

INSTITUTIONAL DEVELOPMENT PLAN



2024

**NH.48, Bhilwara–Chittor By-Pass, Bhilwara
(Rajasthan) PIN: 311001**

www.sangamuniversity.ac.in



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Hon'ble Chairman's Message



Sangam is an innovative, forward-thinking University with high standards of teaching, research and support. It is located in Bhilwara (Rajasthan) which is one of the fast developing cities of India. We have committed ourselves to provide a strong infrastructure base, ranging from state-of-the-art classrooms, laboratories, comfortable boarding and lodging arrangements, support services, learning resources, etc. Most importantly, we have committed ourselves to getting the best of faculty for every discipline. We understand the education scenario and practical needs of the students staying away from their homes and their family.

To help in providing a comfortable, disciplined and soothing environment, we have facilitated canteens, ATM, general store, doctor, medical and transport facilities to assist students in traveling back and forth from the centre of the city. Our objective is to provide a home away from home and help students pursue their career goals. Enroll in any of our courses, making a positive difference is our promise. I look forward to welcoming you into the Sangam family.

WELCOME AND ALL THE BEST.

R.P. Soni
Chairperson
Sangam Group

Hon'ble Vice Chancellor's Message



“If, vision is clear, actions are right, the future is bright...”

Sangam University aims to accomplish the task of creation of future by facilitating the confluence of not only intellectual and cultural values but also ethical values resulting in the development of leaders who know the way, go the way and show the way from diverse disciplines in various walks of life. To achieve the motto of “Where Aspiration Meets Opportunity”, the curriculum, in addition to being strong in fundamentals and rich in analytical techniques, would also focus on broad based multidisciplinary approach and co-operative work integrated education based on vibrant industry partnerships. Such a curriculum would enable the student to function more effectively not only in the chosen field but also prepare them for adapting to constantly changing circumstances, confront new facts and find innovative ways to encounter and solve new and unexpected problems. Goal oriented and time bound research at Sangam will be geared to be effective driver of scientific discovery in addition to the emergence of economically relevant new technologies based on system changing solutions. For the students of Sangam, the words Dream, Perform and Achieve will represent much more than a slogan. Sangam will bring the unique transformational experience to the enrolled students resulting in them as alumni with a lifelong bond with their alma mater. Working together with passion, we can propel Sangam University to conquer many peaks of glory in coming times which include not only being one among the top ranking in India today but also in the global arena.

Prof. Karunesh Saxena
President / Vice Chancellor
Sangam University



Institutional Development Plan of Sangam University

In accordance with **University Grant Commission** New Delhi every Higher Educational institute has to prepare **Institutional Development Plan** for coming at least Five years. This document is prepared after review of scenario of sangam university available infrastructure, recruitment processor, teaching learning facilities, alignment of the university to NEP 2020 policy of the government. This draft is prepared in the academic session 2024-25 with development planning up to next five years.

For preparation of this document brainstorming sessions were organized with all stakeholders during the session to prepare the documents UGC IDP guidelines were followed. The cooperation from administrative, teaching, non-teaching was sought for this work. The team members interacted with students for getting information regarding institutional Development Plan. This document will be uploaded on University website so that stakeholders may go through it completely.

The university is situated at national highway 48 and easily accessible. The campus is clean and green and having adequate infrastructure for the students with other facilities. The Students are provided games and sports facilities. The university is having Box cricket facilities and beautiful open Cricket ground with floodlights facilities. It is planned that maximum student's participation may be done and university may excel in sports and games also.

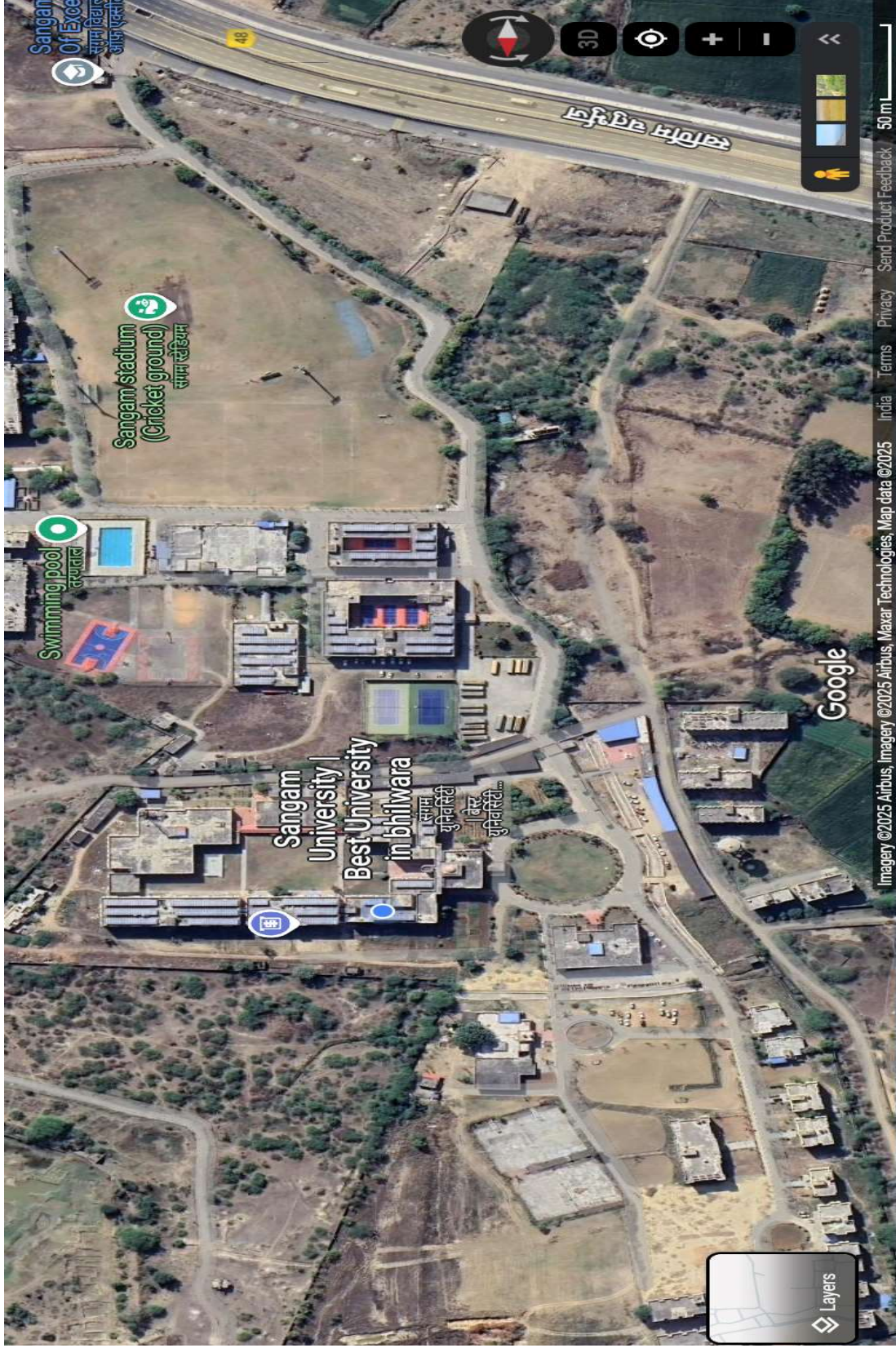
After receiving feedback from various stakeholders the university will incorporate in feasible suggestion in the IDP.

About University

Sangam University, Bhilwara which is the Pan – India Institution for higher education has been established under Section 2(f) of the UGC Act 1956 incorporated by the Government of Rajasthan vide Act No. 14 of 2012. The university finds its roots in the Institute of Technology and Management – ITM Bhilwara which was established in the year 2003 under the aegis of Badri Lal Soni Charitable Trust and supported by Sangam Group of Industries a name to reckon with in Textiles and diversified into steel, infrastructure, and power sectors with an annual turnover of Rs. Thousands of crores. Propelled by the motto “Where Aspiration Meets Opportunity,” Sangam University strongly believes in the mission of generating Tomorrow’s Leaders Today through an educational process with a vision to take up challenges across the globe.

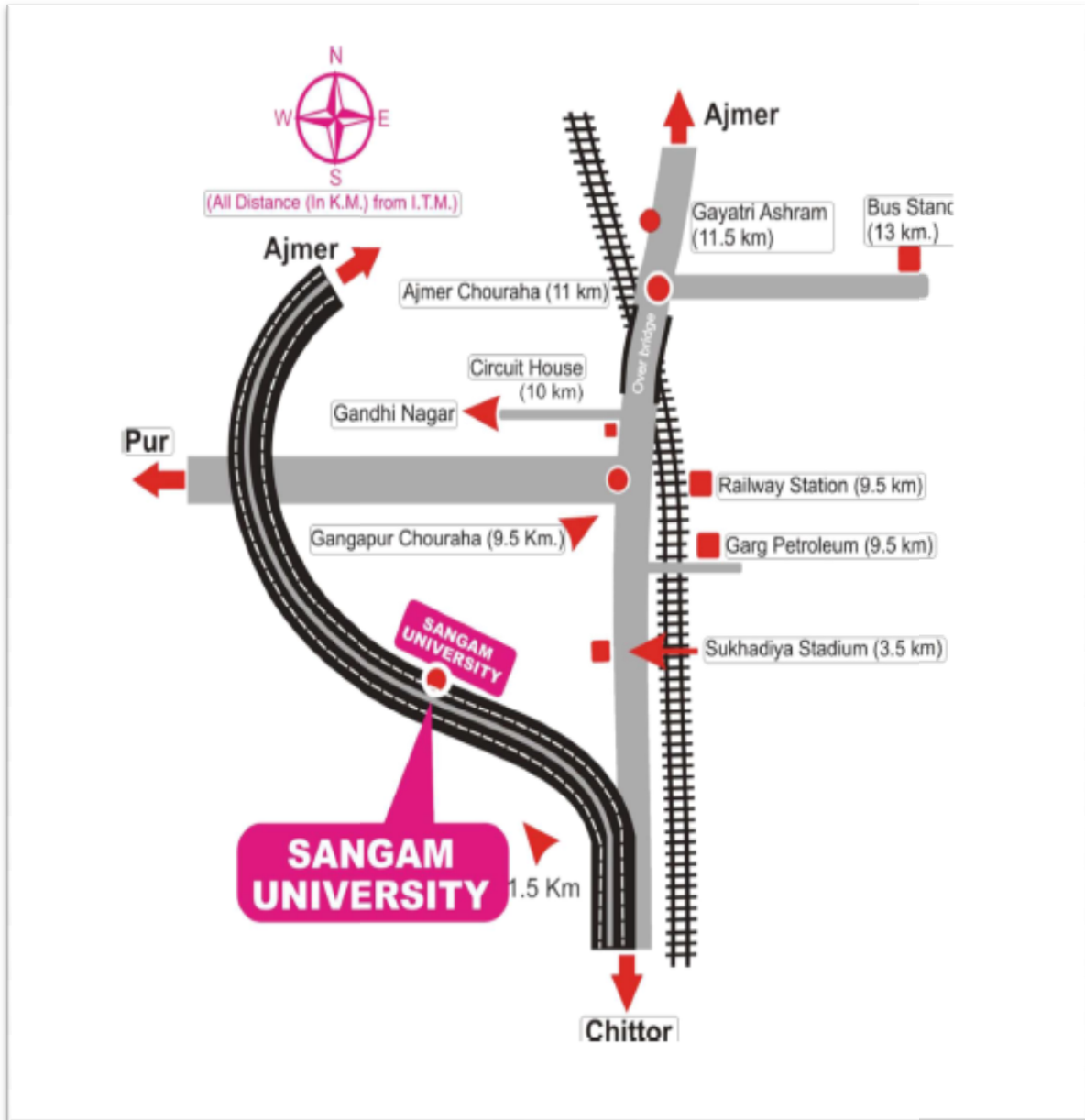
Bhilwara widely known as the Textile City of India is in the Mewar region of Rajasthan. Bhilwara is also a railhead on the Jaipur - Ajmer – Mumbai Broad-gauge line. The nearest airports to Bhilwara are Jaipur and Udaipur. Places of tourist attractions near Bhilwara include Shahpura (Ram Dwara and Phad Paintings), Mandalgarh (Menal Waterfalls), Pur (AdharShila and Patola Mahadev) apart from Chittorgarh, Ajmer Puskar etc.

The word “**SANGAM**” means a Confluence of rivers, denoting an act of coming together or all merging into one. To uphold this unity, Sangam University has been established by Badri Lal Soni Charitable Trust and promoted by Sangam Group of Industries with the mission to make world-class higher education affordable and accessible to all sections of society. It is founded in the year 2012, with state-of-the-art infrastructure and facilities, Sangam is built to become one of the best universities in Rajasthan. The vision of our university is to become a centre of excellence for holistic development and global education by cultivating and nurturing young minds to transform into global leaders of the future. We meet the demands of this dynamic corporate and professional society. Sangam is a student-centred university that empowers everyone to succeed.

