

# **SANT GADGE BABA AMRAVATI UNIVERSITY**



## **INSTITUTIONAL DEVELOPMENT PLAN (IDP)**

**2026-2036**

# Sant Gadge Baba Amravati University

## 1. Vision

To emancipate the youth from the darkness of ignorance for elevation of the society by imparting knowledge and fostering wisdom at its plentiful.

## 2. Mission

To contribute to the society through the pursuit of education, learning and research at the highest level of excellence.

The aim is to provide high quality, comprehensive educational learning, research and extension activities those are compatible to the current and forthcoming generations.

With the objectives-

- *To achieve excellence in the academic disciplines, research and extension activities through emphasis on 'quality in every activity'.*
- *To transform the 'Student' into "Knowledge Professional" empowered with scientific intellect, entrepreneurial skills, and innovation, who have learnt their skills in a highly competent environment under the guidance of research oriented and skilled Professors.*
- *To make special efforts to provide access to higher education to economically challenged and underprivileged sections of the society.*
- *To make special provision and for disseminating knowledge and promoting arts and culture in rural areas.*
- *To promote the building up of character in youth by human values and ethics as an integral part of education.*
- *To supervise and control the conduct and discipline of the students of the university and to make arrangement for promoting their health and general welfare.*
- *To inculcate positive self-concept, awareness of women's issues and right with a rational outlook towards society among students.*
- *To increase global linkage by attracting international students and establishing collaborative programmes with educational institutions of repute.*

## 3. Genesis and Evolution of Sant Gadge Baba Amravati University

Sant Gadge Baba Amravati University, established in 1983, is a prominent educational institution in Maharashtra. Named after the social reformer Sant Gadge Baba, the university is committed to promoting education, social justice, and community development. SGBAU offers a wide range of undergraduate, postgraduate, and doctoral programs across various disciplines, catering to the educational needs of the region.

#### 4. Strengths, Opportunities, and Challenges

##### *i) Institutional Strengths*

- **Heritage and Legacy:** SGBAU is named after Sant Gadge Baba, a revered social reformer, which provides a strong moral and ethical foundation for the university.
- **Diverse Academic Programs:** The university offers a wide range of programs in arts, science, commerce, and professional courses, catering to a diverse student population.
- **Strong Alumni Network:** SGBAU has a robust alumni network, including notable figures in various fields, which can be leveraged for mentorship and resource mobilization.
- **Community Engagement:** The university has a strong tradition of community service and outreach programs, aligning with the values of its namesake.

##### *ii) Institutional Challenges*

- **Limited Infrastructure:** The university faces challenges related to outdated infrastructure and limited resources, which hinder the expansion of academic and research activities.
- **Funding Constraints:** As a state university, SGBAU relies heavily on government funding, which is often insufficient to meet its growing needs.
- **Geographical Dispersion:** The university oversees a large number of affiliated colleges spread across multiple districts, creating logistical challenges in governance and quality assurance.
- **Low Research Output:** Despite having a strong academic foundation, the university's research output and innovation ecosystem need significant improvement.
- **Declining Manpower Strength :** University is working with limited Teaching and Non teaching staff as the number of staff retiring is more there are no new recruitments.

##### *iii) Institutional Opportunities*

- **National Education Policy (NEP) 2020:** The implementation of NEP 2020 provides an opportunity to revamp the curriculum, introduce multidisciplinary programs, and enhance research and innovation.
- **Industry Collaboration:** The university can leverage its location in Amravati, a growing industrial hub, to establish partnerships with industries for research, internships, and placements.
- **Technological Advancements:** The rapid adoption of ICT in education offers opportunities to modernize teaching methods, improve administrative efficiency, and expand the university's reach.
- **Community Development:** SGBAU can strengthen its community engagement initiatives by aligning them with government schemes like Unnat Bharat Abhiyan and other social welfare programs.

#### 5. Strategic Plan for Development

Sant Gadge Baba Amravati University has carved a significant niche for itself, both nationally and internationally, in the realms of teaching, learning, research, and innovation. The University is committed to fostering an inclusive and dynamic educational environment that nurtures the holistic growth and development of its students, preparing them to excel in a rapidly evolving world.

## **A. Governance Enablers**

Effective governance is the backbone of a thriving institution, fostering transparency, accountability, and informed decision-making. By aligning policies and processes with the university's mission, governance enablers facilitate strong leadership, stakeholder engagement, and institutional excellence. These mechanisms not only uphold regulatory compliance but also drive innovation, academic advancement, and sustainable growth.

### **A.1. Governance Structure: Statutory Bodies and Decision-Making Framework**

The University operates through a well-defined hierarchical governance model, comprising key statutory bodies such as the Management Council (MC), Academic Council (AC), and Finance Committee. These bodies, with representation from diverse stakeholders, play a crucial role in institutional planning and development.

#### **Short-Term Goals (0 - 2yrs) :**

##### **Digital Transformation & Administrative Efficiency**

- Accelerate the complete digitization of administrative departments, leveraging technology to enhance efficiency and streamline operations.
- Strengthen help desks with dedicated helpline numbers, improving accessibility for students and faculty.
- Progressively transition toward a paperless administration, utilizing the Samarth ERP portal as a centralized data management system for academic, administrative, and financial processes.
- Extend the Samarth Portal to all constituent colleges, ensuring seamless integration and efficient communication between the University and its affiliated institutions.
- Establish a committee for periodic review of the Institutional Development Plan (IDP), ensuring alignment with evolving educational guidelines from the UGC and the Ministry of Education.

#### **Mid-Term Goals (02 - 05yrs) :**

##### **Strengthening Institutional Oversight**

- Leverage the intellectual expertise of scholars and professionals from national and international institutions of repute, fostering knowledge exchange and best practices.
- Conduct regular performance evaluations of the IDP, ensuring that its initiatives remain aligned with the university's long-term vision and stakeholder expectations.

#### **Long-Term Goals (05 - 10yrs)**

##### **Sustainable Growth & Strategic Evolution**

- As the University expands, enhance administrative frameworks to support the efficient functioning of multiple campuses.

- Continuously assess the institutional impact of the IDP, ensuring sustained alignment with strategic goals, regulatory standards, and global academic benchmarks.

## **A.2. Quality Assurance**

### **Short-term Goals (0 - 02yrs) :**

- The university will enhance its existing General Administration Department to manage the recruitment, supervision, and training of both teaching and non-teaching staff.
- A structured training mechanism will be introduced for mid-level administrative officers, focusing on key areas such as leadership, technology, digital transformation, and communication skills.
- Furthermore, these trained mid-level officers will, in turn, be entrusted with the responsibility of mentoring and training junior and entry-level staff, ensuring a continuous cycle of professional development within the institution.
- With the help of MMRTC it provide refresher and orientation training for university officials and officers.
- Conduct a comprehensive review of the admission process to identify vacant seats across programs and assess the relevance of new courses to attract a broader student base.
- Implement a structured audit cycle, including Academic and Administrative Audit, Transparency Audit, Social Audit, Green Audit, Diversity and Inclusion Audit, Accessibility Audit, and Technology Adoption Audit.

Strengthening the role and activities of IQAC, with respect to.

a. Academic and administrative audits

b. Quality assurance initiatives

c. Best practices

d. NIRF ranking being an emerging institutional priority it will be linked with quality enhancement measures.

- Establish departmental committees to support the Internal Quality Assurance Cell (IQAC) and enhance academic oversight.
- Prioritize recruitment efforts to fill vacancies in teaching and non-teaching positions.

### **Mid-Term Goals (02 - 05yrs):**

#### **Advancing Academic Rigor & Inclusive Governance**

- Expand the curriculum framework by incorporating interdisciplinary and multidisciplinary courses, alongside traditional single-discipline undergraduate and postgraduate programs.

- Elevate the quality of research publications, making high-standard academic contributions a mandatory requirement for all Ph.D. programs.
- Promote inclusive governance, ensuring active participation of faculty, students, and administrative staff in institutional decision-making to align with stakeholder needs.

### **Long-Term Goals (05 - 10yrs):**

#### **Strengthening Governance & Digital Transformation**

- Develop a comprehensive governance mechanism to enhance administrative and academic efficiency.
- Achieve full automation of administrative operations, continuously integrating new digital modules to improve institutional processes and quality assurance.

### **A.3 Financial Management & Resource Mobilization**

A well-structured financial strategy is vital to support the University's academic initiatives, research endeavors, and infrastructural advancements.

### **Short-Term Goals (00 - 02yrs):**

#### **Expanding Funding Sources & Industry Collaboration**

- Engage with corporate bodies, organizations, philanthropic foundations, and individual donors to establish sponsored Chairs in alignment with the university's statutes and ordinances.
- Strengthen industry partnerships to facilitate sponsored research, innovation, and consulting projects, offering students hands-on experience and practical exposure.
- Strengthen the University IIL Section to attract and effectively utilize Corporate Social Responsibility (CSR) funds.
- Set up a dedicated Consultancy Office to oversee and regulate consultancy services provided by university faculty and researchers.
- Reinforce the endowment fund, ensuring long-term financial sustainability.

### **Mid-Term : Goals (02 - 05yrs) :**

#### **Sustainable Development & Executive Education**

- Implement cost-effective sustainability measures, such as the Green Campus Initiative, incorporating solar power, water conservation, and waste recycling projects to optimize resources and reduce costs.
- Develop Executive Education and Professional Development Programs, targeting mid-career professionals and industry leaders to expand the university's academic reach.

### **Long-term Goals: (05 -10yrs) :**

- The University shall devise various mechanisms to attract enrolment of international students.

### **A.4 Leadership**

#### **Short-term Goals: (0 - 02yrs):**

- Leadership Development Programs for the training of Department Heads, Senior Professors adjunct Professors, and Principals on Leadership, Management, Strategic Thinking and Conflict Resolution.
- Implement formal Mentorship and handholding programs within departments and administrative units to identify potential leaders from faculty.
- An outcome-based approach be devised to encourage branch heads to present their Annual Plan and Targets at the start of the Calendar Year.

#### **Mid-term Goals (02 - 05yrs) :**

- Open-house or periodic meetings of the employees with University administration for addressing different concerns and inclusive decision-making/ crisis management.
- The University shall enter into MoUs with leading management institutions in India and other prestigious international institutions to offer periodic leadership training programs for senior academic and administrative personnel.

#### **Long-term Goals (05 - 10yrs) :**

- A Leadership Training Institute may be established in collaboration with the Parliament Secretariat, Federation of Indian Chambers of Commerce and Industry (FICCI), Associated Chambers of Commerce and Industry of India (ASSOCHAM), and DoPT, Govt. of India.

### **A.5. IT/ Web-based Management Information System (MIS)**

#### **Short-term Goals (0 - 02yrs) :**

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

#### **Mid-term Goals (02 - 05yrs) :**

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

### **Long-term Goals (05 - 10yrs) :**

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

### **A.6. Risk Management Analysis**

#### **Short-term Goals : (0 - 02yrs):**

- The University shall carry out comprehensive risk assessment, analysis, and management throughout the institution and its constituent colleges.
- The University shall also conduct workshops on green awareness to mitigate environmental risks.

#### **Mid-term Goals (02 - 05yrs) :**

The University shall conduct periodic workshops on cyber-security awareness.

The University shall conduct periodic workshop on POSH ACT 2013.

#### **Long-term Goals (05 - 10yrs) :**

- The University shall reduce its environmental footprint by becoming single-use Plastic-free campus and to gain carbon credit.

### **A.7. External Advisory Boards**

#### **Short-term Goals (0 - 02yrs) :**

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

#### **Mid-term Goals (02 - 05yrs) :**

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

#### **Long-term Goals (05 - 10yrs) :**

- An Advisory Council comprising representatives from government, education, industry and social sectors shall be established to offer diverse perspectives, enabling the University to address the evolving societal and economic challenges.

