UGC Recognised 2(f) & 12(B) Status from UGC

Apeejay Stya University

India's 1st Industry-Centric Technology & Liberal Arts University focused on Research & Innovation™

INSTITUTIONAL DEVELOPMENT PLAN

2025 – 2035

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1. Basic Information

1.1 Genesis and Evolution of the University

Apeejay Stya University (ASU) was established under the Haryana Act No. 10 of 2010 of the Haryana Private Universities (Amendment) Act, 2010 by the Apeejay Education Society on the academic pattern of the Ivy League Universities in 2010. It is a seat of global learning that offers rich opportunities for innovative teaching-learning creativity and research across disciplines. It is India's first Industry Centric Liberal Arts University focused on research, technology and innovation. The university provides students not only 'education for living and livelihood' but also 'education for life' and empowers learners with a fundamental foundation in leadership and professional skills to face the challenges of the new liberalised global economy.

The university is committed to quality education, research, and innovation. The commitment of ASU well acknowledged by the National Assessment and Accreditation Council (NAAC) and University Grants Commission (UGC) which accredited ASU with 'A' grade in I Cycle of its assessment and granted 12 (B) status respectively. ASU is a multidisciplinary university, approved by all regulatory bodies, and providing education in 24 career-oriented programs at UG, PG and doctorate level in 10 disciplines of:

01 Engineering & Technology
02 Pharmaceutical Sciences
03 Design & Visual Arts
04 Biosciences
05 Management Sciences
06 Journalism & Mass Communication
07 Education
08 Legal Studies
09 Arts & Sciences
10 Behavioural Sciences

ASU is guided by the vision of Dr Stya Paul - a leader par excellence and a legend – who was an industrialist, educationist, philanthropist, freedom fighter and thought leader. He was one of the principal architects of India's emergence as a self-reliant industrial nation. He is the pioneer visionary architect behind the establishment of Apeejay Stya and Svran Group – which is leading diversified business conglomerate today. He is also the visionary behind Apeejay Education which today runs twenty-six educational institutions across the country with more than 40,000 students.

His vision of excellence for the University is being carried forward by his daughter and only child, Mrs. Sushma Paul Berlia, Chancellor, Apeejay Stya University, Chairman, Apeejay Education and Business Owner & Chairman, Apeejay Stya & Svrán Group.

ASU is part of the esteemed Apeejay Education which is a beacon of excellence in education with over 50 years of illustrious history. With a rich legacy of nurturing talent and fostering innovation, Apeejay Education has a vast alumni network of over 65,000 accomplished individuals worldwide.

Apeejay Education provides quality education to students, with a vision to empower them with knowledge, skills, and values needed to thrive in today's dynamic world. This unparalleled legacy of success stands as a testament to its unwavering commitment to excellence and relentless pursuit of educational advancement.

The philosophy of the University is to empower learners with leadership and professional skills needed for the global economy and hence deeply committed to the ideals of man-making and nation-building.

The University focuses on value-based holistic education on acquiring thinking skills and learning for life. It encompasses a vision that is truly global and is driven by innovative techniques, progressive curricula, and

state-of-the-art infrastructure that produces young men and women who would be the leaders of today and tomorrow.

The University takes its social responsibility very seriously and ensures that no qualified student is denied higher education for want of financial resources. The university provides free education to students and many of whom are from socially disadvantaged sections of the society. At the same time meritorious students and research scholars are also provided free education. This is one of the few private universities that has made such efforts towards equity and merit.

One of the unique features of the University is the mandatory community service to sensitize the students to the needs of the community at large and to inculcate efficient citizenship qualities including Human Values and do public good to benefit the society. Community service is driven by the founding principles underlying this University which emphasize on the love of life, love of knowledge and love of giving to others while expecting nothing in return. A unique credit-system comprising 40 hours of work related to community service is mandatory on the part of every student for completing graduation from University.