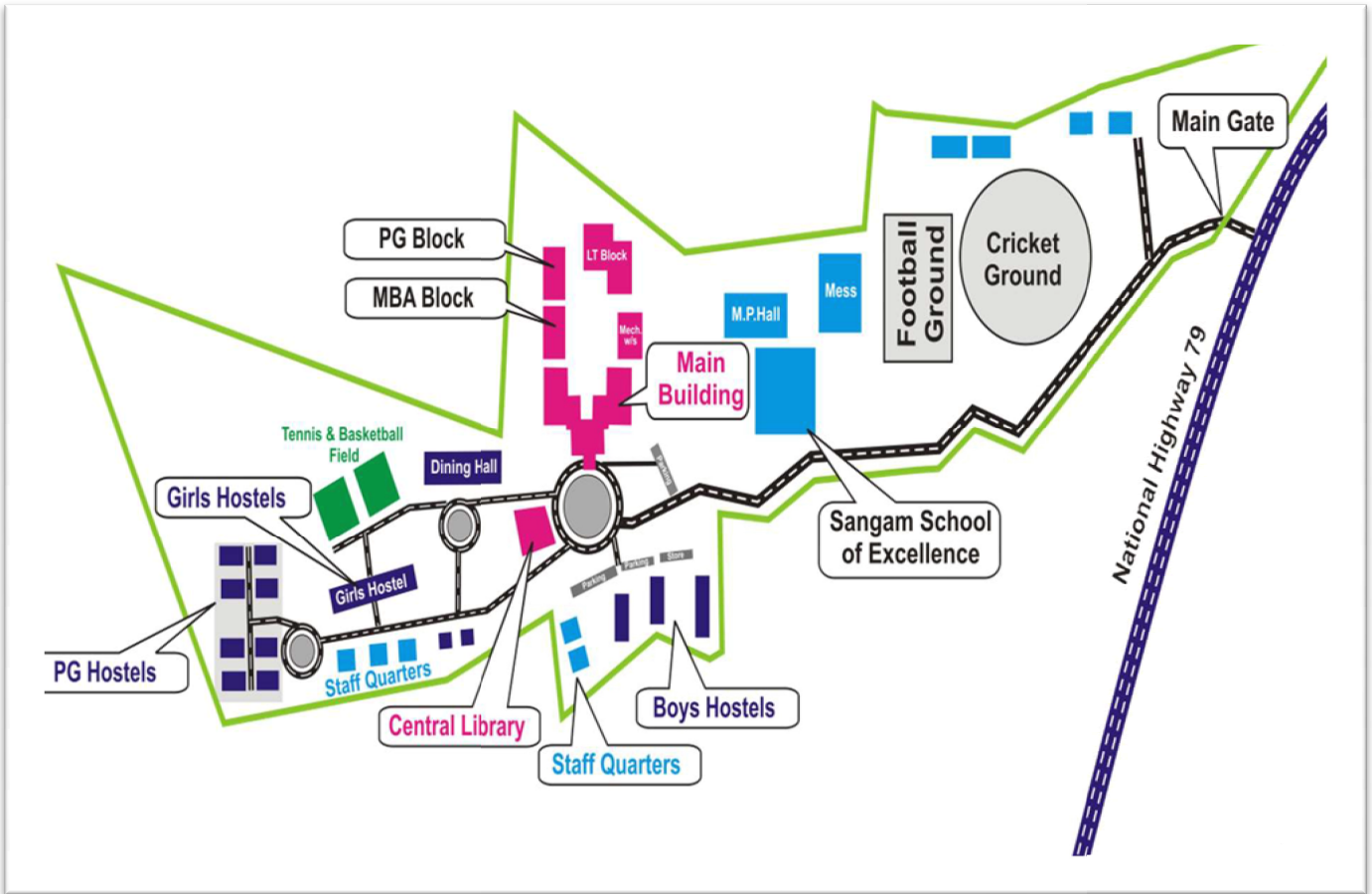


Google Map view of Sangam University

LOCATION MAP



CAMPUS LAYOUT





राष्ट्रीय मूल्यांकन एवं प्रत्यायन परिषद

विश्वविद्यालय अनुदान आयोग का स्वायत्त संस्थान

NATIONAL ASSESSMENT AND ACCREDITATION COUNCIL

An Autonomous Institution of the University Grants Commission

Certificate of Accreditation

*The Executive Committee of the
National Assessment and Accreditation Council*

is pleased to declare the

Sangam University

XH-79, Bhilwara, Rajasthan as

Accredited

with CGPA of 2.29 on four point scale

at B grade

valid up to November 02, 2026

Date : November 03, 2021



S. C. Sharma
Director

EC(SC)/79/1* Cycle/RJUNGN109667

CERTIFICATE OF COMPLIANCE



INTERNATIONAL CERTIFICATION SERVICES PVT. LTD.

This is to certify that the
ENVIRONMENTAL MANAGEMENT SYSTEM of

SANGAM UNIVERSITY

N.H. - 79, Bhilwara Chittor By - Pass, Chittor Road, Bhilwara - 311001,
Rajasthan, India.

has been assessed and registered as complying with the requirements of the following International Standard:

ISO 14001 : 2015

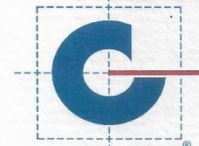
The Environmental Management System is applicable to:

Scope : Providing Education and Research in the Fields of
Engineering, Management, Agriculture, Legal Studies, Basic
and Applied Science, Pharmacy, Nursing, Vocational Studies,
Arts and Humanities.

Registration No.	: RE91/11353
Registered Date	: 20 th September, 2023
Issue Date	: 09 th October, 2023
Expiry Date	: 19 th September, 2026



JAS-ANZ



www.jas-anz.org/register



Managing Director

International Certification Services Pvt. Ltd.

Accredited by Joint Accreditation System of Australia and New Zealand, Australia

Validity of this certificate is based on periodic audits of the management system defined by the above scope and is contingent upon prompt, written notification of significant changes to the management system and/or its components thereof shall be immediately communicated to ICS.

Further clarifications regarding the scope of this certificate and the applicability of ISO 14001: 2015 requirements may be obtained by at www.icsasian.com/ www.icspl.org

22/23, Goodwill Premises, Swastik Estate, 178 CST Road, Kalina, Santacruz (E), Mumbai - 400 098, Maharashtra, India. Tel.: 022-42200900

CERTIFICATE OF VERIFICATION



INTERNATIONAL CERTIFICATION SERVICES PVT. LTD.

This is to certify that the

Educational Organizations Management System of

SANGAM UNIVERSITY

N.H. - 79, Bhilwara Chittor By - Pass, Chittor Road, Bhilwara - 311001,
Rajasthan, India.

has been assessed and registered as complying with the requirements of the following International Standard:

ISO 21001 : 2018

The Educational Organizations Management System applicable to:

Scope: Providing Education and Research in the Fields of
Engineering, Management, Agriculture, Legal Studies,
Basic and Applied Science, Pharmacy, Nursing,
Vocational Studies, Arts and Humanities.

Registration No. : REO91/11354
Registered Date : 26th September, 2023
Issue Date : 10th October, 2023
Expiry Date : 25th September, 2026



Director (Technical)
International Certification Services Pvt. Ltd.

Validity of this certificate is based on periodic audits of the management system defined by the above scope and is contingent upon prompt, written notification of significant changes to the management system and/or its components thereof shall be immediately communicated to ICS.
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22/23, Goodwill Premises, Swastik Estate, 178 CST Road, Kalina, Santacruz (E), Mumbai – 400 098, Maharashtra, India. Tel.: 022-00900



IIRF 2024

UNIVERSITY RANKING INDIA

Issue Date: July 2024
Expiration Date: July 2025

CERTIFICATE FOR ACADEMIC RANKING

This is to certify that

Sangam University, Bhilwara

for

NATIONAL RANK

37

STATE RANK

3

ZONE RANK

19

TOP 100 PRIVATE UNIVERSITY (OVERALL)

www.iirfranking.com

*Subject to survey/perception

Shiv S. Sharma
Secretary General

IIRF
SINCE 2015

Under requirements set by:
IIRF Centre for Institutional Research (ICIR)
New Delhi



OUR VISION

“To contribute to India and the Society through excellence in quality education with management, humanities, scientific & technical development and research; to serve as a valuable resource in industry and societal front; and to be a source of inspiration for all Indians.”

OUR MISSION

- To generate new knowledge and concept by applying cutting-edge research and to promote academic ambience by offering state-of-the-art undergraduate, postgraduate and research programs.
- To identify the perception of Indian and regional needs, areas of specialization upon which the institute can concentrate and prove meaningful worth.
- To undertake collaborative assignments and projects which offer opportunities for long-term interaction with academia and industry.
- To develop human potential to its fullest extent so that intellectually capable and imaginatively gifted leaders can emerge in a range of professions.

QUALITY POLICY

We, at Sangam University Bhilwara, are committed to imparting Quality Education and skill sets with ethics and developing the students as excellent professionals and responsible citizens to promote Industrial progress and societal transformation.

We implement Quality Systems to achieve continuous improvement and become a World Class Institution.

!! कुल-गीत !!

श्री राम के अनुराग से, मेवाड़ भी संगम बना ।
शैक्षणिक गंगा की धारा बह रही सुहृदयमना ॥
साहित्य संगम, ज्ञान संगम, मान संगम वंदिता ।
गुरु ज्ञान के सम्मान का, अभिमान है धन अस्मिता ॥ 1 ॥

ज्ञान भी, विज्ञान भी, कानून, शोध का जड़-तना ।
वस्त्रनगरी की धरोहर श्रेष्ठ शिक्षालय बना ॥
विश्वविद्यालय यह संगम पुण्य का सर्जन करें ।
मन वचन - कर्म से, बस ज्ञान का अर्जन करें ॥ 2 ॥

आलोक सब संसार में, फैला रहा है ज्ञान का ।
विद्या, कला, कौशल बने, कारण हमारी मान का ॥
विश्व में जिस देश का बस, अन्तिमा उत्कर्ष है ।
विश्वविद्यालय यह संगम, खुद में भारतवर्ष है ॥ 3 ॥

SANGAM UNIVERSITY, BHILWARA, RAJASTHAN

F-IDP/2024/1

Dated: - 07 May 2024

OFFICE ORDER

A Committee of the following members is constituted to prepare the Institutional Development Plan (IDP) as per UGC guidelines before 20th May 2024. PDF of Institutional Development Plan (IDP) preparation guidelines will be shared through e.mail. The prepared Sangam University IDP Draft will be approved by the Chairperson and BOM of Sangam University before UGC submission.

- | | |
|---------------------------------|--------------------------------|
| 1. Prof. Manas Ranjan Panigrahi | Chairman |
| 2. Prof. K. K. Sharma | Coordination work |
| 3. Prof. Rakesh Bhandari | IDP Draft Preparation Convener |
| 4. Prof. Vinesh Agarwal | IDP Draft Preparation Member |
| 5. Prof. Preeti Mehta | IDP Draft Preparation Member |
| 6. Dr. Hitkaran Singh | Record Keeping |
| 7. Prof. Rajeev Mehta | Member Secretary |

The committee will submit IDP draft to Hon'ble Vice Chancellor office positively by 20th May 2024



Registrar

Copy to: -

1. PA to Chairperson, Sangam University, Bhilwara
2. PA to President & Pro President, Sangam University
3. Bureau Chief UGC IDP, New Delhi
4. Concerned Members
5. Guard Files

SANGAM UNIVERSITY, BHILWARA

NOTICE

Dated: 6th Nov. 2024

In continuation to the earlier communication, Sangam University Institutional Development Plan and 2023-24 AQAR is to be prepared. For this a meeting of following members is organized on 07.11.2024, Time: 4 PM, Venue-Conference Hall.

IDP Enablers

- | | |
|---------------------------|--|
| 1. Prof. Preeti Mehta | Academic Enabler |
| 2. Prof. Raj Kumar Somani | Governance Enabler |
| 3. Prof. Rakesh Bhandari | Res. And Intellectual Property Enabler |
| 4. Prof. K.K. Sharma | HRD Enabler |
| 5. Prof. Vinesh Agarwal | Physical Enabler |
| 6. Dr. Vikas Somani | Digital Enabler |
| 7. Dr. Manoj Kumawat | Networking and Collaborative Enabler |
| 8. Dr. Surbhi Birla | Financial Enabler |

Sd

Prof. Manas Ranjan Panigrahi
Pro President and Chairman IDP Draft Committee

SANGAM UNIVERSITY BHILWARA 311001

Office Order

To speedup drafting of Sangam University Institutional Development Plan, a committee of following member is constituted for completing the task in time-

1. Prof. K. K. Sharma, Convener
2. Dr. Deepak Kabra, Member
3. Dr. Jorawar Singh Ranawat, Member
4. Mr. Kanhaiya Lal Soni, Member
5. Mr. Deepak Parashar, Member

The Committee will collect Data from different enablers for preparation of the draft.

Sd

Prof. Manas Ranjan Panigrahi
Pro President and Chairman IDP Draft Committee

Copy to-

1. PA to President
2. PA to Registrar
3. Concern Members
4. Responsible members of different enablers

A. Governance Enablers

Governance enablers play a crucial role in fostering transparency, accountability, and effective decision-making within a university. They align policies and processes with the institution's core mission, facilitating strong leadership and encouraging active engagement from all stakeholders. These enablers are instrumental in driving quality assurance and promoting continuous improvement, which in turn cultivates an environment conducive to innovation, academic excellence, and long-term growth. Moreover, they help ensure compliance with regulatory standards, safeguarding the university's integrity and future success. By strengthening governance structures, these enablers also promote a culture of responsibility and shared ownership, empowering the university to adapt to evolving challenges and seize new opportunities.

1.1. University Court, Executive Council, Academic Council, Finance Committee & Other Statutory Bodies

The University functions through a documented hierarchical structure, via Statutory Bodies – University Court, Executive Council (EC), Academic Council (AC), Finance Committee, having representation of diverse stakeholders. The University envisions the following goals:

Short-term Goals for the University

1. **Advancing Digitalization and Streamlining Operations:** The University is committed to fully digitalizing all administrative departments, building on existing progress. This initiative will enhance operational efficiency, reduce bottlenecks, and create a more agile and responsive administrative structure, better equipped to meet the needs of students and faculty.
2. **Strengthening Student Support and Accessibility:** The University will improve student accessibility by expanding and strengthening help desks with dedicated helpline numbers. This will facilitate seamless communication between students and administration, offering immediate support and resolving queries and concerns more effectively.
3. **Transitioning to a Paperless Administration:** The University will continue its transition towards a paperless system by utilizing the existing ERP system, 'Sangam ERP,' as a centralized hub for all academic, administrative, and financial processes. This will minimize paperwork, increase workflow efficiency, and promote sustainable administrative practices.
4. **Extending Integration with Constituent Colleges via the Sangam ERP Portal:** The University will expand the use of the Sangam ERP Portal to include all constituent colleges, ensuring uniform access to resources and administrative systems. This will streamline communication and coordination between the University and its colleges, fostering a more integrated academic and administrative environment.
5. **Institutional Development Plan (IDP) Review and Implementation:** In alignment with UGC and Ministry of Education guidelines, the University will develop its Institutional Development Plan (IDP). A dedicated committee will be formed to review and track progress periodically, ensuring that strategic goals are met and adjustments are made when necessary to stay on course.


6. **Enhancing Governance with Active Participation of Statutory Bodies:** The University will focus on strengthening the roles of its Statutory Bodies—such as the University Court, Executive Council, Academic Council, and Finance Committee—by improving communication channels and decision-making processes. This will enhance governance, ensuring better transparency and management across all university functions.
7. **Upgrading Faculty and Staff Training Programs:** To support institutional growth, the University will implement targeted training programs for faculty and staff. These programs will focus on enhancing skills in digital tools, administrative processes, and academic delivery, ensuring that all stakeholders are well-equipped to meet the evolving demands of higher education.
8. **Implementation of Real-Time Performance Monitoring Systems:** The University will deploy real-time monitoring systems to track the performance and efficiency of academic and administrative activities. These systems will provide actionable insights for continuous improvement and ensure that all operations are aligned with the University's strategic goals.

Mid-term Goals:

1. **Enhance Academic and Research Excellence:** Leverage intellectual expertise from national and international organizations and institutions to strengthen the university's academic programs and research initiatives, ensuring they remain competitive and cutting-edge.
2. **Regular Monitoring of Institutional Development Plan (IDP):** Implement a structured, ongoing monitoring and evaluation process for the Institutional Development Plan (IDP), ensuring it aligns with the needs of stakeholders and makes adjustments based on progress and feedback.
3. **Strengthen Governance Framework:** Enhance the governance structure by increasing representation and active engagement of diverse stakeholders across statutory bodies, promoting inclusive decision-making processes at all levels.
4. **Efficient Communication Systems:** Develop and implement a communication system that ensures timely, transparent, and efficient interactions between statutory bodies, academic departments, and administrative functions, fostering collaboration and improving university operations.

