic staff based on student strength and subject/domain specializations (as per norms).
- c. Review and update the document of the HR Policy for administrative and support staff.

Medium term Goals:

- a. Plan appropriate welfare measures for the administrative and support staff.
- b. Enhance Student/Faculty engagement “beyond the class-room” activities.

Long term Goals:

- a. Document the Cadre and recruitment rules for Teaching/research staff.
- b. Plan appropriate welfare measures for the academic staff.

Issue 3.1.5: Student Development and Support

(Personnel in charge: Vice Chancellors, Registrar, Dean Academics, Deans/Heads of Various Department, Dean Student Affairs, Head of Placement & Alumni Relations.)

Short-term Goals:

- a. Facilitate access, equity and welfare measures (Scholarships, free ships and such others).
- b. Facilitate commutation, hostels and cafeteria.
- c. Facilitate quality education, training, mentoring and counseling.
- d. Provide adequate healthcare and wellness facilities.
- e. Provide facilities for pre-placement training and placement opportunities through campus recruitment drives.

Medium-term Goals:

- a. Seek student satisfaction through surveys regarding the short term goals as above.
- b. Take appropriate corrective measures to render the above processes more facilitative to learners.
- c. Augment the cultural mix, to promote harmony and a sense of belonging to the institution.
- d. Build a strong Alumni association

Long term Goals:

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

4. Element 2: Enhanced Teaching and Learning

Issue 4.2.1	Issue 4.2.2	Issue 4.2.3	Issue 4.2.4	Issue 4.2.5	Issue 4.2.6
Curriculum Reforms	Innovations in Pedagogy	Faculty Development	Better Student-Faculty ratios	Global standards of Learning Resources	Improved Rankings

Issue 4.2.1: Curriculum Reforms

(Personnel in charge: Hon. Vice Chancellor, Dean – Academics, Deans/Heads of various Department, Heads of Placement, Accreditation, IQAC & Alumni)

Short-term Goals:

- a. Incorporate cross-cutting issues in the Curriculum of UG and PG.
- b. Match the curriculum to the requirements of NEP 2020.
- c. Derive institution-specific programme-wise POs and PSOs.
- d. Derive institution-specific course-wise COs.

Medium-term Goals:

- a. Design Flexible course options to reach out to the aspirations of the new-age learners.
- b. Determine the Institution-specific and Graduate attributes.

Long term Goals:

- a. Conceive and design internationally-competitive curricula for structuring.
- b. United University Twinning Programmes with International Collaborators.

Issue 4.2.2: Innovations in Pedagogy

(Personnel in charge: Hon. Vice Chancellor, Dean - Academics, Deans/Heads of various Departments)

Short-term Goals:

- a. Promote excellence in Teaching-Learning through innovative and ICT-enabled pedagogies.

- b. Drive faculty-led and student-centric Outcome Based Education both for UG and PG.
- c. Design appropriate skill development and vocational courses.

Medium-term Goals: Establish pedagogies and practices for Project Based Learning (PBL) for UG.

- a. Establish pedagogies and practices for Problem-Based Learning (PBL) for PG (especially professional courses).
- b. Encourage Faculty and Students to indulge in Hands-on practical activities through “Living-Labs”.
- c. Establish an audio-visual studio for augmenting the Teaching-Learning Process.

Long-term Goals:

- a. Encourage Faculty to design course-specific online modules for the benefit of learners.
- b. Utilize the “in-house Audio-visual Studio to develop University-specific faculty-led MOOCs.

Issue 4.2.3: Faculty Development

(Personnel in charge: Hon. Vice Chancellor, Dean - Academics, Deans/Heads of various Department, Heads of Academic Audit, IQAC, Human Resources and Training)

Short-term Goals:

- a. Design relevant “in-house” Faculty Development Programs [FDP] based on a need-analysis.
- b. Plan Department-wise training programs for faculty development in Teaching and Research.
- c. Encourage target-based career progression amongst faculty.

Medium-term Goals:

- a. Promote Faculty Career Development endeavors [FCDs] and FDP.

- b. Motivate and develop Leadership amongst Faculty to add value to the Institution.