1.2 Vision

> *To provide a supportive and nurturing environment that produces young renaissance men and women who would be the leaders of today and tomorrow.*

1.3 Mission

- To take potential minds and propel them towards greatness
- To explore and expand the human knowledge base
- To deepen the understanding of the human condition, fostering universal values while being rooted in the Indian experience
- To do public good, and benefit society and the country as a whole

1.4 SWOC Analysis

Strengths

- Strong Brand Value of Apeejay Education
- Focus on values
- Teaching-learning process practices using the Moodle platform
- Good quality faculty and teaching
- Good support system for meritorious students
- Lush green Campus
- Social outreach programme

Weaknesses

- Weak innovation & start up culture
- Limited financial support from funding agencies
- Limited faculty and student exchange
- Modern infrastructure
- Low enrollment of students
- Limited Senior Faculty

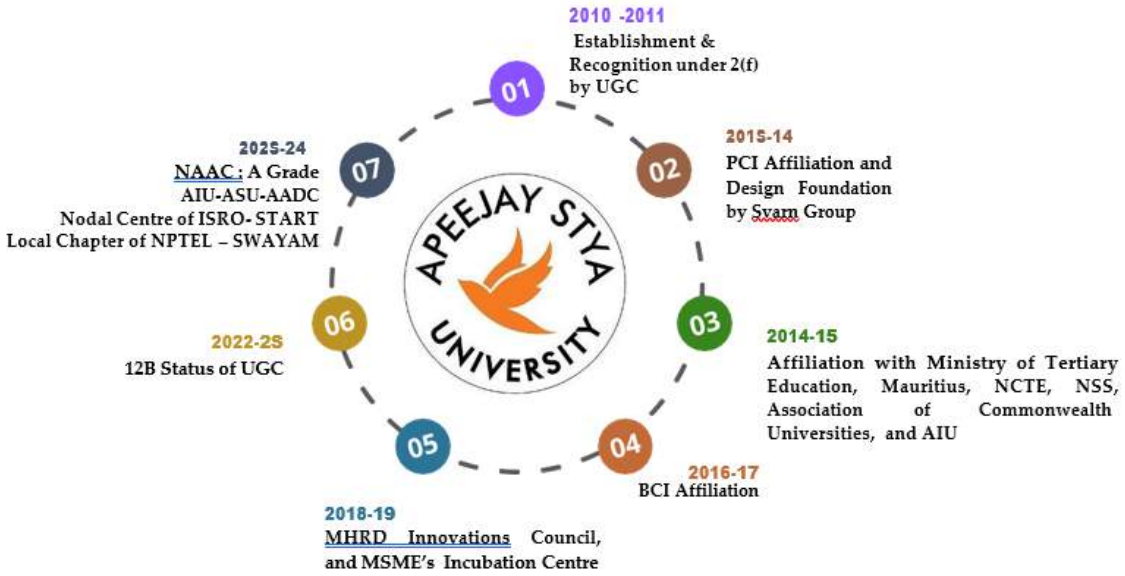
Opportunities

- Starting Online/ODL Programs
- Starting new inter disciplinary Programs including skill-based courses (NHEQF level courses according to NEP 2020)
- Research & consultancy by promoting innovative and collaborative research activities
- Industrial and academic collaborations for improving training and placements, academic exposure, research activities, etc.
- National and International Collaborations
- Tapping of strong alumni base
- Creating Startup Culture
- Research grants
- Increase in enrolment

Challenges

- Rising competition with NCR universities
- Rising expectations of all the stakeholders of higher education
- Retention of quality faculty
- Keeping pace with market requirements
- Various approvals from Government of Haryana

1.5 Growth and Recognition



Key Milestones

#	Year	Milestone
01	2010-11	Establishment & Recognition under 2(f) by UGC
02	2013-14	PCI Affiliation and Design Foundation by Svran Group
03	2014-15	Affiliation with Ministry of Tertiary Education, Mauritius, NCTE, NSS, Association of Commonwealth Universities, and AIU
04	2016-17	BCI Affiliation
05	2018-19	MHRD Innovations Council, and MSME's Incubation Centre
06	2022-23	12B Status of UGC
07	2023-24	NAAC: A Grade; AIU-ASU-AADC; Nodal Centre of ISRO-START; Local Chapter of NPTEL – SWAYAM