Long-term Goals:

1. **Reinforce Administrative Processes Across Campuses:** As the university grows and expands, continuously strengthen and streamline administrative and operational processes across all campuses to ensure seamless coordination, effective management, and consistent delivery of services.
2. **Comprehensive Evaluation of IDP Impact:** Conduct in-depth evaluations of the impact of the Institutional Development Plan (IDP) on institutional growth and progress, ensuring it remains aligned with the university's long-term strategic goals while adapting to evolving regulatory requirements.
3. **Framework for Faculty, Staff, and Administrative Development:** Establish a comprehensive and sustainable framework for the professional development of faculty,



staff, and administration, promoting a culture of lifelong learning, continuous leadership development, and excellence across all functions.

4. **Foster Collaboration with Global Academic and Industry Partners:** Create a sustainable, innovative, and adaptive environment by promoting deep collaboration between local and global academic communities, research institutions, and industry partners, driving innovation, and fostering new opportunities for research and development.

1.2 Quality Assurance Goals for the University

Short-term Goals:

1. **Strengthen HR Section:** Expand the HR department to better manage the recruitment, mentoring, and training processes for both teaching and non-teaching staff.
2. **Training for Mid-Level Administrators:** Implement a comprehensive training program for mid-ranked administrative officers, focusing on leadership, digitalization, technology integration, and communication skills.
3. **Train the Trainers:** Empower trained mid-ranked officers to take on mentoring roles, training junior and entry-level staff in their respective areas.
4. **Collaboration with Eminent Institutions:** Partner with national and international Centers of Excellence to offer refresher and orientation programs for university officials.
5. **Admission Process Assessment:** Review and enhance the university's admission processes, including identifying vacant seats and evaluating the relevance of courses to attract a wider range of students.
6. **Comprehensive Audits:** Conduct various audits (Academic, Administrative, Transparency, Social, Green, Diversity & Inclusion, Accessibility, and Technology Adoption) every two to three years to ensure continuous improvement.
7. **Departmental IQAC Committees:** Ensure each department has a designated committee to work in collaboration with the University's Internal Quality Assurance Cell (IQAC).
8. **Filling Vacancies:** Make a concerted effort to fill all vacancies in both teaching and non-teaching roles to maintain institutional effectiveness.

Mid-term Goals:

1. **Promote Interdisciplinary Programs:** Develop and expand inter-disciplinary and multi-disciplinary courses in addition to single-discipline UG and PG programs.
2. **Enhance Research Quality:** Strengthen the publication quality requirements for all Ph.D. programs, encouraging high-quality academic research and scholarly output.
3. **Inclusive Decision-Making:** Create frameworks for more inclusive decision-making, involving all campus stakeholders, to align institutional goals with community needs and expectations.
4. **Student Support Mechanisms:** Develop systems for comprehensive student support, focusing on mental health services, career counseling, and academic tutoring.

Long-term Goals:

1. **Strengthen Governance Mechanisms:** Establish a more robust governance structure across academic and administrative functions to ensure sustainability and responsiveness to change.
2. **Full Automation of Administrative Processes:** Achieve complete automation of administrative systems, introducing new modules aimed at streamlining processes and ensuring higher quality and efficiency.
3. **Institutional Accreditation:** Work towards securing national and international accreditations for all major programs offered by the university, ensuring global recognition and standards.
4. **Global Research Collaboration:** Build long-term partnerships with international research institutions to enhance the university's global research profile and foster cross-border academic collaborations.
- 5.

1.3 Financial Sources and Management Goals for the University

Short-term Goals:

1. **Establish Sponsored Chairs:** Actively seek collaborations with relevant bodies, organizations, individuals, and foundations to establish sponsored Chairs that are aligned with the university's Act, Statutes, and Ordinances.
2. **Industry Partnerships for Research and Innovation:** Develop partnerships with industries to sponsor research, innovation, and consulting projects, offering students opportunities for practical, hands-on experience.
3. **Strengthen University Foundation:** Enhance the University of Delhi Foundation to better leverage Corporate Social Responsibility (CSR) funds, creating new financial streams for the institution.
4. **Consultancy Office Development:** Establish a dedicated Consultancy Office to manage and oversee consultancy services provided by faculty and staff, ensuring proper documentation and management.
5. **Grow Endowment Fund:** Continue to grow and diversify the university's endowment fund to ensure long-term financial sustainability.
6. **Alumni Engagement:** Foster stronger relationships with alumni to encourage donations, mentorship opportunities, and engagement with university development projects.

Mid-term Goals:

1. **Cost-Effective Sustainability Initiatives:** Promote green campus initiatives such as solar energy adoption, water conservation practices, and waste recycling programs to reduce operational costs and promote environmental sustainability.
2. **Executive Education Programs:** Develop and offer Executive Education and professional development programs targeting mid-career professionals to increase revenue from non-traditional learners.

3. **Diversify Funding Sources:** Explore and develop new sources of funding, such as research grants, government funding programs, and international funding opportunities, to diversify the university's revenue streams.
4. **Corporate Partnerships for Infrastructure Development:** Partner with industries and corporations for funding the development of state-of-the-art infrastructure, such as research labs and innovation hubs.

Long-term Goals:

1. **Attract International Students:** Develop strategic mechanisms to enhance the enrolment of international students, including scholarships, tailored programs, and global marketing campaigns.
2. **Financial Self-Sufficiency:** Create pathways towards financial independence, reducing reliance on government funding and increasing revenue from tuition, research, industry partnerships, and endowments.
3. **Global Research Funding Partnerships:** Build long-term relationships with international research institutions, government bodies, and private companies to secure global research funding and sponsorships.
4. **Financial Transparency and Accountability:** Implement rigorous financial reporting and transparency mechanisms, ensuring accountability to stakeholders, and maintaining trust in the university's financial management.
- 5.

1.4 Leadership Goals for the University

Short-term Goals:

1. **Leadership Development Programs:** Implement specialized leadership training programs for Department Heads, Senior Professors, Professors, and Principals, focusing on key areas like management, strategic thinking, and conflict resolution.
2. **Formal Mentorship Initiatives:** Establish formal mentorship and handholding programs within departments and administrative units to identify and nurture potential leaders among the faculty and staff.
3. **Outcome-Based Annual Planning:** Encourage branch heads to present their Annual Plans and Targets at the beginning of each calendar year, with an emphasis on measurable outcomes and accountability.
4. **Leadership Skill Workshops for Emerging Leaders:** Offer workshops that focus on developing leadership skills for promising faculty members and staff, preparing them for higher responsibilities within the institution.
5. **Peer Leadership Networks:** Create opportunities for senior academic and administrative leaders to mentor and collaborate with each other through peer leadership networks to share best practices.

Mid-term Goals:

1. **Employee-Administration Dialogue:** Organize open-house or periodic meetings where employees can directly engage with the university administration, addressing concerns and promoting inclusive decision-making and effective crisis management.
2. **Strategic Leadership MoUs:** Establish Memorandums of Understanding (MoUs) with leading management institutions in India and globally to offer senior academic and administrative personnel periodic leadership training programs.
3. **Leadership Retreats:** Conduct leadership retreats and team-building exercises for senior leadership, fostering a stronger sense of collaboration, vision alignment, and strategic foresight.
4. **Interdisciplinary Leadership Collaborations:** Facilitate cross-disciplinary leadership programs that bring together leaders from different departments to collaborate and learn from each other's areas of expertise.

Long-term Goals:

1. **Establishment of Leadership Training Institute:** Create a dedicated Leadership Training Institute in collaboration with bodies such as the Parliament Secretariat, FICCI, ASSOCHAM, and the Department of Personnel and Training (DoPT), Government of India, to offer high-level leadership development programs for both academic and administrative staff.
2. **Global Leadership Collaborations:** Partner with prestigious international universities and leadership organizations to offer advanced leadership training programs, ensuring exposure to global best practices and leadership trends.
3. **Leadership Succession Planning:** Develop a robust leadership succession plan to ensure a continuous pipeline of qualified leaders for the university, with specific focus on diversity, equity, and inclusion in leadership roles.
4. **Institutional Leadership Research:** Establish a research initiative focused on leadership within higher education, aiming to publish findings and insights on effective leadership practices, governance, and institutional development in academia.

1.5 IT/Web-based Management Information System (MIS) Goals for the University

Short-term Goals:

1. **Centralized Feedback Portal:** Implement a centralized web-based portal for collecting feedback from all stakeholders (students, faculty, non-teaching staff, alumni, and parents), integrating appropriate software for analysis and reporting.
2. **Enhanced Campus Security:** Increase the number of CCTV cameras across campus to improve safety and security for students, staff, and visitors.
3. **Data-Driven Decision Making:** Introduce a data management system that allows the university to make informed decisions by collecting and analyzing data across various departments (admissions, academic performance, etc.).

4. **Integrated Online Support Services:** Develop an online portal to streamline support services such as academic advising, IT helpdesk, and student counseling, ensuring easy access for all users.
5. **Digital Document Management:** Begin digitizing academic records, administrative documents, and other essential materials to ensure ease of access, security, and long-term preservation.

Mid-term Goals:

1. **Smart Card System:** Issue smart cards to all university employees and students to provide easy access to various services, including health centers, IT services, and library resources.
2. **Cloud-based MIS Solutions:** Migrate to cloud-based management information systems for better scalability, data security, and accessibility across multiple locations.
3. **Online Learning Platforms:** Further integrate technology into classrooms by providing tools for online learning, virtual classrooms, and hybrid teaching models, improving the learning experience for students.
4. **Real-Time Data Analytics:** Implement real-time analytics for student performance tracking, enabling faculty and administrators to identify issues early and tailor interventions accordingly.
5. **Integrated Campus Management System:** Develop an integrated platform that links all administrative functions (admissions, financials, HR, and student services), providing a seamless experience for both students and staff.

Long-term Goals:

1. **Advanced Security Systems:** Deploy cutting-edge security systems, such as biometric access control and AI-based surveillance, to ensure enhanced campus safety and secure access to sensitive areas.
2. **Virtual and Augmented Reality Integration:** Supplement traditional classroom teaching with technology-assisted tools like virtual and augmented reality to enhance learning experiences in subjects such as science, engineering, and arts.
3. **Comprehensive E-Governance:** Establish a comprehensive e-governance system for transparent and efficient management of all university operations, from admissions and examinations to financial reporting and resource allocation.
4. **AI-Driven Personalized Learning:** Implement AI-powered tools that offer personalized learning experiences to students, adapting to their individual needs, learning pace, and preferred study methods.
5. **Blockchain-Based Credentialing System:** Explore the use of blockchain technology for the verification and management of academic credentials, ensuring secure, immutable, and easily accessible records.

1.6 Risk Management Analysis Goals for the University

Short-term Goals:


1. **Comprehensive Risk Assessment:** Conduct a detailed risk assessment across the entire university and its constituent colleges to identify potential threats, vulnerabilities, and areas requiring mitigation.
2. **Cybersecurity Awareness Workshops:** Organize periodic workshops and training sessions for faculty, staff, and students to raise awareness about cybersecurity risks and best practices for protecting data and systems.
3. **Green Awareness Workshops:** Implement workshops focused on environmental sustainability, educating the university community on how to reduce risks related to environmental issues, such as climate change and resource depletion.
4. **Crisis Management Simulation:** Conduct simulated emergency response exercises to train staff and students in crisis management, ensuring readiness for natural disasters, security threats, or other emergencies.
5. **Health and Safety Risk Assessments:** Review and assess health and safety protocols across the campus, including risk management for potential pandemics, accidents, and general wellbeing.

Mid-term Goals:

1. **Policy Formulation for Risk Assessment:** Develop and implement a comprehensive policy for regular risk assessments, ensuring that all areas of the university are regularly evaluated for potential risks, including financial, academic, and operational threats.
2. **Integration of Risk Management into University Strategy:** Embed risk management principles into the university's strategic planning and decision-making processes to proactively address risks at the institutional level.
3. **Emergency Preparedness Plans:** Create or update detailed emergency preparedness plans, outlining procedures for various scenarios such as fire, natural disasters, and health emergencies, ensuring all campus members know how to respond effectively.
4. **Digital Infrastructure Security Enhancement:** Strengthen the security of the university's digital infrastructure, including cloud systems, student information databases, and research data, to mitigate the risk of data breaches or cyber-attacks.

Long-term Goals:

1. **Single-Use Plastic-Free Campus:** Achieve a significant reduction in the university's environmental footprint by implementing a comprehensive strategy to eliminate single-use plastics, promoting the use of sustainable materials and practices across campus.
2. **Sustainable Risk Management Practices:** Develop a long-term environmental risk management strategy, focusing on resource conservation, waste reduction, and sustainable infrastructure development, to minimize environmental impacts.
3. **Comprehensive Insurance Coverage:** Establish a robust, university-wide insurance program that covers a wide range of risks (such as property, liability, health, and disaster recovery), ensuring financial protection in case of unforeseen events.

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4. **Resilient Infrastructure Planning:** Invest in the development of infrastructure that is resilient to extreme weather events and natural disasters, ensuring the university can continue operations smoothly in the face of climate-related risks.

1.7 External Advisory Boards Goals for the University

Short-term Goals:

1. **Departmental Committees Engagement:** Encourage each department to form committees that actively seek to co-opt experts and professionals from nationally and internationally renowned organizations and institutions, enhancing academic quality and practical relevance.
2. **Industry and Academia Collaboration:** Strengthen partnerships with industry leaders and academic institutions, inviting them to contribute their expertise in curriculum development, research, and teaching methodologies.
3. **Expert Consultation for Program Development:** Invite subject matter experts to consult on new program offerings, ensuring that academic programs align with industry demands and emerging global trends.
4. **Alumni Advisory Involvement:** Leverage the expertise of alumni in advisory roles, tapping into their professional experience to guide curriculum updates and career readiness initiatives for students.

Mid-term Goals:

1. **Incorporation of Renowned Academicians and Regulatory Representatives:** Involve nationally and internationally recognized academicians, as well as representatives from relevant regulatory bodies, in an advisory capacity at various levels within the university, offering guidance on academic standards and policies.
2. **Advisory Boards for Specific Initiatives:** Establish advisory boards focused on key university initiatives (e.g., research, innovation, sustainability) that include experts from various sectors to ensure these initiatives align with current trends and best practices.
3. **Building Collaborative Networks:** Foster networks of industry and academic leaders who can offer advice, mentorship, and collaboration opportunities to both students and faculty, strengthening the university's external relationships.
4. **Periodic Advisory Reviews:** Organize periodic advisory reviews where these external experts can provide feedback on the university's performance, helping to identify areas of improvement and growth.

Long-term Goals:

1. **Establishment of an Advisory Council:** Establish a high-level Advisory Council consisting of representatives from government, education, industry, and the social sector. This body will offer diverse perspectives on key issues, helping the university navigate evolving societal, economic, and technological challenges.

