INSTITUTIONAL DEVELOPMENT PLAN

2024-2034

April 2024

Vivekananda Global University, Jaipur

INSTITUTIONAL DEVELOPMENT PLAN (IDP 2024-2034)

As part of the implementation of National Education Policy-2020

VIVEKANANDA GLOBAL UNIVERSITY, JAIPUR

(Established by Act 11/2012 of Rajasthan Govt. Covered u/s 2 (f) of UGC Act, 1956)

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1.1 Institution Profile

Vivekananda Global University (VGU) is a young forward-looking multidisciplinary State private university established by the Act of Rajasthan State Legislature (11/2012) as specified by UGC under section 22 of the UGC Act 1956. The University has been approved by the UGC, Bar Council of India, Council of Architecture, Pharmacy Council of India and is a provisional member of the Association of Indian Universities (AIU). The University has a lush green sustainable campus spread over 30.7 acres of land with a constructed area of 6.7 lakh sq. ft located in Jaipur city at Sector 36, NRI Road, Jagatpura. The University has a quality infrastructure with well-equipped & modern laboratories and classrooms, state of art studios, enriched IT enabled library, solar plant and bio-gas plant, STP to name few. VGU offers career-oriented programs at UG, PG, and doctorate level in 14 disciplines of Agriculture, Engineering and Technology, Computer science and application, Architecture and planning, Design, Basic & Applied Sciences, International trade & Commerce, Management, Law, Humanities and Social Sciences, Journalism & Mass Communication, Hospitality, Medical Sciences, and Pharmacy. More than 7000 students hailing from 33 states/UTs of India and 23countries are pursuing their studies in various programmes which are taken care by the team of 237 well qualified faculty members. The University's commitment towards quality education, research, innovation has been recognized by the Ministry of Education, GOI, which ranked VGU in the Band of 6-25 in private institutions all over India and No. 1 in Rajasthan in ARIIA, ASSOCHAM awarded "University of the Year – West". Our MIIC has been awarded 4.5 stars by Ministry of Education, GOI. The commitment has also been recognized by various Government bodies such as NITI Aayog, and Ministry of MSME who granted R&D funding of Rs 242 Lakh for establishing first Atal Community Innovation Centre and Rs 100 Lakh under ASPIRE scheme for creating a Technology Business incubator respectively. Recently, Swavlamban Chair for MSME Solutions has been awarded by SIDBI with a grant of around Rs 1.45 Crore. VGU is committed to excellence in education, research and innovation with a focus on developmental issues

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1.2 SWOC Analysis

Strengths:

Academic Excellence: The university encourages research and creativity by preserving faculty academic autonomy.

Current Curriculum: Frequent updates, made possible by stakeholder participation, guarantee relevance and responsiveness to evolving demands.

Research and Consultancy Environment: Promotes academic development by offering a favourable environment for research and consulting.

Emphasis on Employability and Skill Development: Places a strong emphasis on using innovation and skill development to increase students' employability.

Proactive Governance: Accountability and efficiency are promoted by a transparent, decentralised governance structure.

High-quality infrastructure: In a clean, green campus setting, inclusive learning is supported by IT-enabled infrastructure.

The advantageous location of the business is in Jaipur, a city with excellent national and international connectivity, which improves accessibility.

Weakness:

Limited Senior Faculty: A dearth of senior faculty members may have an effect on leadership and mentorship inside the organisation.

Limited Industry Interface: Students may not get as much hands-on experience if industries are not collaborated with.

Restricted Multidisciplinary Courses and Research: Opportunities for holistic learning may be hindered by a lack of multidisciplinary offers.

Humanities and Social Sciences Presence: Insufficient presence in these fields may restrict academic diversity.

Underutilization of Research & Innovation: Research results that cannot be commercialised may have a limited ability to generate revenue and have a wider impact.

Untapped Potential of ERP: Data-driven decision-making and operational efficiency may be hampered by a failure to fully utilise ERP systems.

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Opportunities:

Multidisciplinary Education and Research: Opportunities for expansion are presented by the growing demand for multidisciplinary courses and research.

National and International Collaboration: Working together with other organisations throughout the world can increase visibility and the sharing of expertise.

