



VISION 2030

SHRI GURU RAM RAI UNIVERSITY
Patel Nagar Dehradun

Strategic Plan 2023 - 2027

A Road Map to take University to next level



Vision

"To establish Sri Guru Ram Rai University to be a Centre of Excellence in higher education, innovation and social transformation by nurturing inquisitive and creative minds and by enabling the stakeholders to become committed professionals and educators of national and global relevance."

Mission

- **To provide a comprehensive and sustainable educational experience that fosters the spirit of enquiry, scientific thinking and professional competence along with ethical and spiritual values**
- **To deliver a classic, well rounded learning experience that is distinctive and impactful on the young generation, preparing them for a successful career**
- **To engage, inspire and challenge the stakeholders to become leaders with ethics and positive contributors to their chosen field and humane citizens**
- **To attract, train and retrain qualified staff to work efficiently to bring forth the maximum resource potential**
- **To develop committed and responsible professionals who work for the welfare of the society by providing innovative and efficient solutions and creating long term relationship with the stakeholders**
- **To create a sustainable career, by collaborating with stakeholders and participating in community partnership for life and livelihood in the local society in a responsive and dynamic way**
- **To make our students globally competent by introducing specialized training leading to professional capabilities and developing diverse skills in them for competitive advantage**
- **To establish quality standards for generations by epitomising professionalism and integrity while raising the achievements of students**
- **To ceaselessly pursue excellence by strengthening a learning environment that makes the institution the most preferred destination in the country**



Chancellor's Forward

I am delighted to endorse the Vision Document 2030, a significant milestone for Shri Guru Ram Rai University. This document outlines our collective aspirations and sets a clear path for our journey towards excellence in higher education, research, and societal impact.

I urge all stakeholders - students, faculty, staff, alumni, and the community we serve - to embrace the vision outlined in this document. It reflects our commitment to progress and innovation, as well as our dedication to making a positive difference in the world.

At Shri Guru Ram Rai University, we aspire to cultivate lifelong learners who are not only equipped with knowledge and skills but also imbued with a sense of responsibility towards the well-being of the global community. Our mission is to empower students to become active contributors to society, driving positive change and innovation.

I extend my sincere compliments and appreciation to the university leadership for their diligent efforts in crafting this vision and strategic plan. With their guidance and the collective efforts of all stakeholders, I am confident that we will navigate the next decade with great energy and purpose, realizing our vision and making significant strides towards our goals.

Together, let us embark on this journey towards excellence and societal impact, fulfilling our mission and leaving a lasting legacy for generations to come.

Warm regards,

A handwritten signature in black ink, appearing to read 'Javed Javed'.

Chancellor

Vice Chancellor's Message



I am delighted to present you the Vision -2030 of Shri Guru Ram Rai University, which outlines its strategic vision and goals. We have identified these to help the University realize its full potential and fulfill its mission to serve the society and the global community. The formidable process of formulating a new vision document of Shri Guru Ram Rai University, gave us opportunities to take stock on past successes and failures, determine our vision and future and goals in the light of challenges ahead and put forth strategies for our development not only in response to changing needs but also as a catalyst to drive intellectual, social and economic changes.

The goals set in Vision 2030 attest our commitment to achieve excellence through creation, dissemination and exchange of knowledge as well as engagement of stakeholders and community.

Our strategies for education aim to enrich the learning experience for students as well as enhance their proficiency in languages, learning skills and a lifelong learning commitment to make them innovative and smart to face the challenges of a globally competitive environment. As a research oriented University, we shall strive to engage cutting edge research and create our strength in those areas that would create an intellectual internationally along with addressing challenges and societal needs at local, regional and global levels.

Engaging communities will foster an identify consistent with our vision and facilitate the community to understand our goals and recognize our achievement. Implementing the Vision 2030 would need an enabling environment with appropriately allocated human, physical and financial resources so as to help us attain sustainable excellence in teaching, research and knowledge exchange.

The University also aims to create and maintain a world class infrastructure that would support our academic endeavors in the new age era.

Vision 2030 is a concerted effort of the University fraternity, whose invaluable inputs have been incorporated in this document. I take this opportunity to thank them all.

Investment in the future of Shri Guru Ram Rai University, is nothing short of investing to build a bright future of the country.

Lets, join hands to help this unique University maintain its characteristics while keeping pace with the technological advancements and development



Vice Chancellor

Message from Registrar



It is my pleasure to introduce to you the Vision 2030 of Shri Guru Ram Rai University, marking a significant milestone in our journey towards excellence.

As we set forth on this transformative journey, it is imperative that we take a moment to contemplate our past accomplishments and hurdles, guiding us toward a future that not only fosters intellectual, social, and economic advancement but also embraces them wholeheartedly. Our vision is firmly anchored in the relentless pursuit of disseminating knowledge and fostering meaningful engagement with all participants.

Our primary aim is to enhance student learning experiences and foster a culture of innovation. We are committed to equipping students with the skills and mindset needed to thrive in a competitive global landscape. Our goal is to establish ourselves as a hub of intellectual prowess, gaining recognition on both local and global platforms.

To achieve Vision 2030, we recognize the importance of creating an enabling environment supported by adequate resources. We are dedicated to investing in infrastructure that supports academic pursuits and enhances the overall university experience.

I want to express my heartfelt appreciation to every member of our university for their invaluable contributions to shaping this vision. Together, let us endeavour to preserve the distinctive traits of our university while embracing the opportunities presented by technological advancements.

Indeed, the significance of investing in education cannot be overstated. It serves as the cornerstone of societal progress, empowering individuals, fostering innovation, and driving economic development. Through education, we cultivate the leaders, innovators, and problem-solvers of tomorrow, ensuring a brighter and more prosperous future for all.

Let's unite our efforts to bring Vision 2030 to life, crafting a legacy of excellence that will endure for generations to come.

Warm regards

A handwritten signature in green ink, appearing to read 'Ramesh', written over a horizontal line.

Registrar

PREFACE

A road map for growth and strategic direction" is what a vision document deciphers. Nevertheless, it is pertinent to answer a self-imposed question:-

"What does the University desire to achieve in the future?"

Undoubtedly, a University where:

Students are Brand Ambassadors:

Our students are not just learners but also ambassadors of our values, excellence, and ethos. They represent the pride and spirit of our institution in every endeavor they undertake.