2. Development Plan

Defining Short-, Medium- and Long-Term

Short-Term	Medium-Term	Long-Term
2025-26 to 2027-28	2028-29 to 2030-31	2031-32 to 2034-35

2.1 Curriculum, Pedagogy and Evaluation

Goal	What	How	Responsibility
Short-Term	• Implement outcome-based education following the Vision of ASU/ NEP2020/ UGC-CCF in all PG programs and revise curriculum incorporating latest trends, industry alignment, and research. • Introduce courses catering to professional/ future requirements	• Drive faculty-led and student-centric Outcome based Education. • Carryout gap analysis of the existing curriculum • Design and develop curriculum as per Industry 5.0 and meet out local, regional, national and global needs. • Conduct need analysis, industry research, and stakeholder consultations to identify relevant courses for the programs. • Review employability enhancement components of existing programs and embed them with employability skills • Develop interdisciplinary and flexible course structures with multiple entry-exit options. • Strengthen the curriculum and pedagogy of mandatory Liberal Arts subjects. • Introduce mandatory transdisciplinary project as a credit course to motivate students towards research and innovation.	*Deans in consultation with faculty, Dean Academics and IQAC to prepare and implement time bound annual Action Plan*
	• Promote ICT enabled teaching and learning by incorporating cutting edge technologies in the teaching learning processes	• Curriculum embedded with emerging technologies to be integrated with future of work • Acquire need-based educational technologies to augment teaching learning through innovative and ICT- enabled pedagogies and encourage faculty to use them. • Establish pedagogies and practices for Project Based and Problem Based Learning • Integrate AI in teaching and learning • Encourage Faculty and Students to indulge in Hands- on practical activities through “Living-Labs”. • Establish an audio-visual studio for augmenting Teaching-Learning Process. • Utilize the “in-house” Audio- visual Studio to develop University-specific faculty-led MOOCs.	

Goal	What	How	Responsibility
		• Incorporate the recommendations of GOI towards Digital India related to Higher Education as per the requirement of ASU. • Encourage Faculty to design course-specific online modules for the benefit of students. • Acquire appropriate digital tools and technologies for augmenting evaluation.	
	• Develop a robust student assessment system to measure achievement of course outcomes and program learning objectives	• Develop assessment mechanisms and quality assurance processes to continuously improve curriculum effectiveness. • Invite appropriate feedback from stakeholders to make the examination and evaluation system more robust and rigorous. • Introduce courses focusing on holistic development of students - professional ethics/value- based learning/ethical practices in research • Frame policy and guidelines to encourage students towards games, sports, performing art, yoga, art & culture etc. by offering credit courses under LA vertical	
	• Identify slow and fast learners and apply different pedagogical techniques • Develop a robust student assessment system to measure achievement of course outcomes and program learning objectives	• Integrate Indian Knowledge System in the curriculum. • Appraise faculty and students about the importance of working towards SDGs and integrate/ introduce courses addressing SDGs • Develop curriculum for certificate courses capabilities to teach in virtual mode. • Develop curriculum for Open and Distance Learning Mode Degree Programs in SOMS, SJMC and SDVA and record lectures for it. • Develop LMS for the content delivery of ODL/Online Degree Programs. • Apply to UGC for ODL/Online Degree Programs approval. • Start Certificate Courses and Degree Programs in ODL/Online mode	
Medium-Term	• Ensure effective use of the flip classroom and other e- learning platforms for hybrid education. • Integrate technology-driven assessment tools for continuous evaluation of student learning outcomes & performance improvement. • Introduce Joint/Dual/ Twin Degree programs.	• Promote programs that encourage innovative curriculum design, leveraging the latest educational technologies. • Refine assessment mechanisms and quality assurance processes to continuously improve curriculum effectiveness. • Develop modalities for Joint/Dual/ Twin Degree programs • Introduce Dual degree (one physical mode and another in online mode) Programs.	