## **A.8. Student Feedback**

### **Short-term Goals (0 - 02yrs) :**

- The University shall conduct workshops /sensitization programmes to educate students and faculty members on the importance of feedback and help them understand how it can lead to tangible effects.
- A systematic institutionalized mechanism for taking students' feedback periodically to ensure the satisfaction of students and improved quality.

### **Mid-term Goals (02 - 05yrs) :**

- A dedicated feedback analysis committee shall be established to monitor and analyse the pertinent points emerging out of the student feedback to address such issues.
- Student feedback shall be used to strengthen the teaching-learning and administrative process.

### **Long-term Goals (05 - 10yrs):**

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

## **B. Financial Enablers and funding Models (Resource Generation)**

Recognizing the continuous financial support from the Maharashtra State Govt. & Govt. of India as Sant Gadge Baba Amravati University a premier educational Institution, is committed to its overall development through optimum utilization of its resources. The University proposes a comprehensive framework for achieving long-term financial flow and resource management.

### **B.1. Financial Policies**

#### **Short-term Goals (0-2 yrs):**

- Formulate policies to support various academic initiatives, cutting-edge research endeavours, commensurate development of the physical infrastructure to adequately support the academic activities of the University.
- Expansion of academic activities shall require more space in the form of class rooms and similar such facilities. It shall require development of physical infrastructure where financial policies shall play a key role.
- Set up a dedicated Alumni Relation Office to strengthen the alumni network and motivate them to donate for students' scholarships and infrastructural development.

#### **Mid-term Goals (02-05yrs):**

- Enhance capital investment in the mid-term for supporting its ongoing infrastructure demands.
- Organize fundraising campaign in the major cities of India and abroad through alumni network to strengthen Development Fund.
- University shall formulate policies to promote start-ups in emerging fields of Science and Technology, aimed at attracting external funding.

#### **Long-term Goals (05-10 yrs):**

- University shall focus on fund raising by ensuring resource mobilization.
- Encourage high net worth alumni and philanthropists to establish Chairs, research fellowships and scholarship programs.

### **B.2. Action Plan and Budgets**

#### **Short-term Goals (0-2 yrs):**

- Maintenance and Audit of the assets shall be done on a regular basis. Auditing mechanism is to be aligned with budgeting.
- Stock management exercise shall be aligned with budget planning to reduce wastage and environmental impact from acquisition of new assets.
- Incorporate the social responsibility factor in the financial action plans such as resale, donation and re-use of end-of-life assets or depreciated assets.

#### **Mid-term Goals (02-05yrs):**

- To align the funding sources with the institutional goals to address the additional expenses arising from internationalization, inclusivity, research and innovation initiatives.
- Identify and dispose of redundant assets in alignment with broader concepts of sustainability, the circular economy, and the sustainable development goals.

### **Long-term Goals(05-10yrs):**

Guidelines for identification of wasteful/non-fungible sources of expenses and targeted reduction in such expenses.

### **B.3. Harnessing Different Sources of Revenue.**

#### **Short-term Goals (0-2 yrs):**

- Regular workshops be conducted to raise awareness of existing government funding schemes.
- Invite ideas to identify new sources of funding.
- Encourage faculty members to focus on research and academic consultancies.
- Faculty members and research scholars shall be encouraged and rewarded for actively contributing to the advancement of research activities.
- The University shall regularly publish an Information Bulletin featuring abstract or brief overviews of ongoing research projects and consultancy activities. This initiative shall enhance visibility and attract additional research grants.
- Ramping up Alumni Funds, Endowment Funds, CSR funding etc.
- Optimum utilization of available infrastructure.

#### **Mid-term Goals(02-05 yrs):**

- To generate external funds, the University shall focus on strengthening foreign collaborations in research activities.
- Formulate policies to develop future strategic partnerships with industries.
- Establish a dedicated office for Patents, IPR and technology licensing for faster processing and monetization of Patents.

#### **Long-term Goals(05-10 yrs):**

The research laboratories shall be made available for specific use of other organizations.

### **B.4. Close Liaison with GOI Ministries / Agencies and others for Funding and Access to External Grants and Funding.**

#### **Short-term Goals(0-02 yrs):**

- University shall collate a common repository for International and National funding agencies by respective departments.
- Conduct a mentoring programme to guide the proposer of the project funded by various funding agencies.
- University language experts may provide translation services to national institutes and departments for preparing their academic as well as administrative documents.
- Department-specific awareness programme shall be conducted to ensure active participation of stakeholders.
- Initiate the process of building a network with empanelled private companies and industry associations for joint and collaborative research projects.

### **Mid - term Goals (02-05 yrs) :**

- Provide training to government and corporate executives by establishing Officer Training Centres (OTCs).

### **Long-term Goals (05-10 yrs):**

- Target large-scale research grant from various government ministries and other agencies for the development of infrastructure with latest cutting-edge technology.

## **B.5.Internal Revenue Generation Scheme in each Department**

### **Short-term Goals(0-02 yrs):**

- Formulate Strategies for generation of additional funds.
- Revenue Generation by organizing Department-specific workshops, training programs and certificate courses.
- The department shall activate social media platforms (YouTube Channel, Applications etc.) to post good practices evaluated by the internal committee.

### **Mid-term Goals (02-05 yrs):**

- The scalability of in-house start-ups can be enhanced by establishing the University's e-commerce venture.
- Need to promote publication and dissemination of knowledge products such as Patents and IPRs for income generation.

### **Long-term Goals (05-10 yrs):**

- Allow individual departments to generate their development / endowment funds through grants received from alumni, philanthropists and industry.

## **B.6.Financial/Investment Committee**

- An Investment / Finance Committee shall look after and evaluate all the financial plans.

## **B.7.Staff Providing Financial Services**

Following strategies and action plans shall be adopted :

- Provision of trained administrative staff for a seamless functioning of University's financial activities.
- Develop appropriate guidelines and mechanisms (e.g.prepare a checklist tree for procurements and associated relevant details) through which faculty/research scholars can access the research grant without any hassle.
- There must be strong coordination between the Board of Research, Board of Innovation Incubation and Enterprises and the University's finance department.

## C. Academic Enablers

Sant Gadge Baba Amravati University (SGBAU) is committed to fostering academic excellence through innovation, inclusivity, and relevance to global and regional needs. The University aims to create a dynamic academic environment that empowers students with knowledge, skills, and ethical values, preparing them for professional success and societal contributions.

### C.1 Courses Catering to Professional/Future Requirements

#### Short-term Goals (0-02 yrs):

- **Curriculum Framework:** Develop a comprehensive curricular framework for postgraduate programs, including Ph.D. courses, in alignment with the National Education Policy (NEP) 2020.
- **Skill Enhancement Courses (SECs):** Introduce SECs focusing on industry-relevant skills such as communication, data analysis, digital literacy, and entrepreneurship.
- **Employability Workshops:** Organize workshops and seminars in collaboration with industry leaders to communicate the employability potential of these courses to students.

#### Mid-term Goals (02-05yrs):

- **Interdisciplinary Programs:** Develop and introduce interdisciplinary programs that combine multiple fields of study, enabling students to gain diverse skill sets and perspectives.
- **Industry Partnerships:** Establish partnerships with a broader range of industries and organizations to facilitate internships, placement opportunities, and collaborative research projects.
- **Faculty Development:** Implement ongoing professional development programs for faculty members, focusing on innovative teaching methodologies and curriculum development.

#### Long-term Goals (05-10 yrs):

- **Research and Innovation Hub:** Transform SGBAU into a leading research and innovation hub by establishing research centres that focus on key societal challenges and foster collaboration among faculty, students, and industry partners.
- **Sustainability Integration:** Embed sustainability and social responsibility into the curriculum and institutional practices, encouraging students and faculty to engage in initiatives that address environmental and social issues.

### C.2 Curriculum Aligned with Industry Requirements

#### Short-term Goals (0-02 yrs):

- **Industry Collaboration:** Collaborate with industry experts to identify gaps in the current curriculum and make timely updates to address immediate market needs.

- **New SECs and VACs:** Launch new SECs and Value Addition Courses (VACs) that focus on specialized industry-relevant knowledge.
- **Guest Lectures and Seminars:** Organize workshops, guest lectures, and seminars led by industry professionals to offer students practical insights into current market trends and expectations.

#### **Mid-term Goals (02-05yrs):**

- **Comprehensive Review:** Conduct a comprehensive review of all programs across departments, ensuring the curriculum remains relevant to long-term industry needs by incorporating emerging fields like AI, data analytics, and sustainability.
- **Interdisciplinary Courses:** Introduce interdisciplinary courses that combine technical skills with industry-specific knowledge, allowing students to explore cross-cutting areas such as business and technology or health and data sciences.
- **Continuous Professional Development:** Implement continuous professional development programs for faculty to ensure they stay updated with industry trends and integrate this knowledge into their teaching.

#### **Long-term Goals (05-10 yrs):**

- **Centers of Excellence:** Establish centers of excellence dedicated to research and innovation in key industries, promoting collaboration between academia, industry, and government on projects that influence the future of various sectors.
- **Lifelong Learning Programs:** Develop and offer lifelong learning programs, including advanced certifications and diplomas, enabling alumni and professionals to return to the university to upskill and remain competitive in their fields.

### **C.3 Curriculum Embedded with Employability Skills**

#### **Short-term Goals (0-02 yrs):**

- **Interdisciplinary Courses:** Expand interdisciplinary courses that merge multiple fields of study to sharpen critical thinking and adaptability, addressing immediate industry demands.
- **Industry Collaborations:** Strengthen collaborations with industries for guest lectures, short-term projects, and workshops that offer students real-world insights into evolving job markets.
- **Skill-Based Workshops:** Introduce skill-based workshops focused on practical applications in areas like data analytics, coding, entrepreneurship, and digital marketing to boost employability.

#### **Mid-term Goals (02-05yrs):**

- **Curriculum Review:** Conduct a thorough review of all courses to ensure employability skills are integrated at every level, keeping all programs aligned with the latest industry trends.

- **Structured Internships:** Establish formal partnerships with businesses to provide more structured internships and apprenticeships, offering hands-on industry experience.
- **Institutional Framework:** Create an institutional framework guiding departments to embed essential employability skills like communication, teamwork, problem-solving, and digital literacy into their curricula.

#### Long-term Goals (05-10 yrs):

- **Core Component:** Make employability skills a core component of all academic programs, with continuous revisions to ensure alignment with changing global and local job market demands.
- **Collaboration Centre:** Establish a dedicated center for fostering collaboration between industry and academia, focusing on research, skill development, and innovation that directly impacts curriculum design and student employability.
- **Global Alignment:** Partner with international universities and industries to align curriculum standards globally, providing students with skills that are recognized and valued worldwide.

### C.4 Curriculum Embedded with Emerging Technologies

#### Short-term Goals (0-02 yrs):

- **New Courses:** Introduce more courses focused on AI, block chain, data science, machine learning, and cyber security to address immediate workforce needs.
- **Industry Partnerships:** Establish partnerships with leading tech companies and start-ups to deliver guest lectures, seminars, and practical workshops focused on real-world applications of emerging technologies.
- **Hands-On Learning:** Incorporate hands-on learning experiences like coding boot camps, hackathons, and short-term projects to provide students with practical knowledge of these technologies.

#### Mid-term Goals (02-05yrs):

- **Interdisciplinary Programs:** Develop interdisciplinary programs that combine emerging technologies with fields like business, healthcare, and environmental science to create well-rounded professionals capable of addressing complex, cross-industry challenges.
- **Mandatory Internships:** Implement mandatory internships or industry-led projects focused on emerging technologies, allowing students to gain practical experience and solve real-world problems.
- **Faculty Training:** Invest in continuous professional development programs for faculty, ensuring they remain informed on the latest technological advancements and can teach emerging technologies effectively.