Creative Thinkers with Problem-Solving Attitude are Groomed:

We aim to foster a culture of creativity, critical thinking, and innovation among our students. By encouraging them to think outside the box and develop problem-solving skills, we prepare them to tackle the challenges of the modern world.

A Research-Driven Ambience is Created:

Research forms the cornerstone of our academic pursuits. We strive to create an environment conducive to research, where curiosity is nurtured, and ground-breaking discoveries are made. Our aim is to become a hub of cutting-edge research and innovation.

National/International Collaborations & Partnerships are Forged:

Collaboration knows no boundaries. We seek to establish fruitful partnerships with esteemed institutions and organizations both nationally and internationally. Through these collaborations, we aim to exchange knowledge, resources, and expertise for mutual benefit and global impact.

Teaching Faculty Yearns for Consultancy Projects/Sponsored Projects:

Our faculty members are not only passionate educators but also active contributors to their respective fields. We encourage them to engage in consultancy projects, sponsored research, and industry collaborations, enriching their academic pursuits and contributing to real-world solutions.

Aligning National Development Goals and United Nations Sustainable

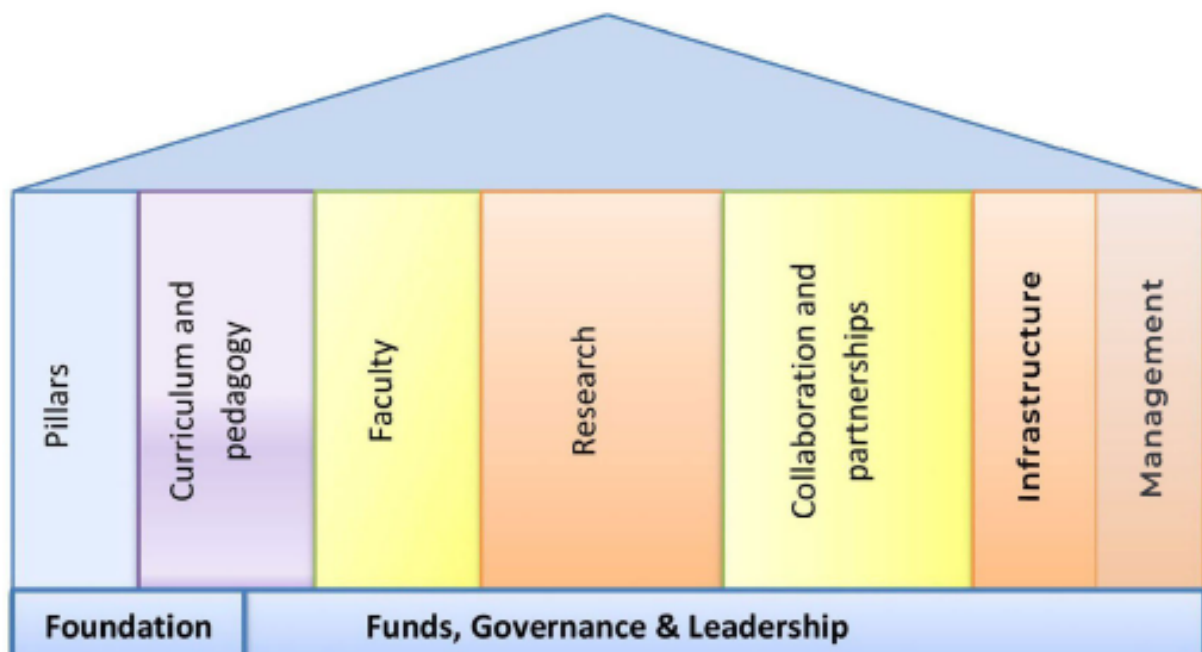
Development Goals (UNSDG) with Our Objectives:

We recognize the importance of aligning our goals with larger societal objectives. By embracing a paperless work culture, minimizing energy consumption, and adopting sustainable practices such as installing solar energy panels, we aim to contribute to national development goals and address global challenges outlined in the UNSDGs.

Efforts are Laid for Financial Sustainability:

Financial sustainability is crucial for the long-term success and growth of our institution. We are committed to prudent financial management, diversifying revenue streams, and exploring innovative funding opportunities to ensure the sustainability and prosperity of our university.

With well-defined targets, the road map gets clearer. Our architectural pattern for higher education embodies these principles, guiding us towards a future where excellence, innovation, and societal impact are paramount. Together, let us embark on this journey of growth and transformation, shaping a brighter future for generations to come.



Source: FICCI Higher Education Summit 2013

INTRODUCTION

In the realm of higher education and learning, Shri Guru Ram Rai University (SGRRU) is actively catalyzing opportunities for talent and fostering collaborations with leading academic institutions.

Founded by H.H. Shri Mahant Devendra Dass Ji Maharaj, SGRRU stands as a non-profit institution with philanthropic values deeply ingrained in its ethos. It proudly associates itself with the esteemed Shri Guru Ram Rai Education Mission, which has been serving society since 1952. The mission, spanning over 128 CBSE and state board-affiliated schools across India, has been instrumental in driving social transformation through spiritual and educational endeavors, particularly among underprivileged communities.

Central to the mission of Shri Guru Ram Rai Education Mission is the modernization of education while upholding traditional ethical and moral values. SGRRU, as an integral part of this mission, endeavors to cultivate value-oriented citizens equipped with creativity and critical thinking skills, essential for societal well-being. Over the years, the institutions under the mission's umbrella have seen over a lakh graduates contributing meaningfully to society.

Established on April 7th, 2017, SGRRU's inception was a testament to the nation's recognition of the exemplary service rendered by its parent body. Recognized by UGC and various other statutory bodies, SGRRU stands tall on a sprawling green campus spanning over 333,866 square meters, attracting students from across India and beyond.

With a vision to become a beacon of academic excellence globally, SGRRU is committed to nurturing holistic education emphasizing research, innovation, critical thinking, and digital literacy. Aligned with the New Education Policy 2020, UGC mandates, Sustainable Development Goals (SDGs) of the United Nations, and UNESCO guidelines, the university incorporates modern educational methodologies into its pedagogical practices.

Driven by its motto "Quest for Excellence," SGRRU aims to empower students with competency, confidence, leadership skills, and professional excellence, thus shaping them into global citizens poised to tackle contemporary challenges.



SGRRU upholds the ethos of its parent body and is dedicated to achieving excellence in education and research. Rooted in tradition yet adaptable to technological advancements, the university and its eleven colleges/institutes have consistently maintained their core values while embracing innovation.