2. **Global Advisory Network:** Build a global advisory network with representatives from leading international universities, corporations, and non-profits to ensure the university remains competitive and globally relevant in its academic offerings and research.
3. **Strategic Planning and Visioning:** Engage the Advisory Council in long-term strategic planning, helping to guide the university's vision and ensuring alignment with global trends, market needs, and future educational demands.
4. **Impactful Collaboration on Social Issues:** Utilize the expertise of the Advisory Council to launch and support university initiatives that address pressing social issues, including sustainable development, public health, and economic inequality, contributing positively to society at large.

1.8 Student Feedback Goals for the University

Short-term Goals:

1. **Workshops on Feedback Importance:** Organize workshops and sensitization programs for both students and faculty to emphasize the significance of feedback and help them understand its role in driving positive change and improving the university experience.
2. **Institutionalized Feedback Mechanism:** Establish a systematic, institutionalized process for collecting student feedback on a regular basis, ensuring that students' voices are consistently heard and that their concerns are addressed.
3. **Promote a Feedback Culture:** Encourage a culture where feedback is viewed as a constructive tool for growth, fostering open communication between students and faculty, and enhancing overall student satisfaction.
4. **Anonymous Feedback Channels:** Provide anonymous feedback options to allow students to share their thoughts freely without fear of retaliation, ensuring more honest and transparent responses.

Mid-term Goals:

1. **Feedback Analysis Committee:** Form a dedicated feedback analysis committee responsible for reviewing and analyzing the feedback collected from students. This committee will ensure that all feedback is carefully considered and will take action on recurring issues.
2. **Strengthen Teaching-Learning Processes:** Use student feedback as a foundation for enhancing teaching strategies and learning outcomes. This could involve adjusting teaching methods, course content, or offering additional student support services.
3. **Administrative Process Improvements:** Leverage feedback to streamline and improve administrative processes, such as registration, student support, and resource allocation, ensuring that the university's operations meet student expectations.
4. **Feedback-Driven Faculty Development:** Develop programs that help faculty members use feedback to improve their teaching methods, aligning their delivery with student needs and learning preferences.



Long-term Goals:

1. **Advanced Feedback Analysis Tools:** Utilize advanced software and data analytics tools to analyze student feedback comprehensively, enabling the university to identify trends, areas of improvement, and prioritize changes based on student needs and expectations.
2. **Continuous Improvement Framework:** Establish a continuous improvement framework where student feedback is not only regularly assessed but also directly influences long-term institutional policies and practices.
3. **Comprehensive Feedback Integration:** Ensure that student feedback is incorporated into strategic decision-making processes, aligning with the university's mission to provide high-quality education and services.
4. **Student Satisfaction Index:** Develop a student satisfaction index that combines quantitative and qualitative feedback to track progress over time, providing a clear picture of the university's performance in various areas and fostering transparency.

B. Financial Enablers:

- a) **Funding Sources:** The Sangam University is a private funded and established and funded by the Sangam Group of Bhilwadra. The land and construction expenditure were made by the charitable trust of the Sangam group. After establishment of the University during 201w2 through Rajasthan state legislature and approvals from regulatory bodies student admission were made.
- b) The University raise its fund through following main sources such as:
 - i. tuition fee from the students
 - ii. government grants and subsidies
 - iii. overheads earned on the sponsored research and development projects from the Government and private/ corporate sector
 - iv. Endowments, philanthropic contributions and other income like CSR, royalties on intellectual property (IP)/ patents etc.
- c) The university financial management system works as per the statute.. The university focuses on expanding their revenue sources in a “fit for strategy” model.
 - i. **Budget Allocation:** This is made as per requirement and student strength in various schools.
 - ii. **Transparency:** The financial system is automated and run on ERP platform
 - iii. **Additional Outreach Models for Fund Generation**

C. Academic Enablers

The Academic Enabler for the Institutional Development Plan (IDP) of a university is designed to enhance academic excellence and foster holistic development.

Its primary objectives include:

1. **Curriculum Enhancement:**

- Align academic programs with current industry needs and global standards.
- Introduce interdisciplinary courses and innovative teaching methodologies.

2. **Faculty Development:**

- Improve faculty qualifications and teaching capabilities through continuous professional development, including workshops, seminars, and higher education opportunities.
- Promote research, publications, and participation in academic conferences.

3. **Academic Infrastructure Improvement:**

- Develop and maintain state-of-the-art labs, libraries, and classrooms to support quality education.
- Integrate advanced technological tools to facilitate e-learning and digital education.

4. **Student Support Systems:**

- Establish robust mentorship, counseling, and career guidance programs.
- Provide scholarships, internships, and placement opportunities to enhance student outcomes.

5. **Research and Innovation:**

- Foster a research-driven culture by supporting faculty and students in their research initiatives.
- Encourage collaborations with industry, academia, and research institutions.

6. **Quality Assurance:**

- Implement and maintain accreditation standards and continuous evaluation processes to ensure academic quality.
- Regularly update and assess curriculum and teaching practices.

7. **Student-Centric Learning:**

- Shift focus towards experiential and personalized learning approaches.
- Encourage student participation in extracurricular and co-curricular activities for holistic development.

8. **Globalization and Partnerships:**

- Facilitate international collaborations, student exchange programs, and global partnerships to enhance the university's academic reputation.
- Promote diversity and inclusivity in the academic environment.

These initiatives aim to create a dynamic, learner-centric environment that nurtures critical thinking, creativity, and lifelong learning, ultimately producing graduates who are well-prepared to contribute meaningfully to society and the global workforce.

SWOC Analysis: Academics and Teaching-Learning

This analysis can help Sangam University identify key areas for improvement and strategic development in its IDP to enhance its role as an Academic Enabler.

D. Research, Intellectual Property, and Supportive Enablers

The University established Research and IPR cell to promote research and Ph.D. programmes as per UGC regulations. The cell is run by the senior Professors with adequate staff. The successful functioning of the cell increases the number of quality research papers, patent publications, and Ph.D. degree awards.

The university ensures quality, and societal benefit research in the university.

Sangam University has developed a robust intellectual property (IP) infrastructure to foster research, innovation, and academic excellence. Here are key elements of this infrastructure:

1. **Quality Research:** The university conducts biannual Ph.D. entrance exams and has received grants from various bodies like AIU, ICSSR, DST, and NABARD to fund research. It incentivizes the publication of quality research papers.
2. **Experienced Faculty:** Senior retired professors are appointed to guide research, supporting both young faculty and students in impactful research across various disciplines like Agriculture, Science, Engineering, Pharmacy, and Legal Studies.
3. **API-Based Faculty Compensation:** The university follows UGC regulations for faculty compensation based on Academic Performance Indicators (API), promoting healthy competition and encouraging faculty to engage in research and publication activities.
4. **Research Collaboration:** Targeted and collaborative research in modern disciplines is promoted, and the university encourages more Ph.D. and post-doctoral scholars.
5. **Publications & Patents:** Faculty and students are supported in publishing research and applying for patents. The university has an IPR cell to assist in this process.
6. **Industry Collaboration:** The university collaborates with industry for research and access to facilities, enhancing IP generation.
7. **Incubation & Innovation:** The CSED business incubation center supports skill development and startup creation, while students participate in innovative projects, research, and conferences.
8. **Student Involvement:** Students are encouraged to engage in research, innovation, and interdisciplinary learning through various activities, including NCC, NSS, and hackathons.

Sangam University's focus on intellectual property development through research, faculty incentives, industry collaboration, and student involvement aims to create a thriving academic and innovation ecosystem.

E. Human Resources Management Enablers

Sangam University has implemented the National Education Policy (NEP) 2020 to foster academic excellence and institutional resilience by following the guidelines set by regulatory bodies. The university ensures continuous syllabus updates in line with UGC directives, and research work, including Ph.D. awards, aligns with UGC guidelines. Faculty recruitment is based on regulatory standards, and both faculty and non-teaching staff undergo professional development programs.

Student empowerment is emphasized through merit-based financial aid, a holistic admission process, and robust academic support systems like mentoring and tutoring. Faculty recruitment focuses on competency-based approaches, with continuous professional development opportunities for career growth.

Pedagogical excellence is pursued through curriculum updates as per NEP 2020, including the integration of MOOC, IKS, and skill-enhancement courses. Faculty and staff are trained in pedagogical, research, and leadership skills, with rewards and recognition for outstanding contributions.


The university also promotes emotional well-being with resilience programs, leadership opportunities, and emotional intelligence training. Through transparent recruitment, regular communication, and a focus on safety, trust, and student well-being, Sangam University is committed to nurturing a thriving academic environment. The institution's core values of quality education, skill development, and societal contribution remain central to its vision.

F. Enablers for Networking and Collaborations

Networking plays a pivotal role in the growth and development of Higher Education Institutions (HEIs). These institutions serve as crucibles of knowledge and innovation, not only for students but also for the broader society. Recognizing the significance of networking, HEIs aim to establish robust connections with various stakeholders to enhance their impact and relevance.

a. **Networking and Its Societal Impact:** Beyond academic endeavours, HEIs can contribute to civil society and the development sector through high-quality education, impactful research, on-ground initiatives, and advocacy. HEIs are shifting their focus from merely monitoring inputs to incentivizing outcomes and societal impacts. Establishing partnerships with Centers of Excellence and institutions across borders is essential for achieving excellence in research and teaching. HEIs need to engage deeply with a diverse range of stakeholders, including other academic/research institutions, industry, and civil society.

b. **ALUMNI networks:** HEIs, as hubs of learning and research, play a crucial role in



shaping the future of students who remain associated with them for various periods, ranging from 2 years in post-graduate programs to 5 years in integrated Masters/PhD programs. Moreover, the HEI's influence continues throughout their careers, which may span up to 60 years. This enduring connection underscores the importance of alumni as valuable stakeholders who contribute significantly to the governance, management, and growth of HEIs. To enable effective networking and connectivity, including support for endowments, new projects, funding, knowledge sharing, and mentorship, HEIs need to establish trust and facilitate lifelong engagement.

Developing Networking Enablers:

- An effective networking, encompassing connections within and beyond the academic realm, is a cornerstone of HEIs' ability to excel as global leaders in education.
- A collaborative network model needs to be thoughtfully structured, involving industry in various aspects of HEI activities, notably the teaching-learning process. This encompasses collaborative course planning, curriculum development, training, evaluation, employment opportunities, continuous learning, and research and development. Industry-institute interaction, when nurtured effectively, can yield substantial benefits for both parties.
- Additionally, HEIs need to actively engage with industry, alumni, other higher education and research institutions, as well as the wider community, fostering synergies that drive collective development.
- Steps to Develop Networking Enablers for HEIs:
 - i. HEIs, being institutions that exist "by the society and for the society," need to embrace partnerships and collaboration to fulfill their objectives and make substantial societal contributions.
 - ii. Alumni engagement needs to be leveraged across multiple processes, industries, student feeder institutions, other HEIs, and national and international universities. This represents a significant opportunity for mutual benefit and societal impact.
 - iii. Well-structured collaborations, when executed effectively, lead to a positive-sum game. HEIs that prioritize effective networking can seize more opportunities for self-improvement and mutual development while enhancing their brand image.

Collaboration and partnership-building with local, national, and global agencies can further support a range of enablers, including innovative academic initiatives, intellectual property development, and emotional support programs.

G. Physical Enablers

Sangam University is located on a 38-acre campus along NH 48, providing a smart, sustainable infrastructure that ensures comfort and safety for its residents. The campus is equipped with 24/7 electricity, water, and internet facilities. A key feature is the integration of smart infrastructure, where lighting, HVAC, and security systems work together for optimal performance, reducing energy consumption. The campus also features solar panels, adequate plantation to regulate temperature, and CCTV surveillance for security, with recordings stored for up to 30 days. The university prioritizes safety with 24-hour security staff and fire-fighting equipment.

The campus is designed with sustainability in mind. It benefits from a west-facing building orientation for maximum airflow, and there is ample open space for natural ventilation. The university has installed water recharge wells and a 100x75m pond to collect rainwater, which is used for drip irrigation, minimizing electricity and water usage. Additionally, the campus utilizes green energy, harvested water, and renewable resources to support its environmental goals.

Sangam University ensures accessibility by providing clear signage and easy navigation for all, including facilities for differently-abled individuals. Students and staff can conveniently commute by motorways, bicycle paths, or battery-powered vehicles. The campus also offers a range of administrative and academic facilities, such as a dedicated administrative block for admission and counseling activities, along with faculty cubicles and buildings for various departments.

The university's library and digital resource center are well-equipped with reading rooms, stock areas for books, and online access to information. Its classrooms and lecture complexes are designed for effective learning, with comfortable seating arrangements and state-of-the-art teaching facilities. Additionally, tutorial rooms with video recording capabilities and a secure examination branch for confidential documents further support academic activities.

Faculty and staff are provided with adequate office space, well-equipped chambers, and on-campus residential facilities. Meeting rooms are equipped with furniture and electronic communication tools, while modern laboratories and research centers cater to various scientific and technological fields. The university's computer center boasts a sufficient student-computer ratio and multimedia studios for content creation.

For students' well-being, the university provides clean and hygienic dining facilities, a gymnasium, a swimming pool, and a multi-purpose indoor sports stadium. A large auditorium and various conference rooms are available for academic events and discussions. Housing is available with eight hostels, including one for girls, and a dedicated hostel for research scholars.

Additional facilities include parking spaces, exhibition halls for academic and vocational activities, a guest house, and commercial shops for student and staff convenience. The campus is also home to a dispensary and the Sangam Group hospital, offering 24/7 healthcare services. Moreover, student recreation facilities, an international student center, and an incubation center with research collaborations enhance the overall campus experience. A botanical park is also maintained for research and educational purposes.

H. Digital Enablers:

Sangam University has implemented cutting-edge digital infrastructure across various areas to enhance learning, administration, and overall campus experience.

1. **Smart Campus Infrastructure** includes smart classrooms with interactive boards, virtual labs, and AV systems. The campus is equipped with high-speed Wi-Fi, IoT-enabled systems for energy efficiency (lighting, heating, cooling), and smart security systems with facial recognition and real-time monitoring.
2. **Digital Learning Platforms** offer Learning Management Systems (LMS) like Moodle and Blackboard, virtual classrooms, and access to digital libraries with e-books and journals, providing extensive resources for students and faculty.
3. **Administrative Automation** streamlines processes with online admission systems, IVR-supported toll-free numbers, automated attendance and grading, digital payment gateways, and cloud-based student information systems for managing records efficiently.
4. **Research and Innovation Hub** supports high-performance computing, collaboration platforms, access to digital repositories, and incubators for startups, all with digital mentorship programs to foster innovation and research.
5. **E-Governance and Smart Administration** ensures smooth operations with an online grievance redressal system, real-time monitoring dashboards, digital notice boards, and document management with digital signatures.
6. **Digital Skill Development Programs** provide workshops, certifications in emerging technologies (AI, ML, Blockchain), coding bootcamps, and online courses, supported by partnerships with tech companies for internships and training.
7. **Virtual Campus Tour and Outreach** offer 360-degree virtual tours, webinars, digital marketing campaigns, and online applications and counseling for prospective students.
8. **Enhanced Student Support Services** include AI-driven chatbots, online counseling, career guidance, placement portals, and peer-to-peer learning platforms.