Goal	What	How	Responsibility
	• Expand the list of Online Certificate Courses and Degree Programs	• Develop collaborations with other universities, foreign universities in particular, to start Joint/Twin Degree programs and design curriculum accordingly. • Start Joint/Twin Degree programs in SOMS, SDVA and SOET.	
Long-Term	• Implement various models of global learning methodologies • Introduce new interdisciplinary programs aligned with emerging global trends. • Enhance employability and global competitiveness by aligning graduate attributes with industry and societal needs.	• Expand program offerings by introducing interdisciplinary courses and advanced specializations. • Expand Online Degree Programs and Joint/Twin Degree programs. • Strengthen Industry connect, placement opportunities, and research contributions to establish the program's long- term sustainability.	

2.2 Faculty Development

Goal	What	How	Responsibility
Short-Term	• Strengthen faculty development initiatives with specialized training and workshops including innovative pedagogy and curriculum implementation. • Strengthen AIU-ASU-AADC	• IQAC to conduct one week rigorous induction programs for the newly joined faculty. • Motivate faculty to attend need-based FDPs organized by AIU-ASU-AADC and other HEIs • Motivate faculty to attend at least one FDP per year organized by other reputed HEI • Organise conference, seminars, workshops in innovative pedagogy, research& innovation and subject domain for the benefit of the faculty • Organise programs on team building, leadership skills, time management etc. • Develop leadership programs and collaborative platforms that allow faculty to lead initiatives, drive change, and engage in cross-disciplinary projects. • Use internal faculty as resource person in faculty training and development	*IQAC and AIU-ASU-AADC in consultation with Deans to prepare and implement time bound annual Action Plan*
	• Strengthen the research & innovation capabilities • Incentive for promoting excellence in teaching research and extension activities.	• Encourage faculty to upgrade their qualification. • Increase number of faculty with PhD • Encourage faculty to visit industries and premier institutions for following the best practices, and teaching learning. • Sensitize faculty on the development of the students goal setting and improve the perception of the institute • Encourage young faculty/researchers by providing seed funding for research	

Goal	What	How	Responsibility
		• Develop collaborations that allow faculty to lead initiatives, drive change, and engage in cross-disciplinary projects • Recruit Professor of Practice	
	• Establish clear career pathways and continuous professional development opportunities	• Motivating Faculty to appraise themselves with various quality standards frameworks. • Introduce mechanism to recognize the faculty in, research, innovation, community service, mentorship, institution building and leadership • Dynamic comprehensive faculty appraisal system for performance improvement. • Introducing faculty & staff welfare measures to promote retention • Strategizing faculty welfare measures to promote retention	
Medium & Long-Term	• Initiate faculty exchange programs with foreign universities	• Recruit senior faculty. • Increase number of faculty with PhD. • Recruit Professor of Practice. • Develop collaboration with foreign universities • Recruit more faculty from Industry to increase the number	

2.3 Research, Innovation and Consultancy

Goal	What	How	Responsibility
Short-Term	• Promote research culture in faculty & students. • Increase student intake in PhD Program. • Strengthen CIRAL to promote interdisciplinary research, innovation, consultancy and applied learning having market relevance. • Encourage targeted research particularly collaborative research. • Ensure funding for research projects. • Strengthen publications, and patents. • Strengthen research facilities. • Promote research in Humanities and Social Sciences. A multidisciplinary and inter-disciplinary research work group to be created.	• Strengthen the seed funding for faculty and student research projects to encourage research culture. • Organize research & innovation based workshops to enhance faculty and students skills. • Increase number of area specific seminars/workshops/ conferences (At least two per year per School) • Apply for grants to various government and non-government organizations • Identify pressing local/regional community issues that align with our research agenda. • Review the existing research incentive and consultancy policy to support active researchers and revise every two years. • Enhance collaborations with the faculty of premier institutions including our sister institutions and R&D centres as Co-Principal Investigator in research proposals and Co-author in paper publications.	*Director, CIRAL in consultation with Deans to prepare and implement time bound annual Action Plan*