### Long-term Goals (05-10 yrs):

- **Twinning Programs:** Plan and design twinning programs and dual degrees with foreign universities and top national institutions in technology-related disciplines to provide students with global exposure and skills.
- **Centers of Excellence:** Create dedicated Centers of Excellence focused on cutting-edge research and development in AI, machine learning, quantum computing, and renewable energy, promoting collaboration between academia, industry, and government.
- **Continuous Curriculum Updates:** Implement a system of continuous curriculum updates, informed by industry feedback, new research, and technological developments, to ensure courses remain relevant to future workforce demands.

### C.5 Centre for Curricular & Life Skills Development

#### (CCLSD) Short-term Goals (0-02 yrs):

- **Establish CCLSD:** Establish a Centre for Curricular & Life Skills Development (CCLSD) to enhance both curricular knowledge and life skills among students, focusing on communication, leadership, critical thinking, and emotional intelligence.
- **Workshops and Training:** Start workshops and training sessions focused on critical life skills, such as communication, teamwork, and leadership, tailored to complement the existing curriculum.
- **Industry Engagement:** Engage professionals from industries to deliver short-term workshops on life skills such as problem-solving, adaptability, and emotional intelligence.

#### Mid-term Goals (02-05yrs):

- **Curriculum Integration:** Collaborate with academic departments to embed life skills development directly into the curriculum across programs, ensuring all students receive training as part of their coursework.
- **Real-World Projects:** Strengthen partnerships with industries to create real-world projects, internships, and experiential learning opportunities where students can apply life skills in a practical setting.
- **Faculty Training:** Offer continuous training programs for faculty members to incorporate life skills teaching into their courses, ensuring a holistic approach to student development.

#### Long-term Goals (05-10 yrs):

- **National Hub:** Position CCLSD as a national hub for curricular and life skills development by partnering with governmental bodies, industries, and other educational institutions.
- **Global Standards:** Partner with international institutions to exchange best practices and integrate global standards in life skills development, ensuring SGBAU students are globally competitive.

- **Research Centre:** Create a dedicated research centre within CCLSD focused on life skills education, developing new methodologies and frameworks for skill-building that can be implemented across higher education institutions.

## C.6 Faculty/Teaching Staff

### Short-term Goals (0-02 yrs):

- **Lesson Plans and Assessments:** Each department shall actively engage in creating detailed lesson plans, assessment modules, and reading lists for new courses, made available on institutional websites for student access.
- **Faculty Development Programs (FDPs):** Organize FDPs and workshops on the integration of technologies like AI, data analytics, and digital teaching tools, enhancing classroom engagement.
- **Diverse Instructional Strategies:** Encourage faculty to adopt diverse instructional strategies such as blended learning, project-based learning, and case studies to keep pace with global educational trends.

### Mid-term Goals (02-05yrs):

- **Industry Collaboration:** Strengthen partnerships with industry to ensure faculty are well-versed in current trends and can bring real-world applications into the classroom.
- **Global Partnerships:** Establish global partnerships for faculty exchange programs, collaborative research, and participation in international conferences and seminars.
- **Centres of Excellence:** Create Centres of Excellence in areas such as AI, sustainability, and interdisciplinary studies to provide faculty with platforms for high-impact research and industry collaboration.

### Long-term Goals (05-10 yrs):

- **Global Leadership:** Position SGBAU as a global leader in higher education by nurturing world-class faculty expertise, encouraging international research collaborations, and promoting active participation in global academic networks.
- **Lifelong Learning:** Establish a system for lifelong learning where faculty regularly undergo advanced training, certification, and upskilling programs to stay updated on global trends and advancements in education and technology.
- **Policy Development:** Train faculty to take on leadership roles within the university and contribute to national and international policy-making in the higher education sector.

## C.7 Continuous Faculty Development

### Short-term Goals (0-02 yrs):

- **Workshops and Training:** Organize workshops and training programs to enhance teaching methodologies, research capabilities, and digital proficiency among faculty.

- **Industry Involvement:** Leverage connections with industry by involving experts from various disciplines in FDPs and workshops organized by the university.

#### **Mid-term Goals (02-05yrs):**

- **Advisory Body:** Establish an advisory body composed of industry leaders, academic experts, and policymakers to ensure that faculty development programs are aligned with current industry needs and trends.
- **Specialized FDPs:** Develop specialized FDPs tailored for different faculties and departments based on the latest developments in their respective fields.

#### **Long-term Goals (05-10 yrs):**

- **Global Standards:** Position SGBAU as a leader in faculty development by collaborating with international institutions and accrediting bodies, ensuring that its faculty development programs meet global standards.
- **Continuous Assessment:** Establish a system for continuous faculty learning and development, including ongoing assessment of their skills and teaching methods, to ensure faculty members are constantly updating their knowledge and expertise.

### **C.8 Non-Teaching Staff**

#### **Short-term Goals (0-02Yrs):**

- **Training Programs:** Conduct periodic training programs for administrative staff, focusing on updating them with the latest government bylaws, institutional regulations, and university procedures.
- **Digital Literacy:** Provide training on using digital tools and platforms for efficient management of university operations.

#### **Mid-term Goals (02-05yrs):**

- **Soft Skills Training:** Implement training modules that focus on enhancing soft skills, human resource management, and conflict resolution, particularly for staff who interact with students and the public.
- **Career Progression:** Develop career progression pathways for non-teaching staff, including leadership development programs for those in middle and senior administrative roles.

#### **Long-term Goals (05-10 yrs):**

- **Professional Growth:** Create opportunities for professional growth and help retain talented staff within the university by offering leadership and management programs.
- **Technological Advancements:** Supplement training programs with technological advancements to meet evolving administrative needs.

## C.9 Session-Wise Teaching Plan

### Short-term Goals (0-02 yrs):

- **Standardization:** Standardize session-wise teaching plans across all departments, ensuring consistency and making study material links easily accessible for all students.
- **Regular Communication:** Enhance regular communication between departments, continuous training for faculty, and enforce deadlines for submitting teaching plans.

### Mid-term Goals (02-05yrs):

- **Student Feedback:** Incorporate continuous feedback from students into session plans during the mid-semester to improve the quality of study materials and session plans.
- **Digital System:** Create a digital system to improve the quality of study materials and session plans.

### Long-term Goals (05-10 yrs):

- **Academic Calendar:** Streamline the academic calendar across all central universities to promote the multiple exits and multiple entry scheme among universities.
- **Centralized Initiative:** Take the lead in streamlining academic planning across central universities, requiring significant coordination and leadership.

## C.10 Comprehensive Learning Resources for Students

### Short-term Goals (0-02 yrs):

- **Content Development:** Each department shall establish a content development committee to create learning material, including question banks, lecture notes, and multidisciplinary study guides.
- **Digital Access:** Improve access to digital resources and learning materials through the university's digital portals like Google Classroom or Learning Management Systems (LMS).

### Mid-term Goals (02-05yrs):

- **Curriculum-Based Material:** Develop the university's own curriculum-based study material for national circulation and adoption, especially on new subjects.
- **Reading Lists:** Ensure that reading lists for all courses, especially at the postgraduate level, are updated annually to include recent developments and publications.

### Long-term Goals (05-10 yrs):

- **Peer Review System:** Establish a peer review system for rationalizing study material once every three years, involving national and international subject experts.

- **Digital Publishing:** Transition towards digital publishing of textbooks and study materials, offering open-access content for all students, not just those enrolled in the university.

### C.11 Assignments and Assessments

#### Short-term Goals (0-02 yrs):

- **Standardization:** Standardize assignment guidelines across departments, clearly stating objectives, evaluation criteria, and deadlines.
- **Centralized Portal:** Create a centralized portal for assignment submissions, allowing students to submit assignments online, track deadlines, and receive feedback from faculty members.

#### Mid-term Goals (02-05yrs):

- **Continuous Assessment:** Introduce a system of continuous assessment to reduce reliance on traditional exams, where students are assessed regularly through quizzes, projects, and participation throughout the semester.
- **Feedback Mechanism:** Implement a formalized feedback system for assignments, providing constructive feedback on each submission within a set timeframe.

#### Long-term Goals (05-10 yrs):

- **Rubric-Based Assessment:** Develop rubric-based assessment tools to ensure transparent and objective grading across assignments.
- **Online Assessments:** Transition towards online assessments, using tools that allow students to take quizzes, submit assignments, and undergo online exams securely.

### C.12 Value-Added Skills Enhancement Courses

#### Short-term Goals (0-02 yrs):

- **New Courses:** Each department shall introduce at least one skills enhancement course per year, focusing on industry-relevant skills such as communication, data analysis, digital literacy, and entrepreneurship.
- **Certification Programs:** Establish short-term certificate programs that focus on specific skill sets such as public speaking, leadership, or advanced Excel, essential for workplace readiness.

#### Mid-term Goals (02-05yrs):

- **Interdisciplinary Courses:** Develop interdisciplinary value-added courses that allow students from different departments to collaborate on projects, encouraging knowledge exchange and the development of multi-disciplinary skills.

- **Industry Collaboration:** Collaborate with companies and organizations to offer skill-enhancement internships that align with value-added courses, providing practical, hands-on experience.

#### **Long-term Goals (05-10 yrs):**

- **Mandatory Courses:** Make it mandatory for students to take a certain number of value-added skill enhancement courses to graduate, covering both technical and soft skills relevant to each field of study.
- **Global Certifications:** Collaborate with global certification bodies to provide students with internationally recognized certifications in fields such as project management, data science, and cyber security.

### **C.13 Pedagogical Teaching Methods to be Employed**

#### **Short-term Goals (0-02 yrs):**

- **Blended Learning:** Introduce a blended learning model where online learning materials are combined with in-person instruction, encouraging faculty to create video lectures, online quizzes, and reading material for students to access through LMS platforms.
- **Active Learning:** Promote the use of active learning techniques such as group discussions, case studies, and problem-solving activities during class sessions.

#### **Mid-term Goals (02-05yrs):**

- **Problem-Based Learning (PBL):** Incorporate PBL across more departments, where students learn by working on real-world problems that require them to research, collaborate, and apply concepts to find solutions.
- **Faculty Training:** Organize workshops and training programs to upgrade faculty pedagogical skills, disseminating various strands of the Indian Knowledge System with the assistance of Malviya Mission Teacher Training Centers (MMTTCs).

#### **Long-term Goals (05-10 yrs):**

- **Outcome-Based Education (OBE):** Implement a full-fledged OBE system where each course is designed with clear learning outcomes, aligning teaching methods and assessments to ensure students achieve these outcomes by the end of the course.
- **Continuous Professional Development:** Establish comprehensive faculty development programs to train teachers in modern pedagogical methods, including digital learning tools, problem-based learning, and flipped classrooms.

### **C.14 Other Activities as Part of Learning**

#### **Short-term Goals (0-02 yrs):**

- **Co-Curricular Integration:** Encourage departments to integrate co-curricular activities into their academic programs, planning activities such as debates, workshops, guest lectures, and field trips related to course content.
- **Community Service:** Introduce community service projects that encourage students to

apply their skills in real-world settings, collaborating with local organizations for volunteering activities.

#### **Mid-term Goals (02-05yrs):**

- **University-Wide Competitions:** Organize university-wide competitions and cultural festivals that celebrate student talent in various fields, including academic competitions, art shows, and sports events.
- **Research Projects:** Encourage students to engage in research projects outside of their regular coursework, providing mentorship and support for students interested in pursuing research.

#### **Long-term Goals (05-10 yrs):**

- **Alumni Mentorship:** Develop an alumni mentorship program that connects current students with alumni who can share insights from their experiences and provide guidance on career paths.
- **Feedback Mechanism:** Implement a system to regularly evaluate and gather feedback on extracurricular activities and their impact on student learning, refining and enhancing the programs offered.

### **C.15 Earn While Learn Facility & Flexibility**

#### **Short-term Goals (0-02 yrs):**

- **Paid Internships:** Each department shall initiate MoUs with relevant agencies for promoting paid internship programs, encouraging the PM Internship Scheme for underprivileged students.
- **On-Campus Employment:** Develop structured on-campus employment programs that allow students to work in various departments, such as library services, administrative support, or event management.

