

# **INSTITUTIONAL DEVELOPMENT PLAN**



## **MOHAN BABU UNIVERSITY**

**Established under Andhra Pradesh Private Universities Act 2016**

**(Act No.3 of 2016 and 40 of 2023)**

**Sree Sainath Nagar, Tirupati, AP**

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## Preface

Mohan Babu University (MBU), established through the Andhra Pradesh Private Universities Establishment and Regulation (Act No. 3 of 2016 & 40 of 2023) by Government of Andhra Pradesh G.O.Ms No 2 on January 12, 2022, consistently pursues excellence with grace, dignity, and unwavering academic integrity.

The University prioritizes quality teaching and innovative research to equip students with the academic skills needed for personal growth and societal contribution, while upholding educational values and ethics. Aligned with its mission, the Institutional Development Plan (IDP) provides a roadmap for enhancing academic excellence, research capabilities, governance, and infrastructure, while promoting an inclusive and dynamic learning environment. It also highlights the significance of extracurricular activities and social outreach programs in fostering well-rounded individuals.

The University aims to help our nation leverage its demographic advantage and contribute to the vision of *Viksit Bharat@2047* by empowering the youth in line with the esteemed call of the Hon'ble Prime Minister.

In alignment with the priorities of millennial as articulated in the National Education Policy 2020, this strategic blueprint aims to foster holistic growth, promote innovative strategies, and implement transformative initiatives in a phased approach, categorized into short, mid, and long-term objectives. By targeting critical enablers, the IDP lays the groundwork for sustainable progress and resilience in a dynamic academic environment. This visionary plan enables the University to strengthen its leadership role in society and the global education landscape.

The University is committed to ensuring that its IDP acts as a guiding force for the community, prompting reflections on current issues in both national and global higher education. This initiative aims to establish a unique position for the University, enhancing its visibility on the international stage. The IDP is designed as a dynamic document, subject to ongoing reviews and updates to meet the University's operational needs and administrative priorities. Structured as a perspective plan, the IDP will help the University consistently pursue excellence and offer a clear roadmap for future development.

An institutional development plan is crucial for growth and alignment with the Vision and Mission statements. The plan established by Mohan Babu University outlines its growth trajectory and aids in self-evaluation of its objectives and goals in relation to its vision and mission.

The objectives of Mohan Babu University (MBU) focus on its transformation into a highly impactful institution. Guided by its Statutes and a team of statutory bodies, the University aims to achieve these goals within the next 10 years.

## **Message from the Hon'ble Vice-Chancellor**

**There is no knowledge for seekers of comfort, and no comfort for seekers of knowledge !**

**Seeker of comfort should give up knowledge and seeker of knowledge to give up comfort !!**

As Vice Chancellor of Mohan Babu University (MBU), Tirupati, Andhra Pradesh, I am pleased to introduce the Institutional Development Plan (IDP), which demonstrates MBU's commitment to its responsibilities and strategic planning to fulfill them effectively.

I am confident that this IDP will be a benchmark for the University across all activities, both academic and administrative. Each initiative aligns with the University's Strategic Plan (2024-2047) and supports our national priorities for Viksit Bharat @ 2047.

The implementation of this progressive IDP will enhance the University's national and international standing while addressing contemporary priorities and future prospects in a global context.

Congratulations to everyone who contributed to the development of this IDP for the University. May this document guide and inspire us to elevate Mohan Babu University to new heights.

Best wishes,

**Prof. Nagaraj Ramrao**

## **Vision and Mission of the University**

### **Vision**

Rise as one of the greatest hubs of innovation and entrepreneurship in the country, wherein students empower themselves with the best of knowledge, unleash their potential to the fullest, and soar high to attain a brighter future for themselves and the nation.

### **Mission**

- Provide relevant knowledge founded on the spirit of curiosity, compassion, courage, and commitment.
- Uphold novel wings of leadership and excellence under expert mentors who guide students towards wisdom and knowledge.
- Create a dynamic learning environment that empowers learners with the right blend of passion and purpose to build a glorious tomorrow.

## **List of Abbreviations**

<b>MBU</b>	Mohan Babu University
<b>GB</b>	Governing Body
<b>BoM</b>	Board of Management
<b>AC</b>	Academic Council
<b>RIC</b>	Research and Innovation Council
<b>FC</b>	Finance Committee
<b>BoE</b>	Board of Examination
<b>PMB</b>	Planning and Monitoring Board
<b>IQAC</b>	Internal Quality Assurance Cell
<b>KPI</b>	Key Performance Indicator
<b>CSR</b>	Corporate Social Responsibility
<b>ERP</b>	Electronic Resource Package
<b>LAN</b>	Local Area Network
<b>LMS</b>	Learning Management System
<b>MIS</b>	Management Information System
<b>MOOC</b>	Massive Open Online Course
<b>MoU</b>	Memorandums of Understanding
<b>MPLS</b>	Multi protocol Label Switching
<b>NAAC</b>	National Assessment and Accreditation Council
<b>NBT</b>	National Book Trust
<b>NCTE</b>	National Council for Teacher Education
<b>NCVET</b>	National Council for Vocational Education and Training
<b>NEP</b>	National Education Policy
<b>NGO</b>	Non-Governmental Organization
<b>NKN</b>	National Knowledge Network
<b>NMS</b>	Network Management System

<b>NSQF</b>	National Skills Qualification Framework
<b>OBE</b>	Open Book Exams
<b>OTCs</b>	Officer Training Centres
<b>PFMS</b>	Public Financial Management System
<b>PIP</b>	Principal Internship Program
<b>R&amp;D</b>	Research and Development
<b>SAML</b>	Security Assertion Markup Language
<b>SDGs</b>	Sustainable Development Goals
<b>SEC</b>	Skill Enhancement Course
<b>SOL</b>	School of Open Learning
<b>SOP</b>	Statements of Purpose
<b>SSO</b>	Single Sign-On
<b>STP</b>	Sewage Treatment Plant
<b>TLC</b>	Teaching Learning Centres
<b>ToT</b>	Training of Trainers
<b>TTO</b>	Technology Transfer Office
<b>UGC</b>	University Grants Commission
<b>UGCF</b>	Undergraduate Curriculum Framework
<b>ULLAS</b>	Understanding Lifelong Learning for All in Society
<b>URP</b>	Under-graduate Research Programs
<b>USIC</b>	University Science Instrumentation Centre
<b>VAC</b>	Value Addition Course
<b>VR</b>	Virtual Reality
<b>WASH</b>	Water, Sanitation and Hygiene

## **Governance Enablers**

Governance enablers are essential for enhancing transparency, accountability, and informed decision-making. They align policies and processes with the University's mission, promoting effective leadership and stakeholder engagement. By driving quality assurance and continuous improvement, these enablers foster an environment conducive to innovation, academic excellence, and sustainable growth. Their role is crucial for maintaining regulatory compliance and ensuring the University's long-term success.

### **Governing Body (GB), Board of Management (BoM), Academic Council (AC), Finance Committee (FC) & Other Statutory Bodies**

The University functions through a documented hierarchical structure, via Statutory Bodies, Governing Body (GB), Board of Management (BoM), Academic Council (AC), Finance Committee (FC), having representation of diverse stakeholders. The University envisages the following goals:

#### **Short Term Goals**

- The University is dedicated to fully digitizing all administrative departments, building on existing efforts to streamline operations.
- To improve accessibility for students, the University will enhance help desks with dedicated helpline numbers.
- It will also transition to a paperless administration by centralizing all academic, administrative, and financial filings through the existing ERP portal.
- This portal will be extended to facilitate seamless integration and interaction.

#### **Mid Term Goals**

- Leverage the intellectual resources from organizations and esteemed institutions recognized both nationally and internationally.
- Regular assessment of the IDP initiatives through periodic evaluations to ensure alignment with stakeholder requirements and to facilitate timely modifications based on progress and feedback.

#### **Long Term Goals**

- As the University expands, administrative processes will be enhanced to facilitate the effective operation of its campuses.
- The University will evaluate the IDP's overall impact on institutional growth, ensuring ongoing alignment with strategic goals and compliance with regulatory standards.

## **Student Feed Back Goals**

### **Short Term Goals**

- The University will hold workshops and sensitization programs to educate students and faculty on the significance of feedback and its tangible benefits.
- Additionally, a structured mechanism will be established to periodically gather student feedback to enhance satisfaction and quality.

### **Mid Term Goals**

- A feedback analysis committee will be formed to monitor and analyze important points raised in student feedback to address relevant issues.
- Student feedback will be utilized to enhance the teaching-learning and administrative processes.

### **Long Term Goals**

- The University will use advanced software to analyze student feedback, enabling the identification of key areas for improvement based on their interests and needs.

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

### **Short Term Goals**

- A centralized portal will be established to gather feedback from all stakeholders—students, faculty, non-teaching staff, alumni, and parents—and analyze it with appropriate software.
- The number of CCTV cameras on campus will be increased for enhanced safety and security.

### **Mid Term Goals**

- Smart Cards will be issued to all University employees and students for accessing various services, including Health Centres, IT Services, Library, and Hostels.

### **Long Term Goals**

- Implementation of modern security systems.
- Enhancing classroom instruction with technology support in a virtual setting.

## **Risk Management Analysis**

### **Short-term Goals**

- The University will conduct comprehensive risk assessment, analysis, and management across the institution and its colleges.
- The University will host regular cyber-security awareness workshops.
- The University will hold workshops on environmental awareness to reduce risks.

### **Mid-term Goals**

- Risk assessment policy formulation.

### **Long-term Goals**

- The University will eliminate single-use plastics to reduce its environmental footprint.

## **External Advisors**

### **Short-term Goals**

- Departmental Committees shall aim to include members and experts from nationally and internationally recognized organizations and institutions.

### **Mid-term Goals**

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

### **Long Term Goals**

- An advisory council with representatives from government, education, and industry to provide diverse perspectives that help the University tackle evolving societal challenges.

## **Financial Enablers and Funding Models**

The University, as a developing Institution of Eminence, is dedicated to its overall advancement through efficient resource utilization. It proposes a comprehensive framework to ensure sustainable financial flow and effective resource management.

### **Financial Policies Goals:**

#### **Short-term Goals**

- Establish policies to support academic initiatives, advanced research, and the development of physical infrastructure that adequately supports the University's academic activities.
- The expansion of academic activities will necessitate additional space for classrooms and similar facilities, highlighting the importance of developing physical infrastructure supported by financial allocations.
- Involving the Alumni Relations Office to enhance the alumni network and encourage donations for student scholarships and infrastructure development.