Programme Expansion and Student Attraction: By providing creative offers, there are opportunities to grow programmes and draw in students.

NEP Implementation: Modernising and reforming institutions can be sparked by alignment with the National Education Policy.

Commercialization of Research Outcomes and Access to Funding: These two strategies can promote financial sustainability.

Online Education: By utilising online learning, one may reach a larger audience and adjust to the ever-changing landscape of education.

Value Education: Satisfying the desire for a value-based education improves student happiness and the standing of the institution.

Challenges:

Faculty Recruitment and Retention: In a competitive market, attracting and keeping top-notch teachers can be difficult.

Student Enrolment and Recruitment: It's critical to sustain student quality and enrolment when implementing programmes such as ABC.

ICT Integration: It needs constant investment and adaptation to keep up with the quick speed at which technology is developing.

Growing Competition: Being unique and exceptional are essential in light of the growing competition from other colleges.

Parent and Student Expectations: Proactive engagement and responsiveness are necessary to meet the increasing expectations of stakeholders.

work options: It is difficult to deal with students' stagnated work options in the face of growing business requirements.

1.3 Vision

To become a university with commitment to excellence in education, research & innovation aimed towards human advancement

1.4 Mission

Facilitate holistic education through knowledge sharing, skilling, research and entrepreneurship development.

Integrate academic and industrial collaborations towards nation's development.

Mentor students' physical, mental, emotional, secular and spiritual attributes to become a valued human resource.

2 Institutional Development Plan

2.1 Faculty Development

Action Plan	Plan
a) Carryout Regular Faculty Training Need Analysis (TNA)	2 Years
b) Conduct on job induction programs for the newly joined faculty	2 Years
c) Dynamic comprehensive faculty appraisal system for performance improvement	2 Years
d) Encourage faculty to visit industries and premier institutions for following the best practices and teaching learning and infrastructure development	2 Years
e) Mandatory certifications from NPTEL, SWAYAM and other online aggregators	2 Years
f) Ensure every faculty publish 2 Scopus/WoS indexed publications per academic year	2 Years
g) Organise conference, seminars, workshops in pedagogy and domain for the benefit of the faculty	2Years
h) Sponsor faculty to attend faculty development programs (minimum 1) in an academic year organised by other universities/institutions.	2 Years
i) Encourage faculty to upgrade their qualification	2 Years
j) Organise programs on health and hygiene for faculty	2 Years
k) Organise programs on team building, leadership skills, time management etc	2 Years
l) Maintain a health faculty student ratio as per norms	2 Years
m) Increase number of PhD faculty	60% 2 Years

	80 % 5 Years.
n) Form knowledge consortia with other universities/premiere institutions for the faculty development	5 Years
o) Encourage faculty to carry out Post Doctoral Fellowship in premiere institutions and research organisations	5 Years
p) Organise programs on sensitization on the development of students, goal setting and improvement in the perception of the institute.	5 Years
q) Implement incentive/outcome based payouts on outstanding achievements along with regular KRA's	5 Years
r) Initiate faculty exchange programs with foreign universities	10 Years

2.2   Student Development

Action Plan	Timeline
a) Train students in technical and nontechnical domains for skill enhancement	2 Years
b) Counselling of students desirous of pursuing Higher Education UG to PG or PG to PhD	2 Years
c) Conduct mock interviews and group discussions to improve the presentation and discussion skills	2 Years
d) Conduct hackathons and other competitions to provide good competitive attitude	2 Years
e) Support students for attending conferences/seminars/ workshops etc	2 Years
f) Inculcate the entrepreneurial culture among students and provide training	2 Years
g) Organise programs on goal setting, team building and leadership skills	2 Years
h) Arrange 3P counselling for the students	2 Years
i) Provision of Internship in industries for better employability and experiential learning	2 Years
j) Increase awareness on the environment issues and societal issues to the students	2 Years
k) Ensure 20% of students enrolling for minor degrees	2 Years
l) Ensure 2% of students enrol in Joint/Dual/ Twin Degree programs	2 Years
m) Facilitate students to earn extra credits in the curriculum	2 Years
n) Facilitate and develop mechanism for students to have abroad internship, training and placement	5 Years
o) Conduct rural outreach and rural development programs	5 Years