#### **Mid-term Goals (02-05yrs):**

- **Stipend for Internships:** Incorporate stipends for students engaged in Principal Internship Schemes, providing financial support while they gain practical experience.
- **Career Services:** Enhance career services to assist students in finding suitable part-time employment, including workshops on resume building, interview skills, and job search strategies.

#### **Long-term Goals (05-10 yrs):**

- **Corpus for Interns:** Each department shall establish a corpus through collaboration with listed agencies, industries, and embassies for supporting students as interns, incentivizing them with stipends and fee waivers.
- **Evaluation System:** Implement a system for evaluating the effectiveness of the earn-while-learn initiatives, gathering feedback from students, employers, and faculty to refine and improve the programs offered.

## C.16 Flexibility and Multi-Disciplinarity

### Short-term Goals (0-02 yrs):

- **Flexible Course Registration:** Implement a more flexible course registration process that allows students to enroll in courses from other departments or faculties without excessive prerequisites.
- **Interdisciplinary Minors:** Introduce interdisciplinary minor programs that allow students to pursue additional studies in complementary fields, blending knowledge from different areas.

### Mid-term Goals (02-05yrs):

- **Formal Interdisciplinary Programs:** Create formal interdisciplinary programs to address real-world issues, such as climate change or public health, drawing from the expertise of various departments.
- **Collaborative Projects:** Encourage collaborative projects between different departments where students from diverse disciplines can work together on research or community service initiatives.

### Long-term Goals (05-10 yrs):

- **Establish Partnerships with Other Universities and Research Institutions:** Create collaborative programs that will allow students to take courses across disciplines, thereby broadening their academic horizon and enhancing their overall educational experience.
- **Strengthen Transdisciplinary Research Centers and Create New Ones Focused on Societal Challenges:** By encouraging interdisciplinary approaches, SGBAU aims to develop a research ecosystem that is capable of tackling some of the most pressing challenges facing society, such as environmental sustainability, health disparities, technological advancements, and socio-economic development.

## C.17 International Exposure

### Short-term Goals (0-02 yrs):

- **Enhance Existing Student Exchange Programs:** Academic department will identify institutions offering complementary programs to facilitate student mobility.
- **Develop Short-term Study Abroad Options:** The university will introduce short-term study abroad opportunities, such as summer schools or winter internships.

### Mid-term Goals (02-05yrs):

- **Establish Mechanism for International Exchange Programmes:** SGBAU will create a streamlined mechanism for selecting students for training and academic tutoring at international institutions with whom the university holds Memoranda of Understanding (MoUs).

- **Promote Joint Ph.D. Degree Programmes:** To further international academic collaborations, SGBAU will promote the exchange of ideas and research through Joint Ph.D. degree programs in collaboration with prestigious international institutions.
- **Facilitate Internships with International Organizations:** SGBAU will work to establish partnerships with multinational companies and international organizations to offer internships for students.

**Long-term Goals (05-10 yrs):**

- **Develop a Comprehensive Global Education Strategy:** SGBAU will develop and implement a Global Education Strategy aimed at enhancing international exposure for students.
- **Systematize Mobility of Students and Credit Transfer through Twinning Programmes:** SGBAU will formalize and systematize student mobility and credit transfer processes through Twinning programs with foreign universities.

## D. Research and Intellectual Property Enablers

Sant Gadge Baba Amravati University (SGBAU) recognizes the pivotal role of research and intellectual property (IP) in driving innovation, addressing societal challenges, and contributing to national and global knowledge economies. The university is committed to fostering a vibrant research culture, promoting interdisciplinary collaboration, and ensuring the protection and commercialization of intellectual property. This section outlines the strategic goals and initiatives to enhance research capabilities and IP management at SGBAU.

### D.1 Quality Research Programs to be Introduced

#### Short-term Goals (0-02 yrs):

- **Upgrade Research Infrastructure:** Enhance research facilities by modernizing laboratories, acquiring advanced equipment, and providing dedicated research spaces for faculty and students.
- **Promote Early-Stage Research Engagement:** Encourage undergraduate and postgraduate students to participate in research projects, focusing on areas such as climate resilience, sustainable agriculture, and water resource management.
- **Strengthen Mentorship Programs:** Establish mentorship programs where senior researchers guide students in selecting research topics and methodologies, fostering early-stage involvement in research activities.

#### Mid-term Goals (02-05yrs):

- **Interdisciplinary Research:** Promote interdisciplinary research by strengthening collaborations between departments and external institutions, ensuring continuous upgrading of infrastructure to support innovation in areas addressing national and societal challenges.
- **Research on Emerging Technologies:** Focus on research in emerging fields such as Artificial Intelligence (AI), Data Science, Biotechnology, and Nanotechnology, integrating traditional knowledge systems with modern practices.
- **Ethical and Compliance Frameworks:** Strengthen ethical and compliance frameworks, including creating an ethics office and updating IP guidelines to ensure adherence to international standards.

#### Long-term Goals (05-10 yrs):

- **Establish Centres of Excellence:** Create Centres of Excellence in key areas like Quantum Computing, AI-Driven Social Science, Industrial Biotechnology, and Cultural Heritage Preservation to foster high-impact research and attract funding.
- **Longevity Research Program:** Implement a Longevity Research Program focusing on extending human lifespan and improving health-span through interdisciplinary research in biology, medicine, and technology.
- **Sustainable Research Funding:** Secure long-term research funding through national and international grants, creating a dedicated fund for cutting-edge projects.

## D.2 Targeted and Collaborative Research

### Short-term Goals (0-02 yrs)::

- **Identify Key Research Areas:** Analyze current trends and institutional strengths to identify key areas for targeted research, fostering partnerships with industry and other research institutions.
- **Workshops and Brainstorming Sessions:** Conduct workshops with faculty to identify emerging fields and analyze trends in research funding and industry needs.

### Mid-term Goals (02-05yrs):

- **Interdisciplinary Collaboration:** Encourage interdisciplinary collaboration by forming teams that include faculty from different departments, facilitating partnerships with industry and other research institutions for joint research projects.
- **Research Consortia:** Establish research consortia that facilitate access to shared databases, libraries, and collaborative research efforts, promoting co-authored publications and interdisciplinary research.

### Long-term Goals (05-10 yrs):

- **Global Research Leadership:** Position SGBAU as a leader in newly identified research fields, recognized both nationally and internationally, ensuring ongoing funding and resources for research initiatives.
- **Industry-Academia Collaboration:** Strengthen partnerships with industries to secure funding for joint research in fields like biotechnology, AI, and applied sciences, increasing the likelihood of generating patentable innovations.

## D.3 Research-Oriented Experienced Faculty Members

### Short-term Goals (0-02 yrs):

- **Identify Research-Inclined Faculty:** Implement a process to identify faculty with strong research inclinations using performance metrics like publications, grant applications, and ongoing projects.
- **Mentorship Programs:** Establish mentorship programs pairing junior research-focused faculty with experienced researchers to enhance their skills and ideas.

### Mid-term Goals (02-05yrs):

- **Training Programs:** Implement targeted training programs to enhance faculty research skills in areas such as grant writing, data analysis, and project management.
- **Collaboration and Leadership:** Encourage collaboration among research-oriented faculty, both within the institution and externally, providing leadership opportunities for faculty members with research inclinations.

#### **Long-term Goals (05-10 yrs):**

- **Research Ecosystem:** Foster an academic environment where research is integral to the university's identity and mission, inspiring faculty members to engage in impactful research.
- **Thought Leadership:** Support research-inclined faculty in becoming thought leaders in their fields, enabling them to gain global recognition through groundbreaking contributions to academia and industry.

#### **D.4 Student Involvement in Research**

##### **Short-term Goals (0-02 yrs):**

- **Research-Based Learning:** Develop undergraduate and postgraduate courses that incorporate research-based learning, encouraging students to undertake small-scale research projects under faculty supervision.
- **Workshops on IPR:** Organize workshops on innovation, patenting, and intellectual property rights (IPR) to educate students on the importance of protecting their ideas.
- **Introducing Research Journal for students**

##### **Mid-term Goals (02-05yrs):**

- **Mandate Research Components:** Mandate research components in curricula, especially for final-year projects, enabling students to conduct original research with the potential for publications or patents.
- **Industry Partnerships:** Establish research partnerships with industry stakeholders, allowing students to tackle real-world challenges under industry mentorship, which may lead to patentable inventions.

##### **Long-term Goals (05-10 yrs):**

- **Student-Led Research Labs:** Create student-led research labs or innovation centres that foster interdisciplinary projects with commercialization potential.
- **International Research Programs:** Develop opportunities for students to engage in international research programs and conferences, broadening their global perspectives and enhancing their innovations.

#### **D.5 Faculty Encouragement for Book Publications, Research Publications, and Patents**

##### **Short-term Goals (0-02 yrs):**

- **Publication Fund:** Enhance the existing Institutional Publication Fund by increasing resource allocation for publication fees, ensuring that all researchers have access to this support.
- **IPR Awareness Programs:** Organize awareness programs on Intellectual Property Rights (IPR), publishing ethics, and patent filing processes for students and faculty.

### Mid-term Goals (02-05yrs):

- **Interdisciplinary Research Centres:** Form interdisciplinary research centres that focus on cutting-edge research, fostering collaboration between departments for impactful research outcomes.
- **Monetary Incentives:** Provide enhanced financial support for research, specifically directing resources to award those who successfully secure patents.

### Long-term Goals (05-10 yrs):

- **Centres of Excellence:** Establish centres of excellence in key research areas that can drive long-term innovation, producing high-quality publications, patents, and potentially books on groundbreaking subjects.
- **Global Collaborations:** Pursue long-term partnerships with international research organizations and universities for joint research publications, books, and patents, enhancing the university's global standing.

## D.6 Organizing More Structured and Purposeful Conferences

### Short-term Goals (0-02 yrs):

- **Regular Conferences:** Organize smaller, regular conferences centred on emerging research areas, particularly modern technologies like AR-VR, to maintain ongoing engagement among research scientists, faculty, and students.
- **Thematic Workshops:** Conduct thematic workshops during these conferences, allowing participants to explore specific aspects of their research in depth.

### Mid-term Goals (02-05yrs):

- **National Conferences:** Organize national conferences that invite participants from other universities and research institutions, providing students and faculty with opportunities to interact and network within a broader academic community.
- **Industry Partnerships:** Partner with industries and research organizations to co-host conferences, providing funding and exposure for university researchers.

### Long-term Goals (05-10 yrs):

- **International Conference Series:** Establish an annual international conference series in key research areas, positioning SGBAU as a recognized hub for academic exchange.
- **Public Engagement:** Organize events aimed at making research accessible to the general public, featuring simplified presentations, AR-VR demonstrations, and interactive sessions.

## **D.7 Industry and Institutional Collaboration & Consultation**

### **Short-term Goals (0-02 yrs):**

- **Strengthen Industry Partnerships:** Strengthen collaborations with industries that can invest in student-led innovations, facilitating faster IP creation and commercialization of inventions.
- **MoUs with Industry:** Establish Memorandums of Understanding (MoUs) with industry partners, outlining clear objectives for joint research initiatives.

### **Mid-term Goals (02-05yrs):**

- **Industry-Funded Research:** Promote small-scale, industry-funded research projects focusing on emerging technologies and applied research.
- **Internship Programs:** Formalize internship and apprenticeship pipelines by building partnerships with companies that provide hands-on experience for students.

### **Long-term Goals (05-10 yrs):**

- **Global Industry Collaboration:** Establish global academic-industry alliances, particularly with multinational corporations and international universities, expanding research, technology transfer, and employment opportunities worldwide.
- **University-Industry Research Park:** Build a research park in partnership with industries, offering state-of-the-art facilities for interdisciplinary research and innovation.

## **D.8 University Incubation Centers**

### **Short-term Goals (0-02 yrs):**

- **Pre-Incubation Programs:** Initiate structured pre-incubation programs to support students interested in entrepreneurship, offering workshops, entrepreneurship boot camps, and access to mentors.
- **Start-Up Competitions:** Organize university-wide start-up competitions to encourage students to turn their project ideas into business plans.