Goal	What	How	Responsibility
	• Strengthen research based UG programs to pursue the philosophy of "Catch them Young".	• Identify and sign MOUs with different type of organizations and make them functional to support research activities. • Establish a joint research laboratory for SPS and SBS. • Ensure PhD qualified faculty publishes at least one Scopus/WoS indexed paper and one other paper per academic year. Non-PhD faculty to publish at least one in peer reviewed journal.	
Medium-Term	• Promote consultancy • Develop university funded research centers focusing on emerging technologies and societal challenges. • Establish a Center of Excellence for cutting-edge interdisciplinary research and innovation. • Strengthen industry-academia partnerships for applied research and learning. • Increase research publications in high-impact journals through faculty training and incentives.	• Work on community- based projects focusing on different SDGs and interdisciplinary market based projects and submit the proposals for funding • Develop interdisciplinary research collaborations within university Schools and other HEIs for ensuring impactful research • Submit research & consultancy proposals to industry as per its requirements. • Increase the number of patents and publications • Propose an incentive to faculty for good publication.	
Long-Term	• Secure national and international research grants. • Commercialize research - promote patents, startup incubation and entrepreneurship	• Benchmarking of research with Quality HEIs • Develop research infrastructure benchmarking Quality HEIs • Joint research with Quality HEIs • Establish research Centre with the support of Industry. • Commercialize products developed at university. • Obtain research funding from international funding agencies • Strengthen IPR policies to encourage patent filings and technology transfers.	

2.4 Enrolment and Student Development

Goal	What	How	Responsibility
Short, Medium and Long-Term	• Work on increasing the enrolment of students • Ensure holistic development of students • Capacity building of students in terms of employability skills and life skills • Strengthen extra-curricular and co-curricular activities	• Develop a roadmap for strengthening enrolments • Counselling service to students for pursuing higher education. • Plan NextGen Programs with Design Your Degree framework: ✓ Flexible, learner-centric and interdisciplinary UG model where	*Deans in consultation with Admission In charge, DSW, and NSS officer to prepare and implement time bound annual Action Plan*

Goal	What	How	Responsibility
	• Proper emphasis on Human Values • Ensure overall wellness of students, strengthening their capabilities to respond to stress, reduce risk factor and increase protective cover	student composes a degree rather than receiving one. ✓ Enabling students to integrate knowledge, skills and perspectives across disciplines • Support students for attending conferences/ seminars/ workshops etc. • Train students in technical and non-technical domains for skill enhancement. • Prepare School-wise employability-readiness chart • Prepare school-wise student development calendar and organise monthly engagement activities • Set participation targets and link activities with academic calendar • Organise activities like Hackathon, Ideation/ Moot court competitions, Trial advocacy competitions, Negotiation camp etc. • Strengthen different students' clubs and create vibrancy • Place emphasis on performing arts and games & sports • Increase students' representation in various levels of co-curricular and extracurricular competitions • Organise AIU and other outside events and encourage participation of students • Adopt student friendly modern teaching methods, and timely response to feedback • Capacity building of students about time management, academic stress, and group work dynamics. • Positive examples of individuals who embody strong character traits. • Increase awareness about environment and societal issues. • Engage students in activities that foster empathy, responsibility, and social awareness. • Ensuring proactive screening and early intervention of stress • Ensure regular mindfulness exercises and self-compassion training. • Institutionalize successful initiatives and phase out weak ones • Document school-wise outcomes	

2.5 Human Values, Character Building and Community Connect

Goal	What	How	Responsibility
Short-Term	• Inculcate personal, social, moral and spiritual values in students and make them as a valued professionals • Ensure social Integration • Strengthen Community connect	• Training program for faculty and staff on how to follow the practices of honesty, truthfulness, fairness and sincerity, humility, discipline, responsibility, courtesy, compassion, forgiveness, friendship, and gender equality. • FDP on human values • Setting common connect with the students – organize events/competition and introduce category –wise prizes • Integrate value-based learning into the curriculum to promote ethical reasoning and decision-making, fairness, courage, perseverance, self-control, moral development, social responsibility, self-awareness, inner strength, consistent behaviour etc. • Include in curriculum- innate interconnectedness, coexistence in nature, role of human being in the nature, understanding harmony at all levels, learning to live by being vigilant to own thoughts, behaviour and work. • Provide positive examples of individuals who embody strong character traits. • Engage students in activities that foster empathy, responsibility, and social awareness. • Identify the problems of the society and encourage students to suggest feasible solutions • Collaborate with local NGOs and social service organizations for rural outreach and fieldwork. • Work with Gurugram District administration and municipalities to find real life answers to real life challenges like citizen surveys, rural development etc. • Conduct skill development workshops for local community. • Ensure effective participating in government programs like Unnat Bharat Abhiyan etc. • Identify pressing local/regional community issues that align with our academic strengths. • Take up field projects to identify resolution of community issues and create awareness • Develop relationships with community organizations, government bodies, and industry partners to enhance the scope and impact of our initiatives	*Dean Academics, DSW and NSS officer in consultation with Deans to prepare and implement time bound annual Action Plan*

