INSTITUTIONAL DEVELOPMENT PLAN
2024-2029

Patauda, Jhajjar-124108, Haryana, India

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1   Institute Development Plan Committee

For the institute development plan, the following committee is constituted with the approval of the competent authority.

Sr. No.	Name and Designation	
1.	Prof. (Dr.) Pramod Kumar Sharma Vice Chancellor, Sanskaram University	President
2.	Mr. Gulshan Registrar, Sanskaram University	Secretary
3.	Prof. (Dr.) Divya Tyagi Dean Academics, Sanskaram University	Member
4.	Dr. Vivek Sharma Professor, Sanskaram University	Member
5.	Dr. Kapil Dev Associate Professor, Sanskaram University	Member

2   Sanskaram University

2.1   Institution Profile

The word "Sanskar" in Sanatan Dharma means "refinement", "cultivation" or "training", which is meant to furnish the qualities needed by an individual for making him/her into a noble being who has been purified in his/her body mind and soul. Our university treasures this holy wisdom that nurtures its students' spiritual, emotional, and mental development. Seeking wisdom and guidance from our ancient dharma, Sanskaram University was established. Sanskaram group of institutions is developed by Master Dayanand Educational Trust. The journey started in 2016 with a small school in the rural hinterland to provide quality education to students residing in the rural belt of Haryana.Within five years, the school matured and today more than 5000 students are on roll. The next milestone in the journey was the establishment of Veterinary College with affiliation to LUVAS Hisar and which has students from across the length and breadth of the country. Next, feather in the cap was the addition of Degree College, affiliated with

MDU Rohtak. The major breakthrough was the establishment of Sanskaram University in the year 2024.The curriculum of the university is designed as per NEP to equip students with practical and theoretical skills necessary to thrive in today's competitive world. The universityaims to prepare young minds for an advanced and diversified career.

2.2   Vision

Sanskaram University aims to be recognized globally for its value-based education, multidisciplinary research, innovation and creativity.

2.3   Mission

- Establish state-of-the-art facilities for global education and research

- Collaborate with society and industry to align the curriculum

- Encourage lifelong learning and team-based problem solving through a supportive environment

- Inculcate values and ethics, emphasizing societal and environmental responsibilities for sustainable growth

2.4   Core Values

- Empathy and Compassion

- Inclusion and Integrity

- Collaborative Strategies

- Student-Centric Approach

2.5   Basic Principles

The institution shall have an Institutional development plan wherein the following aspects have been considered in the development of its policies and strategies:

- Inclusivity and diversity
- NEP 2020 based curriculum
- Creating environment for academic and research excellence
- Focusing on Indian Knowledge System
- Learner-centric teaching focused on knowledge creation and application
- Participatory engagement
- Multi-disciplinary and interdisciplinary approach integrating disciplines like science, technology, social sciences and environment

- Integrating vocational and skill-based education
- Bridging industry-academia gap through collaboration
- Addressing the interests of students, teachers, staff as well as employer in promoting high quality higher education
- Social Outreach
- Good governance and ease of implementation of IDP

3   Strengths, Weakness, Opportunities and Challenges (SWOC Analysis)

SWOC analysis of the institution would enable it to strategically plan its course of action over the span of five years by utilizing the opportunities to combat the challenges increase its strengths and reduce the weaknesses. The strengths, weaknesses, opportunities and challenges of Sanskaram University in this context have been outlined below:

3.1   Strengths

- Sanskaram University is an on-profit university.

- The University is student-centric and teacher-driven and prioritizes comprehensive social, physical, and intellectual development for all students.

- The University integrates the Indian Value System into its course curriculum, as required by the NEP 2020.

- The course content is grounded in the latest disciplines while being anchored by the Indian Knowledge System (IKS).

- It adheres to the NEP 2020 guidelines both in detail and in essence, including the integration of IKS.

- The University was founded with strong public support and high aspirations.

- The University campus spread over 55 acres is lush green and offers opportunities for state-of-the-art infrastructure development.

- All the programmes have multi-disciplinary and interdisciplinary components.

- To facilitate the effective implementation of multidisciplinary education, Schools of Studies have been established instead of traditional Departments.

3.2   Weakness

- The University is yet to complete the necessary formalities to qualify for government aid.