Long-term Goals:

- a. Offer matured 'in house' FDPs and FCDs to other institutions.
- b. Encourage participation of faculty in Domain-specific and multidisciplinary international FDPs and FCDs.

Issue 4.2.4: Better Student-Faculty Ratios

(Personnel in charge: Deans/Heads of various Department)

Short-term Goals:

- a. Analyze the program-wise Student-Faculty Ratios [SF] over the years, to identify the trends, causes, and effects.
- b. Work out strategies for improving the SF ratios program-wise, department-wise and University-wide.

Medium-term Goals:

- a. Improve demand for programs through active, faculty-led promotional and motivational drives.
- b. Bring out a 'white paper' to improve SF ratios.

Long-term Goals:

- a. Build a strong University Brand to attract admissions to Pan India and from beyond the National borders.
- b. Strategize Faculty Welfare measures to overcome attrition (if any), to promote retention.

Issue 4.2.5: Global standards of Learning Resources

(Personnel in charge: Hon. Vice Chancellor, Deans/Heads of various Department)

Short term Goals:

- a. Have lead resource persons to address the University personnel regarding Global and National Human Development indices and efforts.

- b. Appraise the Faculty and students of the importance of working towards the global standard of Learning.
- c. Establish a Centre for competitive global Learning resources.

Medium-term Goals:

- a. Have external Lead speakers to talk to the faculty regarding Cooperative and Work-integrated Education (CWIE) Programs.
- b. Explicate the Process, Procedures, Outcomes and Assessment (PPOA) model to the Faculty across the University.
- c. Drive the Faculty to appraise themselves with the various quality standards frameworks.

Long-term Goals:

- a. Build an active Alumni Network to share their professional experiences in regard to global standards of learning Resources to be referred and/or acquired.
- b. Establish a Centre for competitive global Learning resources.

Issue 4.2.6: Improved Rankings

(Personnel in charge: Hon. Vice Chancellor, Heads of IQAC, Accreditation & Ranking)

Short-term Goals:

- a. Appraise the University staff regarding various ranking & accreditation instruments.
- b. Conduct Academic and Administrative Audit to realize the Quality status of the University.
- c. Prepare the University for undertaking the NAAC Assessment & Accreditation.

Medium-term Goals:

- a. Improve on the perceptual Rankings hitherto achieved by the University.
- b. Prepare mature departments for assessment by the National Board of Accreditation [NBA].

Long-term Goals:

- a. Seek International Accreditations for eligible programs/departments.
- b. Establish Department Accreditations and Rankings to reach out to other institutions.
- c. Prepare the University for subsequent cycles of NAAC Assessment and Accreditations.

5. Element 3: Technological Advancement

Issue 5.3.1	Issue 5.3.2	Issue 5.3.3	Issue 5.3.4
Facilitate the use of technology in the institute	Evaluation and Examination Reforms by Technology	Advanced LMS and ICT-enabled networks	Become Centre of excellence using technology

Issue 5.3.1: Facilitate the use of Technology in the Institute

(Personnel in charge: Hon. Vice Chancellor, Head- IT, Dean - Academics, Deans/Heads of the various Department, Controller of Examinations)

Short-term Goals:

- a. Acquire need-based educational technologies, phase-wise, to augment the Teaching- learning environment of the University.
- b. Encourage the Faculty and Administrative staff to use newer technologies in their day to day practices.
- c. Acquire appropriate digital tools and technologies for augmenting evaluation procedures.

Medium-term Goals:

- a. Adopt recommendations of the Government of India (GOI) towards Digital India as related to Higher Education.
- b. Appraise the Faculty with modern trends in Education technology.
- c. Adopt the guidelines of National Digital Educational Architecture [NDEAR].

Long-term Goals:

- a. Incorporate Adaptive Learning, Gamification, Augmented Reality and Virtual Reality and Physical Learning.