#### **Mid-term Goals**

- Increase mid-term capital investment to support ongoing infrastructure needs.
- Organize a fundraising campaign in major cities in India and overseas through the alumni network to enhance the Endowment Fund.
- The university will create policies to encourage start-ups in emerging Science and Technology fields to attract external funding.

#### **Long -term Goals**

- The University will prioritize innovative fundraising methods through the University Foundation to enhance resource mobilization.
- Encourage high-net-worth alumni and philanthropists to establish named Chairs, research fellowships, and scholarship programs.

### **Action Plan and Budgets:**

#### **Short-term Goals :**

- Assets shall undergo regular maintenance and audits, with the auditing process aligned with budgeting.
- Stock management should align with budget planning to minimize waste and environmental impact from acquiring new assets.

- Incorporate social responsibility into financial action plans, including the resale, donation, and reuse of end-of-life or depreciated assets.

#### **Mid-term Goals :**

- Align funding sources with institutional goals to address additional expenses from internationalization, inclusivity, and research and innovation initiatives.
- Identify and eliminate redundant assets in line with sustainability, the circular economy, and the SDGs.

#### **Long -term Goals**

- Identify and reduce wasteful, non-essential expenses through targeted cost-cutting measures.

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

#### **Short-term Goals**

- The university shall establish a centralized repository of funding opportunities from international and national agencies, organized by academic department.
- The university shall conduct a mentoring program to guide project proposers seeking funding from various agencies.
- The university's language experts shall provide translation services to national institutes and departments for preparing academic and administrative documents.
- The university shall initiate the process of building a network with empaneled private companies and industry associations to facilitate joint and collaborative research projects.

#### **Mid-term Goals**

- Establish Officer Training Centres (OTCs) to deliver training programs for government and corporate executives.

#### **Long-term Goals**

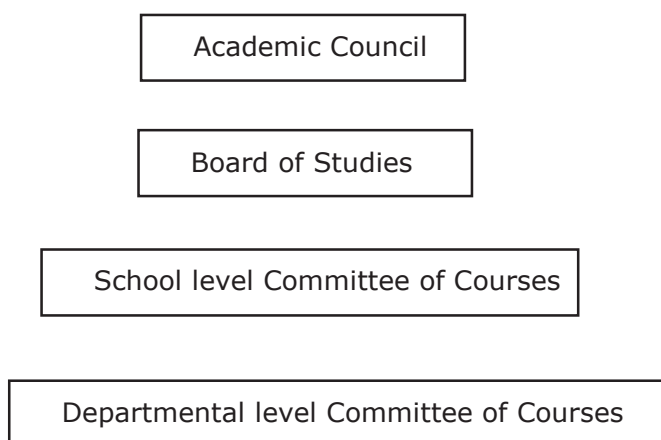
- Aim to secure substantial research funding from multiple government agencies and other organizations for the advancement of infrastructure utilizing the latest state-of-the-art technology.

## **Academic Enablers**

The University has achieved significant national and international recognition in the realms of teaching, research, and innovation through its commitment to academic excellence. It is dedicated to fostering a supportive and enriching teaching-learning atmosphere that promotes the comprehensive development of its students.

### **Courses Catering to Professional/Future Requirements**

The University possesses a clearly established framework and operational academic entities that are essential in supervising the academic curriculum. These bodies ensure that the courses provided are in accordance with educational standards and the institutional goals of the University. A representative flow chart is presented below.



The University, through the introduction of the Undergraduate Curriculum Framework (UGCF) 2022, seeks to foster comprehensive development by prioritizing skill enhancement, value addition, and overall capacity building via the establishment of new courses. These efforts reflect the University's dedication to transforming students into professional achievers and informed citizens who actively engage in a complex global landscape.

### **Short-term Goals**

- The University seeks to expand the NEP 2020 framework to encompass its postgraduate programs, including Ph.D. courses, through the creation of a thorough curricular framework.
- Committees tasked with the development of Skill Enhancement Courses and Value Addition Courses will collaborate with industry and societal experts to identify crucial courses aimed at fostering life skills and soft skills.

- Departments are required to create a flowchart that delineates the academic pathways associated with each program, as well as the potential career opportunities available. This initiative will assist students in making well-informed decisions when choosing their courses.
- The potential for employability associated with these courses will be conveyed to students via workshops and seminars organized in partnership with industry and community leaders.
- The efficacy of the mentor-mentee system will be assessed by means of student satisfaction surveys and feedback.
- Encourage all the schools of the University to actively create new MOOCs (Massive Open Online Courses) that focus on enhancing student employability and skill development in high- demand sectors.

### **Mid-term Goals**

- It is essential to perform systematic assessments and evaluations of all academic programs to guarantee ongoing enhancement and conformity with industry benchmarks. Additionally, pursuing accreditation from pertinent national and international organizations will bolster the credibility of these programs.
- Create and implement interdisciplinary programs that integrate various fields of study, allowing students to acquire a broad range of skills and viewpoints that are increasingly sought after in the employment sector.
- Form alliances with a diverse array of industries and organizations to promote internships, placement opportunities, and joint research initiatives, thereby ensuring that students acquire practical experience and are exposed to real-world challenges.
- Establish continuous professional development programs for faculty members that emphasize innovative teaching strategies, curriculum enhancement, and research projects aligned with current trends and technological advancements.
- Establish extensive student support services that encompass career counseling, mental health resources, and academic advising, aimed at guiding students through their educational experiences and helping them attain their professional aspirations.
- Consolidate the MOOCs created by the schools onto a single platform within the University, allowing students to enhance their face-to-face education with these

resources. Broaden the functions of the schools by providing an extensive selection of courses designed for working professionals and lifelong learners, facilitating their ability to acquire new skills or update existing ones in various fields of expertise.

### **Long-term Goals**

- Convert the University into a premier center for research and innovation by creating research centers dedicated to addressing significant societal issues and promoting collaboration among faculty, students, and industry stakeholders.
- Incorporate sustainability and social responsibility into the educational curriculum and institutional practices, motivating both students and faculty to participate in initiatives that tackle environmental and social challenges.
- Achieve comprehensive integration of digital technologies within teaching, learning, and administrative functions, thereby establishing a smart campus environment that improves both the educational experience and operational effectiveness.
- To improve the learner-centric experience in the digital age, the University will collaborate with professors and retired faculty members to create a repository of recorded video lectures and collections of academic resources. This repository will be developed utilizing the latest technological advancements, including augmented reality, virtual reality, and extended reality, to enhance interactivity and user-friendliness.
- Strategically place the University's MOOCs on international platforms as they are developed, providing high-quality, globally recognized online courses that draw students from around the world, thereby expanding the University's global presence and enhancing its reputation. Cultivate an environment of ongoing innovation in course design and content creation throughout all institutional centers, ensuring that the University stays ahead of educational trends and meets industry demands.

### **Curriculum Aligned with Industry Requirements**

The University has achieved notable advancements in aligning its curriculum with the changing requirements of the industry. It has restructured its courses to prioritize skill development, value enhancement, and employability. Committees focused on Skill Enhancement Courses (SEC) and Value Addition Courses (VAC) are actively collaborating with industry experts to create programs that highlight crucial life skills, soft skills, and pertinent industry knowledge. Furthermore, the University is also striving to integrate digital learning opportunities.

### **Short-term Goals**

- Engage with industry specialists to pinpoint deficiencies in the existing curriculum and implement prompt revisions to meet current market demands.
- Introduce new SEC and VAC programs that emphasize specialized knowledge pertinent to specific industries.
- Develop pertinent course modules that equip students with the digital competencies essential for success in today's work environment.
- Arrange workshops, guest lectures, and seminars conducted by industry experts to provide students with practical knowledge regarding contemporary market trends and expectations.
- Encourage schools to implement Internship Schemes. This initiative would enable students to gain practical experience while earning an income, and to participate in various activities, including but not limited to admissions processes, office and library administration, and faculty-led projects and events that benefit both the student body and the institution.

### **Mid-term Goals**

- Perform an extensive evaluation of all departmental programs to ensure that the curriculum aligns with long-term industry requirements by integrating emerging areas such as artificial intelligence, data analytics, and sustainability.
- Implement interdisciplinary courses that integrate technical competencies with industry insights, enabling students to investigate overlapping fields such as business and technology or health and data sciences.
- Enhance collaborations with businesses to offer an increased number of internships, practical projects, and research opportunities grounded in industry, integrated within the curriculum.
- Establish ongoing professional development initiatives for faculty members to guarantee that they remain informed about industry trends and incorporate this knowledge into their instructional practices.

### **Long-term Goals**

- Create centers of excellence focused on research and innovation within critical industries, fostering collaboration among academia, industry, and government on initiatives that will shape the future of diverse sectors.
- Create and provide lifelong learning initiatives, encompassing advanced certifications

and diplomas, that allow alumni and professionals to revisit the University for skill enhancement and to maintain their competitiveness in their respective industries.

- Strategically promote the University's programs to achieve global recognition, ensuring that graduates are equipped for success in both local and international markets, while also aligning the curriculum with global industry trends.
- Establish a framework for ongoing curriculum evaluation, carried out in collaboration with industry specialists, to guarantee that educational programs are adaptable, responsive to technological progress, and in alignment with evolving market trends.

### **Curriculum Embedded with Skill Enhancement Courses**

The University has successfully incorporated Skill Enhancement Courses (SECs) into its curriculum as part of the Undergraduate Curriculum Framework (UGCF) 2022, in accordance with the National Education Policy (NEP) 2020. These courses aim to equip students with practical competencies that improve their employability and adaptability in an ever-evolving job market. SECs emphasize experiential learning in critical areas such as communication, data analysis, digital literacy, entrepreneurship, and other relevant sectors. The University partners with industry professionals to ensure that these courses meet the current demands of the workforce, providing students with skills that go beyond conventional academic learning. By integrating classroom education with hands-on projects, internships, and workshops, students are more effectively prepared to succeed in their careers.