### **Mid-term Goals (02-05yrs):**

- **Incubation Centres:** Establish additional incubation centres across more university colleges, specializing in areas like biotechnology, social entrepreneurship, and IT start-ups.
- **Entrepreneurship Curriculum:** Formalize incubation support as part of the academic curriculum by integrating entrepreneurship courses, incubation electives, and credit-based start-up development programs.

### **Long-term Goals (05-10 yrs):**

- **Global Incubation Network:** Position SGBAU as a leader in university incubation by creating a highly developed incubation network with centres of excellence, specialized labs, and access to national and global markets.
- **Alumni Angel Network:** Develop a university Alumni Angel Network where successful alumni can provide mentorship and financial support to student-led start-ups.

### **D.9 University Publications & Citation Service**

#### **Short-term Goals (0-02 yrs):**

- **Citation Databases:** Train faculty members and students on the use of citation databases like Google Scholar, Scopus, and Web of Science, including setting up profiles and managing citations.
- **Institutional Repository:** Encourage all departments and faculty to consistently upload research papers and projects to the institutional repository.

#### **Mid-term Goals (02-05yrs):**

- **Repository Accessibility:** Improve the repository's accessibility and functionality by integrating it with global databases like Google Scholar and Open Access platforms.
- **Research Grants:** Increase the availability of research grants and expand initiatives to include more research-driven projects.

#### **Long-term Goals (05-10 yrs):**

- **Global Repository:** Position the university's repository among the top institutional repositories globally, with enhanced digital access and international partnerships.
- **Interdisciplinary Research:** Foster an environment of innovation and interdisciplinary research with consistent funding and recognition, positioning SGBAU as a leader in global academic research.

### **D.10 Target Patent Claims for Undergraduate and Post-Graduate Projects in Professional Subject Areas**

#### **Short-term Goals (0-02 yrs):**

- **IPR Training:** Organize regular training sessions, led by IP experts, to teach students the practical aspects of IP protection, patent drafting, and how to assess the commercial potential of their innovations.
- **Dedicated Budget:** Allocate a dedicated budget to cover the cost of patent filing for students and faculty.

### **Mid-term Goals (02-05yrs):**

- **Advanced IPR Programs:** Evolve the intellectual property and patent-related training programs into more advanced programmes, incorporating Intellectual Property Law, patent filing processes, and IP management into existing professional courses.
- **Incentives for Patents:** Introduce incentives for faculty and students who successfully file patents or engage in research projects with commercial potential.

### **Long-term Goals (05-10 yrs):**

- **Global Innovation Hubs:** Establish global innovation hubs, attracting international collaborations and investments in research areas with high patent potential.
- **Patent Commercialization:** Implement a clear policy for patent commercialization, enabling faculty, students, and the university to benefit financially from patents through licensing or product development.

## **D.11 Fostering Innovation through a University-Wide Research Fair**

### **Short-term Goals (0-02 yrs):**

- **Annual Research Fair:** Organize an annual Doctoral and Research Fair to provide a platform for departments to exhibit ongoing research and completed projects.
- **Online Platform:** Initiate an online platform to display research papers and summaries for public and academic access.

### **Mid-term Goals (02-05yrs):**

- **Inter-University Research Fair:** Collaborate with other universities to hold an Inter-University research fair, creating opportunities for knowledge sharing between institutions.
- **Media Partnerships:** Partner with educational media platforms and public broadcasters to feature university research in short documentaries, podcasts, or articles.

### **Long-term Goals (05-10 yrs):**

- **Global Research Fair:** Elevate the research fair to a biennial global event, inviting participants from top universities globally, positioning SGBAU as a global hub for research exchange and innovation.
- **Research Translation:** Create a dedicated department focused on translating academic research into accessible content for the public and media, fostering a deeper connection between research and society.

## **E. Human Resource and Supportive–Facilitative Enablers**

The university firmly believes that its greatest asset lies in the growth and development of its people. By nurturing a culture of lifelong learning and skill refinement, it aspires to create an ecosystem where knowledge thrives, innovation flourishes, and excellence becomes a shared pursuit.

Dedicated to capacity building and intellectual advancement, the university envisions an environment brimming with opportunities—one that empowers faculty, staff, and students to push the boundaries of their potential. It seeks to be more than just an institution of learning; it aims to be a catalyst for transformation, fostering wisdom and leadership in every endeavor.

### **To bring this vision to life, the university embraces a range of initiatives:**

- **Enriching Minds:** Through specialized training, workshops, and professional development programs, it ensures that knowledge is not merely acquired but continuously expanded.
- **Fostering Innovation:** Encouraging pioneering research and creative exploration, it paves the way for groundbreaking discoveries and intellectual contributions.
- **Bridging Worlds:** By forging strong collaborations with global institutions and industry leaders, it creates a bridge between academia and real-world applications.
- **Cultivating Leaders:** Through mentorship and leadership initiatives, it nurtures individuals who will shape the future with vision and integrity.
- **Expanding Horizons:** Providing access to world-class resources, cutting-edge technology, and a wealth of academic materials to support intellectual growth.
- **Embracing Diversity:** Championing inclusivity and fostering a community where varied perspectives converge to create a rich and dynamic learning experience.

In this ever-evolving landscape of knowledge and discovery, the university stands as a beacon of progress, steadfast in its mission to shape minds, uplift spirits, and forge pathways to excellence.

**Student and Learner Empowerment: Holistic Admission, Inclusivity, and Comprehensive Support System**

### **SHORT TERM GOALS (0 - 02yrs) :**

Refine and fortify the admission portal to serve as a transparent and dynamic gateway, offering real-time insights into application progress, selection benchmarks, and seat availability. This transformation will empower applicants with clarity, confidence, and seamless access to crucial information at every stage of their journey.

Harnessing the capabilities of the Diversity and Inclusion Dashboard on the Samarth e-Gov portal, the university actively monitors key indicators to refine and elevate its inclusivity efforts. By enhancing data tracking mechanisms, it strives to foster a more diverse, equitable, and inclusive academic environment.

Launch specialized outreach programs to connect with underrepresented regions, marginalized communities, and economically weaker sections. These initiatives will enhance awareness of the university, its admission processes, and scholarship opportunities, fostering greater accessibility and inclusion in higher education.

- The university is committed to strengthening and expanding its scholarship and endowment initiatives, extending greater support to students from economically disadvantaged and marginalized backgrounds. By fostering financial inclusivity, it seeks to empower deserving individuals with equitable access to higher education and opportunities for academic success.
- Reinforcing the Mentor-Mentee Programme in accordance with UGC / State government guidelines.
- Designing internship and career counseling frameworks to guide students toward professional success.
- Introducing career advisors within select departments to pioneer a focused approach to career development.
- Fostering Leadership & Meaningful Learning
- Encouraging students to cultivate leadership skills through team-building initiatives.
- Making the teaching-learning process more interactive, engaging, and impactful.

### **Mid-Term Goals (02 - 05yrs)**

#### **Expanding Opportunities**

- Inclusive Admissions & Diversity Enrichment
- Establishing partnerships with schools and educational organizations to identify and mentor talented students from diverse backgrounds.
- Introducing scholarships and financial support systems aimed at uplifting underrepresented communities.
- Conducting data-driven reviews to assess and enhance diversity efforts.
- Broadening the scope of financial aid, incorporating merit-cum-means scholarships.
- Career Advancement & Alumni Engagement
- Strengthening alumni-student mentorship to provide guidance and professional insight.
- Hosting career workshops focused on interdisciplinary pathways, networking, and resume-building.

## **Long-Term Goals: (05 - 10yrs)**

### **Sustained Excellence & Global Engagement**

- Holistic Student Assessment & Global Diversity
  - Leveraging data analytics to assess students' academic and extracurricular growth.
  - Continuously refining admission policies to foster a well-rounded and diverse student body.
  - Expanding outreach to international students, enriching cultural exchange and global engagement.
- 
- Institutional Support & Continuous Improvement
  - Implementing long-term policies that ensure inclusivity and sustained diversity efforts.
  - Periodically reviewing and expanding scholarships to address evolving student needs.
  - Strengthening the mentorship program to align with academic and career aspirations.
  - Developing a comprehensive career counseling infrastructure that evolves with industry trends and workforce demands.

## **F. Enablers For Networking and Collaboration**

The University endeavours to widen the scope of academics, research and skill development. By providing better opportunities for students in terms of internships, On Job Training, placements, apprenticeship and start up through seed capital for students, the University plans to play a pivotal role in enriching their learning experience and boosting their employability.

### **F.1 Strategic Collaboration**

#### **Short-term Goals (0-02 yrs):**

- Establishment and operationalization of the Alumni Cells (ACs) within the University.
- The ACs shall play a key role in forging strategic partnerships between the University and various stakeholders across academic institutions, industries, and community organizations.
- Establish incubation centres, funding avenues, and ideation networks to cultivate and support start-up initiatives.
- Encourage faculty-led consultancy initiatives to strengthen industry-institute relationships.
- Develop networks across various industry sectors to facilitate internships and job placements.

#### **Mid-term Goals (02-05yrs)**

- Create and maintain a comprehensive alumni database to facilitate streamlined communication, enabling effective networking, collaboration, and support for various initiatives and events
- Alumni shall play a pivotal role in driving infrastructure development and fostering a culture of collaboration for the overall benefit of the University.
- Pursue strategic academic collaborations that promote collaborative research, shared curricula, and the seamless mobility of students between institutions.
- Seamlessly integrate practical skills with theoretical education by collaborating with industry experts, utilising shared workshops, and offering live project opportunities.
- Encouraging soft skills development such as leadership, communication, and team management for aspiring entrepreneurs.
- Build strong partnerships with NGOs and social service organisations to engage in impactful rural outreach and fieldwork, contributing to societal development at the grassroots level.

#### **Long-term Goals (05-10 yrs)**

- Actively pursue recognition from esteemed national and international accreditation bodies to elevate the institution's brand value
- The ACs shall act as foster impactful collaborations in research, target based funding, and meaningful engagements with the corporate sector, social sector and cultural entities while continuing to further expand the alumni base.

- Help invest in a robust digital infrastructure to support start-up activities, providing access to essential digital resources, tools and networks.

## **F.2 Academic and Research Excellence**

### **Short-term Goals (0-2 yrs)**

- Pursue academic collaborations for co-research, shared curricula and intermobility of students.
- University newsletters or similar such publications shall promote the academic and research excellence.
- Engage alumni in mentoring the student's projects.
- Envision activities wherein students and alumni can work on collaborative projects.
- Involvement of alumni as mentors for consultancy projects.
- Endeavours for MOUs to host collaborative research events and projects with Institutions & industry
- Encouraging collaborations between academia, industry, and government agencies to conduct research and development that is commercially viable.

### **Mid-term Goals (02-05yrs) :**

- To Strengthen the infrastructure & advanced research equipment's of centralised Instrumentation centre (CIC) & FAB-LAB.
- Establish research consortia that facilitate access to shared databases, libraries, and collaborative research efforts. These consortia shall encourage co-authored publications, foster interdisciplinary research, and accelerate the development of innovative solutions.
- Foster service-learning projects by partnering with alumni on community service projects, where students and alumni collaborate to address local issues, enhancing civic engagement.
- Encourage faculty for Faculty-Student Collaborative Grants which can fund student participation in conferences as part of multi-disciplinary activities.

### **Long-term Goals (05-10 yrs):**

- Set up a Centre for Excellence that serves as a hub for multidisciplinary research
- Establish incentive programs that provide additional funding for outstanding projects of students.

## **F.3 Social Engagements and Services**

### **Short-term Goals (0-02 yrs):**

- Build strong partnerships with NGOs through NSS to engage in impactful rural (particularly tribal areas) outreach and fieldwork, contributing to societal development at the grassroots level.