Issue 5.3.2: Evaluation and Examination Reforms by Technology

(Personnel in charge: Controller of Examination, Head- IT, Dean Academics, Deans/Heads of the Various Departments)

Short-term Goals:

- a. Adopt the newer and recommended models of Internal and External Assessment and evaluation methodologies as recommended by the Uttar Pradesh State Higher Education Council [UPHESC] and respective Statutory Regulatory Authorities.
- b. Work out the credit-based equivalence of extracurricular programs on par with the curricular ones.

Medium-term Goals:

- d. Have experts deliberating on Assurance of Learning [AOL] to the Faculty.
- e. Develop AOL and Attainment Methodologies matrix for all courses and programmes in a phase-wise manner.

Long-term Goals:

- f. Develop a customized Integrated Examination and Evaluation System (IEES) for the University

Issue 5.3.3: Advanced LMS and ICT-enabled Networks

(Personnel in charge: Hon. Vice Chancellor, Controller of Examination, Head- IT, Dean Academics)

Short-term Goals:

- a. Develop acceptable norms and practices for the Examination and Evaluation procedures.

Medium-term Goals:

- a. Seek appropriate feedback from stakeholders to make the Examination and

Evaluation system of the University more robust and rigorous.

Long-term Goal:

Develop appropriate Integrated Examination and Evaluation System [IEES] after trial and testing.

Issue 5.3.4: Become Centre of Excellence using technology

(Personnel in charge: Hon. Vice Chancellor, Head Vice Chancellor, Head – IT) Short-term Goals:

- a. Bring on Board appropriate personnel to handle the University technology wing.
- b. Have experts develop a plan for integrating technology in all processes and practices of the institution.

Medium-term Goals:

- a. Adopt the technologies across the educational and administrative practices.

Long-term Goals:

- Review and reiterate the functioning of the Centre and adopt reforms if needed.

6. Element 4: Outreach and Partnership

Issue 6.4.1: Improvements in both intra- and Inter-Universities Coordination

(Personnel in charge: Dean - Academics, Deans/Heads of the Various Department, Director - International Relations, Dean - Student Affairs).

Short-term Goals:

- a. Build inter-departmental faculty teams across the University for Cooperative and multidisciplinary teaching-learning.
- b. Involve the interdepartmental faculty to participate, in Project-based and Problem-based teaching-learning.
- c. Foster institution-community engagement for extension activities.

Medium-term Goals:

- a. Encourage faculty to develop academic collaborations with other Universities, institutions (including Industries), and National & International and societal agencies.
- b. Explore the possibilities to develop cooperative and collaborative programs with Governmental and Non-governmental agencies.

Long-term Goals:

- a. Develop functional Centres for collaborative ventures (As per department)

Issue 6.4.2: Improved Industry Interface

(Personnel in charge: Vice Chancellors, Dean Academics, Deans/Heads of the Various Departments, Heads of Placement, Incubation Centre, Sponsored Research and Alumni)

Short-term Goals:

- b. Invite industry personnel to be members of the domain related Boars of Studies.
- c. Invite Industry experts as guest/adjunct faculty to bridge the institution industry connect.

Medium-term Goals:

- a. Have functional internships and apprenticeships for students across relevant industries.
- b. Develop internship programs for certificates, diploma and PG diploma in collaboration with relevant industries and other agencies.

Long-term Goals:

- a. Establish and Industry-institution Centre for promoting academic and business ventures.

Issue 6.4.3: Enhanced Community Outreach to make Education Holistic and Practical

(Personnel in charge: Dean Student Affairs & Chief Proctor, NSS & NCC Coordinator)

Short term Goals:

- a. Review the extension activities of the University to identify focus areas.

- b. Strengthen the Community engagement activities across all Department.

Medium term Goals:

- a. Establish a Centre for fostering Community Engagement as per the UGC norms.

Long term Goals:

- a. Bring on board appropriate personnel for strengthening the Centre and making it visible and sustainable

Issue 6.4.4: Promote Branding of the Institute

(Personnel in charge: Hon. Vice Chancellor, Registrar, Head of Marketing and Admissions).

Short-term Goals:

- a. Work out an institutional SWOC for identifying the institutional USP.

Medium-term Goals:

- a. Identify mechanisms and processes for branding the institution on the USP as identified.