#### **Short-term Goals**

- Introduce new Specialization and Education Courses (SECs) in emerging sectors such as artificial intelligence, data science, digital marketing, and entrepreneurship to meet the pressing demands of the industry.
- Establish more robust collaborations with industry stakeholders to keep SECs informed about current trends and to guarantee that students develop the skills that are sought after in the job market.
- Offer students brief certification programs and workshops that enhance their SECs, thereby aiding them in bolstering their professional profiles.
- Encourage the utilization of suitable platforms within SECs to equip students with essential digital literacy and professional skills.
- Each department is responsible for determining the specific skills necessary for their students and providing skill courses that are in accordance with the National Skills Qualification Framework (NSQF). The variety of courses offered should promote a

multidisciplinary approach.

### **Mid-term Goals**

- Perform a comprehensive evaluation of all SECs to guarantee their alignment with current local and global industry trends, while maintaining an equilibrium between soft skills and technical competencies.
- Incorporate compulsory internships or industry-related projects into SECs, enabling students to acquire practical experience in exchange for academic credit.
- Develop SECs that integrate technical expertise with specialized industry knowledge, such as merging data analysis with business administration or combining health sciences with technological advancements.
- Provide ongoing professional development opportunities for faculty to ensure they remain up-to-date with industry standards and are equipped to effectively instruct in emerging skills.
- Departments are encouraged to partner with top-tier institutions to validate skill development programs, enabling students to obtain industry-recognized certifications in conjunction with their academic credits.

### **Long-term Goals**

- Create centers focused on improving employability by fostering skill development, conducting research, and collaborating with industry, thereby ensuring that SECs adapt to new technological advancements.
- Collaborate with global institutions and industries to provide SECs that hold international recognition, equipping students for employment opportunities in both local and global job markets.
- Facilitate avenues for alumni to participate in SECs aimed at upskilling and reskilling, thereby ensuring that University graduates maintain their competitiveness in their respective fields throughout their professional journeys.
- Establish a mechanism for the periodic revision of SECs, incorporating insights from industry feedback, alumni experiences, and advancements in technology, to guarantee that courses stay pertinent to the changing demands of the workforce.

The Centre for Curricular Development (CCD) that is being developed at the University is poised to significantly contribute to the promotion of continuous education for both students and faculty. It will provide a diverse array of programs and resources aimed at enriching the educational journey. Established with the objective of delivering innovative educational resources, incorporating technology into the learning process, and advocating for lifelong learning in accordance with international educational benchmarks, CCD primarily concentrates on improving curricula, creating digital content, and enhancing capacity through various initiatives.

### **Short-term Goals**

- The University will establish a Centre for Curricular Development (CCD) aimed at improving both academic knowledge and essential life skills among students. The primary objective of CCD will be to equip students with vital life skills such as communication, leadership, critical thinking, and emotional intelligence, in addition to their technical and academic training. Each college or department will have its own dedicated Centre responsible for identifying and implementing strategies to instill the necessary 21st-century skills in all stakeholders. A separate position may be created to oversee these Centres, and the appointed personnel will possess the requisite skill set.
- Collaborate with different University departments to incorporate life skills training into current curricula and identify areas of skill deficiency that CCD can address through tailored programs.
- Initiate workshops and training programs that emphasize essential life skills, including communication, teamwork, and leadership, designed to enhance the current curriculum.
- Engage industry professionals to conduct brief workshops focused on essential life skills, including problem-solving, adaptability, and emotional intelligence.
- Establish brief certificate programs that concentrate on particular life skills, enabling students to improve their employability by obtaining credentials in conjunction with their degree.
- Implement peer-mentoring initiatives and student-driven activities that emphasize personal development, effective communication, and other essential life skills.

### **Mid-term Goals**

- Work in conjunction with academic departments to integrate life skills training directly into the curriculum across various programs, guaranteeing that all students receive this essential training as part of their academic experience.
- Enhance collaborations with various industries to develop tangible projects, internships, and experiential learning opportunities that enable students to apply essential life skills in real-world contexts.
- Create interdisciplinary initiatives that integrate life skills with academic learning, promoting critical thinking, adaptability, and problem-solving abilities in diverse real-world situations.
- Implement ongoing training initiatives for faculty members to integrate life skills education into their curricula, thereby promoting a comprehensive approach to student development.
- Facilitate university-wide contests that emphasize leadership, communication, and innovation, aimed at promoting the practical utilization of essential life skills.

### **Long-term Goals**

- Establish the CCD as a central national resource for the advancement of curricular and life skills by collaborating with government agencies, industry leaders, and various educational organizations.
- Collaborate with international organizations to share best practices and incorporate global standards in the development of life skills, thereby ensuring that DU students remain competitive on a global scale.
- Establish a specialized research center within CCD that concentrates on life skills education, aimed at formulating innovative methodologies and frameworks for skill development that can be adopted by higher education institutions.

### **Faculty/ Teaching Staff**

The faculty members at Mohan Babu University are essential in guiding the academic and overall development of students. In light of the National Education Policy (NEP) 2020 and the Undergraduate Curriculum Framework (UGCF) 2022, the University is committed to enhancing faculty competencies, encouraging interdisciplinary and multidisciplinary research, and strengthening partnerships between academia and industry. To support these initiatives, the University offers Faculty Development Programs (FDPs), conferences, and various research opportunities. Faculty members also play a significant role in curriculum development, the creation of digital content, and programs such as Skill Enhancement Courses (SECs), Value

Addition Courses (VACs), and MOOCs. As the demands of the workforce and education continue to change, the University is focusing on faculty upskilling to align with contemporary pedagogical and research requirements.

### **Short-term Goals**

- Each department is required to actively participate in the development of comprehensive lesson plans, assessment modules, and reading lists for newly introduced courses. These materials will be accessible on institutional ERP for students.
- Each faculty member is required to either organize or take part in a minimum of one Faculty Development Program (FDP) within a five-year period, thereby enhancing their discipline-specific expertise.
- Encourage faculty exchanges between institutions as outlined in current Memoranda of Understanding to facilitate collaborative efforts in curriculum development, research initiatives, and the sharing of knowledge. Institutions are to organize weekly guest lectures featuring faculty from related departments to promote a multidisciplinary approach to education.
- Arrange faculty development programs and workshops focused on the incorporation of technologies such as artificial intelligence, data analytics, and digital teaching resources to improve student engagement in the classroom.
- Encourage faculty members to engage in training on platforms like MOOCs to incorporate these resources into their teaching methodologies, thereby aligning with the objectives of NEP 2020.
- Encourage faculty members to embrace a variety of instructional methods, including blended learning, project-based learning, and case studies, in order to align with contemporary global educational trends.
- Encourage faculty participation in research by offering enhanced incentives, such as access to grants and opportunities for both national and international collaborations.

### **Mid-term Goals**

- Enhance collaborations with industry to ensure that faculty are knowledgeable about contemporary trends and can incorporate practical applications into their teaching.
- Encourage faculty members to engage in industry-driven projects, internships, and consultancy opportunities, thereby facilitating the connection between academic

expertise and practical application.

- Develop international collaborations aimed at faculty exchange initiatives, joint research endeavors, and engagement in global conferences and seminars.
- Establish Centres of Excellence focused on domains such as artificial intelligence, sustainability, and interdisciplinary studies to offer faculty opportunities for impactful research and collaboration with industry.
- It is essential to provide faculty with the necessary resources and training to effectively incorporate new technologies into their teaching methodologies, thereby equipping students for the demands of future industries.
- Establish mentorship programs for faculty members, wherein experienced faculty provide guidance to junior staff on research techniques, curriculum development, and the publication process.
- Implement incentive-driven programs for faculty members who participate in activities such as content development, student initiatives, and start-up incubation.

### **Long-term Goals**

- Establish the University as a premier institution in the realm of higher education by fostering exceptional faculty expertise, facilitating international research partnerships, and advocating for active engagement in global academic networks.
- Create a framework for continuous professional development that ensures faculty members participate in ongoing training, certification, and skill enhancement initiatives to remain informed about international trends and innovations in education and technology.
- Establish enduring collaborations with governmental and private sector entities to secure research funding, provide consultancy services, and facilitate the practical implementation of research findings.
- Educate faculty members to assume leadership positions within the University and actively participate in the formulation of national and international policies in the higher education sector.
- Establish avenues for faculty engagement in the formulation of educational policies, curriculum enhancements, and strategic planning, thereby ensuring that the University continues to lead in academic innovation.

### **Non-Teaching Staff**

The non-teaching personnel at the University are essential to its operations, significantly contributing to administration, support services, and the overall functioning of the institution. The University is dedicated to improving their skills and fostering professional growth to facilitate the seamless execution of both academic and administrative functions. This initiative is in line with the changing demands of contemporary educational institutions, where efficiency in administration, proficiency in digital tools, and effective communication are paramount. Currently, the non-teaching staff encompasses a wide array of positions, ranging from administrative officers to support personnel, all of whom play a vital role in the daily operations of the University. Nevertheless, as processes become increasingly digitalized and the complexities of educational administration grow, there is a clear necessity to enhance the capabilities of non-teaching staff in areas such as digital literacy, communication, and the application of new governmental regulations.

### **Short-term Goals**

- The University will implement regular training sessions for administrative personnel. These sessions will aim to familiarize staff with the most recent government regulations, institutional policies, and University procedures. Furthermore, training will also cover the utilization of digital tools and platforms to enhance the effective management of University operations.
- Conduct workshops aimed at educating staff about new or revised government policies, thereby ensuring that the University's administrative procedures align with legal and regulatory updates.

### **Mid-term Goals**

- Develop training programs aimed at strengthening soft skills, human resource management, and conflict resolution, especially for personnel who engage with students and the public, thereby enhancing the overall experience at the University.

### **Long-term Goals**

- Establish career advancement pathways for non-teaching personnel, incorporating leadership development initiatives aimed at individuals in middle and senior administrative positions. This approach will foster professional growth opportunities and contribute to the retention of skilled staff within the University.

## **Comprehensive Learning Resources for Students**

Students at the University frequently depend on external textbooks and publications, many of which are recommended by faculty at the beginning of each semester. Certain departments offer their own study resources, such as syllabus booklets, lecture notes, or reading lists. These materials are typically curated by faculty members and may be accessible through the department library or online platforms. Numerous faculty members also upload lecture notes, presentations, and supplementary reading materials to Google Classroom or other Learning Management Systems (LMS). Furthermore, some students make use of platforms like Swayam and e-PG Pathshala, which have been developed by the Ministry of Education. The University boasts a comprehensive library system that provides access to both physical and digital resources, including journals and e-books.