The institutions under SGRRU's umbrella include:

1. SGRR Institute of Medical & Health Sciences
2. SGRRIM & HS School of Paramedical Sciences
3. SGRRIM & HS School of Nursing
4. School of Basic & Applied Sciences
5. School of Agricultural Sciences
6. School of Management & Commerce Studies
7. School of Pharmaceutical Sciences
8. School of Humanities and Social Sciences
9. School of Computer Application & Information Technology
10. School of Education
11. School of Yogic science and Naturopathy

This steadfast commitment to its motto has positioned SGRRU as a cornerstone in the realm of higher education. The university is dedicated to equipping its students with the tools for continuous learning, fostering creativity, nurturing problem-solving skills, and cultivating qualities of leadership. Through these efforts, SGRRU endeavors to empower its students to excel in their chosen fields and contribute meaningfully to society.



Five year Objectives and Plan

1. Academic Excellence and Innovation:

Objective:

- Develop and maintain a curriculum that promotes inquiry, scientific thinking, and professional competence.

Strategies:

- 1.Regularly review and update academic programs to align with industry trends and emerging technologies.
- 2.Encourage faculty to engage in research and innovation, fostering a culture of continuous learning
- 3.Introduce new and innovative academic programs that align with emerging trends and meet the needs of diverse learners.
- 4.Prepare to launch online degree programs, once the university meets the eligibility criteria for their introduction, thereby expanding accessibility to education.
- 5.Foster entrepreneurship development by creating a conducive ecosystem for start-ups, providing support, mentorship, and resources to aspiring entrepreneurs.

Strategy 1: Regularly update academic programs to align with industry trends and technologies

Parameters for Objective Attainment:

- Frequency of curriculum review and update cycles (e.g., annually, biennially).
- Percentage of courses updated to reflect current industry trends and technologies.
- Feedback from industry partners on the relevance of academic programs.

Task and Outcome:

Task: Establish a Curriculum Review Committee comprising faculty members and industry experts.

Outcome: Updated curriculum documents with revisions based on industry feedback and emerging trends.

Action Plan:

- 1.Form a Curriculum Review Committee consisting of faculty members from relevant departments and industry experts.
- 2.Conduct a comprehensive review of existing academic programs to identify areas for improvement.
- 3.Gather feedback from industry partners on the skills and knowledge required in the workforce.
- 4.Develop updated course outlines and learning objectives based on industry feedback and emerging trends.
- 5.Implement revised curriculum documents and monitor their effectiveness through student feedback and industry engagement.

Strategy 2: Encourage faculty engagement in research and innovation to foster continuous learning.

Parameters for Objective Attainment:

- Number of faculty research projects initiated annually.
- Percentage of faculty participating in professional development workshops and conferences.
- Number of research publications and patents generated by faculty members.
- Task and Outcome:

Task: Provide incentives for faculty to engage in research and innovation activities.

Outcome: Increased faculty participation in research projects and professional development opportunities.

Action Plan:

- Offer research grants and incentives to faculty members to initiate research projects aligned with their expertise and departmental goals.
- Organize regular workshops, seminars, and conferences on research methodologies, grant writing, and scholarly publishing.
- Facilitate collaboration between faculty members and industry partners to address real-world challenges through research projects.
- Recognize and reward faculty achievements in research and innovation through awards and honors.
- Create a supportive environment for interdisciplinary collaboration and knowledge sharing among faculty members.

Strategy 3: Introduce innovative academic programs meeting emerging trends and learner needs.

Parameters for Objective Attainment:

- Number of new academic programs introduced in response to emerging trends.
- Student enrollment and retention rates in newly introduced academic programs.
- Feedback from students and alumni on the relevance and effectiveness of new programs.

Task and Outcome:

Task: Conduct market research and needs assessments to identify emerging trends and learner needs.

Outcome: Introduction of innovative academic programs tailored to meet the demands of the market and learners.

Action Plan:

- Establish a Market Research Task Force to conduct surveys and analyze industry trends and learner preferences.
- Collaborate with industry partners and alumni networks to identify skill gaps and emerging job roles.
- Develop proposals for new academic programs based on market research findings and learner needs assessments.

- Pilot test new programs through focus groups and beta launches to gather feedback and make adjustments.
- Launch new academic programs with marketing campaigns targeting prospective students and industry partners

Strategy 4: Prepare for launching online degree programs, enhancing educational accessibility.

Parameters for Objective Attainment:

- Investment in infrastructure and technology for online learning platforms.
- Number of online courses developed and offered.
- Enrollment and completion rates in online degree programs.
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Task and Outcome:

Task: Invest in the development of online learning infrastructure and course content.

Outcome: Successful launch and operation of online degree programs, expanding educational accessibility.

Action Plan:

1. Assess the institution's readiness for online education, including infrastructure, faculty readiness, and student support services.
2. Invest in the development of a user-friendly online learning management system (LMS) and virtual classroom technology.
3. Train faculty members in online course design, pedagogy, and technology integration.
4. Develop and adapt existing courses for online delivery, ensuring alignment with learning objectives and assessment methods.
5. Launch pilot online degree programs in high-demand fields and evaluate their effectiveness in meeting student needs and learning outcomes.

Strategy 5: Foster entrepreneurship by creating a supportive ecosystem for start-ups.

Parameters for Objective Attainment:

- Number of start-ups incubated or supported by the university.
- Success rate of start-ups launched by university alumni.
- Impact of start-ups on local and regional economies.

Task and Outcome:

Task: Establish an Entrepreneurship Development Center to provide resources and support for aspiring entrepreneurs.

Outcome: Increased number of successful start-ups and a thriving entrepreneurial ecosystem.

Action Plan:

1. Establish an Entrepreneurship Development Center (EDC) to serve as a hub for start-up support services, including mentorship, funding, and networking opportunities.

2. Organize entrepreneurship awareness programs, workshops, and competitions to promote entrepreneurial culture among students and faculty.
3. Partner with venture capitalists, angel investors, and industry mentors to provide funding and guidance to start-ups.
4. Offer incubation and acceleration programs to support start-ups at various stages of development.
5. Facilitate collaboration between start-ups and industry partners to access markets, resources, and expertise for growth and expansion.

2. Holistic Learning Experience:

Objective: Provide a well-rounded learning experience enhancing personal and professional development.