- Collaborate with local NGOs under Unnat Bharat Abhiyan initiatives to ensure sustainability.
- Foster innovation and engagement across all departments and faculties in the Unnat Bharat Abhiyan initiative.
- Encourage and involve students as volunteers and interns in community and social welfare programs. Farmers problems, Nutrition based program for Villagers, Healthy senior citizens, and local community members shall also be involved for effective coordination.
- Organize training programs for students in collaboration with voluntary and governmental organizations to promote social engagement.
- Promote responsible use and disposal of plastics, electronic devices as part of the institution's sustainable development strategy.
- Organize regular camp for social audits to assess the institution's effect on the community.

#### **Mid-term Goals (02-5yrs):**

- Organize awareness program for the Water, Sanitation, and Hygiene (WASH) in rural and urban slum areas.
- Encourage research that addresses social issues and provide incentives for such work.
- Integrate social outreach into research relevant to the field.
- Onboard voluntary organizations and government agencies to uplift adopted villages under the Unnat Bharat Abhiyan.
- Intensify internships and collaborations through Corporate Social Responsibility (CSR) initiatives.
- Recognize community outreach efforts through certifications and credits based on hours dedicated to outreach programs and extension activities.

#### **Long-term Goals (05-10 yrs):**

- Create a digital repository to document activities related to education and social welfare.
- Adopt a 360-degree approach that includes all stakeholders and creates a digital database for a comprehensive resource.
- Ensuring student participation in community engagement activities.
- Map and monitor student progress in community engagement and extension activities.

### **F.4 Industry-Academia Collaboration**

#### **Short-term Goals (0-02 yrs):**

- **Establish Industry collaborations:**
  - Strengthen the existing committees, viz. University Industry Collaboration Committee under SGBAU research & innovation foundation
  - Appoint experienced professionals from both academic and industry backgrounds to foster partnerships (TPO).

- **Memorandum of Understanding (MoUs):**

- Initiate MoUs with micro, small and medium enterprises, particularly in sector where University has strong academic programs.
- Focus on collaborations in internships, student placements, guest lectures, and short-term consultancy projects.

- **Industry-Oriented Curriculum Enhancement:**

- The University shall give augmented priority towards industry specific modules within the existing curricular structure.
- Increase involvement of industry experts in academics and research.

- **Internship & Apprenticeship Programs:**

- Broad basing the industry collaboration network.
- Formalise internship and apprenticeship pipelines by building partnerships with companies that provide hands-on experience for students.

- **Patents & Intellectual Property Management:**

- Promote the creation and commercialization of patents and intellectual property generated through academic-industry partnerships.

### **Mid-term Goals(02-05yrs):**

- **Industry Support for Student Start-ups:**

- The University shall take steps towards creating industry support that focuses exclusively on student and faculty start-ups. Support shall be in the form of dedicated funds through seed capital

- **Living Labs for Social Innovation:**

- The University shall seek partnership with the government to establish Living Labs where industry and academia collaborate to develop solutions for social challenges and deploy them in real-world rural or underserved urban environments.

### **Long-term Goals(05-10yrs):**

- **University-Industry Research Park:**

- The University shall take steps to build a research park in partnership with industries, offering state-of-the-art facilities for interdisciplinary research and innovation.
- The park can host industry labs, incubators, and start-ups that benefit from proximity to University's academic expertise.

- **Global Social Innovation Impact Fund**

- The University shall take steps to launch a Global Social Innovation Impact Fund backed by industries that want to invest in projects with a high potential for positive social change, particularly in developing countries.

- Through this fund, the University’s faculty and students can develop scalable solutions for pressing issues like clean water, renewable energy, or affordable healthcare.
- **Create a controlled digital space for experimentation**
- Conceptualize and implement virtual industry ‘Sandboxes’ where students and researchers have the opportunity to collaborate with industry partners on live projects, using real datasets, but in a controlled, risk-free environment.
- Partner with major industries to hold ‘Hackathons’ with high-impact problem statements that businesses need to solve.
- Industry oriented experience in a simulated environment primarily focussing on the emerging areas of technological advancements

### **F.5 Quality and Credibility**

#### **Short-term Goals(0-02yrs):**

- The individual research labs shall be accredited from National accreditation bodies.

#### **Mid-term Goals (02-05yrs):**

- The University level CIC & FAB -LAB shall be accredited from National accreditation bodies.
- The University shall endeavour to achieve accreditation of academic programmes.

#### **Long-term Goals(05-10yrs):**

- The University Sports department shall be accredited by National bodies.

### **F.6 Innovation and Entrepreneurship**

#### **Short-term Goals(0-02yrs):**

- Sensitize and engage alumni to promote innovation and entrepreneurship ecosystem in the University.
- Strengthening of the Innovation cells and incubation centres by inducting alumni with established start-up ventures into the advisory board of the entrepreneurial cell.
- “Alum-budding” partnerships can be boosted to mentor budding entrepreneurs and offer networking opportunities and financial support.
- Support innovative processes so that the IPR cell can facilitate the proper execution process.
- Endeavours for MOUs with established incubators across the nation to promote a systematic plan for start-ups.

#### **Mid-term Goals (02-05yrs)**

- Strengthening the IPR cell so that students and faculty can protect their innovations, including filing patents, trademarks, or copyrights.

- Endeavour to create a dedicated platform for interactions between students and industry via virtual sessions and investor pitch events.
- Endeavours for MOUs with established incubators with a global outreach.

#### **Long term Goals(05-10yrs):**

- Establish a committee to monitor technology transfer and technology readiness
- Guidance on licensing, commercialization, and compliance with international IPR regulations shall be provided to facilitate the smooth transition from idea to market.
- Establishing relationships with international organisations to provide a global platform for innovative ideas from HEIs.

### **F.7 International Collaboration**

#### **Short-term Goals (0-02 yrs):**

- Promote and facilitate organization of joint seminars/conferences/workshops with FHEIs in hybrid mode.
- Create policy framework and viable implementation structures for a smooth implementation of internationalization at the institution.
- Encourage the students for availing ‘Study Abroad’ Programmes; locate opportunities/resources for student scholarships/internships.
- Implement initiatives to promote joint research and publications with co-authors from partner FHEIs.
- Facilitate joint workshops with FHEIs and identify best practices in student-centred learning.

#### **Mid-term Goals (02-05yrs)**

- Promote IKS for international students.
- Promote all-round professional development/capacity-building programmes for fostering internationalisation.
- Increase participation in international seminars/conferences; promote joint publication and reports; set up systems for evaluation of such programs through feedback from participants/stakeholders.
- Promote translation of distinctive and renowned international texts

#### **Long-term Goals (05-10 yrs):**

- Promotion of academic excellence, cultural understanding and research prowess, as per global standards.
- Work towards improving the institutional ranking through international engagements.
- Promote awareness on social and cultural similarities and inculcate respect for social and cultural differences.

## G. Physical Enabler

Physical enabler for universities refers to infrastructure & facilities that supports learning, research & overall university experience. With a legacy spanning over forty-two years, the University has significantly expanded its physical presence. While embracing modernity, the institution remains deeply committed to achieving a thoughtful blend of tradition and transformation. Physical infrastructure acts as a critical enabler in creating a vibrant academic atmosphere that nurtures scholarly excellence, drives research innovation, supports administrative efficacy, and promotes holistic student development.

### G.1 Role: Strategic Role of Physical Infrastructure

Infrastructure plays a foundational role in empowering the University's core functions. From classrooms and laboratories to administrative offices and wellness facilities, these physical elements form the backbone of effective education delivery, ground breaking research, and a dynamic campus life. By ensuring access to modern, well-maintained spaces and resources, the University cultivates an environment that supports both academic and personal growth.

Over the decades, the Sant Gadge Baba Amravati University has significantly expanded its physical footprint in five districts under its jurisdiction. With forward-thinking & modernization, the University acknowledges the critical role that infrastructure plays in enabling a thriving academic ecosystem. Strategic improvements to the built environment aim to support excellence in teaching, research, student engagement, and sustainability

Physical infrastructure provides the essential framework for high-quality education, cutting-edge research, and a fulfilling student life. An inclusive and sustainable physical ecosystem is pivotal for long-term institutional excellence.

#### Short-term Goals (0-02 yrs):

- **Infrastructure Revamp:** Renovating academic blocks, administrative blocks, enhancing hostel accommodations, and upgrading recreational, Residential and dining facilities.
- **Digital Integration:** Expanding IT capacity, ensuring Wi-Fi availability across campus, and introducing smart classrooms and centralized digital platforms.
- **Research Ecosystem:** Establishing advanced laboratories, high performance computing resources, strengthening digital repositories, and launching University-led publications and academic journals.
- **Well-being Support Systems:** Upgrading medical centre, initiating wellness programs, improving sanitation, and installing emergency systems with a focus on mental and physical health.
- **Operational Efficiency:** Modernizing administrative units with smart technologies to streamline governance and workflows. Facilities to enhance operational efficiency, optimise resource management & facilitate seamless governance.
- Implementation for zero emission policy & sustainable environment friendly practices & to create a workable mechanism for this target.

- **Inclusive Design:** Ensuring accessible infrastructure that caters to the needs of persons with disabilities.
- **Green Commitments:** Installing solar panels, harvesting rainwater, managing waste responsibly, and encouraging electric vehicle usage. Making strategies for waste recycling, water & energy conservation, expanding green belt, technology integration etc.
- **Environmental Policy Framework:** Developing institution-wide sustainability standards with cleaner mobility policies.

## Mid-Term Goals (02-05yrs)

- **Sustainability and Self-Sufficiency:** Adoption of zero-emission campus practices, expansion of renewable energy initiatives, and improved wastewater recycling systems.
- **Smart Examination Systems:** Full digitization of records, integration of flexible assessment methods, and the launch of a 24/7 student support and grievance platform. A flexible, modular & inclusive exam policies may be introduced in line with NEP 2020. Student care centre & feed back mechanism may be established.
- **Infrastructure Expansion:** New teaching blocks, administrative blocks, and a world-class innovation Knowledge Resource Centre.
- **Smart Campus Vision:** Digitally integrated campuses using IoT, AI, and e-governance tools for seamless management and learning experiences.
- **Accommodation Expansion:** Evaluating needs and upgrading hostels, especially in new campuses.
- **Distance Learning Infrastructure:** Launching online programs aligned with the increasing demand for flexible learning.
- **New Infrastructure:**
  - **IDEA INCUBATION & START UP CONVENTION CENTRE (IISC Centre):** A hub for innovation & industrial integration with modern disciplines & start up support for students developed products to meet day to day needs under umbrella of university sheltering basic help funds & approach for wider market.
  - **VOCATIONAL, INTEGRITY, VALUE, ETHICS & INDIAN KNOWLEDGE CENTRE (VIVEIK Centre) at Sant Gadge Baba Amravati University:** A centre to introduce integrity, value, ethics & Indian knowledge in students.
  - **MULTY FACILITY BUILDING COMPLEX at Sant Gadge Baba Amravati University:** Facilitating cross-departmental collaboration on complex global challenges.
  - **EDUTECH CENTRE (Online digital education centre) at Sant Gadge Baba Amravati University:** To provide seamless management & learning experiences using AI & e-governance tools.
- **Sports Advancement:** Upgrading infrastructure for national and international events and forming partnerships with sports icons for training.
- **Commercial Integration:** Establishing a campus marketplace to support student start-ups and provide everyday necessities.
- **Environmental Aesthetics:** Introducing more water bodies to enhance biodiversity and campus ambiance.