### **Short-term Goals**

- The University will engage with established organizations to facilitate the effective production and distribution of books for both undergraduate and postgraduate programs.
- Each department is required to form a content development committee tasked with the creation of educational resources, which will encompass question banks, lecture notes, and interdisciplinary study guides. Faculty teams within the departments will initiate the compilation of thorough study materials that are in accordance with the existing curriculum.
- Enhance the accessibility of digital resources and educational materials via the University's digital platforms, such as Google Classroom or Learning Management Systems (LMS).
- It is advisable to motivate faculty members to consistently upload course materials, reading lists, and additional notes onto these platforms.
- Each department is required to establish a repository of examination papers from the past five years for every course and make them available in University ERP to facilitate easy access.

### **Mid-term Goals**

- The University is tasked with developing its own curriculum-oriented study materials for nationwide distribution and implementation, particularly concerning emerging subjects. Faculty members are required to compile reading lists for each course, particularly at the postgraduate level, which will be revised on an annual basis, with allowances made for essential classics, contemporary literature, or foundational texts.

Additionally, the University may seek collaboration with the University Grants Commission (UGC) and other central universities.

- It is imperative that reading lists for all courses, particularly at the postgraduate level, are revised on an annual basis to incorporate recent advancements and publications. Faculty members are expected to collaborate with departmental committees to update and improve the reading lists each academic year, while also preserving essential classical texts.
- Create a centralized digital repository of question banks, compendiums, and previous years' exam papers accessible to all students. Departments shall collaborate to digitize and upload these resources to a University-wide portal.

### **Long-term Goals**

- The University will implement a peer review system to evaluate and enhance its study materials every three years, engaging both national and international subject matter experts. Each department is responsible for compiling a list of experts pertinent to their specific sub-disciplines and areas of expertise.
- Collaborate with the UGC and various academic institutions to synchronize curricula and educational materials, guaranteeing that resources and publications developed by the University are suitable for nationwide adoption.
- The shift towards digital publishing of textbooks and educational resources aims to provide open-access materials for all students, extending beyond those who are currently enrolled at the University.

### **Pedagogical Teaching Methods to be Employed**

The University has revolutionized its teaching methodologies by integrating online and blended learning techniques. It offers a range of resources, including lecture notes, solved problems, videos, and study materials, accessible through platforms such as Google Classroom and Microsoft Teams. Interactive components, such as quizzes, discussions, presentations, and group activities, promote self-assessment and the development of critical thinking skills. Workshops, debates, and seminars led by faculty members and industry experts further enhance students' competencies. Various strategies are employed by departments to improve educational outcomes, with a focus on technology, practical applications, and diverse instructional methods. Educators leverage ICT-enabled tools and multimedia resources to deliver engaging lectures, while online assessments and feedback systems monitor student progress. With greater access to digital resources and the evolution

of educational frameworks, the University seeks to implement a variety of teaching strategies that accommodate different learning styles and improve student engagement and success.

### **Short-term Goals**

- Implement a blended learning approach that integrates online educational resources with traditional classroom instruction. Faculty members should be motivated to develop video lectures, online assessments, and reading materials that students can access via Learning Management Systems such as Google Classroom or Moodle. This strategy will enhance in-person classes, enabling students to revisit content at their convenience.
- Encourage the implementation of active learning strategies, including group discussions, case studies, and problem-solving exercises, within classroom environments. Instructors should incorporate additional in-class tasks that motivate students to utilize their acquired knowledge actively, rather than merely receiving information passively.
- The equipped classroom model should be implemented across all departments to facilitate the efficient use of classroom time for discussions, applications, and problem-solving activities. Consequently, various pedagogical approaches, including the equipped classroom concept, will be integrated into the training modules for teachers, faculty development programs, and capacity-building initiatives.

### **Mid-term Goals**

- The departments/colleges shall organize workshops and training programmes to upgrade the faculty pedagogical skills to disseminate the various strands of BGP with the assistance of MMTTCs once in 5 years.
- The university has the opportunity to integrate Problem-Based Learning (PBL) into additional departments, enabling students to engage with real-world challenges that necessitate research, collaboration, and the application of concepts to develop solutions. This approach can significantly improve critical thinking, creativity, and teamwork skills.

### **Long-term Goals**

- Establish a comprehensive Outcome-Based Education (OBE) framework in which every course is structured around well-defined learning outcomes. Instructors are expected to align their pedagogical approaches and evaluation methods to guarantee that students meet these outcomes by the conclusion of the course. Ongoing assessment of these outcomes will facilitate the continuous improvement of teaching strategies.
- Develop extensive faculty development initiatives aimed at training educators in contemporary pedagogical techniques, which encompass digital learning resources, problem-based learning approaches, and well-equipped classrooms. Ongoing professional development will ensure that faculty remain informed about the most current teaching strategies and technological advancements.

### **Flexibility and Multi-Disciplinarily**

The University adheres to a conventional discipline-based framework, which may restrict students from pursuing courses beyond their primary areas of study. However, the implementation of the Undergraduate Curriculum Framework (UGCF) has introduced a multidisciplinary approach at the undergraduate level. A similar initiative aligned with the National Education Policy (NEP) 2020 at the postgraduate level would further enhance flexibility and interdisciplinary opportunities for students. By increasing the options available for course selection and fostering a multidisciplinary perspective, the University can enrich the learning experience and better equip students to address the complex challenges of today's world.

The University actively encourages interdisciplinary research through the establishment of various multidisciplinary research centers, including the Agricultural Research Centre.

### **Short-term Goals**

- Establish a more adaptable course registration system that enables students to enroll in classes from different departments or faculties with minimal prerequisites. This initiative will encourage students to pursue interests beyond their primary area of study and foster a more comprehensive academic experience.
- Introduce interdisciplinary minor programs that provide students with the opportunity to engage in supplementary studies across related fields. For instance, a major in Environmental Science could include a minor in Policy Studies or Sustainability, allowing students to integrate insights from various disciplines.
- Facilitate interdisciplinary workshops and seminars that allow faculty members to showcase their research and subjects that overlap multiple disciplines. This initiative

will promote students' understanding of the interrelations between fields and enhance collaborative learning.

- Establish adaptable learning pathways that assist students in choosing courses and experiences that correspond with their career aspirations and interests. Advisors will receive training to effectively support students in navigating these pathways.

### **Mid-term Goals**

- Establish formal interdisciplinary programs aimed at tackling real-world challenges, including climate change and public health, by leveraging the expertise of multiple departments.
- Promote joint projects among various departments, enabling students from a range of disciplines to collaborate on research or community service endeavors.
- The University will establish a system that enables student candidates to engage in training with faculty members from various departments, thereby acquiring interdisciplinary knowledge throughout their Ph.D. program.

### **Long-term Goals**

- Form partnerships with other universities and research institutions to develop collaborative programs that enable students to enroll in courses across various disciplines. This initiative may encompass joint degree offerings or exchange programs that enrich the educational experiences of students.
- Enhance the current trans-disciplinary research centers and establish additional centers dedicated to tackling intricate societal issues. These centers offer avenues for students and faculty to participate in collaborative research, promoting innovation and the exchange of knowledge.
- Establish a thorough evaluation framework to measure the efficacy of multidisciplinary initiatives and adaptable learning opportunities. Consistent input from students, faculty, and industry collaborators will be crucial for ongoing enhancement and maintaining the relevance of the programs provided.

## **Research and Intellectual Property Enablers**

Mohan Babu University, through its tradition of pioneering research and innovation, has significantly contributed to tackling the challenges encountered by society as a whole. The University promotes collaborative efforts across various disciplines via its Research Council, encouraging researchers to participate in joint initiatives. By adopting a multi-disciplinary research approach, the University cultivates an atmosphere conducive to the development of groundbreaking ideas that result in valuable intellectual property.

### **Quality Research Programmes to be introduced**

The University will explore the establishment of various innovative and high-quality research initiatives across all programs, influenced by global trends, societal demands, and technological advancements. These initiatives will be in accordance with the University's objective to maintain its position as a leader in education, research, and collaboration. Below are several prospective research programs that the University may prioritize in the upcoming years.

*The Adoption of a Research-Driven Curriculum:* The adoption of a research-driven curriculum, along with an increase in student enrollment, is in direct alignment with the recently established Undergraduate Curriculum Framework (UGCF) as part of the National Education Policy (NEP) 2020. This framework advocates for a multidisciplinary approach, preparing students for higher academic pursuits and professional careers. To improve the academic and research experience, it is essential to establish a more efficient and cohesive process for project work that is fundamental to both undergraduate and postgraduate programs. There is a pressing necessity to enhance and fortify research facilities within University schools.

#### **Short-term Goals**

- Enhance and broaden the research infrastructure for undergraduate students, guaranteeing access to essential research tools, laboratories, and facilities to foster involvement in early-stage research activities.
- As global attention on climate change intensifies, student projects at both undergraduate and postgraduate levels are likely to concentrate on areas such as climate resilience, sustainable agriculture, and the management of water resources.
- Embedding interdisciplinary projects will enable students to apply theoretical knowledge to real-world challenges, thereby improving their problem-solving abilities

and critical thinking skills.

- Enhance the mentorship initiatives by having experienced researchers and faculty offer support to students in choosing research topics and methodologies, thereby encouraging their early participation in research endeavors.

### **Mid-term Goals**

- Enhance the research infrastructure across departments by upgrading laboratories, procuring state-of-the-art equipment, and establishing dedicated research areas for faculty and students to facilitate ongoing and interdisciplinary initiatives.
- Research into solar, wind, and alternative energy sources, particularly emphasizing energy-efficient technologies, will be an essential domain for postgraduate and doctoral studies. The integration of live projects and case studies into the curriculum will provide students with practical experience in research methodologies, thereby cultivating a research-oriented mindset from the outset.
- Encourage interdisciplinary research by enhancing partnerships among various departments and external organizations, while also ensuring the ongoing improvement and upkeep of infrastructure and resources to foster innovation in fields that tackle national and societal issues.
- Enhance the mentorship programs by establishing formalized frameworks for continuous support, which encompass guidance in grant writing, strategies for publication, and opportunities for research collaborations, thereby creating a strong pipeline for student researchers.

### **Long-term Goals:**

- Develop a robust and advanced research framework that spans all academic tiers, from undergraduate programs to departmental initiatives, thereby establishing the University as a center of innovation and research distinction on both national and international stages.
- Establish schools and departments as hubs of excellence in research and innovation, generating significant scholarly contributions and patented technologies, while also preserving and improving infrastructure to facilitate ongoing academic and industrial progress.
- Research will be conducted on smart city infrastructure, waste management, and urban biodiversity, which are crucial for tackling the challenges posed by India's swift urbanization.