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p)	Identify the problems of the society and encourage students to provide feasible solutions	5 Years
q)	Organise programs about STEM in villages through workshops, sessions, talks and interactions with school students, teachers, and parents	5 Years
r)	Sign MoUs with NGOs to participate in societal activities	5 Years
s)	Organise Awareness programs on abroad study	5 Years
t)	Strengthen different clubs for the benefit of the students	5 Years
u)	Inculcate values and ethics to the student community and make them as a valued professionals in the society	5 Years
v)	Ensure 10% of students enrolling for 2 degrees	5 Years

2.3 Infrastructure Development

Action Plan		Plan
a)	Augmenting the number of titles and books in the library and seating capacity	2 Years
b)	Improve the computer student ratio and upgrade the existing system on timely basis	2 Years
c)	Start centres of excellence in emerging areas	2 Years
d)	Establishment of tinkering lab	2 Years
e)	Maintain the existing infrastructure and renovate as per the requirements	2 Years
f)	Procure various online journals and print journals for the benefit of the faculty and research scholars	2 Years
g)	Strengthen the teaching-aids for the benefit of divyangjan	2 Years
h)	Provide Creche facility to the teaching and non-teaching staff	2 Years
i)	Establishment of Industry sponsored laboratories	2 Years
j)	Maintain and make provision for renewable energy plants to make green campus	2 Years
k)	Implement the recycling of solid waste, liquid waste in the campus and upgrade the existing bio gas and waste water treatment plants	2 Years
l)	Make all classrooms into smart classrooms	5 Years
m)	Upgrade sports infrastructure (International level courts and grounds)	5 Years
n)	Construction of Indoor air-conditioned theatre with seating capacity of 1000 for performing arts and life skills	5 Years
o)	Construct the faculty quarters	5 Years

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p)	Implement ERP for all the academic and administrative activities	5 Years
q)	Construction of 3000 seating capacity multipurpose indoor AC auditorium	10 Years

2.4 Curriculum Design and Development

Action Plan		Timeline
a)	Carryout Gap analysis with the existing curriculum	2 Years
b)	Design and develop curriculum as per Industry 5.0	2 Years
c)	Design, develop and Implement the curriculum as per NEP guidelines for PG Programs	2 Years
	Include rural outreach program in curriculum and assign credits	2 Years
d)	Introduce Flexible Credit system	2 Years
e)	Design curriculum meeting local, regional, national and global needs	2 Years
f)	Integrating courses in the areas of waste management, environmental education, climate change, sustainable development, health care, law, etc. in the existing/ new programmes	2 Years
g)	Introduce more courses that are rich in Indian knowledge system, Indian tradition and culture, Indian epics, different art forms etc	2 Years
h)	Introduce courses addressing SDGs in related programs	2 Years
i)	Making more courses by increasing emphasis on communication, research, innovation and providing multidisciplinary, cross-disciplinary and interdisciplinary thinking	2 Years
j)	Design course-based projects for necessary courses	5 Years
k)	Review curriculum from foreign experts and make them as board of studies members (as invitees)	5 Years
l)	Provide Cafeteria approach in curriculum	5 Years

2.5 Teaching learning

Action Plan	Timeline
a) Incorporate cutting edge technologies in the teaching learning process	2 Years
b) Identify slow and fast learners and apply different pedagogical techniques	2 Years
c) Determine the program educational objectives of each program	2 Years
d) Use effectively the flip class room technique and other modern teaching learning methods	5 Years
e) Promote ICT enabled teaching and learning	5 Years
f) Implementation of various models of global learning methodologies (BYOD etc)	10 Years

2.6 Research Development and Innovation

Action Plan	Timeline
a) Identify and sign MoUs with organisations to support research activities	2 Years
b) Carryout industrial consultancy	2 Years
c) Organise workshops/ training programmes on preparation of project proposals as per the requirement of the funding agencies	2 Years
d) Review and establish existing research incentive policy to support active researchers and revise every 2 Years	2 Years
e) Enhance the Collaborations with the faculty of premier institutions and R&D centres as investigators in proposals and paper publications	2 Years
f) Identify the organisations/premier institutions for benchmarking the infrastructure	2Years
g) Take up community-based projects which focus on SDG goals related to the local population and submitting the reports to the concerned organisations for funding	5 Years
h) Establish research centre with the support of Industry	5 Years
i) Develop research infrastructure benchmarking IITs, NITs and foreign universities	5 Years
j) Commercialisation of products developed at university	5 Years
k) Carry out combined research with professors of foreign Universities	5 Years
l) Obtain research funding from international funding agencies	5 Years