- As a newly established University, financial support is currently limited.

- Being located on the outskirts of the city, it is challenging to attract and retain good faculty.

- Currently, the university lacks faculty from eminent institutions.

3.3 Opportunities

- Modernising and reforming the curriculum by alignment with NEP 2020.

- The University can create new modules for introducing demand-driven courses with minimal delay in implementation.

- Scope to introduce skill-based courses tailored to industry needs.

- Scope for good accreditations and collaborations for improving the quality of education

- Integrating digital technology into the education system.

- Inculcating values-based education to affect student satisfaction and standing of the institution

3.4 Challenges

- In a competitive market, attracting and retaining quality teachers

- Getting adequate enrolment of quality students from different states of India

- Providing sufficient training and opportunities for students to participate in national-level sports and related activities is challenging due to the lack of coaches and infrastructure

- Securing resources for research, particularly from government agencies

- University is located on the periphery of the city which can result in inconvenience in terms of transport, communication and other facilities

- Being unique and exceptional in the light of growing competition from other universities

4   Preface

The institution shall have a comprehensive institutional development plan which shall be aligned with the long-term outcomes of Sanskaram University over the next 5 years. The following key areas were considered in the formulation of the policies and strategies of the plan:

- Academic quality and teaching-learning effectiveness
- Research, innovation, and consultancy
- Skill development, employability, and placement opportunities
- Support for student welfare and progression
- Integration of digitization and ICT infrastructure
- Institutional social responsibility initiatives
- Pursuit of excellence through accreditation and recognition
- Engagement and connection with alumni
- Commitment to environmental awareness and ecosystem sustainability
- Promotion of internationalization efforts

4.1	Academic Programme Development
4.1.1 Deploying Multi disciplinary and Holistic Approaches	
• Establishing Schools of Studies and creating new disciplines in emerging areas to make better use of existing expertiseand resources	
• To offer students a range of degree programs under electives basket (both discipline-specific and inter-disciplinary courses) across different Schools and disciplines, enhancing the multidisciplinary and skill-based aspects of these programs	
• To enrich the holistic nature of the programs by developing and incorporating courses in areas such as sustainable development, healthcare, yoga, environmental studies, and science and technology	
• To make the course content more engaging by emphasizing communication, discussion, research, and opportunities for fostering multidisciplinary thinking	
• Developing a curriculum that is multidisciplinary and focuses on enhancing employability, soft skills, professional skills, and value-based education	
• Teaching should be student-centered by adapting innovative pedagogical methods and updating the content accordingly	

4.1.2 Promoting Human Values and Professional Ethics

- Incorporating social responsibility and sustainability values by introducing students to cross-cutting areas such as sustainable development, entrepreneurship, information security, human values, and societal ethical and moral concerns within the curriculum

- Embedding professional ethics across all courses through relevant content

4.1.3 Promoting Multi Lingual, Indian Languages, Knowledge & Culture

- Developing courses in every discipline that are grounded in the Indian Knowledge System (IKS)

- Introducing undergraduate, postgraduate, and research programs in various Indian and foreign languages

- Emphasizing multilingualism in the curriculum to enhance understanding of diverse cultures and value systems

4.1.4 Fostering Skill Development for Employability, Entrepreneurship and Community Development

- Introducing vocational education courses into undergraduate and postgraduate programs

- Involving students in practical learning experiences such as lab-based practical, hands-on training, internships, project work, and training at skill development centers

- Integrating elements of startups, entrepreneurship, and innovation into undergraduate and postgraduate study materials

4.1.5 Connecting with Industry and Community

- Initiating new projects that align with job market demands and industry needs

- Establishing Incubation Centers and encouraging innovation and startups to provide learners with practical, hands-on training and development opportunities

4.1.6 Faculty Development

- Implementing various Faculty Development programs to enhance faculty skills

- Providing pedagogy training and courses to further develop teachers' skills

4.2 Administration and Governance

4.2.1 Developing Digital Infrastructure

- Upgrading the regular classrooms to smart technology-based classrooms
- Web enabled modern classrooms with audio visual facility and interactive boards
- Installation of CCTV cameras in classrooms and campus
- Wireless monitoring in each classroom and labs
- Automation of student information
- Regular updating of institution's website
- Creating digital content for the Learning Management System (LMS)
- Adopting MOOCs through SWAYAM and other platforms
- Developing internal moocs