### ***Undertaking quality research projects:***

Conducting high-quality research initiatives necessitates a systematic strategy that corresponds with the University's established strengths, resources, and objectives. The Mohan Babu University possesses a robust research framework spanning various disciplines. Beyond its educational mission, its departments engage actively in research endeavors, leveraging both internal and external resources. As the University progresses, it is essential to formulate a definitive funding strategy by making direct investments in prioritized research domains.

The research focus areas recognized by the Mohan Babu University are in accordance with the objectives of the Government of India, especially through the recently formed Anusandhan National Research Foundation (ANRF).

The research focus areas recognized by the Mohan Babu University are in accordance with the objectives of the Government of India, especially through the recently formed Anusandhan National Research Foundation (ANRF). The University has delineated the following key research themes for the upcoming years:

- Quantum Technologies, Artificial Intelligence & Machine Learning
- Climate Change, Sustainable Practices and development
- Technologically Advanced Materials
- Bhartiya Gyan Parampara
- Language, Translation and Literary Studies
- Heritage, Culture, Music and Arts
- Entrepreneurship and Technology Incubators
- Geopolitical and Transnational Studies
- Social Justice and Community Engagement
- Global Trade and Supply Chain Management
- Informatics, Communications and Media
- Leadership and Governance
- Corporate Governance and Finance
- Contemporary Law and Justice System
- Peace and Conflict Resolution

- Research leading to Food Security vis-a-vis Agricultural Sciences
- Health and Medical Sciences
- Scientific and Technological interfaces with Humanities and Social Sciences

### **Short-term Goals**

- Future endeavors will concentrate on developing research fields including Artificial Intelligence (AI), Data Science, Biotechnology, Genomics, and Nanotechnology, in addition to policy research and the preservation of cultural heritage. It is essential to incorporate the traditional Bhartiya Gyan Parampara (BGP) into contemporary agricultural methods, such as precision farming and intelligent systems. The University may also provide support in these advanced research domains.
- The University will consistently revise and distribute comprehensive research guidelines, as well as organize workshops focused on proposal writing, grant applications, and adherence to ethical standards to facilitate research support.
- Access to scientific instruments at the University Science Instrumentation Centre (USIC) on the North Campus and the Central Instrumentation Facility on the South Campus will be improved by providing training sessions for both researchers and students.
- Enhancing ethical and compliance frameworks, which includes the establishment of an ethics office and the revision of intellectual property (IP) guidelines, will guarantee alignment with international standards and safeguard research innovations.
- Perform a thorough evaluation of the current research facilities, equipment, and laboratories to determine existing capabilities, strengths, and urgent requirements, thereby creating a foundation for future enhancements.

### **Mid-term Goals**

- Future initiatives will involve the creation of Centres of Excellence in critical domains such as Quantum Computing, AI-Driven Social Science, Industrial Biotechnology, Techno-Humanities Research, and Cultural Heritage Preservation. These centres aim to promote interdisciplinary research and secure funding from diverse organizations. Additionally, the establishment of a Faculty of Design, encompassing Departments of Industrial and Architectural Design, will further stimulate innovation.
- Investing in research infrastructure, such as the establishment of new laboratories and the acquisition of advanced technology, is crucial for fostering innovative

research. It is important to analyze the audit findings to pinpoint deficiencies in the existing research infrastructure and to prioritize the enhancement or expansion of facilities and equipment in accordance with both current and anticipated research requirements.

- Furthermore, community-oriented, medium-scale initiatives will be launched to tackle regional issues and showcase the University's contribution to society.

### **Long-term Goals**

- The University will establish a Longevity Research Program aimed at prolonging human lifespan, enhancing health-span, and improving overall quality of life through collaborative research across the fields of biology, medicine, technology, and social sciences. This initiative will position the institution at the forefront of longevity research, yielding substantial benefits for society and the healthcare sector.
- The institution will be positioned as a center for cutting-edge research in emerging disciplines such as artificial intelligence, genomics, and advanced materials, thereby facilitating groundbreaking discoveries.
- Sustaining long-term research funding is crucial, with efforts to secure national and international grants and create a dedicated fund for cutting-edge projects.
- Incorporating ethical research methodologies alongside the protection of intellectual property (IP) will guarantee adherence to international standards and foster a robust culture of innovation.

### **Targeted and Collaborative Research**

The research community at the University envisions a system that is well-equipped to address future research and development challenges. The prevailing research principle is 'Research for Societal Use, National Interest & Global Significance'. The University seeks to enhance inter-, intra-, and trans-disciplinary centers to promote multi-disciplinary research by allowing greater flexibility across disciplinary boundaries. This approach requires a collaborative effort among the University, governmental bodies, and the private sector, with the goal of revitalizing initiatives to train and prepare students and researchers to keep pace with and lead technological progress. To achieve this objective, it is essential to liberate our research resources and engage with government agencies and the private sector to secure funding opportunities, which are crucial for fulfilling this mission. The University is making significant contributions to research across various fields. According to Scopus data, the University has

published a substantial number of articles, including research documents from various departments and schools within the institution.

### **Short-term Goals**

- Identify critical domains for focused research by examining prevailing trends and institutional capabilities, while collaborating with various departments to execute these initiatives.
- Organize workshops or brainstorming sessions with faculty members to explore emerging fields across different disciplines. Examine trends in research funding and industry requirements to identify areas with significant potential.
- Establish collaborations with industry and other research organizations to strengthen cooperative research initiatives, obtaining shared funding for specific projects that are in line with strategic objectives.

### **Mid-term Goals**

- Position the University as a frontrunner in focused and cooperative research by developing a structure that encourages enduring collaborations, enables resource exchange, and highlights significant research achievements on both national and international stages.
- Encourage collaboration across disciplines by establishing teams composed of faculty members from various departments. Promote partnerships with industry and other research institutions to engage in collaborative research initiatives.

### **Long-term Goals**

- Establish the University as a prominent authority in the newly identified research domains, gaining recognition on both national and international levels.
- Secure continuous financial support and resources for research projects by means of grants, collaborations, and endowments. Develop a comprehensive long-term strategy for the advancement and progression of the designated research areas.

## **Organizing more Structured and Purposeful Conferences**

Conferences are essential in cultivating a dynamic research and academic environment within the university framework. The institution can improve its research visibility, promote collaboration, and enhance the accessibility of research outputs, particularly by incorporating AR-VR technology to increase engagement. Research scientists, faculty, and students actively participate in regular conferences to present their research findings. Students are motivated

to showcase their work at these conferences and workshops organized by the University or external organizations. The University supports participation by offering travel grants and various other forms of assistance.

### **Short-term Goals**

- Arrange frequent, smaller conferences focused on emerging research fields, especially contemporary technologies such as augmented reality and virtual reality, to ensure continuous interaction among research scientists, faculty members, and students.
- Organize thematic workshops at these conferences, enabling participants to delve deeply into particular facets of their research. Potential topics may encompass applications of augmented and virtual reality, digital storytelling, and the fusion of technology with conventional research methodologies.
- It is essential to synchronize project submission procedures with conference involvement by mandating that each student or research group present their work in a formalized format as a component of their final project submission, thereby making conferences a fundamental aspect of the academic experience.
- Encourage both students and faculty to create storyboards or visual presentations of their research, particularly utilizing Augmented Reality (AR) and Virtual Reality (VR) formats, in order to improve accessibility for a broader audience, including those who may not be experts in the field.
- Organize student-led conferences that provide a platform for undergraduate and postgraduate students, as well as research scholars, to showcase their work. Recognize outstanding presentations and contributions with awards to encourage active participation.

### **Mid-term Goals**

- Develop an online portal for uploading conference papers, presentations, and videos of key sessions. This shall help archive materials and make them accessible to a global audience, with AR- VR components enhancing the experience through virtual walkthroughs and 3D models.
- Broaden the themes of the conference to include interdisciplinary research, promoting collaboration across different departments. For instance, a conference focused on augmented and virtual reality could involve disciplines such as computer science, humanities, psychology, and education to highlight a variety of applications.
- Arrange national conferences that welcome attendees from various universities and

research institutions, offering students and faculty the chance to engage and network within a wider academic community.

- Collaborate with industry leaders and research institutions to jointly organize conferences, such as an augmented reality and virtual reality event supported by technology firms, which can offer financial backing and visibility for university researchers.
- Seek funding through government and private-sector grants to facilitate conferences, particularly those centered on advanced research and innovation, thereby alleviating financial burdens on the University while maintaining the quality of events.

### **Long-term Goals**

- Initiate a series of annual international conferences focused on critical research domains, thereby establishing the University as a prominent center for academic discourse. Such conferences have the potential to draw scholars from around the world, elevate the University's standing, and foster opportunities for collaborative research.
- The objective is to create specialized "Centres of Excellence" that concentrate on particular research areas, including augmented reality, virtual reality, artificial intelligence, and biotechnology. These centres will have the capacity to organize annual conferences, attracting global participants and highlighting the University's prominence in these fields.
- Arrange events designed to enhance public accessibility to research. These conferences will include simplified presentations, augmented and virtual reality demonstrations, and interactive sessions, enabling community members to interact with research findings and promoting a culture of science communication.
- Develop enduring thematic conferences that address critical societal challenges, including sustainability, climate change, and healthcare, while incorporating technologies such as augmented reality and virtual reality for enhanced data visualization.
- Collaborate with global universities and research institutions to jointly organize conferences, promoting international academic exchange and drawing esteemed researchers to showcase their work and foster enduring partnerships.

### **University Publications & Citation Service**

At the Mohan Babu University, the significance of academic publications and citation services is paramount for advancing research, enhancing faculty recognition, and improving institutional rankings. The University has introduced a range of initiatives aimed at fostering the growth of academic publications and citations.

#### **Support for Research and Publications:**

The Mohan Babu University provides a range of research grants, fellowships, and programs, including the Non-NET fellowship aimed at Ph.D. scholars, to enhance academic productivity. Additionally, the University encourages collaborative efforts and participation in conferences to facilitate the sharing of ideas and improve the quality of publications.

#### **Citation Databases:**

The faculty at the University frequently utilize platforms such as Google Scholar, Scopus, and Web of Science for the purpose of citation tracking and metrics analysis. The University advocates for researchers to create accounts on these platforms to enhance the visibility of their research and monitor their citation performance.