Goal	What	How	Responsibility
		• Secure external funding to ensure the sustainability of community engagement Projects	
Medium-Term	• Strengthen Community connect • Strengthen social Integration	• Develop sustainable community service projects, integrate service-learning in curricula, and strengthen university-community partnerships for social impact.	
Long-Term	• Institutionalize capacity-building initiatives for Community	• Create a dedicated center, for values and community service and expand regional and national outreach	

2.6 Training & Placement

Goal	What	How	Responsibility
Short, Medium & Long-Term	• Career readiness of students. • Identify and bridge the academia-industry gap on continuous basis. • Strengthen career counselling services with expert mentors, resume-building workshops, and mock interview sessions for job readiness. • Encourage students to set their goals and work towards them • Create awareness about various opportunities. • Assess the future job market requirements • Launch domain-specific employability enhancement programs with industry partners to ensure higher placement rates. • Implement a structured Industry and alumni engagement program for mentorship, career guidance, and networking opportunities of students.	• Develop clear CRC Policy and Framework • Develop Career Handbook for Students • Set direct connect of CRC with all the students. • Work on identified academia-industry gaps. • Integrate employability skills in the curriculum including courses of NSDC. • Establish strong industry linkages for internships, apprenticeships, and real-world project collaborations. • Conduct skill development workshops, industry-specific training, and certification programs. • Conduct mock interviews and group discussions to improve the presentation and discussion skills. • Organise programs on goal setting, team building and leadership skills. • Ensure professional counselling for the students. • Prepare CRC annual calendar: ✓ Semester-wise skill-set targets ✓ Placement and internship targets with activities ✓ Industry engagement activities ✓ Employer's interactions Plan ✓ Employer feedback. • Ensure First year onwards summer internships • Maintain and improve the data-base and analytics of employability of university graduates.	*Head CRC in consultation with Deans to prepare and implement time bound annual Action Plan*

Goal	What	How	Responsibility
		• Forge long-term MoUs with leading companies for continuous recruitment drives, training programs • Training partnership with industries and NSDC • Integrate future job market requirements in curriculum and pedagogy • Design specialized training modules • Job readiness workshops inviting Industry experts and Alumni • Monitoring and Evaluation	

2.7 Industry Connect

Goal	What	How	Responsibility
Short-Term	• Expand industry collaborations for internships, live projects, and skill development. • Strengthen industry collaborations for curriculum enrichment, internships, research projects, and guest lectures to enhance practical learning. • Develop a research-oriented academic culture linking learning outcomes with innovation, patents, and entrepreneurship initiatives.	• Improve industry interface • Visit relevant industrial units, companies and organizations • Sign MOUs and implement industry-specific courses • Incorporate Live briefs from industry in the classroom • Monthly guest lectures by industry professionals in required areas • **Peer learning** ✓ Platform for students to share their skills and knowledge ✓ Online sessions with peers from other Apeejay institutions ✓ Special sessions with ASU alumni • **Project-based learning** ✓ Transdisciplinary collaborative projects ✓ Projects nested within the ASU incubation cell ✓ Competition entries through classroom projects • Encourage faculty to develop academic collaborations with other Universities, Industries, and NGOs • Explore possibilities to develop collaborative programs with Governmental and Non- governmental agencies. • Ensure functional internships • Strengthen CIRAL and IIC to pitch collaborative projects to Industry with the support of Professors of Practice • Develop specialized research capabilities which allow students to work on live industrial requirements	*Deans in consultation with Director CIRAL to prepare and implement the time bound annual Action Plan*