4.2.2 Centralized Database Management System

- Introduction of ERP for managing administrative operations
- Setting up Academic Bank of Credit for students under NCrF
- Developing and updating digital library and providing digital library membership to every stakeholder of the university

4.2.3 Development of Environmental Consciousness and Sustainable Campus

- Shifting to alternative energy sources by adding more grid-connected solar system

- Strengthen the resources for water harvesting, solar energy and waste management

- Construction of green parking lots
- Provision for Yoga and Fitness Centre

- Establishment of Health Centre for staff and students

4.3	Research Development, Innovation and Capacity Building

4.3.1	Fostering a Culture of Research and Innovation and Upholding Research Ethics

- Promoting research activities within the University

- Identify and sign MoUs with organisations to support research activities

- Motivating research scholars to pursue innovative and socially relevant studies

- Facilitating collaborative research projects both nationally and internationally

4.3.2	Advancing Incubation and Entrepreneurship

- Promoting the culture of innovation, entrepreneurship and Start-up under national initiative of "Make in India" and "Viksit Bharat 2047

- Encouraging faculty members to engage in incubation centres for promoting Start-ups among students

- Making internships and apprenticeships a requirement in the majority of practical-based curricula to provide students with hands-on training and workplace experience

- Creating and enforcing startup policies for the University

4.3.3	**Capacity Building**

- Provision of online professional development programmes and MOOCs for teachers, academics, non-teaching staff, research scholars

4.4	**Quality Assurance and Enhancement**

- Setting quality benchmarks for various academic, co-academic, and administrative functions and communicating these standards

- Fostering a learner-centered educational environment

- Honing digital literacy among faculty and encouraging the use of Information and Communications Technology (ICT) to facilitate learning anytime and anywhere

- Coordinating quality-related activities, such as implementing best practices and organizing inter-institutional workshops or seminars on research methodology and cross-disciplinary topics

- Collecting and evaluating feedback from key stakeholders—students, faculty, and parents—to identify and apply quality measures for achieving curricular and co-curricular goals

- Developing and maintaining an institutional web archive to document all processes aimed at enhancing teaching, learning, and research quality, thereby improving overall institutional performance

- Preparing the Annual Quality Assurance Report (AQAR) in accordance with NAAC guidelines and submitting it for review by the relevant committee

4.4.1	**Preparing for Quality Improvement**

Mentioned below are key tasks the IQAC should address once discussions on quality enhancement are done:

- The IQAC creates the Academic Calendar for the academic year and distributes it to coordinators and deans across the institution's various schools for necessary action

- At the start of each academic session, the IQAC communicates quality-focused parameters and goals to all schools within the institution

- Based on these parameters and goals, the IQAC develops a faculty charter format. This format, which may be periodically updated, outlines the minimum targets across the seven NAAC assessment criteria that faculty members are expected to achieve throughout the academic session. Faculty members then set their own individual targets and submit a monthly progress report to the IQAC, along with their completed charter at the end of the session.

- Feedback forms prepared by the IQAC are distributed to stakeholders such as students, faculty, and parents, and collected for review at the conclusion of each academic session

5   Strategic Plan

The University's strategic plan will directly support these initiatives, and the following goals will be achieved by the institution from 2024 to 2029.

- Foster a holistic and supportive environment for students

- Select, nurture, and sustain a diverse student body that is multilingual, multicultural, and multiethnic from across India, while promoting their success

- Develop, support, and provide curricula, programs, and services that contribute to students' personal and professional success

- Enhance both cognitive and non-cognitive intelligences, including emotional, cultural, and social skills

- Ensure that facilities and activities meet the University's current needs and support future growth

- Continuously seek innovative and efficient methods to educate and support students

- Maintain high standards and expectations in both research and teaching for ourselves and our students

- Strive to establish the institution as a nationally recognized entity that makes a significant impact

The Institutional Development Plan of Sanskaram University is divided into five sections:

1. Academics

2. Administration

3. Infrastructure

4. Research

5. Quality

5.1 Academics

5.1.1 Institutional Development Plan (0-2Years)

- Recruitment of faculty against all the posts

- Encourage faculty to adopt new teaching methodologies and organize a Faculty Induction Program to enhance understanding of the NEP based on a needs analysis