### **Long-Term Goals (05-10 yrs):**

- **Advanced Research & Policy Centers:** Establishing think tanks and instrumentation facilities to support national development agendas.
- **International convention centre (ICC):** To establish international relation & co-ordination at student level on global platforms.
- **Lifelong Learning Ecosystem:** Designing modular and competency-based educational offerings adaptable to industry shifts.
- **Next-Gen Education Tools:** Investing in AI-based learning systems, virtual labs, and real-time assessment tools. High-Performance Computing Infrastructure, Cloud and Edge computing services for intensive AI computations and real time learning. Reliable and High-Speed Internet Connectivity for seamless operation for remote learners. AI Driven Teaching-Learning and Administrative Infrastructure. Low-Cost Devices for students and educators, ensuring equitable access to the AI-powered learning systems.
- **Cyber security and Tech Resilience:** Building robust systems to safeguard academic data and ensure digital continuity.
- **Eco-Friendly Digital Expansion:** Ensuring sustainable IT practices through low-energy devices and emission-reducing technologies.

### **G.2 Knowledge Resource Centre (Library)**

#### **Short-Term Goals (0-02 yrs):**

- Expansion of the digital library, increasing access to digital resources and building round-the-clock study spaces with real-time user feedback systems.

#### **Mid-Term Goals (02-05yrs)**

- Establishment of an Innovation Lab hosting technology-based challenges in fields like AI, blockchain, and AR (Augmented Reality) & VR (Virtual Reality) to stimulate creative thinking.

#### **Long-Term Goals (05-10 yrs):**

Creation of futuristic digital libraries integrating:

- AI-powered search functionalities, Tailored recommendations, AI-supported research initiatives
- Virtual tours of libraries, AR for immersive learning experiences, Virtual spaces for collaboration Automated systems for book management
- Automated systems for book retrieval, Self-service kiosks and chatbot assistance, Automated processes for inventory management and sorting
- Intelligent study environments, Real-time resource availability tracking, Services based on user location.
- Complete digitization of library collections, Open access to knowledge repositories, Block chain for managing digital rights.

- Customizable digital platforms, Support for multiple languages, Integration with mobile and wearable devices
- Hubs for interdisciplinary research, Maker-spaces with integrated technology, Platforms for global knowledge sharing.
- Advanced biometric security measures, enhanced data privacy and security protocols, AI-driven cyber security solutions.
- Permanent academic record management, On-demand content access, Real-time data streaming.

### **G.3 Digital Infrastructure and Smart Systems**

#### **Short-Term Goals (0-02 yrs):**

- Enhance network coverage, IT help desk, improvement in university web portal, cash less transactions, VPN access and support systems including e-office and digital attendance, computer work stations, server & storage devices, CCTV coverage, biometric installations, strengthening email & SMS services.
- Improve infrastructure such as video-conferencing rooms, smart boards, biometric systems, and encrypted communications.

#### **Mid-Term Goals (02-05yrs)**

To meet the evolving technological demands of the next 10–15 years, the University will implement a flexible and scalable IT infrastructure strategy focused on innovation, efficiency, and sustainability.

- **Future-Ready IT Architecture**  
A dynamic and adaptable IT framework will be developed to support long-term growth. This will include advanced data centres, cloud integration, and high-capacity network infrastructure designed to accommodate new technologies and increased user demand. The digital infrastructure will also support systems for air quality monitoring and smart transportation.
- **Cloud-First and Hybrid Integration**  
Adopting a cloud-first approach, the University will enhance flexibility and reduce operational costs through hybrid solutions. This model will balance on-premises systems with cloud-based services to ensure resilience and continuity for critical operations.
- **Next-Generation Smart Classrooms**  
Classrooms will be upgraded with interactive digital boards, high-definition video conferencing, and collaborative learning tools to support hybrid and remote education. Augmented Reality (AR) and Virtual Reality (VR) labs will also be introduced to offer immersive and experiential learning opportunities.
- **Unified Digital Services Platform**  
A centralized digital platform will be established to integrate core services such as admissions, course registration, library access, hostel management, and alumni relations. Mobile applications and online portals will streamline these processes and enhance user convenience.

- **Sustainable IT Operations**

The University will invest in energy-efficient data centres and green technologies to minimize its environmental impact. Smart building systems will monitor and optimize energy usage across all facilities, contributing to the institution's broader sustainability goals.

- **24/7 Inclusive IT Support**

Robust digital support systems will be put in place, including round-the-clock help desks, AI-powered chatbots, and self-service kiosks for students and staff. Special emphasis will be placed on digital accessibility to ensure equitable access to resources for all members of the university community, regardless of their backgrounds or abilities.

### **Long-Term Goals (05-10 yrs):**

To ensure sustained technological progress and academic excellence, the University will adopt forward-looking digital strategies and invest in transformative technologies.

- **Strategic IT Budgeting and Emerging Tech Integration**

The University will formulate long-term, sustainable budget plans to support continuous upgrades to its digital infrastructure. Emphasis will be placed on exploring advanced technologies such as quantum computing, 5G connectivity, and blockchain-based systems for secure academic credentialing. Partnerships with industry leaders and technology innovators will be pursued to co-develop solutions, attract research funding, and reinforce infrastructure development.

- **Centralized Data and Analytics Hub**

A unified data management system will be developed to consolidate academic, research, and administrative data. This platform will utilize advanced analytics and artificial intelligence to track student performance, research productivity, and institutional benchmarks. Machine learning tools will enable real-time decision-making and predictive modelling to enhance student engagement and improve retention rates.

- **High-Performance Computing Infrastructure**

To support complex, data-intensive research, the University will establish robust high-performance computing (HPC) environments. These systems will be designed for fields such as artificial intelligence, data science, machine learning, and bioinformatics. Global research collaboration will be encouraged through shared virtual labs and international data-sharing networks.

- **Next-Generation Learning Management System (LMS)**

The University will implement or upgrade to an advanced, integrated LMS that supports flexible, personalized learning experiences. Features will include real-time feedback, collaborative tools, and analytics dashboards for educators. The platform will aim to elevate academic outcomes and support innovative teaching and assessment practices.

## **G.4 Maintenance Strategy for Sustainable Operations**

### **Short-term Goals (0-02 yrs)**

#### **1. Routine Maintenance and Repairs**

- Conduct regular inspections of classrooms, hostels, labs, and administrative buildings.
- Repair water leaks, electrical faults, and structural cracks promptly.
- Upgrade rest rooms, signage, and accessibility features.
- Ensure cleanliness through daily sanitation and waste management.

#### **2. Safety and Security Enhancements**

- Install or upgrade CCTV cameras and fire safety systems.
- Ensure working emergency exits, alarm systems, and security lighting.

#### **3. Digital and IT Infrastructure Maintenance**

- Update and maintain campus Wi-Fi, networking equipment, and IT hardware.
- Monitor and maintain e-office systems and online portals.

#### **4. Green Campus Practices**

- Initiate basic landscaping, tree planting, and beautification drives.
- Maintain existing solar panels or green installations.
- Maintain Existing water bodies.

### **Mid-Term Goals (02-05 yrs)**

#### **1. Facility Upgradation**

- Renovate aging academic buildings and student housing.
- Retrofit classrooms with smart technologies (digital boards, projectors, etc.).
- Modernize libraries, seminar halls, and common areas.

#### **2. Energy Efficiency and Sustainability**

- Upgrade lighting systems to energy-efficient LEDs.
- Expand solar power use across buildings.

- Install rainwater harvesting systems and expand sewage treatment capacity.

### **3. Maintenance Management System**

- Implement a digital maintenance tracking and reporting system.
- Train technical staff and develop maintenance manuals.

### **4. Infrastructure Expansion**

- Plan and begin phased construction of new labs, auditoriums, or residence halls as needed.
- Improve internal road networks and drainage systems.

## **Long-Term Goals (05-10 yrs)**

### **1. Smart Campus Transformation**

- Integrate IoT-based infrastructure monitoring (for energy, water, and air quality).
- Use AI and data analytics for predictive maintenance.

### **2. Sustainable Campus Development**

- Aim for a carbon-neutral campus through expanded green initiatives.
- Establish a full campus-wide renewable energy grid and advanced waste recycling systems.

### **3. High-End Facility Development**

- Build advanced research centers and innovation labs with cutting-edge equipment.
- Construct international-standard sports complexes and cultural centers.

### **4. Public-Private Partnerships**

- Collaborate with industry for infrastructure sponsorship and maintenance services.

## H. Digital Enablers

Digital Enabler in a University refers to technologies, platforms and strategies that facilitate digital transformation in education. The University has initiated significant measures to implement various digital enablers, aiming to enhance academic quality, improve learning experiences, strengthen research capabilities and streamline administrative processes for increased efficiency.

### H 1. Internet Usage

#### Short term Goals (0-02 yrs):

- University is providing high-speed Wi-Fi freely available throughout the campus enabling students and faculty to stay connected, access learning resources and participate in online academic and research activities without interruption to internet across campus.
- Strengthening of existing wifi network by adding a wifi controller and additional wireless access points at various places like hostels and various teaching departments.
- Secured student/staff authentication for accessing network services through centralized login.

#### Mid Term Goals (02-05 yrs):

- Improvisation of campus network infrastructure by replacing outdated active and passive components with faster alternatives.
- Providing wifi connectivity to new academic and hostel buildings.
- Upgrade to a **redundant high-bandwidth system** with backup support.
- Introduce **campus-wide smart internet monitoring** and usage analytics.

#### Long Term Goals (05-10 yrs):

- Upgrade to smart campus with AI-monitored bandwidth and usage tracking.
- Establishment of a backup campus network on the entire campus to ensure uninterrupted internet connectivity for the stakeholders.

### H 2. Website

#### Short term Goals (0-02 yrs):

- Redesign and upgrade of university web portal for efficient and secure information access for all stakeholders.
- Each department has a dedicated section on website.
- Integrate academic calendars, announcements, and real-time alerts.
- Integration of University Mobile App with the University Web Portal.

#### Mid Term Goals (02-05 yrs):

- Launching a **dynamic, AI-assisted institutional website** with role-based access for students, faculty, and staff.

### **Long Term Goals (05-10 yrs):**

- Use of AI-based chat bot for instant student queries.
- To include Interactive dashboards for real-time updates.

### **H 3. Online Messaging for Stakeholder Groups**

#### **Short term Goals (0-02 yrs):**

- Deploy institutional email and notification systems.
- Use group messaging tools (e.g., MS Teams, Google Meet, Zoom) for students, faculty, and admin.
- Launching University Mobile App for efficient communication with students.

#### **Mid Term Goals (02-05 yrs):**

- Create an **integrated messaging and notification system** linked with ERP, LMS, and mobile apps.
- Enable **SMS, email, and app push notifications** for exams, placements, and academic events.

### **Long Term Goals (05-10 yrs):**

- Integrate messaging with ERP and LMS.
- Allow mobile-based notifications for attendance, grades, and deadlines.

### **H 4. Online Blogs & Course Sites**

#### **Short term Goals (0-02 yrs):**

- Create blogs/microsites for each course with lecture notes, updates, and discussions.
- Faculty can maintain dynamic content with student collaboration.

#### **Mid Term Goals (02-05 yrs):**

- Ensure **every course has a microsite or blog** with syllabus, assignments, discussions, and archives.
- Enable **student co-authorship** of reflective blogs and project updates.

### **Long Term Goals (05-10 yrs) :**

- Expand to every elective/specialization.
- Incorporate multilingual content for inclusivity.

### **H 5. Wi-Fi Campus**

#### **Short term Goals (0-02 yrs):**

- Ensure full-campus Wi-Fi access with managed bandwidth.

- Use role-based access to prioritize academic needs.

#### **Mid Term Goals (02-05 yrs):**

- Expand Wi-Fi to include **open spaces, hostels, sports arenas, and guest houses**.
- Introduce **user authentication and load balancing** for optimal performance.

#### **Long Term Goals (05-10 yrs):**

- IoT-enabled smart learning zones in Library and departments.
- Always-on 5G-supported Wi-Fi environment.

### **H 6. Online Study Material**

#### **Short term Goals (0-02 yrs):**

- Upload course content on LMS. The faculty in the University effectively use various Learning Management Systems (LMSs) like Samarth, MOODLE, Google classroom etc. Samarth LMS has been officially adopted by the University and Faculty as well as students shall be trained through various workshops. The Samarth LMS shall be used for online course delivery, digital assessments, resource sharing and student-teacher interaction beyond geographic barriers and classroom hours.
- Provide PDFs, e-books, recorded lectures to the students through various online platforms including social media groups.