Goal	What	How	Responsibility
		• Offer Apprenticeship-embedded Degree Programs with relevant industries • Develop an overall industry-connect framework	

2.8 Start-up & Entrepreneurship

Goal	What	How	Responsibility
Short-Term	• Create Start-up & entrepreneurship culture	• Inculcate start-up and entrepreneurial culture among students and provide support. • Strengthen E-Cell and incubation center to encourage and mentor students and faculty-led innovative ideas. • Organize boot camps and hackathons to foster innovation and problem-solving skills.	*Director, Incubation Centre in consultation with Deans and CIRAL to prepare and implement the time bound annual Action Plan*
Medium-Term	• Strengthen Start-up & Entrepreneurship culture	• Launch a university- backed seed funding program to support promising startup ideas and research-based enterprises. • Attract CSR funds from Industries to get live projects / problems • Establish a patent facilitation Centre to streamline intellectual property rights and commercialization processes. • Apply for funds under Atal incubation • Incentivize IP ownership and recognize commercialization outcomes. • Manage IP, forge industry linkages and guide licensing pathways. • Establish incubators and provide technical, business and regulatory support to move researcher from idea to market. • Mobilize seed capital to support early and mid- stage innovations • Establish incubators and provide technical, business & regulatory support to move researcher from idea to market. • Manage IP, forge industry linkages and guide licensing pathways. • Provide support of patent facilitation Centre to streamline IPRs and commercialization processes. • Incentivize IP ownership and recognize commercialization outcomes	
Long-Term	• Create Start-ups & Entrepreneurs	• Implement a structured innovation ecosystem by integrating curriculum, industry collaboration, and funding opportunities.	

Goal	What	How	Responsibility
		• Develop a fully functional Research & Innovation Cell to nurture startups and technology-driven enterprises.	

2.9 Alumni Engagement

Goal	What	How	Responsibility
Short-Term	• Strengthen alumni database and network that contribute to mentorship, funding, and domain expertise, research & innovation support and infrastructure development.	• Strengthen alumni relations cell lead by a senior faculty. • Invite alumni for various extracurricular and co-curricular activities. • Involve alumni as members of various committees. • Create portal for alumni for job posting and other information. • Create alumni fund for helping poor students • Start Alumni Newsletter.	*Teacher Incharge Alumni relations in consultation with Deans and IQAC to prepare and implement time bound annual Action Plan*
Medium-Term	• Establish an active alumni association, develop an online engagement portal, create industry partnerships, and introduce alumni-backed scholarship programs.	• Create Alumni chapters in different cities in India	
Long-Term	• Institutionalize alumni contributions, integrate alumni into governance, establish endowment funds, and launch global chapters for continuous engagement and support.	• Create Alumni chapters abroad.	

2.10 Ranking and Accreditation

Goal	What	How	Responsibility
Short-Term	• Appraise all the faculty & staff about different rankings requirements regularly • Prepare for NIRF ranking • Prepare for SDG rankings • Prepare for NAAC 2nd Cycle	• Appraise faculty & staff regarding importance of various ranking & accreditation and their instruments • Organise workshops on various ranking procedures and requirements • Conduct Academic and Administrative Audit of all the Schools and University. • Work on various criteria's of NAAC and NIRF. • Strengthen documentation in scientific manner on ERP and in files. • Activities to further improve the perception of the stakeholders required for various rankings.	*IQAC in consultation with Deans and Registrar to prepare and implement time bound annual Action Plan*

Goal	What	How	Responsibility
		• Preparing University for the NAAC 2nd cycle Assessment and NIRF ranking.	
Medium-Term	• Ensure NAAC 2nd Cycle accreditation. • Apply for NIRF ranking and try to get ranking within 250 bracket. • Get SDG rankings	• Work on various criteria's of NAAC and NIRF. • Apply for NAAC and NIRF. • Apply for one or two categories of SDG rankings	
Long-Term	• Apply for QS and THE ranking • Get NIRF ranking less than 100 at university level • Get SDG rankings	• Achieve national recognition through accreditation, • Launch international outreach initiatives, and create a robust network for sustained institutional growth. • Apply for international accreditation in eligible programs • Apply for more categories of SDG rankings	