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2.7 Governance and Administration

Action Plan	Timeline
a) Decentralise the powers and provide specific roles to staff	2 Years
b) Obtain regular feedback from stakeholders for better governance	2 Years
c) Recruitment and retention procedure to be strengthened	2 Years
d) Document all administrative and management policies	2 Years
e) Establish and strengthen institutional best practices	2 Years
f) Make alumni as members of different committees and in academic committees	2 Years
g) Implement faculty welfare schemes and strengthen the existing schemes and formalise SoPs	2 Years

2.8 Industry Institute Interaction

Action Plan	Timeline
a) Increase the number of students to carryout internship and project work in industries	2 Years
b) Carryout combined research with industry personal	2 Years
c) Arrange faculty visits to industry for better understanding of technology.	2 Years
d) Organise workshops/seminars for the benefit of the industry employees.	2 Years
e) Establish industry chair at the institute	2 Years
f) Introduce industry experts as examiners and evaluators	2 Years
g) Establish industry sponsored labs	5 Years

2.9 Placement and career development

Action Plan	Timeline
a) Establish and guide the students for future direction through the career guidance cell	2 Years
b) Strengthen the preplacement training programs	2 Years
c) Improve alumni network for more placements	2 Years
d) Maintain and improve the data-base and analytics of employability of the university graduates and postgraduates	2 Years
e) Recruitment in CMM level 5 companies in software and companies listed in Fortune 500 companies	5 Years
f) Provide training in all competitive examinations for higher studies in India and Aboard	5 Years

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2.10   Alumni engagement

Action Plan	Timeline
a) Establish alumni relations office and recruit alumni relationship officer	2 Years
b) Conduct mock interviews with the help of Alumni	2 Years
c) Include alumni as members of BoS and other committees for constructive suggestions	2 Years
d) Create portal for alumni for job posting and other information	2 Years
e) Create alumni fund for helping poor students	2 Years
f) Initiate Alumni-Student Mentor programme	2 Years
g) Start Alumni Newsletter	2 Years
h) Strengthen existing Alumni chapters in different cities in India and establish chapters at abroad.	5 Years

2.11   Ranking and Accreditations

Action Plan	Timeline
a) Appraise all the faculty about different rankings and various requirements	2 Years
b) All eligible programs to be accredited by NBA	5 Years
c) Improve the perception of the stakeholders	5 Years
d) Apply eligible programs for international accreditation	5 Years
e) Get NIRF ranking less than 100 in different categories of the university.	5 Years
f) Obtain QS and THE ranking less than 1000	5 Years
g) Get NIRF ranking less than 50 at university level	10 Years
h) Obtain QS and THE ranking less than 500	10 Years

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3 Implementation and Monitoring

The IDP of Vivekananda Global University is an Action Plan for up to 10 Years. A 5-member steering committee has been constituted for monitoring the progress of the activities as described in the IDP. For this purpose, an internal monitoring mechanism is in place. The following procedure will be implemented:

1. Before finalising the IDP, feedback has been taken from stakeholders.
2. Regular review meetings will be organised by the steering committee constituted for this purpose.
3. Evaluation studies will be done on the implementation of IDP to make mid-course corrections in the IDP

4 Concluding Remarks

It is the long-standing wish of Vivekananda Global University to evolve into an Institution of Eminence through careful implementation and operation of the Institutional Development Plan as conceived and elaborated above. The vision of the university is to become excellence in education, training, research and innovation and to make students as professionals to solve the problems of society. The university work for the nation building and create avenues for the students to start their own enterprise and participate in the growth of nation. With the experienced faculty, dedicated students and supportive management, the well laid IDP will be achieved.

Pro-President, VGU