Strategies:

- Implement interdisciplinary courses to broaden perspectives.
- Promote extracurricular activities, internships, and community service.
- Create an environment conducive to effective teaching and learning.
- Attract talented individuals from diverse backgrounds.
- Offer scholarships to deserving students for equitable access.

Strategy 1: Implement interdisciplinary courses to broaden perspectives.

Parameters for Objective Attainment:

- Number of interdisciplinary courses offered each semester.
- Student enrolment and satisfaction rates in interdisciplinary courses.
- Feedback from faculty and students on the effectiveness of interdisciplinary learning.

Task and Outcome:

Task: Develop and integrate interdisciplinary courses into the curriculum.

Outcome: Increased exposure to diverse perspectives and enhanced critical thinking skills among students.

Action Plan:

1. Form an Interdisciplinary Curriculum Task Force comprising faculty members from different departments.
2. Identify key areas for interdisciplinary collaboration based on emerging trends and societal challenges.
3. Develop course outlines and learning objectives that integrate multiple disciplines and perspectives.
4. Pilot test interdisciplinary courses with a select group of students and faculty to gather feedback.
5. Revise and refine course content based on feedback and assessment data before full implementation.

Strategy 2: Promote extracurricular activities, internships, and community service.

Parameters for Objective Attainment:

- Number of extracurricular activities and community service projects organized annually.
- Student participation rates in internships and community service initiatives.
- Impact of extracurricular activities on personal and professional development.

Task and Outcome:

Task: Expand opportunities for students to engage in extracurricular and community service activities.

Outcome: Enhanced leadership skills, teamwork, and civic engagement among students.

Action Plan:

1. Establish a Student Engagement Committee to oversee the planning and implementation of extracurricular activities and community service projects.
2. Collaborate with local organizations, NGOs, and businesses to identify community needs and develop service-learning opportunities.
3. Offer internships and experiential learning programs in partnership with industry partners to provide students with real-world experience.
4. Provide funding and logistical support for student-led clubs, organizations, and initiatives promoting personal and professional development.
5. Evaluate the impact of extracurricular activities on student outcomes through surveys, focus groups, and performance assessments.

Strategy 3: Create an environment conducive to effective teaching and learning.

Parameters for Objective Attainment:

- Student satisfaction with teaching quality, classroom facilities, and support services.
- Faculty engagement in professional development and innovative teaching practices.
- Graduation and retention rates indicating student success and satisfaction.

Task and Outcome:

Task: Enhance teaching and learning environments through infrastructure improvements and faculty support.

Outcome: Improved student outcomes, satisfaction, and retention rates.

Action Plan:

- Invest in infrastructure upgrades, including modern classrooms, laboratories, and learning spaces conducive to active learning and collaboration.
- Provide faculty development workshops and training programs on innovative teaching methods, technology integration, and student engagement strategies.
- Establish teaching and learning centers to support faculty in course design, assessment, and pedagogical innovation.
- Implement student feedback mechanisms and performance evaluation tools to assess teaching effectiveness and course quality.
- Offer student support services, including academic advising, counseling, and tutoring, to enhance student success and retention.

Strategy 4: Attract talented individuals from diverse backgrounds.

Parameters for Objective Attainment:

- Diversity and inclusion metrics, including student demographics and faculty representation.
- Success of recruitment and retention initiatives targeting underrepresented groups.
- Recognition and accolades received for diversity and inclusion efforts.

Task and Outcome:

Task: Implement recruitment and retention strategies to attract and retain a diverse student body and faculty.

Outcome: Increased diversity, equity, and inclusion across campus, contributing to a vibrant learning community.

Action Plan:

- Develop targeted recruitment initiatives to attract students from underrepresented backgrounds, including outreach programs, scholarships, and mentorship opportunities.
- Implement diversity training and cultural competency programs for faculty and staff to promote an inclusive campus environment.
- Establish support networks and affinity groups for students and faculty from marginalized communities to foster belonging and support.
- Review admissions and hiring processes to identify and address bias and barriers to diversity and inclusion.
- Celebrate and showcase diversity through campus events, cultural festivals, and awareness campaigns highlighting the contributions of diverse voices and perspectives

3. Leadership and Ethics:

Objective: Produce ethical leaders committed to positive contributions

Strategies:

- Integrate ethics and leadership training into the curriculum.
- Establish mentorship programs with industry leaders.
- Provide service-learning opportunities for community engagement.
- Incorporate case studies and ethical dilemmas into coursework.
- Offer leadership training focusing on ethical decision-making.
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Strategy 1: Integrate ethics and leadership training into the curriculum.

Parameters for Objective Attainment:

- Integration of ethics and leadership modules into existing courses.
- Student participation and engagement in ethics and leadership training activities.
- Assessment of student understanding and application of ethical principles in coursework.

Task and Outcome:

Task: Develop and incorporate ethics and leadership modules into relevant courses across disciplines.

Outcome: Increased awareness and application of ethical principles and leadership skills among students.

Action Plan:

1. Identify key ethical principles and leadership competencies to be addressed in the curriculum.
2. Develop learning objectives and instructional materials for integrating ethics and leadership training into existing courses.
3. Train faculty members on effective pedagogical strategies for teaching ethics and leadership.
4. Implement experiential learning activities, case studies, and group discussions to engage students in ethical decision-making and leadership development.
5. Assess student learning outcomes through exams, assignments, and projects focused on ethical analysis and leadership application.

Strategy 2: Establish mentorship programs with industry leaders.

Parameters for Objective Attainment:

- Number of industry leaders engaged as mentors.
- Participation and satisfaction rates of students and mentors in mentorship programs.
- Success stories and achievements resulting from mentorship relationships.

Task and Outcome:

Task: Create structured mentorship programs connecting students with industry leaders.

Outcome: Enhanced professional development, networking, and career guidance for students.

Action Plan:

1. Identify industry leaders willing to serve as mentors based on their expertise and alignment with student interests.
2. Develop a mentorship program framework outlining goals, expectations, and guidelines for mentors and mentees.
3. Match students with mentors based on their career aspirations, interests, and areas of expertise.
4. Facilitate regular meetings and interactions between mentors and mentees to provide guidance, advice, and support.
5. Monitor and evaluate the effectiveness of mentorship relationships through feedback surveys and performance assessments.

Strategy 3: Provide service-learning opportunities for community engagement.

Parameters for Objective Attainment:

Parameters for Objective Attainment:

- Number of service-learning projects initiated and completed.
- Impact of service-learning projects on community partners and stakeholders.
- **Reflection and feedback from students on their service-learning experiences.**

Task and Outcome:

Task: Facilitate service-learning opportunities that allow students to engage in meaningful community service projects.