Additional innovations include **Paperless Office**, **Paperless Exams**, and **Online Evaluation** systems, which reduce paper usage and improve efficiency in administrative and academic processes. **Website-based result announcements**, **NAD markscards**, **Online admission tests**, and **Education ERP** streamline information access across departments.

The university also provides **Plagiarism Software** for document checks, **Online Digital Magazines**, **Online Placement Support**, **Video Documentation** of courses, and **Social Media Promotions** to enhance visibility and communication. The use of **ICCT technologies** like AI, VR, and AR enables automation and service enhancement. Finally, **Video Conference Facilities** and an **Open Publication System** support global information exchange and knowledge sharing.

A. Governance Enablers

S.No.	Types of Infrastructure	Details of its usage
1.	BoG/ Senate/ Syndicate	<ul style="list-style-type: none"> The University has fully functional BOM, Academic council, BOS as per statute of the university. The rolls and responsibility are defined in the statute.
2.	Quality Assurance	<ul style="list-style-type: none"> The university has functional Internal Quality Assurance Cell and accredited with NAAC. The university submits AQAR of NAAC portal every year. The university submits the data on NIRP portal every year. The university is ISO certified and participated in IIRF Ranking and secured 3rd position in private state university and 37th in all over India private university
3.	Financial autonomy	<ul style="list-style-type: none"> The university has complete financial autonomy. The university is private and recurring and non recurring grant are not received for the government.
4.	Leadership	<ul style="list-style-type: none"> The university leadership, management and functioning is defined in the statute dully approved by Rajasthan state legislature,
5.	Vision, Mission and Roadmap for the HEI	<ul style="list-style-type: none"> The Vision, Mission and roadmap of the university is mentioned in the beginning of the document. The university is planned to develop infrastructure, recruitment and other facilities in next five year as per requirement.
6.	Close monitoring by IT/ Web-based based Management Information System	<ul style="list-style-type: none"> Presently the university is monitored through CCTV for the surveillance and security. Spine HR is used for the employee management and information. IFW ERP system is functional in the university for students, staff, accounts, management. All data is integrated on one platform. The students are informed time to time through ERP system. IFW ERP is implemented for the academic work on priority.

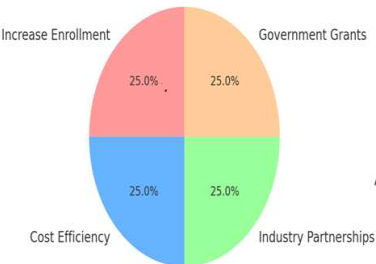
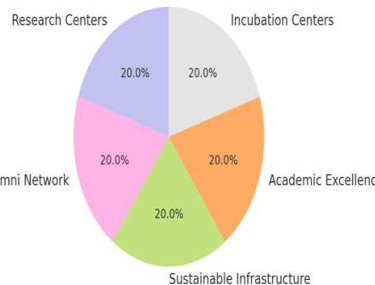
7.	Risk Management Analysis	<ul style="list-style-type: none"> The university is equipped with CCTV camera, fire fighting system to mitigate risks. Time to time mock drills is also organized in the university for preparing and maintenance of the system.
8.	External Advisory Boards	<ul style="list-style-type: none"> External members are included in the Board of Management of Sangam University. The external advisory members are also included in the IQAC cell of the university.
9.	Student Feedback	<ul style="list-style-type: none"> The university conducts regular feedback for all faculties, students and other stakeholders

B. Financial Enablers and Funding Models (Resource Generation)

S. No.	Types of Financial infrastructure	Details of financial infrastructure
1.	Financial Policies	<p>a. Objectives of Financial Policies</p> <ul style="list-style-type: none"> Ensure transparency, accountability, and efficiency in managing financial resources. Promote alignment between financial management and the university's strategic goals. Maintain compliance with legal, regulatory, and ethical standards. <p>b. Governance Structure Board of Trustees/ Governing Body Finance Committee</p> <p>c. Role of Governance Structure</p> <ul style="list-style-type: none"> Approves major financial policies, budgets, and capital expenditures. Monitors financial performance and sustainability. Ensures compliance with laws, regulations, and university charters. Develops and reviews financial strategies and plans. Recommends budget allocations and major expenditures.

		<ul style="list-style-type: none"> • Monitors endowment fund performance and fundraising efforts.
2.	Action Plan and Budgets	<p>To enable financial success, university should focus on strategies that will yield both short-term gains and long-term sustainability. The breakdowns of specific areas that can help improve financial standing and overall quality of Sangam University.</p> <p>4.1. Short-Term Focus</p> <ul style="list-style-type: none"> • Increase Enrollment (25%) <ul style="list-style-type: none"> • Boosting student enrollment is a quick way to generate revenue. By attracting more students through targeted marketing and popular programs, the university can improve financial standing without significantly altering existing structures. However in last three years data(as shown) this segment increased drastically. We can increase the same by offering more programs, certification programs etc. • Cost Efficiency (25%) <ul style="list-style-type: none"> • This approach directly impacts the bottom line by reducing operational costs while maintaining service quality. Like:-Energy-Efficient Lighting: Use LED lighting or motion-sensor lights in classrooms, hallways, and common areas to reduce electricity costs, Water Conservation: Use low-flow fixtures and regular maintenance checks to prevent leaks, which reduce water consumption and costs. • Digital Transformation: Shift to paperless administration by digitizing records, applications, and communication. This reduces paper, printing, and storage costs, Automated Processes: Automate repetitive tasks in admissions, scheduling, payroll, and other departments to save time and reduce staffing costs for these functions. • Industry Partnerships (25%) <ul style="list-style-type: none"> • Collaborating with industry partners for training programs, research, and internships can quickly generate income. It also enhances the university’s reputation by offering practical, employable skills to students. University should develop a cell for smooth working in the area.

		<ul style="list-style-type: none"> • Government Grants (25%) <ul style="list-style-type: none"> • Seeking government grants for community development, research, or educational initiatives can provide short-term financial boosts. Like we have received the project from DST Bi, ICSSR. <p>Long-Term Focus</p> <ol style="list-style-type: none"> 1. Research Centers (20%) <ul style="list-style-type: none"> ○ We have our research cell but can be strengthened by developing research centers establishes the university as a leader in innovation and knowledge generation. This foundation can attract long-term grants and build partnerships that create a steady revenue stream. 2. Alumni Network (20%) <ul style="list-style-type: none"> ○ A robust alumni network can lead to donations, mentorship programs, and endowments. These long-term relationships often yield significant financial support, providing resources for scholarships and development projects. 3. Sustainable Infrastructure (20%) <ul style="list-style-type: none"> ○ Investing in eco-friendly and cost-efficient infrastructure reduces long-term operational expenses. Sustainability initiatives often receive external funding, and they enhance the campus appeal to environmentally-conscious students and faculty. 4. Academic Excellence (20%) <ul style="list-style-type: none"> ○ Consistently improving academic standards by upgrading curriculum and faculty quality reinforces the university’s reputation. This can attract better students and faculty, boosting the university’s long-term value and appeal. 5. Incubation Centers (20%) <ul style="list-style-type: none"> • We should increase the activities in our CESD cell by employing more staff. • Industry Partnerships: Partner with local businesses, corporations, and government bodies to facilitate internships, joint projects, and potential collaborations. • Investor Networks: Build connections with angel investors, venture capitalists, and funding agencies that can provide financial backing for promising startups.
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		<p style="text-align: center;">CHART PRESENTATION</p> <div style="display: flex; justify-content: space-around;"> <div style="text-align: center;"> <p>Short-Term Focus for Financial Enabler</p>  </div> <div style="text-align: center;"> <p>Long-Term Focus for Financial Enabler</p>  </div> </div>
<p>3.</p>	<p>Main sources of revenue to be developed</p>	<p><i>Tuition and Fees.</i></p> <ul style="list-style-type: none"> ○ Program Diversification: Introduce interdisciplinary, in-demand, and industry-relevant courses. ○ Increase Enrollment: Target untapped student markets (e.g., international students, working professionals). ○ Online and Hybrid Learning: Expand digital platforms to attract remote learners. <hr/> <p><i>Government Funding and Grants</i></p> <ul style="list-style-type: none"> ○ Proposal Writing Capacity: Train faculty and staff in preparing competitive grant proposals. ○ Align Goals: Demonstrate alignment with government priorities, such as skill development, innovation, or education for underprivileged communities. ○ Policy Advocacy: Collaborate with policymakers to highlight the university’s impact and funding needs. <hr/> <p><i>Research Grants and Sponsored Projects</i></p> <ul style="list-style-type: none"> ● Improvement Strategies: <ul style="list-style-type: none"> ○ Collaborations: Build partnerships with industries for applied research. ○ Research Strengths: Focus on fields where the university has expertise or emerging talent. ○ Commercialize Research: Encourage patenting and licensing of research outcomes.

		<p><i>Donations, Endowments, and Alumni Contributions</i></p> <ul style="list-style-type: none"> • Improvement Strategies: <ul style="list-style-type: none"> • Alumni Engagement: Strengthen alumni networks through events, mentorship programs, and regular updates. • Campaigns: Launch specific fundraising campaigns for scholarships, research, or campus development. • Recognition Programs: Acknowledge donors through named scholarships, chairs, or buildings. • Investment Management: Ensure optimal growth and utilization of endowment funds. <p><i>Consulting and Professional Services</i></p> <ul style="list-style-type: none"> ○ Visibility: Promote consulting capabilities through targeted marketing. ○ Incentives: Offer revenue-sharing models to encourage faculty participation. ○ Specialized Programs: Design workshops and executive education programs. <p>Others</p> <ul style="list-style-type: none"> • Event Promotion: Use facilities for corporate events, concerts, or community programs. • Conference and event hosting. • University-owned bookstores and merchandise sales. • Innovation Support: Establish innovation labs and incubators. • Industry Partnerships: Collaborate with private companies to bring research to market. • IP Strategy: Create policies to support faculty and student entrepreneurship.
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4.	IRG scheme in each department	<p>An Internal Revenue Generation (IRG) Scheme in each department of a university is a critical component of an Institutional Development Plan (IDP). It enables departments to become self-sustaining by leveraging their expertise, facilities, and resources to generate revenue. Below is a framework for implementing the IRG scheme:</p> <p>1. Objectives</p> <ul style="list-style-type: none"> • Diversify revenue streams for the university. • Promote self-sustainability and reduce reliance on external funding.
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		<ul style="list-style-type: none"> • Encourage departments to engage in innovative and entrepreneurial activities. • Strengthen ties with industry, community, and other stakeholders. <p style="text-align: center;">2. Key Activities for Revenue Generation in Departments</p> <p>A. Academic Programs</p> <ul style="list-style-type: none"> • Offer specialized certificate, diploma, and professional development courses. • Conduct evening or weekend programs for working professionals. • Introduce online courses and MOOCs on platforms like Coursera, edX, or university portals. • Collaborate with industries for custom-designed training programs. <p>B. Research and Development (R&D)</p> <ul style="list-style-type: none"> • Undertake consultancy projects funded by industries, governments, and NGOs. • Commercialize research outcomes through patents, licensing, and technology transfers. • Establish sponsored research chairs funded by corporations or philanthropists. <p>C. Industry Collaboration and Consultancy</p> <ul style="list-style-type: none"> • Provide technical consultancy, testing, and certification services. • Collaborate with industries for joint R&D projects. • Offer internships, apprenticeships, or talent acquisition services for students. <p>D. Infrastructure Utilization</p> <ul style="list-style-type: none"> • Rent departmental labs, conference halls, and facilities for external events or training. • Use workshops and studios for paid projects or collaborations. • Partner with corporates to host hackathons, exhibitions, or competitions. <p>E. Community Outreach and Extension Services</p> <ul style="list-style-type: none"> • Organize skill development and vocational training for the community.
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		<ul style="list-style-type: none"> • Provide advisory services such as legal aid, psychological counseling, or financial literacy programs. • Collaborate with local government for development initiatives. <p><i>F. Innovation and Entrepreneurship</i></p> <ul style="list-style-type: none"> • Encourage faculty and students to incubate startups with department support. • Facilitate spin-offs based on departmental research. • Host innovation labs that charge fees for access or mentorship. <p><i>G. Events and Workshops</i></p> <ul style="list-style-type: none"> • Organize paid seminars, conferences, and professional workshops. • Host knowledge-sharing events with participation fees. • Offer corporate-sponsored webinars or training series. <p>3. Role of Departments in IRG Implementation</p> <ol style="list-style-type: none"> 1. Identify Core Competencies: Each department should identify its unique strengths (e.g., engineering labs, management expertise, research capabilities). 2. Form a Revenue Committee: A dedicated committee in each department should oversee and monitor IRG initiatives. 3. Develop Strategic Partnerships: Establish MOUs with industries, government agencies, and community organizations to leverage funding and collaboration opportunities. 4. Engage Faculty and Students: Faculty can provide consultancy, and students can contribute through internships and research projects. <p>4. Proposed Department-Wise IRG Initiatives</p> <table border="1"> <thead> <tr> <th data-bbox="724 1776 886 1808">Department</th> <th data-bbox="1019 1776 1300 1808">Potential IRG Activities</th> </tr> </thead> <tbody> <tr> <td data-bbox="724 1843 886 1875">Engineering</td> <td data-bbox="886 1843 1427 1875">Industrial consultancy, prototype testing,</td> </tr> </tbody> </table>	Department	Potential IRG Activities	Engineering	Industrial consultancy, prototype testing,
Department	Potential IRG Activities					
Engineering	Industrial consultancy, prototype testing,					