Long-term Goals:

- d. Review the Branding and promote it for the internalization of University education

7. Element 5: Research and Skill Development

Issue 7.5.1	Issue 7.5.2	Issue7.5.3
Promotion of research excellence and Innovation both locally and globally.	Enhancement in skills by fostering initiatives that make the University a skill hub.	Improvements in graduates' employability.

Issue 7.5.1: Promotion of research excellence and innovation both locally and globally.

(Personnel in charge: Hon. Vice Chancellor, Dean – Academic & Sponsored Research, Dean - Academics, Deans/Heads of Various Department, Heads of Placement, Incubation and IQAC)

Short term Goals:

- a. Promote a multidisciplinary research culture.
- b. Promote Ph.D. programs in multidisciplinary areas.
- c. The faculty to attain doctoral degrees in new-age domains.

Medium term Goals:

- a. Develop centers of Excellence in multidisciplinary research areas.
- b. Promote innovative and collaborative research activities.

Long term Goals:

- a. Identify spin-off companies for developing products from the research outcomes.
- b. Establish a functional Incubation Centre to promote Entrepreneurship and business acumen amongst students.

Issue 7.5.2: Enhancement in Skills by Fostering Initiatives that make the University a Skill-hub

(Personnel in charge: Hon. Vice Chancellor, Dean Academics, Deans/Heads of Various Departments, Head of Placement, Incubation & Alumni)

Short-term Goals:

- a. Promote skill development in academics and research.
- b. Establish a Skilling Centre to promote the above.

Medium-term Goals:

- a. Explicate the vision and sectorial opportunities under the National Skill Development Council of India [NSDCI].

- b. Look out for mandates of the National Committee for Integration of Vocational Education (NCIVE) and take appropriate action/s.

Long-term Goals:

- a. Have regular skill development Exposes through inter-university ventures.
- b. Seek partnerships with skilling centers across the Nation and abroad.

Issue 7.5.3: Improvements in Graduates' Employability

(Personnel in charge: Hon. Vice Chancellor, Dean - Academics, Deans/Heads of Various Department, Heads of Placement, Incubation and Alumni)

Short-term Goals:

- a. Strengthen the Pre-placement training programmes and Placement Centre of the University.
- b. Squeeze the curriculum of relevant programs phase-wise, to render them directed towards enhancing employability.
- c. Review the employability enhancement components of existing programs.
- d. Motivate the students to improve their communication skills to perform better in interviews and competitive forums.
- e. Encourage students and faculty to participate in competitive quizzes.

Medium-term Goals:

- Appraise the students to popular and value-adding media programs to enhance their thinking in terms of improving their General Knowledge [GK] and Current affairs in the business world and economics (e.g. Tata Crucible and TEDEX).
 - a. Encourage students and faculty to undertake socio-economically-relevant ventures.
 - b. Design and implement industry-specific courses to enhance employability.

Long-term Goals:

- a. Keep and improve the data-base and analytics of employability of the University graduates and postgraduates.
- b. Strengthen the Alumni Association to improve the Employability of learners through iterative networking, motivational speeches and work-place related training (attitudes, etiquettes, interview skills, dos and don'ts, teamwork and leadership).

PART-B

This detailed plan provides a comprehensive roadmap for United University to align with global demands while fulfilling its social and ethical responsibilities. The Plan is seen in a perspective as under:

PLAN OF ACTION TO COMPLETE /ACHIEVE

<u>Sequence</u>	<u>Term</u>	<u>Duration</u>	<u>Plan Initiative</u>
A	Short	1 – 2	Upgrade basic facilities and launch preliminary initiatives.
B	Medium	3 – 5	Establish specialized centers, partnerships, and digital solutions.
C	Long	6 – 10	Achieve global rankings, societal impact, and financial sustainability.

A. Physical Infrastructure

Objective: Enhance physical infrastructure to create an inclusive, sustainable, and modern campus that supports learning, research, and community engagement.

Action Plan:

1. Green and Smart Campus Development:

- a. Construct energy-efficient and environment-friendly buildings (LEED-certified).
- b. Utilize renewable energy sources like solar panels and wind turbines.
- c. Implement smart campus solutions (IoT-based lighting, HVAC systems).