Outcome: Increased civic engagement, social responsibility, and leadership development among students.

Action Plan:

1. Identify community needs and partner organizations for service-learning projects aligned with student interests and learning objectives.
2. Integrate service-learning components into relevant courses, providing students with opportunities to apply classroom knowledge to real-world issues.
3. Provide training and support for students participating in service-learning projects, including project planning, communication, and teamwork skills.
4. Monitor and assess the impact of service-learning projects on community partners, stakeholders, and student learning outcomes.
5. Encourage reflection and debriefing sessions to help students process their service-learning experiences, identify lessons learned, and explore future opportunities for community engagement.

Strategy 4: Incorporate case studies and ethical dilemmas into coursework.

Parameters for Objective Attainment:

- Integration of case studies and ethical dilemmas into course materials and assignments.
- Student engagement and critical thinking demonstrated in analysing and resolving ethical dilemmas.
- Faculty feedback on the effectiveness of case-based teaching methods.

Task and Outcome:

Task: Develop and incorporate case studies and ethical dilemmas into coursework to promote ethical reasoning and decision-making skills.

Outcome: Enhanced ethical awareness, critical thinking, and problem-solving abilities among students.

Action Plan:

1. Identify relevant case studies and ethical dilemmas from various industries and disciplines.
2. Develop teaching materials, including case studies, discussion questions, and ethical frameworks, for use in classrooms.
3. Train faculty members on how to facilitate case-based discussions and guide students in ethical analysis and decision-making.

4. Integrate case studies and ethical dilemmas into course assignments, exams, and classroom discussions to promote active learning and critical thinking.
5. Evaluate student performance and learning outcomes through assessments focused on ethical reasoning, analysis, and decision-making skill

4. Faculty Development:

Objective: Attract, train, and retain qualified staff to enhance institutional resource

Strategies:

- Implement ongoing professional development programs.
- Foster collaborative research culture and partnerships.
- Establish mentorship programs for junior faculty.
- Promote work-life balance initiatives for faculty well-being.

Strategy 1: Implement ongoing professional development programs.

Parameters for Objective Attainment:

- Participation rates of faculty in professional development programs.
- Feedback from faculty on the effectiveness and relevance of professional development activities.
- Improvement in faculty skills, knowledge, and teaching effectiveness following professional development initiatives.

Task and Outcome:

Task: Design and implement a variety of professional development programs tailored to the needs of faculty.

Outcome: Enhanced faculty competencies, teaching effectiveness, and job satisfaction.

Action Plan:

1. Conduct a needs assessment to identify faculty development priorities and areas for improvement.
2. Develop a calendar of professional development activities, including workshops, seminars, webinars, and conferences.
3. Collaborate with internal and external experts to deliver targeted training sessions on teaching methodologies, technology integration, research skills, and pedagogical innovations.
4. Offer opportunities for peer learning and collaboration through faculty communities of practice, mentorship programs, and interdisciplinary workshops.
5. Evaluate the impact of professional development programs through pre- and post-assessments, participant feedback surveys, and classroom observations.

Strategy 2: Foster collaborative research culture and partnerships.

Parameters for Objective Attainment:

- Number of collaborative research projects initiated and completed.
- Faculty engagement in interdisciplinary research collaborations.
- Publication and dissemination of research findings in peer-reviewed journals and conferences.

Task and Outcome:

Task: Create opportunities for faculty to engage in collaborative research projects and partnerships.

Outcome: Increased research productivity, interdisciplinary collaboration, and external funding opportunities

Action Plan:

1. Establish interdisciplinary research clusters or centers focused on priority areas of research.
2. Facilitate networking events, research seminars, and symposiums to foster collaboration and knowledge sharing among faculty members.
3. Encourage joint research proposals and grant applications involving faculty from different departments or disciplines.
4. Provide administrative support and resources for managing collaborative research projects, including grant writing, budgeting, and project management.
5. Recognize and reward faculty contributions to collaborative research through internal awards, research grants, and promotion opportunities.

Strategy 3: Establish mentorship programs for junior faculty.

Parameters for Objective Attainment:

- Number of junior faculty members participating in mentorship programs.
- Satisfaction and retention rates of junior faculty mentees.
- Professional growth and development of junior faculty as evidenced by career milestones and achievements.

Task and Outcome:

- Task: Develop and implement mentorship programs to support the professional growth and development of junior faculty.
- Outcome: Enhanced mentorship relationships, job satisfaction, and retention of junior faculty members.

Action Plan:

1. Pair junior faculty members with experienced mentors based on compatibility of research interests, teaching philosophies, and career aspirations.
2. Establish regular communication channels and meeting schedules for mentorship interactions, including one-on-one meetings, group discussions, and peer observations.
3. Encourage mentees to set professional goals and objectives for their mentorship experience and provide guidance and support in achieving them.
4. Monitor and evaluate mentorship relationships through feedback surveys, progress reports, and performance evaluations to identify areas for improvement and refinement.

Strategy 4: Promote work-life balance initiatives for faculty well-being.

Parameters for Objective Attainment:

- Availability and utilization rates of work-life balance resources and support services.
- Faculty perceptions of work-life balance and job satisfaction.
- Reduction in faculty burnout and stress levels over time.

Task and Outcome:

Task: Implement initiatives and policies to support faculty well-being and work-life balance.

Outcome: Improved faculty morale, productivity, and overall quality of life.

Action Plan:

1. Conduct a needs assessment to identify faculty preferences and priorities regarding work-life balance initiatives.
2. Develop and implement flexible work arrangements,
3. Provide access to wellness programs, counseling services, and stress management workshops to support faculty mental and physical health.
4. Create family-friendly policies and benefits, such as parental leave, childcare subsidies, and creche , to support faculty with caregiving responsibilities.
5. Establish a culture of work-life balance and wellness through leadership advocacy, communication campaigns, and recognition of faculty contributions to work-life balance initiatives.

5. Social Responsibility and Community Engagement:

Objective: Develop committed professionals working for societal welfare.

Strategies:

- Encourage community outreach initiatives and partnerships.
- Engage in outreach targeting students and the community.
- Integrate service-learning programs into the curriculum.
- Encourage cross-disciplinary collaboration for social impact.

Strategy 1: Encourage community outreach initiatives and partnerships.