		<p>CAD services, and short-term certifications in advanced technologies.</p> <p>Executive MBA programs, corporate Management training, leadership development workshops, and case study development.</p> <p>Computer Science Coding bootcamps, cybersecurity audits, software development services, and online IT certifications.</p> <p>Science (Physics, Chem.) Lab testing services, environmental impact analysis, and workshops on scientific instrumentation.</p> <p>Humanities & Social Science Community outreach, language training, psychological counseling, and policy research consultancy.</p> <p>Law Legal aid services, workshops on corporate law, and arbitration services.</p> <p>Medical & Health Sciences Health camps, telemedicine services, and public health awareness programs.</p> <p>5. Support Mechanisms for Departments</p> <ul style="list-style-type: none"> • Capacity Building: Provide training in grant writing, marketing, and financial management for faculty and staff. • Incentives: Recognize and reward departments and individuals for outstanding IRG contributions. • Seed Funding: Allocate initial funding to help departments kick start their IRG initiatives. <p>This IRG scheme enables each department to contribute to the university's financial independence while fostering innovation, community engagement, and industry collaboration.</p>
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<p>5.</p>	<p>Financial/Investment Committee</p>	<ul style="list-style-type: none"> • There will be a finance committee. In this members will be <ol style="list-style-type: none"> 1) University President/ Vice-Chancellor 2) BOM 3) Chief Financial Officer (CFO)/ Finance Director 4) Deans and Department Heads 5) Internal Auditor 6) Procurement Officer/ Team 7) Development and Fundraising Team 8) Student Finance Team 9) Registrar <p>Roles and Responsibility of Committee</p> <ul style="list-style-type: none"> • Oversees all financial operations, including budgeting, accounting, and reporting. • Manages endowment funds, investments, and financial risk. • Prepares financial statements, audits, and compliance reports. • Advises the leadership on financial health and sustainability. • Manage departmental budgets and resource allocation. • Ensure compliance with university financial policies at the departmental level. • Identify and communicate departmental funding needs and priorities. • Conducts regular audits of financial transactions and processes. • Ensures compliance with internal controls and policies. • Reports findings and recommendations to the leadership and governing bodies. • Monitors adherence to procurement policies. • Plans and executes fundraising campaigns, including donations, grants, and partnerships. • Manages donor relations and ensures funds are used as intended. • Provides financial reports to donors and stakeholders. • Provides financial advice and support to students.
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		<ul style="list-style-type: none"> • Handles financial aid disbursements. <p><i>Investment Committee</i></p> <ul style="list-style-type: none"> • Develops investment strategies for endowment and reserve funds. • Ensures responsible and ethical investment practices. • Reviews portfolio performance periodically.
7.	<p>Staff providing financial services</p>	<p>Core Finance Team Roles</p> <p><i>A. Chief Financial Officer (CFO)</i></p> <ul style="list-style-type: none"> ○ Lead overall financial strategy and operations. ○ Develop and oversee the university's financial plans and budgets. ○ Manage financial risk, liquidity, and investments. ○ Ensure compliance with financial regulations and reporting standards. <p><i>B. Treasurer</i></p> <ul style="list-style-type: none"> ○ Manage cash flow, banking relationships, and funding activities. ○ Oversee debt issuance, repayment schedules, and treasury policies. ○ Support fundraising efforts and manage endowment funds. <p><i>C. Assistant Treasurer</i></p> <ul style="list-style-type: none"> ○ Assist the Treasurer in daily treasury operations. ○ Prepare cash flow forecasts and liquidity reports. ○ Monitor and reconcile bank accounts and financial transactions. <p><i>D. Chief Investment Officer (CIO) (Optional Role or Shared Resource)</i></p>

- Develop and implement investment strategies for endowment and reserves.
- Monitor investment performance and ensure alignment with ethical standards.
- Conduct due diligence on investment opportunities.

2. Operational Finance Roles

A. Accountants

- Manage general ledger, accounts payable/receivable, and payroll.
- Prepare financial statements, budgets, and tax filings.
- Ensure compliance with financial standards and audits.

B. Financial Analysts

- Perform financial modeling, forecasting, and variance analysis.
- Support strategic planning through data-driven insights.
- Monitor and report on financial key performance indicators (KPIs).

C. Clerks

- Manage documentation, record-keeping, and filing systems.
- Support accounts payable/receivable with basic data entry and reconciliation.
- Handle correspondence with internal and external stakeholders.

D. Data Entry Clerks

- Accurately input financial data into software systems.
- Maintain updated financial records and assist with reporting tasks.
- Handle transaction logs and assist in audit preparation.

3. Specialist Roles

		<p>A. Chartered Accountants (CAs)</p> <ul style="list-style-type: none"> ○ Ensure compliance with financial regulations and standards. ○ Conduct audits, prepare financial statements, and advise on taxation. ○ Provide financial planning and strategic insights. <p>B. Tax Consultants</p> <ul style="list-style-type: none"> ○ Advise on tax planning and compliance. ○ Handle tax filings and regulatory reporting. ○ Ensure the institution takes advantage of available tax benefits. <p>4. External/Shared Resources (As Needed)</p> <ul style="list-style-type: none"> ● Legal Counsel for Financial Matters: To ensure contracts, investments, and transactions comply with legal standards. ● External Auditors: For independent audit and review of financial processes. ● Financial Advisors: To support long-term investment strategies and portfolio management. <p>5. Financial Capacity-Building and Training</p> <ul style="list-style-type: none"> ● Periodic training for finance team members in: <ul style="list-style-type: none"> ○ Advanced financial tools and software. ○ Compliance and regulatory updates. ○ Ethical standards and best practices. ● Encourage certifications like CFA, CPA, CMA, or advanced financial degrees for professional growth. <p>This comprehensive structure ensures a dedicated and well-equipped finance team, fostering robust financial management aligned with the university's development goals.</p>
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C. Academic Enablers

S. No.	Types of Innovative academic infrastructure	Details of innovative academic infrastructure & its usage
1.	Courses catering to professional/future requirements	<ul style="list-style-type: none"> The University has adopted NEP 2020 and syllabi are revised as per NHEQF, this caters need of professional and future requirement.
		<ul style="list-style-type: none"> The NHEQF allow for in-depth learning of students as pertheir interest allowing for future growth of the student.
		<ul style="list-style-type: none"> The NHEQF permits multidisciplinary and relevancy of programs.
2.	Curriculum- updated as per industry requirements	<ul style="list-style-type: none"> The curriculum is updated as per UGC guideline and NEP 2020 to cater tothe dynamic requirement of the changing employment landscape. When there will be any change in NEP 2020 policy as per industry requirement, the same will be incorporated in the syllabus of the programs in the university.
		<ul style="list-style-type: none"> The University has Industry linked/ internship/ apprenticeship embedded programs.
3.	Curriculum embedded with Employability Skill	<ul style="list-style-type: none"> The university has improved curriculum as per needs to inculcate basic skillsimportant for increasing the employment avenues and readiness.
		<ul style="list-style-type: none"> The university has added Employability Skills (ESs) across all disciplines likeConstitutional values/ Citizenships, universal values; Career Development & Goal Setting; Becoming a professional in 21st Century; Communication Skills; English Skills; Inclusivity and Diversity including Gender sensitization, PwD etc.; Digital Literacy/ Skills/ digital fluency; Financial & Legal Literacy; Start-up managementand Entrepreneurship; Customer Service orientation; and Job readiness and exam preparation

		<ul style="list-style-type: none"> The university focus on competencies and skills like Critical thinking and problem solving; Creative thinking and innovation; Analytical Thinking; Adaptive Thinking; Design Thinking & Creativity; Computational thinking; Social intelligence; Cross cultural competency; New media literacy; Virtual collaboration; Decision Making; Conflict resolution and negotiations etc
4.	Curriculum embedded with Skill Enhancement Courses	<ul style="list-style-type: none"> The University skilling ecosystem need to bring the core skills that are used in the era of digitization and automation like AI, Block-Chain, IoT, drones, Industry 4.0 and beyond, etc. as also integrate 21st-century digital skills wherever required.
5.	Curriculum embedded with emerging technologies to be integrated with future of work	<ul style="list-style-type: none"> The university has included future skills in the curriculum which is to be needed to develop in the emerging technology areas keeping in view the important foundational technologies fundamentally changing the nature of work. The SOET School of Sangam university is working on some of these technologies - Artificial Intelligence and machine learning; Robotic Process Automation/ hyper automation; Data Analytics; IoT/ IIoT; Blockchain; Cyber Security; Cloud Computing; Social & Mobile; 3D Printing; Augmented reality/ virtual reality/ extended reality (AR/VR/ XR); Digital content development: simulators, digital twins, Metaverses. etc
6.	Center for Curricular & Life Skills Development (CCLSD)	<ul style="list-style-type: none"> The university has Center of skill development and entrepreneurship cell and incubation center. The University Developed Labs that will continuously upgradethe curriculum and at the same time incorporate 21st century skills in the credit system – which includes communication, collaboration, creativity, problem solving, initiative, emotional stability, physical fitness, confidence to be best at the world stage etc
7.	Faculty/ teaching Staff	<ul style="list-style-type: none"> The university aims to appoint Qualified, Experienced, and committed faculty as per requirement.

		<ul style="list-style-type: none"> The university focuses on research activities and motivates students to involve in research to create new knowledge or to do innovations.
		<ul style="list-style-type: none"> The university regularly invites speakers from the industry to teach staff/teachers/students.
8.	Center for Faculty Development (CFD)	<ul style="list-style-type: none"> The university established AIU-SU-AADC for faculty development, this center conducts various programs and activities throughout the year.
		<ul style="list-style-type: none"> Appropriate non-teaching staff to support the organization.
9.	Non-teaching staff	<ul style="list-style-type: none"> The University appoints non teaching staff with requisite qualification, experience for the relevant post as per requirement.
10.	Session wise teaching plan	<ul style="list-style-type: none"> The university conducts academic audit of every session. The audit includes checking of teacher wise, class wise lecture plan, lesson plan, attendance register, course file, mentor file and activity plan.
11.	Learning material like Study books	<ul style="list-style-type: none"> The university has well furnished central library with adequate number of study books, reference books, E-library facility and learning materials. Various subject departments also have their own library. The faculty provides learning materials to students with the help of Google classroom.
12.	Question bank	<ul style="list-style-type: none"> The university has E-Question bank facility in every discipline as per the examination pattern.
13.	Assignments	<ul style="list-style-type: none"> The university examination pattern included Internal assignment system to evaluate students regularly. This enhances analytical skills of students and better understanding of the subjects. The students in every semester are given two assignments in each subject. The university is implementing assignment procedure as per NEP 2020.
14.	Assessments	<ul style="list-style-type: none"> The University assesses the students as per NHEQF, NEP 2020 guidelines. The University conducts assessments of the assignment submission through Google classroom and offline. The assessment marks management is done the

		university with the help of ERP system.
15.	Value added skills enhancement Papers	<ul style="list-style-type: none"> The university incorporated value added skill enhancement papers as per NHEQF and NEP 2020 guidelines.
17.	Other activities as part of learning	<ul style="list-style-type: none"> The university conducts various activities to support the overall development of students like sports, music etc. The University encompasses additional skills to students for inculcating cultural and traditional skills which enhance their design thinking ability The university has NSS, NCC, Ranger rovers and Red Ribbon unites for social work and social contribution also moulds good character and teamworking skills of the students and incorporates collective responsibility in them.
18.	Earn while learn facility & flexibility	<ul style="list-style-type: none"> The university does not restrict student to work in evening and morning for earning to meet out their expenditure.
19.	Flexibility and multidisciplinary	<ul style="list-style-type: none"> Presently, the University does not provide any type of multidisciplinary degree/diploma/certificate. The university is planning to offer multidisciplinary degree/diploma/certificate in near future.
20.	Opportunities to develop & utilize Research & innovative thinking skills.	<ul style="list-style-type: none"> The university has industry collaboration-based research so that IPR creation may be done. This also gives the opportunity to use industry research facilities by university personnel. The University has established business incubation center named as CSED. Which assist students and other stockholders for the skill enhancement and incubation. The university organizes Hackathons and other similar competitions The university provides academic support to raise knowledge, skills, attitude, and experience-based competency to improve confidence in doing innovation.
21	International Exposure	<ul style="list-style-type: none"> The university has MOU's with world's leading universities and handing functional in near future.

D. Research, and Intellectual Property Enablers

S. No.	Types of intellectual property infrastructure	Details of intellectual property infrastructure & its generation
1.	Quality Research	<ul style="list-style-type: none"> The University has Ph.D Programs in various subjects. The university conducts biannual Ph.D entrance as per UGC regulations. The University ensures for successful functioning of quality research projects. Presently the Sangam University received grants from AIU, ICSSR, DST Government of Rajasthan, DST Government of India- & NABARD Projects. The Sangam University provides incentive for the publication of quality research papers.
2.	Research oriented experienced faculty members	<ul style="list-style-type: none"> The Sangam University appoints senior retired professors for research works. This helps young faculty for the quality research. The University has school of Agriculture, which successful doing basic and applied research for the benefits of society. Besides above the university has school of science, Engineering, Pharmacy, Legal studies etc., these schools conducts basic and applied research for knowledge updation and societal benefits.
3.	API based faculty compensation	<ul style="list-style-type: none"> The University encourages participation in research and innovation among academics, staff, and students, strengthening the university's framework for intellectual property. The University has implemented of a faculty compensation scheme based on Academic Performance Indicator (API) scores as per UGC regulation, this encourages faculty participation in research and publication activities. After implementation of UGC based API compensation creates healthy competition among the faculty members for accelerated IP contribution.

4.	Targeted research and collaborative research	<ul style="list-style-type: none"> The University has initiated modern disciplines for the research.
5.	More Ph.D. & post-doctoral research scholars	<ul style="list-style-type: none"> The university admits Ph.D scholars as per UGC regulations.
		<ul style="list-style-type: none"> The institution exercises its autonomy to appoint more research professors, who may eventually retire from active employment, only for the purpose of supervising research scholars.
		<ul style="list-style-type: none"> The University created post-doctoral research programmes as well to maintain the Ph.D. graduates' contributions to ongoing research.
6.	More Faculty members with Ph.D.	<ul style="list-style-type: none"> The university minimized the fees structure of Ph.D for the faculty to adopt a strategy to boost the proportion of Ph.D. holders.
7.	Faculty encouragement for Book Publications, Research Publications and Patents	<ul style="list-style-type: none"> The university has established publication center for Research scholars, and Faculty members, in order to increase the intellectual property rights (IPR), research paper, conference papers of the institution.
		<ul style="list-style-type: none"> The institution has established its IPR cell headed by senior professors and adequate staff to support and stimulates research. This task is assisted by incentives and funding plans.
8.	Conferences	<ul style="list-style-type: none"> The university regularly organizes national and international level academic conferences every academic year.
		<ul style="list-style-type: none"> These conferences give an opportunity for goal-setting and networking with other academics.
9.	Student involvement in Research	<ul style="list-style-type: none"> The university involves students and supervised, so that they may create innovations.