#### **Publication Ethics:**

The University has established protocols for ethical publishing, emphasizing the importance of steering clear of predatory journals and promoting submissions to journals indexed in UGC Care and Scopus.

#### **Short-term Goals**

- All faculty members and students should receive training on utilizing citation databases such as Google Scholar, Scopus, and Web of Science. This training will encompass the establishment of profiles and the management of citations.
- It is essential to motivate all departments and faculty members to regularly submit their research papers and projects to the institutional repository, including the Samarth Portal. Specific metrics may be developed to classify and assess departments according to their level of contribution and involvement with the repository.

#### **Mid-term Goals**

- Enhance the repository's accessibility and functionality by connecting it with international databases such as Google Scholar and Open Access platforms. Establish an internal tracking system for citation metrics to assess and elevate the University's academic standing.

- Enhance the accessibility of research funding and broaden programs such as the Vice-Chancellor's Internship Scheme to encompass a greater number of research-oriented initiatives.

### **Long-term Goals**

- The objective is to elevate the University's repository to a leading position among global institutional repositories, ensuring improved digital accessibility and fostering international collaborations.
- Encourage a culture of innovation and collaborative research across various disciplines through sustained financial support and acknowledgment, thereby establishing the University as a frontrunner in international academic research.

### **University Incubation Centres**

At the Mohan Babu University, Incubation Centres are increasingly contributing to the promotion of innovation and entrepreneurship; however, their evolution remains in the early phases when compared to several other prominent universities.

### **Short-term Goals**

- Establish organized pre-incubation initiatives aimed at assisting students with an interest in entrepreneurship. These initiatives will provide workshops, entrepreneurship boot camps, and access to mentors who will support students in the processes of idea validation, market research, and business planning.
- Implement comprehensive awareness initiatives across the University to educate students about the resources available, the incubation support offered, and the advantages of launching their own businesses after graduation.
- Establish a network of industry professionals and accomplished entrepreneurs who can guide students in transforming their ideas into viable start-ups. Mentorship will be accessible to students across all academic disciplines.

### **Mid-term Goals**

- It is advisable to create further incubation centers in various schools of the university. Each center could focus on specific fields, such as biotechnology, social entrepreneurship, and IT start-ups, based on the unique strengths of the faculty and the resources accessible at each college.
- Incorporate incubation support into the academic curriculum by embedding

entrepreneurship courses, offering elective options in incubation, and establishing credit-bearing programs for start-up development. This approach will guarantee that students acquire essential business skills alongside their degree studies.

### **Long-term Goals**

- Establish the University as a frontrunner in university incubation by developing a sophisticated incubation network that includes centers of excellence, specialized laboratories, and connections to both national and international markets. This initiative could position the University as a pivotal contributor to India's start-up ecosystem, drawing in entrepreneurs, investors, and industry collaborators.
- Establish a University Alumni Angel Network that enables accomplished alumni to offer mentorship and financial assistance to start-ups initiated by students. This network would function as a sustainable funding resource, guaranteeing continuous support for innovative enterprises arising from the University's incubation centers.
- Form partnerships with international universities and global incubation centers to grant university students access to worldwide markets, advanced technologies, and international mentorship. This initiative would enable university start-ups to expand beyond local markets and achieve a global presence.

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

The University acknowledges that its most significant asset is its Human Resource Development. By promoting a culture of ongoing professional growth and skill improvement, the University is dedicated to building capacity and generating knowledge. Its objective is to cultivate a vibrant and inclusive atmosphere that empowers faculty, staff, and students to achieve sustained excellence in their individual disciplines:

### **Student and Learner Empowerment:**

#### **Holistic Admission, Inclusivity, and Comprehensive Support System**

##### **Short-term Goals**

- Enhance the current admission portal to deliver transparent and real-time

information regarding application status, selection criteria, and availability of seats.

- The University utilizes the diversity and inclusion dashboard available on the Samarth e-Gov portal to track essential metrics. To increase its efficacy, the University seeks to enhance data monitoring in order to bolster its initiatives related to diversity and inclusivity.
- Implement focused outreach initiatives aimed at underrepresented areas, communities, and economically disadvantaged groups, enhancing awareness of the University's admission policies and scholarship opportunities.
- The University will enhance a range of scholarship and endowment initiatives aimed at assisting economically disadvantaged and marginalized students.
- The University will enhance the Mentor-Mentee program in accordance with the guidelines set forth by the UGC.
- Formulate counseling strategies that concentrate on internships and job placements, and recruit career advisors in specific departments to initiate a pilot program for this initiative.
- Establish a framework that prioritizes leadership skills to facilitate student participation in assignments related to team building, thereby enhancing the significance of the teaching and learning experience.

### **Mid-term Goals**

- Establish collaborations with educational institutions and organizations to recognize gifted students from various backgrounds, providing them with preparatory support for the admissions process.
- Establish targeted scholarships or support initiatives designed to enhance diversity by offering extra incentives to candidates from underrepresented backgrounds.
- Conduct regular data assessments to evaluate advancement towards diversity objectives.
- The introduction of new scholarship initiatives and the enhancement of financial assistance to incorporate merit-based and need-based support.
- Recognize and connect with alumni to provide mentorship to students.

### **Long-term Goals**

- Utilize data analytics tools to evaluate the comprehensive profiles of students, identifying promising candidates who demonstrate excellence in both academic and

extracurricular activities, while also fostering diversity.

- Evaluate students' advancement in both academic and extracurricular domains to gauge the efficacy of holistic admissions and to perpetually enhance the selection criteria.
- Enhance the admissions process to accommodate a larger cohort of international students from various cultural backgrounds, thereby enriching the global experience for all students.

## **Faculty Recruitment and Responsibilities and Goals**

### **Short-term Goals**

- Enhance the centralized Human Resource (HR) portal to promote real-time communication between employers and potential candidates.
- The implementation of automated application screening aims to facilitate prompt and impartial shortlisting, focusing on the necessary competencies and qualifications.
- Ensure that applicants receive transparent communication throughout each phase of the recruitment process, accompanied by timely updates.
- Enhancing the organized rotation system, in which faculty members regularly alternate their roles within committees and societies, facilitates a fair allocation of responsibilities.

### **Mid-term Goals**

- Completely shift to a digital platform for submitting job applications.
- Create customized functionalities that offer individualized guidance to applicants, taking into account their qualifications and the status of their applications.
- Incorporate chatbots or virtual assistants to address frequently asked questions and deliver immediate responses.

### **Long-term Goals**

- Develop a comprehensive talent management system that encompasses the entire recruitment-to-retirement process, benefiting both employees and the organization as a whole.
- Establish the University as a competitive player in the global employment market by implementing best practices in recruitment and attracting leading talent from

international academic and research sectors.

- Encourage faculty members to assume positions that correspond with their aspirations for professional advancement and leadership development.

## **Faculty Empowerment and Professional Development Goals**

### **Short-term Goals**

- Facilitate workshops and training sessions aimed at improving teaching methods, research skills, and digital competencies.
- Encourage faculty participation in professional development programs and offer the requisite support to facilitate their involvement.

### **Mid-term Goals**

- Encourage the establishment of faculty exchange initiatives in partnership with both national and international universities, thereby enhancing knowledge dissemination and providing global exposure.
- Encourage collaboration across departments by motivating faculty members to engage in interdisciplinary and multidisciplinary projects and research initiatives.

### **Long-term Goals**

- Incorporating leadership development programs and specialized certifications into professional growth strategies.
- Allocating resources to strengthen faculty capabilities, improve academic excellence, and foster innovation.
- Establish the University as a center for worldwide academic distinction, fostering faculty growth through engagement with scholars from around the globe.

## **Recruitment and Career Advancement for Non-Teaching**

### **Short-term Goals**

- Enhancing the online recruitment process to facilitate efficient application submissions for prompt and transparent hiring, while minimizing paperwork.
- It is essential to explicitly outline the job responsibilities and required competencies for non-teaching positions in order to attract candidates possessing the appropriate skills and qualifications.
- Begin initiatives aimed at enhancing diversity in recruitment by engaging with underrepresented groups and implementing inclusive hiring practices.

- Regularly conducting training sessions on digital tools and software to improve administrative efficiency.

#### **Mid-term Goals**

- Collaborating with technical institutions, training centers, and various organizations to enhance the skills of non-teaching personnel.
- Facilitating workshops aimed at enhancing interdepartmental collaboration to foster improved communication and effective problem-solving.

#### **Long-term Goals**

- Enhance the University's reputation as a preferred employer by strengthening its recruitment brand through active campus engagement, promoting professional development opportunities, and emphasizing the advantages available to non-teaching staff.
- Advocating for leadership and management initiatives aimed at equipping non-teaching personnel for supervisory or administrative positions.

## **Networking and Collaboration Enablers**

Recognizing the significance of networking and collaborative efforts, the University expands its focus beyond traditional academic boundaries. Through these initiatives, the University aims to enhance the realms of academics, research, and skill acquisition. By offering improved opportunities for students, including internships, job placements, and international exchange programs, the University intends to play a crucial role in enriching their educational experience and enhancing their employability.

### **Strategic Collaboration**

#### **Short-term Goals**

- The creation of Alumni Connect Cells (ACCs) at the University.

- The University will appoint the Dean of Alumni Affairs to enhance its mandate.
- Establish and uphold a detailed alumni database to enhance communication efficiency, thereby promoting effective networking, collaboration, and support for diverse initiatives and events.
- Alumni will be instrumental in advancing infrastructure development and promoting a collaborative culture for the collective advantage of the University.

### **Mid-term Goals**

- Alumni will be instrumental in advancing infrastructure development and promoting a collaborative culture for the collective advantage of the University.
- Engage in strategic academic partnerships that foster joint research initiatives, integrated curricula, and the smooth transfer of students across institutions.
- Form research consortia that enable access to common databases, libraries, and collaborative research initiatives. These consortia will promote co-authored publications, support interdisciplinary research, and expedite the creation of innovative solutions.
- Effectively combine hands-on skills with academic knowledge through partnerships with industry professionals, utilizing joint workshops, and providing opportunities for real-time project engagement.
- Establish robust collaborations with non-governmental organizations and social service agencies to participate in meaningful rural outreach and fieldwork, thereby fostering community development at the grassroots level.
- Establish strong connections across diverse industry sectors to enhance opportunities for internships and job placements.
- Promote faculty-driven consultancy projects to enhance partnerships between industry and academic institutions.
- Proactively seek acknowledgment from respected national and international accreditation organizations to enhance the institution's brand reputation.
- Establish thorough quality assurance frameworks set forth by reputable organizations to consistently enhance internal standards and educational results.
- Developing incubation centers, creating funding opportunities, and fostering ideation networks to nurture and assist startup ventures.
- Assist in the development of a strong digital infrastructure that facilitates start-up

initiatives by offering access to vital digital resources, tools, and networks.