Parameters for Objective Attainment:

- Number and diversity of community outreach initiatives undertaken by the university.
- Level of community engagement and satisfaction with university initiatives.
- Measurable impact of university initiatives on local communities.

Task and Outcome:

Task: Identify and participate in community outreach initiatives and establish partnerships with local organizations and stakeholders.

Outcome: Increased community involvement, positive relationships with local communities, and tangible benefits for societal welfare.

Action Plan:

1. Conduct a needs assessment to identify priority areas and community needs for potential outreach initiatives.
2. Establish partnerships with local government agencies, NGOs, and community-based organizations to collaborate on community development projects.
3. Organize outreach events, workshops, and seminars to raise awareness about social issues and engage community members in dialogue and action.
4. Mobilize university resources, including faculty expertise, student volunteers, and research capabilities, to address community needs and challenges.
5. Evaluate the impact of community outreach initiatives through feedback surveys,

Strategy 2: Engage in outreach targeting students and the community.

Parameters for Objective Attainment:

- Participation rates of students and community members in outreach programs and events.
- Perceptions of students and community members regarding the relevance and impact of university outreach initiatives.
- Increased awareness and understanding of social issues among students and community members.
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Task and Outcome:

Task: Develop and implement outreach programs targeting both university students and the broader community.

Outcome: Enhanced student engagement, community involvement, and awareness of social issues.

Action Plan:

1. Collaborate with student organizations, clubs, and societies to organize outreach events, volunteer activities, and community service projects.
2. Design and implement educational programs, workshops, and seminars to raise awareness about social issues and promote civic engagement among students.
3. Partner with local schools, community centers, and youth organizations to provide educational resources, mentoring, and tutoring services to underserved populations.
4. Offer opportunities for students to participate in internships, practicums, and field experiences that involve community-based learning and service projects.
5. Evaluate the effectiveness of outreach programs through pre- and post-program assessments, participant feedback surveys, and qualitative interviews to measure outcomes and identify areas for improvement.

Strategy 3: Integrate service-learning programs into the curriculum.

Parameters for Objective Attainment:

- Integration of service-learning components into course curricula across disciplines.
- Participation rates and feedback from students engaged in service-learning activities.
- Measurable impact of service-learning projects on student learning outcomes and community needs.

Task and Outcome:

Task: Embed service-learning components into existing course curricula to provide students with opportunities for hands-on learning and community engagement.

Outcome: Enhanced student learning, civic responsibility, and community impact through service-learning experiences.

Action Plan:

1. Work with faculty members to identify courses and subjects suitable for integrating service-learning components and develop appropriate learning objectives and outcomes.
2. Provide faculty training and support in designing and implementing service-learning projects, including community partnerships, project management, and assessment strategies.
3. Facilitate connections between students and community organizations to identify service-learning opportunities that align with course objectives and student interests.
4. Incorporate reflection activities, assignments, and assessments into service-learning projects to help students connect their experiences to course content and learning goals.
5. Evaluate the impact of service-learning programs on student learning outcomes, community needs, and university-community partnerships through assessment data, student reflections, and stakeholder feedback.

Strategy 4: Encourage cross-disciplinary collaboration for social impact.

Parameters for Objective Attainment:

- Number and diversity of cross-disciplinary collaboration projects addressing social issues.
- Level of collaboration and engagement among faculty and students from different disciplines.
- Measurable impact of cross-disciplinary projects on addressing complex social challenges.

Task and Outcome:

- **Task:** Facilitate cross-disciplinary collaboration among faculty and students to address social issues and promote positive social change.
- **Outcome:** Innovative solutions, increased awareness, and tangible benefits for communities resulting from interdisciplinary collaboration.

Action Plan:

1. Create opportunities for faculty from different departments and disciplines to collaborate on research projects, community initiatives, and service-learning programs.
2. Establish interdisciplinary teams or task forces focused on addressing specific social issues or challenges, such as poverty alleviation, environmental sustainability, or public health.

3. Facilitate interdisciplinary workshops, seminars, and conferences to foster dialogue, idea exchange, and collaboration among faculty and students from diverse backgrounds.
4. Provide resources and support for interdisciplinary research grants, joint publications, and collaborative projects that leverage the expertise and perspectives of multiple disciplines.
5. Evaluate the impact of cross-disciplinary collaboration initiatives on student learning, faculty engagement, and community outcomes through quantitative and qualitative assessments, stakeholder feedback, and case studies..

6. Global Competence:

Objective: Make students globally competent through diverse skill development.

Strategies:

- **Introduce international exchange programs and partnerships.**
- **Incorporate cross-cultural competency courses.**
- **Facilitate international internships and experiential learning.**
- **Partner with industry for global certifications and training.**
- **Quality Standards and Integrity:**

Strategy 1: Introduce international exchange programs and partnerships.

Parameters for Objective Attainment:

- **Number of international exchange programs established.**
- **Participation rates of students in international exchange opportunities.**
- **Quality and diversity of international partnerships.**

Task and Outcome:

- **Task:** Develop and implement international exchange programs with partner universities worldwide.
- **Outcome:** Increased opportunities for students to gain global exposure, cultural awareness, and international experience.
- **Promote other languages** French, German, Korean etc.

Action Plan:

1. Identify potential partner universities and institutions for international exchange collaborations.
2. Negotiate agreements and MOUs outlining the terms and conditions of exchange programs.
3. Promote exchange opportunities to students through informational sessions, marketing campaigns, and university communications.
4. Facilitate the application and selection process for students interested in participating in exchange programs.
5. Provide support services to exchange students, including pre-departure orientation, visa assistance, and cultural adaptation resources.

Strategy 2: Incorporate cross-cultural competency courses.

Parameters for Objective Attainment:

- **Integration of cross-cultural competency courses into the curriculum.**
- **Participation rates and feedback from students enrolled in cross-cultural courses.**

- Measurable improvement in students' cross-cultural communication and understanding.

Task and Outcome

Task: Develop and implement cross-cultural competency courses covering topics such as intercultural communication, global citizenship, and cultural diversity.

Outcome: Enhanced cross-cultural awareness, communication skills, and global mindset among students.