10.	Industry and institutional collaboration & Consultation	<ul style="list-style-type: none"> The university has industry collaboration-based research so that IPR creation may be done. This also gives the opportunity to use industry research facilities by university personnel.
11.	University Incubation centres	<ul style="list-style-type: none"> The University has established business incubation center named as CSED. Which assist students and other stockholders for the skill enhancement and incubation.
12.	University Publication through its own press	<ul style="list-style-type: none"> The university established its publication center under the leadership of senior professor and skilled staff for publication of online journal and books. So far university has published five books and publishing regular online journal.
		<ul style="list-style-type: none"> The Journal publication is Online and digital copy may be downloaded from university website.
13.	University publications & Citation service	<ul style="list-style-type: none"> The University uploads Ph.D thesis on Shodh Ganga to facilitate wide citation. To increase citation index of the university the faculty members are encourage to have Id's on research gate, google scholar, scopus, web of science, vidhwan and other appropriate platforms
14.	Target patent claim for UG & PG projects in Professional subject areas	<ul style="list-style-type: none"> The undergraduate and graduate students are encouraged and supervised to submit patent applications for their inventions.
15.	Faculty Ranking (Annual) system	<ul style="list-style-type: none"> The university has adapted Faculty ranking system based on the API for the purpose of annual appraisal.
16.	Chief Technology Officer (CTO) Research Monetization	<ul style="list-style-type: none"> The university has established research and IPR cell to promote research. Appropriate monetization is made for the quality wok.
17.	Value added skills enhancement Papers	<ul style="list-style-type: none"> The university has incorporated NHEQF as designed in accordance with NEP 2020. Following to this value added and skill enhanced paper are included in the credit frame work to award degree.

18.	Other activities as part of learning	<ul style="list-style-type: none"> • The university involves students in various activities for their holistic personality development. • The university has NCC, NSS, Ranger Rover and Red Ribbon Units. These activities help students for their 360 development. • For the awareness and gender sensitization, Tejaswini Cell is constituted for girls and women. This cell empowers girls and the women at work place and society. • The NSS unit of university has adopted a village for betterment and societal awareness. • The university organizes cultural event, games, sports, Jugad mela, vigyan mela, literary activities and Nasha Mukti program time to time for the students.
19.	Earn while learn facility & flexibility	<ul style="list-style-type: none"> • The students are encouraged to earn in morning or evening for pocket money and help to the parents.
20.	Flexibility and multidisciplinary	<ul style="list-style-type: none"> • The Universities has designed and implemented UG/PG programs to suit the requirement of students at various levels. • The Universities also offers certificate/diploma programs by having MoUs with industries, reputed organizations. • The UG & PG curriculum allow students to explore and work independently on their projects/research under the guidance of their research guide.
21.	Opportunities to develop & utilize Research & innovative thinking skills.	<ul style="list-style-type: none"> • The students are encouraged to work either individually or in a team. • The university conducts programs for enhancing the innovative ability of students and increasing their competency and confidence. • The university provides academic support to raise knowledge, skills, attitude, and experience-based competency to improve confidence in doing innovation. • The university organizes Hackathons and other similar competitions • The university proposed overseas Exchange programs

E. Human Resources and Supportive- Facilitative Enablers

This annexure contains two dimensions closely related. Human resource Management and the emotional strength supportive and facilitative enablers.

Human Resource Enablers

The Sangam University implemented NEP 2020 and following guidelines of regulatory bodies in different schools. Following measures will be taken In the quest for academic excellence and institutional resilience.

1. The syllabi will be updated time to time as per instructions from regulatory body and UGC guide lines.
2. The research work and Ph.d. degree award is presently in accordance of UGC guidelines The University will incorporate further changes as per the direction of University grants Commission and respective regulatory body.
3. The appointment of faculty members will be made as per the regulatory body regulations. The faculty development programme and MMTC of UGC is operative in the university.
4. The non teaching staff will also be updated through skill development and capacity building programmes.

1.	Student and Learner Enablers:	<ul style="list-style-type: none">• Holistic Admissions Framework: The admissions in different schools are made as per the directions and guide lines of regulatory body.
		<ul style="list-style-type: none">• Merit and Equity-Based Financial Aid: The Sangam University is having scheme for the merit- based scholarships and financial aid for underrepresented groups to democratize access to education and attract a rich tapestry of student talent. These schemes will be continued in future by the university.

		<ul style="list-style-type: none"> • Academic Success Programs: Institute is following robust academic advising, mentorship, and tutoring programs that provide tailored support from entry through graduation, ensuring learners can navigate their educational paths successfully. The university will have academic audit in coming years
2.	Staff Empowerment Enablers:	<ul style="list-style-type: none"> • Competency-Based Recruitment: The Sangam university have adopted a competency-based recruitment approach which aligns with institutional goals, promoting a culture of performance and shared values. For recruitment of the faculty and non teaching staff proper publicity is made and for selection through proper process is followed. • Professional Development and Growth: The University encourages for the career pathways and continuous professional development opportunities. The university encourages for the participation in the faculty Development and MMTC Programmes. For retention, satisfaction, the university has provision of promotion and career advancement scheme, which will be continued for the coming years. <p>Inclusive Induction Protocols: Newly recruited staff is inducted as per the different school requirement. Similarly non teaching staff is trained as per his/her work profile.</p>
3.	Faculty and Researcher Enablers:	<ul style="list-style-type: none"> • Transparent Recruitment and Appointment: A The Selection Board for recruitment and appointment of faculty members comprises senior members of the university for transparency
4.	Cross-Functional Enablers:	<ul style="list-style-type: none"> • Continuous Professional and Pedagogical Development: The University imparts training to enhance pedagogical skills, research methodologies, and leadership capabilities.

		<ul style="list-style-type: none"> • Tenure and Promotion Mechanisms: The University follows UGC career advancement scheme CAS for the faculty promotion.
5.	Strategic Funding and Emotional Support Enablers:	<ul style="list-style-type: none"> • Recognition and Reward Systems: University has designed research incentive scheme and also instituted the best teacher award of the session • Resilience and Well-Being Programs: The University is having combined staff club (teaching and non teaching) as resilience-building initiatives. which foster an environment of well-being for all members of the HEI community. • Leadership and Collaborative Opportunities: For this individual school is headed by the Dean, Assistant dean, Deputy Deans. Programme coordinators and other incharges for different activities are appointed to develop leadership and collaborative platforms that allow staff and faculty to lead initiatives, drive change, and engage in cross-disciplinary projects. This will be continued for the coming years. • Innovative Funding Strategies: There is a scheme for funding strategies and incubation grants to empower early-career researchers. • Emotional Intelligence and Support Networks: The University has established a centre for emotional intelligence training and support networks to aid students, staff, and faculty in managing the demands of academia with resilience. By integrating these enablers into a cohesive HR strategy, HEIs can ensure they not only meet but exceed the expectations of their diverse stakeholders, positioning themselves at the forefront of higher education and research. The commitment to comprehensive HR practices is essential in cultivating an environment where every member of the institution can thrive and contribute to the HEI's overarching goals of innovation, inclusion, and excellence.

Supportive- Facilitative Enablers

S. No.	Types of emotional strength enablers	Details
1.	Accessibility/ Proximity	<ul style="list-style-type: none"> Accessibility/ Proximity: Hon'ble President and Pro-President office always open to resolve the issue, if any arises. The University appointed Proctor and official incharges for various committees. As per UGC guideline UGC Ombudsman is appointed.
2.	Rich Communication	<ul style="list-style-type: none"> Rich Communication: To have regular communication, Hon'ble President organizes Dean's Committee meeting every month. Besides this faculty/staff meetings are organized regularly for the rich communication amongst all.
3.	Role Model	<ul style="list-style-type: none"> Role Model: The University invites regularly various dignitaries/experts from various field to motivate and set targets for others, serving as examples for the entire community.
4.	Institutional values (Core Values)	<ul style="list-style-type: none"> Institutional Values (Core Values): We, at Sangam University Bilwara, are committed to imparting Quality Education and skill sets with ethics and developing the students as excellent professionals and responsible citizens to promote Industrial progress and societal transformation.
5.	Vision	<ul style="list-style-type: none"> Vision: "To contribute to India and the Society through excellence in quality education with management, humanities, scientific & technical development and research; to serve as a valuable resource in industry and societal front; and to be a source of inspiration for all Indians".
6.	Trust among	<ul style="list-style-type: none"> Trust among stakeholders: Building trust among all

	stakeholders and outsiders	To generate new knowledge and concept by applying cutting-edge research and to promote academic ambience by offering state-of-the-art undergraduate, postgraduate and research programs. • To identify the perception of Indian and regional needs, areas of specialization upon which the institute can concentrate and prove meaningful worth. • To undertake collaborative assignments and projects which offer opportunities for long-term interaction with academia and industry.
7.	Institutional Tradition Rituals	<ul style="list-style-type: none"> • Institutional Tradition Rituals: The Alumni is constituted to uphold traditions, established by the institution as emotional bonds among stakeholders and enhance commitment to the institution.
8.	Alternative strategy & Support network	<ul style="list-style-type: none"> • Alternative strategy & Support: prepared with The University functions in transparent way with developing second line of leadership in every field to ensure the delivery of commitments including includes facilities, faculty, exams, and timely result announcements, ensuring uninterrupted academic services.
9.	Goal setting in every student	<ul style="list-style-type: none"> • Goal setting in every student: To develop human potential to its fullest extent so that intellectually capable and imaginatively gifted leaders can emerge in a range of professions.
10.	Safety & Security	<ul style="list-style-type: none"> • Safety & Security: The University is equipped with fire fighting equipments,. CCTV camera are installed in the university campus, hostels, administrative block for safety and security.
11.	Search for proximity (Local friends. Local food, local culture)	<ul style="list-style-type: none"> • Search for proximity: Students seek a sense of belonging during their initial year. The university organizes local visits for community service in local area to acquaint with culture.
12.		<ul style="list-style-type: none"> • Legacy of the system: Maintaining and continuing

	Legacy of the system	The University maintains the institution's traditions, cultures, and legacy through programs and festivals..
13.	Legacy of the system	<ul style="list-style-type: none"> Respect & perception: Ensuring that every individual <p>The faculty members are always cooperative with students, their parents to resolve the issues. This ceates a positive perception of the institution and holds it in high regard as their almamater.</p>
14.	Openness terms information in of	<ul style="list-style-type: none"> Openness in terms of information: <p>The University strictly follows “Minimum Disclosure regulation of UGC for this. The required and relevant information are available on the University web site.</p>
15.	The Ability of the institution to deliver on promises	<ul style="list-style-type: none"> Ability to deliver promises: <p>The university conducts examination in time and declares results accordingly.</p>
16.	Accountability measures	<ul style="list-style-type: none"> Accountability measures: <p>The university perform all the work as per the scheduled session wise calendar.</p>
17.	Mental Health	<ul style="list-style-type: none"> Mental Health: Ensuring students mental health, Counseling is provided to the students time to time. The feedback from students is collected time to time.

F. Networking and Collaborations Enablers

S. No.	Area	Sub Area	Short Term Objectives	Long Term Objectives
1	Strategic Collaborations	Integrated Partnerships	Identify potential partner institutions with complementary academic and research strengths. Sign Memorandums of Understanding (MoUs) with institutions for collaborative programs, conferences, and student/faculty exchanges. Engage industries for curriculum co-development, internships, and on-campus industry expert lectures.	Develop dual-degree programs with international universities to promote global exposure for students. Create long-term research collaborations and joint projects with globally recognized institutions. Expand partnerships with industries to co-create innovation labs on campus that address industry-relevant challenges.
		Alumni Networks	Establishing Alumni Relation Office for day to day execution of Alumni Relations Plans. Update the alumni database to ensure accurate contact information and detailed profiles for effective communication through IT. Conduct & record Alumni Interview to share with students. Include alumni as members of BOS and other committees for constructive suggestions	Create alumni fund for helping poor students Initiate Alumni-Student Mentor programme Start Alumni Newsletter Strengthen existing Alumni chapters in different cities in India and establish chapters at abroad. Implement targeted fundraising campaigns to encourage alumni contributions to university development projects or scholarships.
		Industry Integration	Invite industry personnel to be members of the domain related Board of Studies. Invite Industry experts as guest/adjunct faculty to bridge the institution-industry connect. Introduce industry specific certifications as a part of curriculum. Establish new collaborations with leading companies	Have functional internships and apprenticeships for students across relevant industries. Develop internship programmes for Certificate, diploma and PG diploma in collaboration with relevant industries and other agencies Develop partnerships with international companies

			across various sectors	and organizations to provide global exposure and opportunities for students. Increase Alumni Industry Engagement
2	Academic and Research Excellence	Cross-Institutional Synergy	<p>1. Specify the area and Institutions to be approached to come together for the collaboration whether National or International level.</p> <p>2. Maintain the Collaboration and Participation with various Prominent Institutions and Universities National and International Level for making the Brand Sangam.</p> <p>3. New Collaboration with Foreign University after the establishment of international Cell to promote cultural values and Students exchange Programmes.</p>	<p>1. Implementation and enforcement of the MOU'S at the both end of the parties with same level of understanding, Importance and responsiveness with more Renewal of the MOU'S.</p> <p>2. To make Brand value of the University by sustainability and Development of Goals.</p> <p>3. New MOU'S with skill oriented International and National Institutions to provide students support in Training and Placements.</p>
		Research Collaboration	<p>Create multidisciplinary research teams focusing on critical areas such as sustainability, AI, and healthcare.</p> <p>Collaborate with government and private research funding bodies to secure grants.</p> <p>Host research workshops, conferences, and seminars to encourage faculty and student participation in collaborative research.</p>	<p>Set up Centers of Excellence in strategic fields like Artificial Intelligence, Clean Energy, Biotechnology, and Social Sciences.</p> <p>Attract external funding for research projects from national and international agencies.</p> <p>Collaborate with global researchers and industry experts to lead cutting-edge research, encouraging knowledge exchange and innovation.</p>

3	Practical Exposure and Experience	Hands-On Learning	Develop strong industry linkages to offer live projects and internships for students. Establish dedicated labs and innovation hubs where students can work on real-world problems. Make internships and project-based learning mandatory in most courses, ensuring students get industry exposure.	Expand collaboration with companies to offer a cooperative education model where students alternate between academics and full-time internships. Strengthen labs and maker spaces on campus to support applied research and development activities by students and faculty. Develop industry-linked capstone projects for every program to ensure students graduate with practical experience.
		Earn While Learn Initiatives	Internal Employment: Utilize university resources and departments (e.g., libraries, labs, IT services, administrative offices) to offer part-time jobs to students. External Partnerships: Collaborate with local businesses, startups, NGOs, and industries to provide off-campus part time employment opportunities related to students' fields of study.	MoU with industries in local areas for hiring of earn while learn workforce on regular basis. Proposing this program to their current employees for their educational needs through a MoU.
4	Community Engagement and Service	Social Integration	Addressing Emerging Needs: New challenges in the community provide opportunities for the institution to offer relevant support and services. Growing Interest: There is increasing interest among students in community service, which can be harnessed to drive new initiatives. Leveraging Technology: Advances in digital tools can enhance the institution's ability to engage with the	To overcome Community Pushback: The institution may face resistance or lack of interest from the community. Adaption to Political and Social Changes: Shifts in local political or social conditions could influence the institution's ability to engage with certain groups or address specific issues.