2. State-of-the-Art Facilities:

- a. Build well-equipped lecture halls, seminar rooms, and specialized laboratories.
- b. Develop a central library with collaborative study spaces, e-resources, and digitized archives.

3. Recreational and Wellness Facilities:

- a. Expand sports complexes, fitness centers, and recreational spaces.
- b. Set up wellness centers focusing on mental health and physical fitness.

4. **Accessibility and Inclusivity:**

- a. Create barrier-free infrastructure for differently-abled individuals (ramps, elevators, braille signage).
- b. Install accessible ICT tools in classrooms and public spaces.

B. Digital Infrastructure

Objective: Establish a robust digital ecosystem to facilitate global-standard education, research, and administration.

Framework and Roadmap:

1. **Campus-Wide Connectivity:**

- a. Deploy high-speed internet (5G-ready) and campus-wide Wi-Fi.
- b. Upgrade network security to ensure data privacy and cyber resilience.

2. **Learning Management Systems (LMS):**

- a. Adopt an AI-driven LMS to provide adaptive learning paths for students.
- b. Integrate AR/VR technologies for immersive learning experiences.

3. **Integrated Administrative Platforms:**

- a. Implement ERP systems for seamless student, staff, and administrative management.
- b. Enable online portals for admissions, fee management, and course registrations.

4. **Digital Resources and Libraries:**

- a. Develop e-library systems with global academic journal subscriptions.
- b. Create repositories for open-access educational content and research.

5. **Roadmap:**

Sl.	Phase	Duration(In Years)	Development
A	I	1	ICT backbone upgrade, initial LMS deployment.
B	II	2-3	Integration of AI/VR tools, automation of administrative systems.
C	III	4-5	Full deployment of smart campus solutions and continuous improvements.

C. Academic Infrastructure

Objective: Strengthen academic programs to meet global standards and societal demands.

Key Initiatives:

1. Program Diversification:

- a. Introduce interdisciplinary programs (AI in healthcare, environmental engineering).
- b. Regularly revise curricula to align with global trends and job markets.

2. Capacity Building:

- a. Establish advanced pedagogical centers to train faculty in modern teaching methodologies.
- b. Increase faculty-student ratios for personalized attention.

3. Global Outreach:

- c. Develop dual-degree programs with international universities.
- d. Launch exchange programs for students and faculty.

4. Student Support Systems:

- e. Create mentorship programs for academic and career guidance.
- f. Expand scholarships and financial aid initiatives.

D. Research & Intellectual Property Infrastructure

Objective: Foster a research-intensive ecosystem and promote innovation.

Action Plan:

1. State-of-the-Art Research Facilities:

- a. Build multidisciplinary research labs equipped with cutting-edge tools.
- b. Develop simulation labs and high-performance computing centers.

2. Intellectual Property Support:

- c. Establish a Technology Transfer Office (TTO) for IP management and commercialization.
- d. Offer training programs on patenting and research ethics.

3. Funding and Collaborations:

- e. Partner with industries for sponsored research projects.
- f. Apply for government and international research grants.

4. **Outcome-Oriented Research:**

- g. Focus on solving pressing societal issues (sustainable energy, public health).
- h. Create thematic research clusters (e.g., climate change, urbanization).

E. Supportive and Facilitative Infrastructure

Objective: Ensure operational excellence through effective support mechanisms.

Action Plan:

1. **Centralized Support Systems:**

- a. Set up centralized help desks for academic, financial, and technical support.
- b. Launch mobile apps for campus services and updates.

2. **Wellness and Counseling Services:**

- a. Provide professional counseling and stress-management workshops.
- b. Develop a peer-support network for students and staff.

3. **Community Engagement:**

- a. Design spaces for outreach programs and community-based projects.
- b. Partner with NGOs for social impact initiatives.

F. Infrastructure for Networking and Collaborations

Objective: Build strong national and international networks for academic and research excellence.

Action Plan:

1. **Partnership Development:**

- a. Collaborate with top universities and research institutions globally.
- b. Establish industry advisory boards to align curricula with market needs.