2.11 Financial Sustainability and Infrastructure Development

Goal	What	How	Responsibility
Short-Term	• Improve financial status • Expand and upgrade infrastructure as per requirement • Establish centers of excellence in emerging areas • Establish Industry sponsored laboratories	• Increase student enrolment • Expand the number of Programs in emerging areas • Enhance revenue through research & consultancy. • Reduce administrative and operational cost with the support of technology.	*Registrar in consultation with VC and under the guidance of Chancellor and Pro Chancellor to prepare and implement time bound annual Action Plan*
Medium-Term	• Further improve financial status • Expand infrastructure	• Provide residential facility to faculty & staff • Construct more hostels	
Long-Term	• Develop robust financial governance framework for long-term institutional stability. • Expansion of campus facilities	• leverage digital tools and technologies to provide data-driven experiences	

2.12 Governance

Goal	What & How	Responsibility
Short, Medium & Long-Term	• Develop a framework of rules, roles, and processes that shape effective decision-making and accountability • Set clear responsibilities for decisions and institutional performance • Ensure transparency by ensuring open communication about policies and decisions • Review the functioning of all committees and bodies and adopt improvements • Review practices based on stakeholder feedback and ensure improvement in procedures • Promote accountability by using IT and regular checks and balances • Ensure quick dispute resolution	*Registrar in consultation with VC and under the guidance of Chancellor and Pro Chancellor to prepare and implement time bound annual Action Plan*

Goal	What & How	Responsibility
	• Work towards a paper-less administrative environment including digitalization of records • Automate operations to create institution-wide paperless records and approval systems • Compilation of all the policies, rules, regulation and SOPs for all academic/non-academic activities • Targeted training of staff on technology based digital workflows, compliance and `behavioral aspects • Further improve the pleasant workplace environment to the satisfaction of all stakeholders • Ensure improved resource generation and efficient use of resources	

2.13 Best Practices

- Institutionalizing a continuous professional development framework for faculty, ensuring lifelong learning and adaptability to the evolving educational trends.
- Developing a sustainable ecosystem integrating research, technology, and industry to create a holistic learning environment fostering innovation and leadership.
- Establishing globally recognized best practices in capacity building, attracting collaborations with international academic institutions.
- Further strengthening the culture of a sustainable campus

2.14 Year-wise Action Plan

The Gap analysis in terms of all the parameters proposed in IDP will be done to find out the gap between the present status and the desirable goals and accordingly various requirement will be estimated at the School level and University level. Accordingly, School wise and University level annual targets will be fixed. The year wise activity plan to achieve the tasks suggested in IDP will be developed by the Dean of each School along with the financial analysis. The Registrar, COE, and Administrative Officers will also prepare year wise action of their respective domains along with the financials analysis. The mandatory requirements of the Plan are:

1. Financial analysis
2. Implementation of plan
3. Annual review

2.15 Implementation and Monitoring

To ensure the proper implementation and monitoring of the IDP, a steering committee at the university level will be constituted by the Vice Chancellor for monitoring the progress of the activities as depicted in the IDP. The Committee will ensure the quarterly review and evaluate the proper implementation of IDP and make modifications, if required.

A High-level steering committee will also be constituted by Hon'ble Madam Chancellor to monitor the overall progress on IDP and this Committee will review the progress at the end of Fall and Spring Semester every year.

2.16 Conclusion

It is the long-standing vision of ASU to evolve into an Institution of Eminence to provide a supportive and nurturing environment for producing the leaders of today and tomorrow with a focus on value-based holistic education through careful implementation and operation of the IDP as designed above. The vision of the university is to earn excellence in holistic education, training, research and innovation and to make students as professionals to solve the problems of society. We are sure that with the support of experienced and committed faculty & staff, dedicated students and supportive management, the tasks elaborated in the IDP will be achieved.

Apeejay Stya University



APEEJAY STYA UNIVERSITY CAMPUS
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