			community, such as through virtual outreach programs. Supporting Management and Higher Authorities	
		Civic Partnerships	Funding Prospects: There are potential grants and funding available to support community engagement and service-learning projects. New Collaborations: The institution has the chance to form new partnerships with local organizations, especially in areas that are currently underserved.	Countering Economic Pressures: Financial challenges within the community could impact the institution's ability to secure funding or sustain engagement. Overcoming Cultural Barriers: Differences in culture, language, or socioeconomic status between the institution and the community could hinder effective collaboration. Sustaining Programs: Long-term sustainability of community engagement programs could be difficult due to financial or logistical challenges.
5	Professional Development and Employment	Placement Networks	Placement Readiness Programs with Industry Experts to maximize their footfall in University Industry Networking Events once in a year at catchment areas Functional Internship Tie-ups/MoU	Enhancement of Placement Cell with specific hiring for roles of Counselling and Alumni Relations Industry-Specific Skill Development Programs with Industries Alumni Engagement for Placements MoU for Global Placement Opportunities Establishment of a Career Counseling Center
		Faculty Consultancy	Establish a faculty consultancy cell within the university. Promote faculty consultancy through university-industry interactions and networking events. Develop guidelines and a framework for consultancy	Position Sangam University faculty as sought-after consultants for major industries in Rajasthan and beyond. Generate revenue through faculty consultancy that supports further research and innovation.

			services.	Develop faculty consultancy as a strategic area of institutional growth and recognition.
6	Quality and Credibility	Accreditation and Certification	<p>1. Implementation of Each Goals for each streams not only as Courses but also as for the whole Universities Academic, Administrative or Financial system with all Accreditation and approvals for Running courses without any delay in each Schools of the University wherever required.</p> <p>2. More Accreditations and Approvals in Research and New and current courses as required .</p>	1. Funding and Agreement towards the Achievement and Specified Goals as New Faculties Recruitments , Teaching Assistance facilities, Technical and Financial Support.
		Quality Assurance	<p>Strengthening Internal Quality Assurance Cell (IQAC) to monitor and evaluate academic and administrative processes.</p> <p>Conduct periodic internal and external audits of academic programs and infrastructure.</p> <p>Invest in faculty development through regular training on teaching methodologies, assessment techniques, and technological integration.</p>	<p>Benchmark against top universities to adopt global best practices in academic delivery and governance.</p> <p>Continuously upgrade academic infrastructure to meet the requirements of international accrediting bodies.</p> <p>Build a reputation for quality through faculty research output, student success, and academic performance.</p>
7	Innovation and Entrepreneurship	Start-up Ecosystem	<p>Strengthening the Centre for entrepreneurship and skill development to guide students through the process of ideation, prototyping, and launching their start-ups.</p> <p>Host regular entrepreneurship workshops, hackathons, and pitch events to inspire innovative ideas.</p> <p>Collaborate with angel investors, venture capitalists,</p>	<p>Expand the incubation center to provide acceleration services, funding, and networking opportunities for startups.</p> <p>Partner with global innovation hubs, accelerators, and entrepreneurial organizations to enhance support for student-led ventures.</p> <p>Create an entrepreneurial</p>

			and government bodies to provide funding and support.	culture on campus by integrating entrepreneurship courses into the curriculum and promoting student-driven innovation challenges.
		Digital Infrastructure	<p>Significant investments required for upgrades, maintenance, and operational costs. Older systems difficult to integrate with new technologies and higher maintenance costs. Integration of AR/VR for enhanced learning experiences and virtual labs. Leveraging big data for informed decision-making and improving operational efficiency.</p>	<p>Adoption of edge computing, IoT, and AI for predictive maintenance and optimization. Implementing energy-efficient technologies and sustainable practices to reduce carbon footprint. Increasing the range of digital resources and developing open educational resources (OER). Migrating services to the cloud for scalability, cost savings, and enhanced collaboration.</p>

G. Physical Enablers

S. No.	Types of Physical digital	Details of physical infrastructure & its usage ESSENTIAL/ DESIRABLE / ASPIRATIONAL
1.	Smart Campus	<ul style="list-style-type: none"> • Sangam University is situated at NH 48 on Bhilwara Chittor by Pass having more than 38 acres of land. The Campus is having 24 hours electricity, Water, Internet Facilities. • This campus is equipped with fire fighting equipments and CCTV surveillance. The CCTV cameras are observed during working hours and facility of recording thirty days. If any problem arises it is detected and fixed in time. • Sangam University can integrate its building systems through a smart infrastructure, where lighting, HVAC, and security communicate for optimal performance. This will reduce energy consumption, enhance comfort, and improve safety by automatically adjusting systems based on occupancy and environmental conditions. The coordination between systems ensures efficiency, security, and a sustainable campus environment. • The Sangam University is having twenty four hours security staff for the safety. • The University is equipped with solar electricity panels to reduce green house gas reduction. Besides this campus is having adequate plantation, this helps in controlling temperature during summers. • The University is designed in such a way which minimizes use of lighting devices is minimized during day hours.
2.	Green/ Sustainable building	<ul style="list-style-type: none"> • The building is constructed in a way having maximum ventilation. The campus is west facing, which helps maximum air flow in he region. There is adequate open space in the campus.

		<ul style="list-style-type: none"> • The campus having water recharge wells and to collect surface rain water a pond of hundred by seventy five meter area with depth of five meters. • The pond water is used in drip irrigation, this minimizes electricity and water.
		<ul style="list-style-type: none"> • Internally, the campus uses green energy, harvested water, renewable and recycled resources to produce and provide air, water, food, light, and electricity in a sustainable way.
3.	Infrastructure to commute	<ul style="list-style-type: none"> • Better infrastructure along with signs for the different blocks and buildings with facility to commute for differently-abled
		<ul style="list-style-type: none"> • Students and staff access to high-quality motorways and bicycle paths so they can commute by bicycle or battery-powered vehicles.
		<ul style="list-style-type: none"> • Accessibility for PwD
4.	Administrative Block (Admission & Counseling Area)	<ul style="list-style-type: none"> • Having adequate space for administrative activities (such as admission and counseling activities) is essential. • Faculty Cubicles in adequate numbers as per the demands. • Different schools and departments may have their own buildings
5.	Library/ Digital resource centre	<ul style="list-style-type: none"> • Adequate in size with reading rooms, stock areas for books & Journals with online information access facility.
6.	Lecture Complex, Classrooms	<ul style="list-style-type: none"> • Students should have access to Lecture complexes, classrooms, tutorial rooms, discussion rooms of different sizes with comfortable seating arrangements and teaching-learning facilities.
7.	Tutorial rooms	<ul style="list-style-type: none"> • Video Recording Facilities
8.	Examination branch	<ul style="list-style-type: none"> • There is a separate examination branch with strong room large enough to accommodate confidential documents and examination papers.

9.	Facilities to Faculty and Staff	<ul style="list-style-type: none"> • There is adequate number of well-equipped faculty chambers to accommodate all permanent faculty members, visiting faculty members, part-time faculty members, research scholars, etc. • The Campus have single, double and triple bedroom facilities/ quarters for the resident faculties/ staffs.
10.	Meeting rooms	<ul style="list-style-type: none"> • The university has meeting rooms with enough space, furniture, and electronic communication/presentation equipment.
11.	Office Rooms	<ul style="list-style-type: none"> • The Registrar and President chambers are suitable for meeting the needs of all staff members
12.	Laboratories and Research Centres	<ul style="list-style-type: none"> • The University has modern laboratories and advanced super specialty research centers in a wide variety of scientific and technological fields • The University has departmental Libraries with reference books & online digital information resources.
13.	Computer Centre/ Multimedia Studios	<ul style="list-style-type: none"> • The University Computer Centre has appropriate Computer: Student Ratio as per standard norms. (Basic Requirements) • The University has multimedia Studio for creation of digital contents with optimum sound control & recording facilities.
14.	Cafeteria/Dining Room/ Mess Facility	<ul style="list-style-type: none"> • The University has Cafeteria/ Dining room/ Mess facility equipped with modern cooking apparatus/equipment to ensure quality, cleanliness, and hygiene.
15.	Games & Sports facility	<ul style="list-style-type: none"> • The University has Playground and indoor Stadium of sufficient size to accommodate variety of games • The University has gymnasium and workout center, Swimming Pool, Stadium and High Tech Playgrounds, Modern type indoor stadium with multi-purpose arena.
16.	Auditorium and conference rooms	<ul style="list-style-type: none"> • The University has one auditorium of sufficient size and or conference rooms of various capacities depending upon the size of the institution .

17.	Hostels	<ul style="list-style-type: none"> • The University has total eighth Student Hostels, out of this one hostel one for girls • The University has Research Scholars Hostel with contemporary facilities
18.	Parking	<ul style="list-style-type: none"> • The University has suitable for meeting the needs of all stakeholders
19.	Exhibition Hall	<ul style="list-style-type: none"> • The University has exhibition space and rooms for the requirements of all curricular activities (Academic/Vocational/Skilling).
20.	Guest Accommodation	<ul style="list-style-type: none"> • The University has guest house for meeting university requirement • There is one contractual Star hotel for accommodation, food, and recreation facility
21.	Commercial Shops/ centers	<ul style="list-style-type: none"> • The University has Convenience Shops for students and staff to purchase essential items.
22.	Health and well being	The University has Dispensary and the Sangam Group Soni hospital that offers inpatient and outpatient services 24 hours a day, 7 days a week.
23.	Student recreation facilities	The University has student recreation facilities.
24.	International student centers	The University has r international students.
25.	Incubation centre and Research park	The University has With in-house industry R & D units & collaboration.
26.	Botanical Park/ Garden	The University has Botanical Park/ Garden with a documented collection of living plants that may be used for the purpose of scientific research, conservation, display, and education. (Aspirational requirements)
27.	Vocational Education, Training and Skilling infrastructure	Adequate well equipped building space with appropriate equipment, machinery and tools, including computer labs and technology labs for learning skill/ vocational education as part of course curriculum

H. Digital Enablers

S. No.	Types of infrastructure digital	Details of digital infrastructure & its usage ESSENTIAL
1.	Smart Campus Infrastructure	<ul style="list-style-type: none"> • Smart classrooms with interactive boards, virtual labs, and advanced AV systems. • Campus-wide Wi-Fi with high-speed internet access. • IoT-enabled lighting, heating, and cooling systems for energy efficiency. • Smart security systems with facial recognition and real-time monitoring.
2.	Digital Learning Platforms	<ul style="list-style-type: none"> • Learning Management Systems (LMS) like Moodle or Blackboard. • Online course modules and resources. • Virtual classrooms with live streaming and recording capabilities. • Digital libraries with extensive e-book and journal collections.
3.	Administrative Automation	<ul style="list-style-type: none"> • Online admission and enrollment systems. • Toll free number with 1800xxxxxx and IVR facility to connect particular department (like press 1 to connect admission, press 2 to connect exam cell and etc) • Automated attendance and grading systems. • Digital payment gateways for fees and other transactions. • Cloud-based student information systems for managing student records.
4.	Research and Innovation Hub	<ul style="list-style-type: none"> • High-performance computing resources and data analytics tools. • Collaboration platforms for interdisciplinary research projects. • Access to digital repositories and databases. • Incubators and accelerators for startups with digital mentorship programs.

5.	E-Governance and Smart Administration	<ul style="list-style-type: none"> • Online grievance redressal system. • Digital dashboards for real-time monitoring of academic and administrative activities. • E-notice boards and communication portals. • Document management systems with digital signatures.
6.	Digital Skill Development Programs	<ul style="list-style-type: none"> • Workshops and certifications on emerging technologies (AI, ML, Blockchain, etc.). • Coding bootcamps and hackathons. • Online courses on digital tools and software relevant to various disciplines. • Partnerships with tech companies for internships and training programs.
7.	Virtual Campus Tour and Outreach	<ul style="list-style-type: none"> • 360-degree virtual tours of campus facilities. • Interactive online sessions and webinars. • Digital marketing campaigns on social media and other platforms. • Online application and counselling systems for prospective students
8.	Enhanced Student Support Services	<ul style="list-style-type: none"> • AI-driven chatbots for 24/7 student assistance. • Online counseling and mental health support services. • Career guidance and placement portals. • Digital platforms for peer-to-peer learning and mentoring. • digital publication as open access publication globally is the best practice.,
9.	Paperless office	<ul style="list-style-type: none"> • By developing academic administrative software the university should provide an online office environment to cater the services of stakeholders.
10.	Paperless exams	<ul style="list-style-type: none"> • Adopting a digital examination system eliminates the wastage of papers in the examination process.

11.	Online Evaluation	<ul style="list-style-type: none"> Automated & digitized online evaluation system eliminates the wastage of time of evaluators & speeds up the evaluation process.
12.	Website based result announcement	<ul style="list-style-type: none"> Ubiquitous reach ability.
13.	NAD marks cards Facility	<ul style="list-style-type: none"> A convenient and completely secure digital academic depository solution.
14.	Online admission test	<ul style="list-style-type: none"> A ubiquitous facility for global admission
15.	Education ERP	<ul style="list-style-type: none"> To integrate various departments of the university for timely exchange & access of information.
16.	Plagiarism software facility	<ul style="list-style-type: none"> A software facility available to every stakeholder to check plagiarism content in the documents.
17.	Online digital magazine & Student publication	<ul style="list-style-type: none"> In online publication. Digital format through University
18.	Online placement (Project, internship, & final)	<ul style="list-style-type: none"> Online ubiquitous support.
19.	Video documentation of each course & each College	<ul style="list-style-type: none"> For open information access from globally
20.	Video documentation on online public platforms	<ul style="list-style-type: none"> For open information access from globally
21.	Social Media based promotions	<ul style="list-style-type: none"> Information access & Brand building promotions
22.	Use of ICCT underlying technologies like AI, BA, CC, DS, MB, OC, VR & AR	<ul style="list-style-type: none"> Adopting present technologies in automating the services
23.	Studio for video online classes	<ul style="list-style-type: none"> Studio for digitization of sound and scene
24.	Video conference facility	<ul style="list-style-type: none"> For global information exchange in digital format
25.	Online open Publication system	<ul style="list-style-type: none"> For exchange of new knowledge generated to everybody through open access system



Concluding Notes

The Institutional Development Plan (IDP) of the University of Delhi serves as a comprehensive strategic blueprint, steering its growth and transformation in alignment with its core vision and mission. It underscores the University's unwavering commitment to achieving its short-term, mid-term, and long-term objectives. The IDP addresses critical facets of operations of the University across eight key Enablers—governance, academics, research, human resources, finance, networking and collaboration, physical and digital infrastructure. These prospective goals have been formulated with a pragmatic and phased approach, ensuring both feasibility and tenability. However, it is pertinent to recognize that the categorization of these goals necessitates continuous monitoring and dynamic revision to remain relevant. The inherent flexibility of the plan allows it to adapt to emerging challenges and capitalize on new opportunities, ensuring that the University remains at the vanguard of educational innovation and excellence. Through dedicated execution, rigorous evaluation, and periodic updates, the IDP will enable the University to ascend as a distinguished leader in higher education as well as a role model for the other institution, fostering an empowered academic community and significantly contributing to societal advancement.



SANGAM UNIVERSITY



where Aspiration meets Opportunity