### **Long-term Goals**

- The ACCs will serve as dynamic networking centers, promoting significant collaborations in research, targeted funding initiatives, and productive interactions with the corporate, social, and cultural sectors, all while continuing to grow the alumni network.

## **Social Engagements and Service Goals**

### **Short-term Goals**

- Enhance social engagement among undergraduate students and deepen its integration at the postgraduate level.
- Encourage student participation as volunteers and interns in community and social welfare initiatives. Additionally, engage healthy senior citizens, school alumni, and local community members to ensure effective coordination.
- Develop training initiatives for students in partnership with non-profit and government entities to encourage social involvement.
- Develop training initiatives aimed at empowering educators with the necessary skills to launch grassroots projects.
- Create collaborative resource-sharing frameworks with non-profit organizations, private sector partners, and government bodies to improve employability outcomes.
- Collaborate with local government agencies to develop and sustain effective sanitation and clean water systems.
- Collaborate with local government agencies to develop and sustain effective sanitation and clean water systems.
- Partner with local NGOs involved in the ULLAS (Understanding Lifelong Learning for All in Society) and Unnat Bharat Abhiyan initiatives to promote sustainability.
- Encourage creativity and active participation throughout all departments and faculties involved in the Unnat Bharat Abhiyan initiative.

### **Mid-term Goals**

- Incorporate social outreach into research pertinent to the field.
- Promote research focused on social challenges and offer incentives to support these

initiatives.

- Enhance internship opportunities and partnerships by leveraging Corporate Social Responsibility (CSR) initiatives.
- Engage voluntary organizations and government agencies to enhance the development of adopted villages as part of the Unnat Bharat Abhiyan initiative.
- Acknowledge community engagement initiatives by providing certifications and credits that reflect the time invested in outreach programs and extension activities.
- Establish a digital archive to record initiatives associated with education and social welfare.
- Enhance community engagement efforts that are in line with the Sustainable Development Goals (SDGs) to ensure inclusive and equitable access to quality education and lifelong learning opportunities.
- The Understanding Lifelong Learning for All in Society (ULLAS 2022-2027) initiative aims to advance lifelong learning by emphasizing skill-based education.
- Execute the Water, Sanitation, and Hygiene (WASH) initiative in both rural communities and urban slum regions.

### **Long-term Goals**

- Promoting student involvement in community engagement initiatives.
- Track and assess student advancement in community involvement and outreach initiatives.
- Achieve ISO certification for educational programs and learning centers to align with global standards of quality, transparency, and sustainability.
- Implement a holistic strategy that engages all stakeholders and establishes a digital repository for an extensive resource.

### **Industry-Academia Collaboration**

#### **Short-term Goals**

##### Establish Industry Relations Office (IRO):

- Form a specialized office or department within the University to manage all partnerships and collaborations between academia and industry.
- Enhance the current committees, specifically the University Industry Collaboration Committee within the Research Development Cell of the Research Council.

- Engage seasoned experts with both academic and industry experience to cultivate collaborative partnerships.

Memorandum of Understanding (MoUs):

- Establish Memoranda of Understanding with micro, small, and medium enterprises, especially in industries aligned with the University's robust academic programs.
- Emphasize partnerships in internships, student placements, guest lectures, and short-term consulting initiatives.

Industry-Oriented Curriculum Enhancement:

- The University will place increased emphasis on industry-specific modules within the current curriculum framework.
- Enhance the participation of industry professionals in academic and research activities.

Internship & Apprenticeship Programs:

- Expanding the network for industry collaboration.
- Establish structured internship and apprenticeship pathways by collaborating with organizations that offer practical experience for students.

Industry-Funded Research:

- Encourage the development of small-scale research initiatives funded by industry that concentrate on emerging technologies and practical applications.

**Mid-term Goals**

Joint Research Centres & Innovation Hubs:

- Enhance collaborative research and development centers in partnership with leading industries, concentrating on key sectors such as artificial intelligence, biotechnology, renewable energy, and social innovation.
- The University will develop plans to establish innovation hubs on campus aimed at fostering student start-ups, promoting entrepreneurship, and facilitating technology transfer initiatives.

Long-Term Consultancy Projects:

- Encourage faculty members to participate in extended consultancy initiatives with industry partners to create tailored solutions for industrial challenges.

- Collaborate with industries on government-sponsored initiatives such as 'Make in India', 'Skill India', and other programs aimed at fostering innovation and enhancing skill development.

#### Executive Education & Corporate Training:

- Develop executive education initiatives aimed at working professionals, enabling them to enhance their skills in technological innovations, business management, and other relevant fields.
- The successful practices currently in place at the Faculty of Management Studies (FMS) can be leveraged to expand these initiatives further.
- Establish corporate training initiatives for industry collaborators, positioning the University as a center for relevant, continuous education in the field.

#### Increase Industry-Endowed Chairs & Professorships:

- Promote the establishment of specialized academic Chairs and Visiting Professorships in niche fields through industry funding, thereby enhancing the exchange of knowledge between industry professionals and academic researchers.

### **Long-term Goals**

#### Global Industry Collaboration:

- The University aims to develop international partnerships between academia and industry, focusing on collaborations with multinational companies and global universities to enhance research initiatives, facilitate technology transfer, and create employment opportunities on a global scale.
- A particular emphasis will be placed on establishing joint-degree programs with international universities in partnership with global industries to enhance diverse career opportunities.

#### University-Industry Research Park:

- The University will initiate the development of a research park in collaboration with

various industries, providing cutting-edge facilities designed for interdisciplinary research and innovation.

- The park is capable of accommodating industry laboratories, incubators, and start-ups that can leverage the academic expertise available at the University.

#### Bio-Innovation Ecosystems:

- The University will initiate efforts to establish bio-innovation ecosystems that integrate life sciences research with bio-manufacturing, agriculture, and healthcare. These ecosystems will combine research on biological products, such as new vaccines and engineered crops, with industrial partners involved in their production.
- Industries and start-ups in the fields of biotechnology, healthcare, or agricultural technology will collaborate closely within these ecosystems to bring to market the innovations developed in the University's laboratories.

#### Quantum Computing Labs with Industry Leaders:

- The University will pursue collaborations with international leaders in quantum computing to create Quantum Research Hubs on campus.
- The University will pursue collaborations with international leaders in quantum computing to create Quantum Research Hubs on campus.

#### Global Social Innovation Impact Fund:

- The University will initiate the establishment of a Global Social Innovation Impact Fund, supported by industries interested in investing in projects that demonstrate significant potential for positive social change, especially in developing nations.
- The fund enables faculty and students at the University to create scalable solutions addressing critical challenges such as access to clean water, renewable energy sources, and affordable healthcare.

#### Reverse Internships – Students Hire Industry Professionals:

- The University anticipates that, after ten years of diligent commitment to policies and programs that address the continuously evolving landscape of knowledge in key areas, it will achieve a state where it can actively participate in multiple roles. This will foster

a balance between academia and industry, aligning with the principles of the National Education Policy 2020 and promoting lifelong learning.

## **Physical Enablers**

Over the course of its century-long legacy, the University has significantly expanded its physical presence. It is committed to maintaining its historical infrastructure while simultaneously achieving a harmonious balance through gradual modernization. The physical facilities play a crucial role in cultivating an environment that supports academic success, research development, innovation, and the overall welfare of students. They provide the essential infrastructure and resources needed to enhance teaching, learning, and administrative operations.

### **Role of Physical Enabler**

Physical enablers at a university play a crucial role in creating an environment that supports

academic success, research development, innovation, and the holistic well-being of students. They provide the essential infrastructure and resources needed to enhance learning, teaching, and administrative operations.

### **Short-term Goals**

- Upgrades to renovation and maintenance, enhanced wi-fi access, implementation of Smart Classrooms, and the expansion of IT infrastructure. Improvements in accommodations for students and teachers, enhancements to sports facilities and cafeteria services, as well as optimization of available space.
- The significance of Enhanced Educational Environments in a university setting cannot be overstated. Well-designed classrooms, laboratories, libraries, and lecture halls that integrate modern technology foster interactive learning experiences and accommodate diverse teaching methods.
- Research infrastructure and knowledge repositories serve as the foundation of a university. Specialized laboratories, research centers, and advanced computing resources enable pioneering research, experimentation, and innovation across various disciplines. The establishment of a university press, journal, and magazine, along with the enhancement of digital repositories, is also of significant importance.
- The presence of physical resources, including student centers, healthcare facilities, recreational spaces, and wellness environments, is essential for offering students the support they need for their mental and physical well-being, ultimately enhancing their overall university experience. Prioritizing the enhancement of Health Centre infrastructure, implementing comprehensive sanitation initiatives, and ensuring the installation, inspection, and maintenance of the Emergency Alert System, along with conducting a safety and security audit, will be key focus areas for the University.
- Contemporary administrative frameworks and infrastructures improve operational effectiveness, streamline resource management, and promote efficient governance through the use of advanced technologies and centralized systems.
- The development, upkeep, or refurbishment of Community Areas, including lounges, seminar rooms, and cafeterias, promotes collaboration and informal interactions among students, faculty, and researchers, ultimately nurturing a robust sense of community.
- A strong physical infrastructure will be established to ensure a safe and accessible environment for all students and staff, including individuals with disabilities, thereby promoting inclusivity.

- Developing strategies for recycling, conserving water and energy, expanding green spaces, implementing water harvesting techniques, integrating technology, and initiating the university's electric vehicle program.