Action Plan:

1. Collaborate with faculty and subject matter experts to design cross-cultural competency courses aligned with learning objectives and student needs.
2. Integrate cross-cultural content into existing courses across disciplines or offer standalone courses focused on cross-cultural communication and understanding.
3. Provide training and professional development opportunities for faculty to enhance their knowledge and expertise in teaching cross-cultural content.
4. Incorporate experiential learning components, such as study abroad programs, cultural immersion activities, and virtual exchanges, into cross-cultural courses to provide real-world exposure and application.
5. Evaluate student learning outcomes and course effectiveness through assessments, student feedback surveys, and reflective assignments to measure progress and identify areas for improvement.

Strategy 3: Facilitate international internships and experiential learning.

Parameters for Objective Attainment

- Number of international internship opportunities available to students.
- Participation rates and feedback from students engaged in international experiential learning.
- Measurable impact of international experiences on students' professional development and global competence.

Task and Outcome:

Task: Establish partnerships with international organizations, companies, and NGOs to offer internship and experiential learning opportunities for students.

Outcome: Enhanced professional skills, cultural competence, and global perspectives among students through hands-on international experiences.

Action Plan:

1. Identify potential international internship partners in target industries or sectors aligned with students' academic and career interests.
2. Develop internship programs and agreements outlining roles, responsibilities, and expectations for both students and host organizations.
3. Promote internship opportunities to students through career services, academic advisors, and online platforms.
4. Provide support services to students participating in international internships, including pre-departure training, logistical assistance, and post-internship debriefing.
5. Evaluate the effectiveness of international internship programs through participant feedback, employer evaluations, and impact assessments to ensure quality and relevance.

Strategy 4: Partner with industry for global certifications and training.

Parameters for Objective Attainment:

- Number of global certifications and training programs offered in partnership with industry.
- Participation rates and completion rates of students enrolled in global certification programs.
- Measurable improvement in students' skills and competencies resulting from certification and training.
-

Task and Outcome:

Task: Collaborate with industry partners to develop and deliver global certification and training programs in high-demand fields.

Outcome: Enhanced employability, industry relevance, and global competitiveness of students through recognized certifications and training.

Action Plan:

1. Identify industry partners and stakeholders interested in collaborating on certification and training initiatives.
2. Conduct needs assessments and market research to identify high-demand skills and competencies required by employers.
3. Design certification and training programs aligned with industry standards, best practices, and emerging trends.
4. Promote certification and training opportunities to students through career services, industry partnerships, and university communications.
5. Provide support services to students enrolled in certification and training programs,
6. including mentorship, coaching, and exam preparation resources

7. Quality Standards and Integrity:

Objective: Establish and maintain quality standards epitomizing professionalism.

Strategies:

- Implement rigorous assessment and accreditation processes.
- Promote a culture of academic integrity and ethics.
- Establish a comprehensive quality assurance framework.
- Seek accreditation from recognized bodies and benchmark internationally

.Strategy 1: Implement rigorous assessment and accreditation processes.

Parameters for Objective Attainment:

- Completion of accreditation processes and attainment of accreditation status.
- Compliance with accreditation standards and criteria.
- Measurable improvement in academic quality and institutional effectiveness.

Task and Outcome

Task: Initiate and complete accreditation processes with recognized accrediting bodies to ensure compliance with quality standards and criteria.

Outcome: Accreditation status, improved academic quality, and enhanced institutional reputation and credibility.

Action Plan:

1. Identify relevant accrediting bodies and agencies for accreditation processes based on institutional goals and priorities.
2. Review accreditation standards, criteria, and requirements to ensure alignment with institutional mission, vision, and values.
3. Develop and implement action plans and strategies to address areas for improvement identified during accreditation self-assessment and evaluation.
4. Prepare documentation, reports, and evidence of compliance to submit to accrediting bodies for review and evaluation.
5. Engage faculty, staff, students, and stakeholders in accreditation processes through collaborative planning, communication, and participation

Strategy 2: Promote a culture of academic integrity and ethics.

Parameters for Objective Attainment:

- Implementation of academic integrity policies, procedures, and initiatives.
- Awareness and understanding of academic integrity principles among students, faculty, and staff.
- Reduction in academic misconduct and violations of integrity standards.

Task and Outcome:

Task: Develop and implement academic integrity policies, procedures, and initiatives to promote ethical behavior and uphold integrity standards.

Outcome: Increased awareness, understanding, and adherence to academic integrity principles and standards among the university community.

Action Plan:

1. Develop and disseminate academic integrity policies, codes of conduct, and guidelines to students, faculty, and staff.
2. Provide education and training on academic integrity principles, including plagiarism prevention, citation practices, and ethical research conduct.
3. Implement proactive measures to prevent academic misconduct, such as Turnitin software for plagiarism detection.
4. Establish mechanisms for reporting and investigating academic integrity violations, ensuring fairness and consistency in disciplinary actions.
5. Promote a culture of academic honesty and ethical conduct through awareness campaigns, workshops, and peer education programs.

Strategy 3: Establish a comprehensive quality assurance framework.

Parameters for Objective Attainment:

- Development and implementation of a quality assurance framework.
- Regular monitoring, evaluation, and improvement of institutional processes and practices.
- Enhanced institutional effectiveness and stakeholder satisfaction.

Task and Outcome:

- **Task:** Design and implement a comprehensive quality assurance framework to monitor and evaluate institutional processes and practices.
- **Outcome:** Improved institutional effectiveness, efficiency, and stakeholder satisfaction through continuous quality improvement.

Action Plan:

1. Conduct a comprehensive review of existing institutional processes, policies, and procedures to identify areas for improvement and standardization.
2. Develop a quality assurance framework outlining goals, objectives, performance indicators, and evaluation criteria aligned with institutional priorities and accreditation standards.
3. Establish mechanisms for data collection, analysis, and reporting to monitor key performance metrics and assess institutional effectiveness.
4. Implement regular internal audits, assessments, and reviews to evaluate compliance with quality standards and identify opportunities for enhancement.
5. Engage stakeholders, including faculty, staff, students, and external partners, in quality assurance processes through feedback mechanisms, focus groups, and surveys.

Strategy 4: Seek accreditation from recognized bodies and benchmark internationally.**Parameters for Objective Attainment:**

- Achievement of accreditation status from recognized accrediting bodies.
- Recognition and validation of institutional quality and excellence on national and international platforms.
- Alignment with global best practices and standards in higher education.

Task and Outcome:

- **Task:** Pursue accreditation from recognized accrediting bodies and agencies to validate institutional quality and excellence.
- **Outcome:** Accreditation status, increased institutional visibility and reputation, and alignment with global standards and benchmarks.