- Plan school-specific Faculty Development Programs (FDP) focused on teaching and research

- Promote excellence in teaching and learning by implementing innovative and ICT-enabled pedagogies

- Develop a student-centric and teacher-driven education system

- Design relevant courses for skill development and vocational training

- Prepare the curriculum by including essential topics and issues for undergraduate students

- Align the curriculum with the requirements of NEP 2020

- Preparation of evaluation policies and examination schemes

- Implement the Academic Bank of Credit (ABC) and ensure uniform adoption of credit-based courses across disciplines

- Facilitate multiple entry and exit options for students

- Ensure holistic education for all students and transition the existing system into a multidisciplinary university

- Achieve recognition as a UGC University under Sections 2F and 12B

- Promote academic autonomy among faculty members

- Provide academic counseling and regular mentoring

- Offer excursions and fieldwork opportunities for relevant schools, such as those in agriculture and health sciences

- Increase focus on placement and training by establishing a dedicated training and placement center

- Implement scholarship schemes for meritorious students and those from economically weaker sections

- Introduce e-learning courses (SWAYAM/DIKSHA) and other online learning opportunities

- Utilize online teaching platforms and technology-driven teaching methods

- Ensure high-quality multidisciplinary teaching and research across various disciplines

- Promote cultural programming (such as art and diversity) to foster engagement with and understanding of different cultural perspectives among students and faculty

- Organize creative writing workshops for faculty and students

- Establish a dedicated School of Languages and Linguistics to include both scheduled and non-scheduled languages of India, as well as computational linguistics

5.1.2   Institutional Development Plan (0-5 Years)

- Develop and implement effective pedagogies and strategies for teaching and learning

- Promote Faculty Career Development Programs (FDP) and encourage leadership among faculty to enhance the value of the institution

- Ensure the development and effective operation of incubation centers for learners

- Revise the curriculum to align with international standards

- Introduce technologies such as large language models, language technology, AI tools, computational neuroscience, drone technology, design thinking, holistic health, environmental education, green technology, and microbial technology to equip students with essential skills

- Establish collaboration centers and exchange programs for students and faculty with other universities for teaching, research, and training

- Facilitate internships and apprenticeships across various schools

- Establish Skill development centres.

- Set up a Community Outreach Center

- Upgrade the curriculum to meet international standards.

- Attain the NIRF Ranking

- Target enhanced research funding

- Introduction of online Certificate programs across different disciplines

- Organization of Fairs/ Exhibition to represent the outcomes of innovation labs, incubation centres and startups by students

- To attain the NAAC grade

5.2 Infrastructure Development and Administration

5.2.1 Institutional Development Plan (0-2 Years)

- Installation of CCTV cameras across the campus to ensure effective surveillance

- Install CCTV cameras across the campus to ensure effective surveillance

- Implement wireless monitoring systems for students in each classroom and laboratory

- Establish laboratories for subjects such as chemistry, physics, AI/ML, and data science

- Automate the management of student information

- Set up the Academic Bank of Credit (ABC) for students in alignment with the National Credit Framework (NCrF)

- Regularly update the university website

- Establish food courts on campus

- Develop an appraisal mechanism for both teaching and non-teaching staff

- Document HR policies for administrative and support staff

5.2.2   Institutional Development Plan (0-5years)
• Upgrade traditional classrooms to smart technology-based classrooms with broadband connectivity and smart TVs
• Create digital content for the digital LMS, and automate and digitize the library
• Establish a Human Resource Development (HRD) Centre
• Enhance e-office management to promote a paperless administrative environment
• Engage students and faculty in social and community development activities
• Procure necessary items, gear, and equipment for sports-related activities
• Develop transport and communication facilities, such as buses and cabs, for students, faculty, and staff
• Implement an ERP system for managing administrative operations
• Construct a museum for the History discipline and provide a Yoga and Fitness Centre on campus
• Establish a Health Centre for staff and students
• Arrange internship programs for BBA and MBA students
• Set up incubation and startup centers
• Build an activity room, sickroom, and separate restrooms for boys and girls
• Construct green parking lots
• Develop infrastructure for sports
• Build residences for non-teaching staff
• Strengthen e-office management and transition to a paperless office environment