### **Mid-term Goals**

- The University will persist in enhancing its exemplary practices related to eco-friendly buildings, energy-efficient systems, and sustainable practices. This includes the pursuit of a zero-emission target, the establishment of self-sufficient energy production, and the promotion of green energy through improved collaboration among various departments.
- A sustainable campus characterized by a green approach necessitates the implementation of energy efficiency measures, the utilization of renewable energy sources, and the promotion of sustainable transportation options. Additionally, it requires effective water conservation and harvesting strategies, comprehensive waste management practices, adherence to green building standards, and the establishment of sustainable landscaping initiatives. Furthermore, it encompasses sustainable food services, responsible procurement processes, educational programs, governance structures, biodiversity conservation efforts, and the integration of technology. The University plans to enhance its existing sewage treatment plant (STP) and create systems for the reuse of wastewater, with engineers tasked to evaluate water waste and the capacity of the STP to facilitate the adoption of a zero-waste policy.
- The Examination Branch is set to digitize historical records and implement a fully automated system for grading, scheduling, prompt result announcements, and transparent reevaluation processes. Advanced security measures will be employed to ensure data analysis and protection. In accordance with the National Education Policy (NEP) 2020, there may be the introduction of flexible, modular, and inclusive examination policies. To promote environmental sustainability, the use of paper will be significantly reduced. The branch will focus on improving student support by establishing a smart 24/7 student care center and a comprehensive feedback system for addressing complaints and resolutions.
- The University is set to implement several infrastructural enhancements, including the construction of Teaching and Administrative Blocks, the establishment of New Academic Block, the development of a World-Class Library System, and the creation of a specialized Innovation Library Lab for experimentation with emerging

technologies.

- The execution of the Smart Campus initiative will be finalized to incorporate digital technologies, including intelligent classrooms, automated systems, and Internet of Things (IoT) devices, aimed at improving campus efficiency and enriching the educational experience. The University is committed to realizing objectives such as seamless high-speed internet and Wi-Fi connectivity, smart classrooms equipped with digital attendance systems, a Learning Management System (LMS) for managing attendance, assignments, and communication, a smart library, e-governance, paperless operations, cashless transactions, health technologies, integration of artificial intelligence and technology, sustainable development, and smart transportation solutions.
- An assessment of the demand for additional hostels beyond the current offerings will be conducted. It is essential to allocate specific funds for the upkeep of existing hostels and the establishment of new ones as a priority. The University will strive to develop hostel accommodations at its other campuses.
- Given the rising Gross Enrolment Ratio (GER) and the growing preference for distance or part-time online learning, it is essential to implement need-based distance learning programs.

### **Long-term Goals**

- Suitable Framework for Innovative Strategies.
- A cutting-edge Research Innovation and Assessment Centre for Sustainable Development that can serve as a think tank for government initiatives.
- Central Instrumentation Facility along with the establishment of a supercomputing facility.
- DU Satellite System: The DU Satellite System represents a potentially transformative advancement in various domains, including scientific research, innovation, commercial applications, national security and defense, telecommunications, GPS and navigation, remote learning, distance education, and global digital connectivity. Collaborations with organizations similar to ISRO may be sought to support this initiative.
- Lifelong education frameworks for emerging technologies can be developed, offering flexible and modular courses designed to enhance or update students' skills throughout their professional journeys.
- Infrastructure focused on competency-based evaluations that prioritize students' skills.

Implementing ongoing and formative assessments, including projects and peer reviews, to supplant the conventional assessment framework.

- Enhancing Teacher Professional Development in the Era of Artificial Intelligence.

## **Library as a Learning Resource**

### **Short term Goals**

- DULS will enhance its digital offerings by digitizing physical knowledge resources.
- The implementation will include the establishment of round-the-clock study spaces, the incorporation of cutting-edge technology for research purposes, and the development of a user feedback system.

### **Mid-term Goals**

- An Innovation Lab dedicated to emerging technologies such as AI, blockchain, and virtual reality should be established to foster creative exploration through hackathons and challenges, thereby enhancing problem-solving capabilities within the academic community.

### **Long-term Goals**

- Advanced Library Framework for the Digital and AI Era.
- Advanced search capabilities driven by AI, Customized suggestions, Research projects enhanced by AI support.
- Online explorations of libraries, augmented reality for engaging educational experiences, and digital environments for collaborative efforts.
- Automated solutions for book retrieval, self-service kiosks, and chatbot support, along with automated inventory management and sorting processes.
- Smart learning environments, Tracking of resource availability in real-time, Location-based services for users.
- Full digitization of library collections, unrestricted access to knowledge repositories, and the use of blockchain technology for the management of digital rights.
- Tailorable digital platforms, Multilingual support, Compatibility with mobile and wearable technology.
- Centers for collaborative research across disciplines, innovation labs equipped with advanced technology, and networks for worldwide knowledge exchange.

- Sustainable operational frameworks that prioritize energy efficiency and the utilization of environmentally friendly materials.
- Sophisticated biometric security systems, improved data protection and privacy protocols, and AI-powered cybersecurity solutions.
- Immediate access to content and live data streaming.
- Management of permanent academic records and verification of intellectual property ownership utilizing blockchain technology.

## **Maintenance of Campus Infrastructure Goals**

### **Short-term Goals**

As a short-term target, the following maintenance activities shall be needed for campus infrastructure:

- Regular upkeep for heritage blocks and various other structures.
- Regular maintenance is essential for road and garden infrastructure.
- Ongoing upkeep of classrooms, laboratories, and labs is necessary.
- Maintenance of IT and digital infrastructure is required.
- Electric and electronic systems must be regularly serviced.
- Maintenance of CCTV and manual security systems is important.
- The residential facilities and cafeteria require consistent maintenance.
- The library and documentation center need regular upkeep.
- Renovation of the sports complex and conference centers is needed.

### **Mid-term Goals**

The infrastructure which has been just created shall need maintenance. This can be included in mid-term maintenance of campus infrastructure

- Intelligent system upkeep for classrooms, laboratories, and IT infrastructure.
- Eco-friendly infrastructure focusing on energy efficiency and emissions reduction.
- Maintenance of advanced classrooms and audio-visual systems.
- Upkeep of sports and recreational facilities.
- Designed for scalability and future growth.
- Prioritizing a cloud-first strategy.

- Innovative e-learning environments.
- Integrated digital campus solutions.
- Commitment to sustainable green IT practices.
- IT support tailored to student needs.

### **Long-term Goals**

The following system which are to be created in long term shall need long term maintenance plan:

- Investment in Future Technologies
- Sophisticated Data Management and Analytical Solutions
- Infrastructure for Research and Innovation
- Comprehensive Learning Management Systems
- Digital Transformation and Integration of Artificial Intelligence
- Virtual and Augmented Reality Applications
- Automation and Robotics Solutions
- Smart Environments and Internet of Things Integration
- Digitalization and Worldwide Accessibility
- Improved User Engagement
- Collaborative and Cross-Disciplinary Education
- Eco-Friendly Practices and Sustainable Technology
- Enhancements in Security and Privacy
- Subscription-Based and Streaming Platforms
- Blockchain Technology for Credential Verification

### **Digital Enablers**

The University is committed to realizing the vision of Digital India by planning to implement the Samarth e-Gov platform, an innovative solution within the realm of digital public infrastructure. By harnessing technological advancements, this platform effectively integrates and facilitates the complete lifecycle of students and staff, thereby revolutionizing administrative procedures and improving both transparency and efficiency.

#### **Digitalization of University through Samarth e-Gov**

Samarth e-Gov, characterized by its security, reliability, and scalability, comprises nine primary modules along with over 40 supplementary modules. This system will be adopted by the University to facilitate the implementation of e-governance.

**The University has developed the following additional digital initiatives:**

- The online portal facilitates the digital submission of Ph.D. theses and allows for real-time tracking of the evaluation process in a step-by-step manner.
- Digital Library and E-Resources Access System: The University has established a centralized digital access system that enables both students and faculty to effortlessly access academic journals, e-books, research databases, and multimedia resources from remote locations. This system is also compatible with widely used mobile platforms.

**Short-term Goals**

- The incorporation of the previously isolated online services, including the Central Placement Cell (CPC), Endowment Fund, and promotions based on the Career Advancement Scheme (CAS), into the fundamental framework.
- A centralized notification system will be implemented to minimize paper usage in daily and official communications.
- Implementing an AI-powered chatbot to offer support for a range of online services.
- Regulations governing the utilization of the core platform to implement a paperless office.
- Implementation of cyber-security policies to safeguard the interests of all stakeholders.
- Execution of the Cyber Crisis Management Plan (CCMP).
- Recognizing deficiencies and consolidating public information on a centralized web portal or website.

**Mid-term Goals**

- The University will enhance the current recording and broadcasting capabilities to capture discussions and lectures.
- A comprehensive and centrally managed digital identity system for physical access to libraries, laboratories, and other specified areas to enhance the efficient use of resources.
- Regular distribution of cybersecurity awareness information via workshops and meetings for all stakeholders.
- Consistently strengthening the cyber security framework in accordance with the updated directives provided by CERT-in.
- Establish a fundamental communication framework for the University.
- The establishment of an online Open Journal System for all departments and colleges.

- The initiation of an online internal assessment system aimed at automating diverse forms of evaluations.
- The supply of digital accessibility tools for educational purposes.

### **Long-term Goals**

- The selection of an appropriate technology provider to address the expanding and varied technological needs of the University.
- An independent system designed to assess and forecast student enrollment and progression through patterns generated by artificial intelligence and machine learning, while also integrating with national platforms such as Digi-locker to facilitate smooth document verification and fraud prevention.
- A thorough examination management system that offers a responsive, worldwide presence, integrating adaptive learning technologies and predictive analytics.
- The educational platform is set to transform into an all-encompassing learning ecosystem, equipping learners worldwide with a variety of high-quality educational resources and certification options.
- Establishing a knowledge repository for the University and ensuring its integration with all of the University's social media platforms.

## **Concluding Notes**

The Institutional Development Plan (IDP) of Mohan Babu University (MBU) is designed to function as a detailed strategic framework, guiding the institution's growth and transformation in accordance with its fundamental Vision and Mission.

It highlights the University's steadfast dedication to fulfilling its goals. The IDP focuses on essential aspects of the University's operations through eight primary Enablers: governance, academics, research, human resources, finance, networking and collaboration, as well as physical and digital infrastructure. These anticipated objectives have been developed with a realistic and incremental strategy, ensuring their practicality and sustainability. Nevertheless, it is important to acknowledge that the classification of these objectives requires ongoing oversight and adaptive modification to maintain their relevance.

The plan's intrinsic adaptability enables it to respond effectively to new challenges and seize

emerging opportunities, thereby ensuring that the University continues to lead in educational innovation and excellence.

The IDP will facilitate the University's rise as a prominent leader in higher education and a benchmark for other institutions by means of committed implementation, thorough assessment, and regular revisions. This approach will cultivate a strengthened academic community and make substantial contributions to societal progress.