Action Plan:

1. Identify reputable accrediting bodies and agencies that align with institutional goals, mission, and values.
2. Review accreditation criteria, standards, and requirements to ensure readiness and compliance with accreditation processes.
3. Prepare accreditation documents, self-assessment reports, and evidence of compliance for submission to accrediting bodies.
4. Engage in accreditation site visits, reviews, and evaluations to demonstrate institutional quality, effectiveness, and continuous improvement.
5. Collaborate with accrediting agencies, peer institutions, and stakeholders to share best practices, lessons learned, and quality improvement strategies.

8. Continuous Pursuit of Excellence:

Objective: Strengthen the learning environment to become the preferred destination.

Strategies:

- Invest in state-of-the-art facilities and resources.
- Establish feedback mechanisms for continuous improvement.
- Recruit and retain high-quality faculty.
- Offer experiential learning opportunities for practical skills.
- Implement continuous improvement processes based on data-driven decisions.

Strategy 1: Invest in state-of-the-art facilities and resources.

Parameters for Objective Attainment:

- Upgradation and expansion of facilities and resources.
- Enhancement of infrastructure to meet evolving educational needs.
- Improvement in student satisfaction and retention rates.

Task and Outcome:

Task: Identify areas for improvement in facilities and resources, allocate funds, and implement upgrades and expansions.

Outcome: Upgraded infrastructure, improved learning environment, and increased student satisfaction and retention.

Action Plan:

1. Conduct a comprehensive assessment of existing facilities and resources, including classrooms, laboratories, libraries, and technology infrastructure.
2. Identify priority areas for improvement based on student feedback, technological advancements, and industry standards.
3. Allocate sufficient funds and resources for facility upgrades, renovations, and expansions.
4. Implement construction, renovation, and installation projects according to established timelines and budgets.
5. Monitor and evaluate the impact of facility improvements on student satisfaction, engagement, and academic performance.

Strategy 2: Establish feedback mechanisms for continuous improvement.

Parameters for Objective Attainment:

- Implementation of feedback mechanisms for students, faculty, and staff.
- Collection and analysis of feedback to identify areas for improvement.
- Implementation of improvement initiatives based on feedback and evaluation.

Task and Outcome:

- **Task:** Develop and implement feedback mechanisms, collect and analyze feedback data, and implement improvement initiatives.
- **Outcome:** Enhanced communication, engagement, and satisfaction among stakeholders, leading to continuous improvement.

Action Plan:

1. Design and implement feedback mechanisms, such as surveys, suggestion boxes, and focus groups, for students, faculty, and staff.
2. Collect and analyze feedback data to identify trends, patterns, and areas for improvement.

3. Share feedback results and analysis with relevant stakeholders, including department heads, faculty committees, and university leadership.
4. Collaborate with stakeholders to develop action plans and initiatives to address identified areas for improvement.
5. Implement improvement initiatives, monitor progress, and evaluate outcomes to ensure effectiveness and impact.

Strategy 3: Recruit and retain high-quality faculty.

Parameters for Objective Attainment:

- Recruitment and retention of qualified, experienced faculty members.
- Development and implementation of faculty development programs.
- Enhancement of faculty diversity, expertise, and engagement.

Task and Outcome:

Task: Develop recruitment strategies, offer competitive compensation and benefits, and provide professional development opportunities to attract and retain high-quality faculty.

Outcome Increased faculty satisfaction and retention, improved teaching and research quality, and enhanced academic reputation.

Action Plan

1. Develop targeted recruitment strategies to attract qualified faculty candidates, including advertising positions, attending job fairs, and networking with professional associations.
2. Offer competitive compensation packages, including salary, benefits, research support, and professional development opportunities, to attract and retain top talent.
3. Develop and implement faculty development programs, including workshops, seminars, and mentoring initiatives, to support faculty growth and advancement.
4. Promote a supportive and inclusive work environment that values diversity, equity, and inclusion and encourages faculty engagement and collaboration.
5. Monitor faculty satisfaction, turnover rates, and retention metrics, and adjust recruitment and retention strategies as needed to address emerging challenges and opportunities.

Strategy 4: Offer experiential learning opportunities for practical skills.

Parameters for Objective Attainment:

- Development and implementation of experiential learning programs and initiatives.
- Integration of hands-on learning experiences into the curriculum.
- Enhancement of student practical skills, knowledge, and competencies.

Task and Outcome:

Task: Develop and implement experiential learning programs, internships, and projects to provide students with practical skills and real-world experience.

Outcome: Increased student engagement, motivation, and employability, and improved learning outcomes and career readiness.

Action Plan:

1. Identify opportunities for experiential learning, including internships, co-op programs, service-learning projects, and industry partnerships, aligned with academic programs and career pathways.
2. Develop partnerships and collaborations with industry, government agencies, non-profits, and community organizations to provide students with diverse experiential learning opportunities.
3. Integrate experiential learning experiences into the curriculum, including hands-on projects, case studies, simulations, and field trips, to enhance student learning and engagement.
4. Provide support and guidance to students participating in experiential learning activities, including mentorship, supervision, and reflection opportunities to maximize learning outcomes and personal growth.
5. Evaluate the effectiveness of experiential learning programs and initiatives through student feedback, assessments, and outcome measures, and make adjustments as needed to optimize impact and relevance.

Strategy 5: Implement continuous improvement processes based on data-driven decisions.

Parameters for Objective Attainment:

- Implementation of data-driven decision-making processes.
- Regular monitoring, evaluation, and adjustment of strategies and initiatives.
- Continuous improvement in institutional effectiveness and efficiency.

Task and Outcome:

Task: Develop and implement data-driven decision-making processes, establish performance metrics, and monitor progress and outcomes.

Outcome: Enhanced institutional effectiveness, efficiency, and responsiveness to changing needs and priorities.

Action Plan:

1. Develop a framework for data collection, analysis, and reporting to inform decision-making at all levels of the organization.
2. Identify key performance indicators (KPIs) and metrics to measure progress and success in achieving strategic objectives and goals.
3. Establish mechanisms for regular monitoring, evaluation, and review of performance data and outcomes against established benchmarks and targets.
4. Analyse performance data to identify trends, patterns, and areas for improvement, and use findings to inform strategic planning and decision-making.
5. Implement continuous improvement initiatives and interventions based on data-driven insights and recommendations, and monitor their impact and effectiveness over time.





Quest for Excellence”

SHRI GURU RAM RAI UNIVERSITY

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