2. **Events and Forums:**

- a. Host international conferences, hackathons, and innovation challenges.
- b. Create alumni engagement platforms for mentorship and networking.

3. **Online Collaborative Platforms:**

- c. Develop virtual platforms for joint research, knowledge sharing, and problem-solving.

G. Governance Infrastructure

Objective: Ensure transparent, efficient, and participatory governance structures.

Action Plan:

2. **Digitization of Processes:**

- a. Use block chain for secure and tamper-proof administrative records.
- b. Implement e-governance platforms for policy formulation and feedback.

3. **Inclusive Decision-Making:**

- a. Create advisory councils with faculty, students, alumni, and industry experts.
- b. Conduct regular town halls for open discussions.

4. **Performance Metrics:**

- a. Develop KPIs for academic, administrative, and financial performance.
- b. Use data analytics to inform decision-making.

H. Funding Models and Financial Infrastructure

Objective: Achieve financial sustainability through diversified resource generation.

Key Strategies:

1. **Endowment and Alumni Funding:**

- a. Launch campaigns for alumni donations and endowment fund creation.
- b. Use funds for scholarships, infrastructure, and research.

2. **Government and Industry Grants:**

- a. Proactively seek government support for large-scale projects.
- b. Partner with industries for funding and technology adoption.

3. **Revenue-Generating Ventures:**

- c. Offer consultancy, certification courses, and executive education programs.
- d. Establish incubators for startups and revenue-sharing models.

I. Infrastructures for Global Excellence

1. AI and Robotics Labs.
2. Climate Action and Sustainability Center.
3. Advanced Simulation and Virtual Reality Labs.
4. Global Learning Center (for cultural and academic exchange).
5. Integrated Research and Innovation Hubs.

J. Centers of Excellence

- a. Center for Artificial Intelligence and Machine Learning.
- b. Center for Climate Change and Sustainability Studies.
- c. Center for Healthcare Innovation and Biotechnology.
- d. Center for Ethical Leadership and Governance.
- e. Center for Digital Humanities and Social Sciences.

CONCLUSION

It is a humble vision of United University to evolve into an Institution of Eminence through the meticulous implementation and operation of the Institutional Development Plan as conceived and elaborated above.

The institution is committed to realizing its aspirations through appropriate allocation of time, institutional and personnel energy, and revenue generation/mobilization towards its set goals. The United Group takes due pride in its well-spanned longer experience and has its commitment to promoting modern education while retaining and core values of our traditional education. The United Group stands committed towards implementing the elements of the IDP in its entirety and true spirits.

The United University envisions its evolution into a worldwide center of knowledge and academic distinction.

Embodied in its emblem “विद्या कल्पलतेः” signified the glory of learning and knowledge that eventually serves as the greatest resource for diverse accomplishments.

The University horizons a vast diversity of academic disciplines and perseveres the learners’ movement in that direction towards diverse academic disciplines, symbolized by the vast the spectrum of opportunities in today’s globally connected world merits apt acumen and wisdom.

The University further envisions shaping the young minds into strongly committed nation-builders of tomorrow.

The University baskets a rich repertoire of steadfast commitment to our value system, quality education, research, and cultural richness for its learners to use as means in such ways that the university becomes a part of the world's top-class institutions in the future. Innovation through the natural ingenuity of young minds is to be channeled most productively towards benefiting society in terms of the quality of lives of the citizenry.

To provide a dynamic, inspiring, and varied research-based state-of-the-art specialized learning environment with the most advanced exposure.

To disseminate knowledge by providing instructional and research facilities in varied branches of learning, training, and consulting in sync with the latest *national education policy* which calls for provisions for integrated courses in the educational programs of the University.

To upskill and upscale the learning among teachers and teach using up-to-date hybrid technology and techniques.

To develop into a compliant university that is sensitive to the demands of society and business.

To device suitable measures for promoting innovations in the teaching-learning process, interdisciplinary and professional studies while dispensing with gender disparities.

To collectively advance towards social advancement, country's progress and human wellbeing, and to educate and train human resource for the development of the country.