#### **Mid Term Goals (02-05 yrs):**

- Offer **interactive content**, embedded quizzes, downloadable modules, and multi-device access.
- Align content with **SWAYAM, NPTEL, and OER platforms**.

#### **Long Term Goals (05-10 yrs):**

- Setting up of a separate digital recording studio and computer laboratories in proposed building for classrooms.
- AR/VR-enhanced simulations.
- AI-curated personalized learning paths.

### **H 7. Digital Library**

#### **Short term Goals (0-02 yrs):**

- Subscribed to digital databases. The University provides free access to a wide range of academic journals, research articles and e-books through digital libraries and academic

databases. This supports research and self-directed learning for students, researchers and faculty. Also offer remote login to students, faculty and research scholars.

#### **Mid Term Goals (02-05 yrs):**

- Enable **federated search systems** across local repositories, e-journals, and national databases (INFLIBNET, Shodhganga, One Nation one subscription).
- Provide **off-campus access** via secure proxy servers or VPN.

#### **Long Term Goals(05-10 yrs):**

- Federated search across institutional, national, and global repositories.
- Real-time availability alerts for books/articles.

### **H 8. Digital Publication**

#### **Short term Goals (0-02 yrs):**

- Start institutional e-journals for research publications.
- Encourage student-led online journals.

#### **Mid Term Goals (02-05 yrs):**

- Assign **DOIs** to faculty/student publications.
- Encourage **multi-format publishing** (text, video, infographic).
- Index journals in [DOAJ](#), [Google Scholar](#), or [Indian Citation Index](#).

#### **Long Term Goals (05-10 yrs):**

- DOI allocation for all university publications.
- Able to link students research projects and theses to digital repositories.

### **H 9. Paperless Office**

#### **Short term Goals (0-02 yrs):**

- Digitize administrative records.
- Use e-files, digital signatures, and online file management systems.

#### **Mid Term Goals (02-05 yrs):**

- Achieve 80–90% **paperless operations** with workflow automation for admissions, leaves, procurement, and compliance.
- Implement **digital dashboards** for administration and decision-making.

### **Long Term Goals (05-10 yrs):**

- Blockchain for document verification.
- 100% automation of records, approvals, and compliance.

### **H 10. Paperless Exams**

#### **Short term Goals (0-02 yrs):**

- Pilot online examination systems with secured browsers.
- Use question banks and automated grading tools.
- Implement various modules offered by Samarth e-Gov Suite.

#### **Mid Term Goals (02-05 yrs):**

- Expand **online and hybrid exam systems** with secure browsers and identity verification.
- Conduct **mock tests and workshops** for familiarization.

### **Long Term Goals (05-10 yrs):**

- AI-proctored exams.
- Adaptive assessment tools that vary questions based on performance.

### **H 11. Online Evaluation**

#### **Short term Goals (0-02 yrs):**

- Faculty upload marks and feedback via ERP or LMS.
- Instant result generation and student access.

#### **Mid Term Goals (02-05 yrs):**

- Adopt **LMS-integrated evaluation tools** with objective, subjective, and assignment tracking features.
- Implement **automated scoring and analytics** dashboards.

### **Long Term Goals (05-10 yrs):**

- Establishment of Digital Valuation Centre in the University.
- Peer-reviewed evaluation modules.
- Gamified assessments with feedback loops.

### **H 12. Website-based Result Announcement**

#### **Short term Goals (0-02 yrs):**

- Automate semester result uploads on university portal with secure login.

### **Mid Term Goals (02-05 yrs):**

- Enable **results with visual dashboards** for departments and students.
- Include **grade analysis and subject-wise performance breakdown**.

### **Long Term Goals (05-10 yrs):**

- Real-time analytics on student performance with visual dashboards.

### **H 13. NAD Markscards Facility**

#### **Short term Goals (0-02 yrs):**

- Integrate with [National Academic Depository \(NAD\)](#) for issuing verifiable digital certificates.

#### **Mid Term Goals (02-05 yrs):**

- Fully integrate with **NAD and DigiLocker** for seamless issuance of degrees, transcripts, and certificates.
- Enable **real-time sharing** with employers and credential evaluators.

#### **Long Term Goals (05-10 yrs):**

- Integration with DigiLocker and global verification systems.

### **H 14. Online Admission Test**

#### **Short term Goals (0-02 yrs):**

- Conduct remote proctored entrance tests.
- Use third-party platforms if required (e.g., TCS).

#### **Mid Term Goals (02-05 yrs):**

- Use **AI-supported proctoring systems** for remote entrance and departmental tests.
- Support **multiple-language test interfaces** for inclusivity.

#### **Long Term Goals (05-10 yrs):**

- AI-proctored, multilingual, equitable access tests for all levels.

### **H 15. Education ERP**

#### **Short term Goals (0-02 yrs):**

- Implement an ERP system (e.g., E-Samarth, TCS iON, MasterSoft) covering academics, HR, finance, exams, and student lifecycle.

### **Mid Term Goals (02-05 yrs):**

- Expand ERP to cover:
  - **Finance**
  - **HR management**
  - **Library automation**
  - **Student lifecycle (from admission to alumni)**
- Ensure **real-time analytics** and mobile app support.

### **Long Term Goals (05-10 yrs):**

- AI-driven predictive analytics for student success and resource management.

## **H 16. Plagiarism Software Facility**

### **Short term Goals (0-02 yrs):**

- Knowledge Resource centre (KRC) University library is providing service related to the anti-plagiarism software tools provide by INFLIBNET i.e Drillbit for thesis/research submission.

### **Mid Term Goals (02-05 yrs):**

- Extend plagiarism checking to all UG/PG research projects of students.
- Integrate with thesis/dissertation submission portals. Shodhchakra provided by INFLIBNET will be used for submission of thesis process.
- Conduct **training for ethical writing and citation.**

### **Long Term Goals (05-10 yrs):**

- Plagiarism detection integrated with submission systems.

## **H 17. Online Digital Magazine & Student Publication**

### **Short term Goals (0-02 yrs):**

- Launch online creative/academic magazines managed by students and faculty.

### **Mid Term Goals (02-05 yrs):**

- Establish **student editorial boards.**
- Launch **interactive, multimedia-enabled e-magazines.**
- Include student stories, campus life, and research.

### **Long Term Goals (05-10 yrs):**

- AI-generated summaries and thematic categorization.
- Indexed in DOAJ or other academic listings.

## **H 18. Online Placement – Ubiquitous Support**

### **Short term Goals (0-02 yrs):**

- Will Set up a digital placement portal for internships, projects, and job offers.
- Allow remote applications, resume uploads, and interviews.

### **Mid Term Goals (02-05 yrs):**

- Develop an **advanced placement portal** with:
  - Resume uploads
  - Job-matching algorithms
  - Analytics dashboards
- Facilitate **virtual internships, mock interviews, and job application tracking.**

### **Long Term Goals (05-10 yrs):**

- AI-generated summaries and thematic categorization.
- Indexed in DOAJ or other academic listings.

## **H 19. Video Documentation of Each Course/College**

### **Short term Goals (0-02 yrs):**

- Start with core courses: Record and upload lectures.
- Archive important academic events and guest lectures.

### **Mid Term Goals (02-05yrs):**

- Institutionalize **video archiving of all major courses.**
- Record departmental events, labs, and cultural activities.

### **Long Term Goals (05-10 yrs):**

- Immersive video records integrated into each course site.
- AR/VR overlays for experiential learning.

## **H 20. Video Documentation on Public Platforms**

### **Short term Goals (0-02 yrs):**

- Created and Uploaded recorded content to YouTube channel or university platforms.
- Maintain accessibility and copyright compliance.

### **Mid Term Goals (02-05 yrs):**

- Publish content on **YouTube, SWAYAM, or other open platforms.**
- Develop **channel branding** and playlist curation per discipline.

### **Long Term Goals (05-10 yrs):**

- MOOCs and professional certificate courses on NPTEL, SWAYAM, Coursera etc.

## **H 21. Social Media-Based Promotions**

### **Short term Goals (0-02 yrs):**

- Constant promotion of academic programs, events, and student success stories on platforms like Facebook, Instagram, LinkedIn, and Twitter.

### **Mid Term Goals (02-05 yrs):**

- Use **content calendars** and analytics for optimized engagement.
- Create **department-level pages** and use alumni influencers.

### **Long Term Goals (05-10 yrs):**

- Will create Data analytics on engagement for targeted outreach.
- Will develop dedicated social media cells in each department.

## **H 22. ICT Underlying Technologies (Initial Exposure)**

### **Short term Goals (0-02 yrs):**

- Organize workshops/seminars on basics of:
  - AI & machine learning introduction
  - Data Analytics – data interpretation for decision-making
  - Cloud Computing – cloud storage for teaching/research
  - Data Science – data analysis with Python/R
  - Mobile Computing – mobile apps for learning
  - Online Learning – use of OERs
  - VR & AR – introductory tools for immersive learning

### **Mid Term Goals (02-05 yrs):**

- Embed ICT into teaching, research, and administration for student support, counselling and auto grading
- Integration of OER and SWAYAM
- Use pilot virtual lab and immersive learning modules

### **Long Term Goals (05-10 yrs):**

- Deep integration of AI, BA, CC, DS, MB, OC, VR/AR into curriculum.
- Cross-disciplinary research and innovation hubs.

## **H 23. Studio for Video Online Classes**

### **Short term Goals (0-02 yrs):**

- Establishment of studio with facilities like camera, mic, chroma screen and other recording softwares (like OBS, Camtasia, etc.).

### **Mid Term Goals (02-05 yrs):**

- Establishment of a **fully equipped studio** with:
  - Soundproof room
  - Chroma screen
  - Multi-camera setup
  - Editing software suite

### **Long Term Goals (05-10 yrs):**

- Professional production setup with editing, lighting, and green screen support.

### **H 24. Video Conference Facility**

#### **Short term Goals (0-02 yrs):**

- Equip seminar halls with webcams, mics, and screens for Zoom/Webex/Google Meet.

#### **Mid Term Goals (02-05 yrs):**

- Equip **classrooms and seminar halls** with:
  - Smart boards
  - HD cameras
  - Mics/speakers
  - Video conferencing software

#### **Long Term Goals (05-10 yrs):**

- Multi-campus integration.
- VR meeting spaces for seminars.

### **H 25. Online Open Publication System**

#### **Short term Goals (0-02 yrs):**

- Create awareness to use platforms like [OJS](#) (Open Journal Systems) for faculty/student journal publication.

#### **Mid Term Goals (02-05 yrs):**

- Implement **Open Journal System (OJS)** or equivalent.
- Enable **submission tracking**, peer review workflows, and online publication of journals and conference proceedings.

#### **Long Term Goals (05-10 yrs):**

- Research dissemination through open knowledge platforms.
- Institutional repository indexed by Scopus/Web of Science.

## CONCLUSION

This Institutional Development Plan (IDP) prepared by Sant Gadge Baba Amravati University is a comprehensive roadmap designed to enhance the academic, administrative, and infrastructural capabilities of the institution in alignment with the National Assessment and Accreditation Council (NAAC) criteria. It emphasizes continuous quality improvement through effective governance, outcome-based education, faculty development, student support systems, and robust internal quality assurance mechanisms.

By addressing all seven NAAC criteria—including curricular aspects, teaching-learning, research, infrastructure, student support, governance, and institutional values—the IDP fosters a culture of excellence, inclusivity, and innovation. The successful implementation of this plan will not only improve the institution's NAAC grading and accreditation status but also ensure sustained growth, transparency, and accountability. Commitment from all stakeholders—management of HEIs, faculty, students, and alumni—is crucial to transforming this vision into reality and securing the institution's place as a leader in quality higher education.

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