5.3 Research

5.3.1 Institutional Development Plan (0-2 years)

- Foster a culture of interdisciplinary research
- Promote Ph.D. programs in multidisciplinary fields
- Engage each faculty member in research within their specific domain
- Ensure that each faculty member publishes at least one research paper in their area of expertise
- Recommend a university journal for publication
- Organize talks with experts on various research topics
- Launch Ph.D. programs across different schools within the university
- Host workshops on research methodology
- Encourage skill development in research
- Increase research funding opportunities

5.3.2 Institutional Development Plan (0-5 years)

- Encourage national and international collaborative research projects with a focus on innovation
- Develop Centres of Excellence in multidisciplinary research fields
- Enhance the incubation center and support startup initiatives
- Increase funding for projects and research
- Establish publication cells for managing ISBN and ISSN
- Expand subscriptions to international and national journals
- Set up laboratories for new undergraduate and postgraduate programs
- Create a robust incubation center to support student entrepreneurship and business acumen
- Explore spin-off businesses to commercialize research findings

5.4	Quality Assurance and Enhancement

5.4.1 Institutional Development Plan (0-2years)

- Prepare the Academic Calendar for the academic year and distribute it to all schools within the institution
- Establish quality-oriented parameters and goals to be communicated to all schools
- Create a faculty charter outlining targets related to course completion, publications, curricular and co-curricular activities, best practices, and strategies for addressing slow and advanced learners
- Require faculty to submit bi-annual self-appraisal reports based on the charter for the Performance-Based Appraisal System (PBAS)
- Design feedback forms for stakeholders, and collect and evaluate their feedback
- Conduct management review meetings twice a year: one in June to cover January to June, and another in December for July to December
- Perform an Academic and Administrative Audit (AAA) with a team of internal and external members, covering areas such as curriculum design, research, outreach, extension activities, training, consultancy, best practices, and infrastructure development
- Develop and maintain an institutional web archive to document activities related to the quality of teaching, learning, and research
- Prepare the Annual Quality Assurance Report (AQAR) according to NAAC guidelines and submit it to the relevant committee for review
- Establish quality-oriented parameters and goals to be communicated to all schools within the institution
- Develop a faculty charter detailing targets for course completion, publications, curricular and co-curricular activities, best practices, and strategies for addressing slow and advanced learners
- Develop and maintain an institutional web archive to document all activities related to the promotion of teaching, learning, and research quality

5.4.2 Institutional Development Plan (0-5years)

- Organize at least 40-50 outreach and extension programs for the benefit of the local community
- Generate revenue through training and consultancy services
- Secure grants for Research and Development (R&D) initiatives
- Establish a center for competitive examinations, including civil services and NET/SLET
- Create a Training and Placement (T&P) Division to support student career development

- Forge Memorandums of Understanding (MoUs) or collaborations with at least ten institutions, industries, or organizations for student exchange programs, internships, and collaborative research projects

- Achieve a 95% campus placement rate for qualified and willing students

- Ensure 100% adoption of EdTech tools, such as Google Classroom, Pear Deck, and Moodle, by all faculty members

- Appoint industry experts as Professors or Associate Professors of Practice

- Implement Radio Frequency Identification (RFID) technology in the institutional library

6. Implementation and Monitoring

The Institutional Development Plan (IDP) of Sanskaram University is designed as a 5-year action plan. A 5-member steering committee has been established to oversee the progress of the IDP's activities. An internal monitoring mechanism has been put in place, and the following procedures will be followed:

1. Stakeholder feedback was collected prior to finalizing the IDP.
2. The steering committee will organize regular review meetings to assess progress.
3. Evaluation studies will be conducted on the IDP's implementation to facilitate necessary mid-course adjustments.

7. Concluding Remarks

Sanskaram University is committed to becoming an Institution of Eminence through the careful execution of its Institutional Development Plan. The university aims to excel in education, training, research, and innovation, preparing students to address societal challenges. The institution is dedicated to nation-building and creating opportunities for students to launch their own enterprises and contribute to national growth. With a team of experienced faculty, motivated students, and supportive management, the university is well-positioned to achieve the goals outlined in its IDP.

INSTITUTIONAL DEVELOPMENT PLAN

2024-2029