



**ATLAS**  
SKILLTECH  
UNIVERSITY

**ISDI**

**ISME**

**uGDx**



# STRATEGIC PERSPECTIVE PLAN VISION 2031

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## **1. EXECUTIVE SUMMARY**

ATLAS SkillTech University, India's first new-age urban multidisciplinary university, is committed to redefining higher education with a focus on Design & Innovation, Management & Entrepreneurship, and Digital Technology. Located in Mumbai, ATLAS aims to shape the future leaders of Industry 4.0 through a holistic, interdisciplinary, and industry-integrated education model.

### **Vision:**

To create leaders of the future, equipped with the skills of tomorrow

### **Mission:**

To empower learners with 21st century skills and transdisciplinary knowledge to excel in Industry 4.0

### **A) Strategic Goals:**

#### **1. Academic Excellence:**

- Develop rigorous and innovative curricula across its schools.
- Recruit and retain top-tier faculty with global recognition and industry expertise.
- Promote a research-driven environment encouraging faculty and student research projects.

#### **2. Interdisciplinary and Experiential Learning:**

- Integrate interdisciplinary courses and projects to provide holistic education.
- Enhance learning through industry-integrated experiential education, including internships, live projects, and corporate mentorship.

#### **3. Global Collaborations:**

- Partner with leading international universities for student exchange programs, collaborative research, and dual-degree opportunities.
- Facilitate global exposure through study tours, international internships, and participation in global competitions.

#### **4. Industry Engagement:**

- Build strong ties with industry leaders to ensure the curricula to remain relevant and up-to-date with market demands.
- Organize regular industry workshops, guest lectures, and networking events to bridge the gap between academia and industry.

#### **5. Infrastructure and Technology:**

- Invest in state-of-the-art infrastructure, including modern classrooms, advanced labs, brainstorming and collaborative spaces.
- Leverage digital technology to enhance learning experiences, including virtual labs and online resources.

### **B) Implementation Plan:**

#### **1. Phase 1 (Year 1-2):**

- Establish foundational programs and recruit key faculty.
- Develop initial industry partnerships and introduce experiential learning.
- Initiate first round of global collaborations and exchange programs.

#### **2. Phase 2 (Year 3-5):**

- Expand program offerings and interdisciplinary courses.
- Strengthen industry ties through expanded internship and mentorship programs.
- Fortify collaborative activities through internationalisation.
- Requisite MOU's with Universities and Industries
- Increase research output and participation in international conferences.

#### **3. Phase 3 (Year 6-10):**

- Achieve global recognition through top rankings and accreditations.
- Launch additional global partnerships and dual-degree programs.
- Establish ATLAS as a hub for innovation and entrepreneurship in the region.

### **C) Expected Outcomes:**

- Graduates who are industry-ready with strong interdisciplinary knowledge and practical skills.
- Enhanced reputation as a leading institution in higher education, attracting top talent globally.
- Significant contributions to research and innovation, addressing current and future global challenges.
- Strong alumni network actively engaged in driving change and innovation across industries.
- Become most preferred Skilltech education provider

ATLAS SkillTech University is poised to transform higher education in India by combining academic excellence with practical relevance, fostering a culture of innovation and collaboration. Through its strategic perspective plan, ATLAS aims to prepare students for leadership in the dynamic global landscape of Industry, making a significant impact on society and the economy.

### **1.1 SWOC Analysis**

Conducting a SWOC analysis helps ATLAS SkillTech University identify its internal strengths and weaknesses, as well as external opportunities and challenges. This analysis is significant for several reasons like strategic planning, resource mobilization & allocation, identifying the competitive advantage and the area for continuous improvement.

#### **A. Strengths:**

- ATLAS SKILLTECH UNIVERSITY has been established as a new age University, to enable employability, entrepreneurship and innovation in all programs
- The University has a strong management and leadership team with prior experience of operationalizing Universities and developing policies in the field of education with an extensively experienced Corporate advisory board to translate its vision into action
- Strategically located in the heart of Mumbai, India's financial and commercial capital adding to student experiences and outcomes

- State of the art modern campus with the latest technology fueling both creativity innovation and entrepreneurship
- The Curriculum offered is comprehensive and interdisciplinary which has been developed in collaboration with Industry mentors and partners
- High calibre faculty with their individual experiences in respective industries and in education providing valuable insights and mentorships to students
- Bridging the gap between academia and industry through Professors of Practice, Visiting Corporate Faculty and speakers, Live Projects with Industry Partners and Placement opportunities
- Design ecosystem to inspire the creative sectors of the economy through skill building, practical learning and user led research
- Entrepreneurship ecosystem to support aspiring entrepreneurs through mentorship, access to industry experts, funding and networking opportunities
- Technology ecosystem to leverage the use of traditional thoughts and practices coupled with the use of latest tools and techniques of ICT
- A student environment conducive to globally benchmarked teaching pedagogies coupled with research proficiency
- Access to Global Academic and research collaborations through strong relationships with International Universities
- Vibrant student empowered societies, clubs and events giving students a holistic approach to education
- Importance of Sustainability and Environment with a focus area of creating Socially Responsible Youth driving education with a purpose.
- The University is among the pioneering Institutions in India to introduce the Professor of Practice bringing Industry Expertise directly into the classrooms.

**B. Weaknesses:**

- Relatively younger University at nascent stage
- Alumni base is yet growing and majority are in starting phase of their job hence; their contribution towards the university in skills and funds is limited

### **C. Opportunities:**

- **Industry-Academia Collaboration:** Being in a corporate hub allows the university to establish strong ties with industries, facilitating research partnerships, internships, and real-world problem-solving projects for students.
- **Talent Pipeline:** The university can act as a direct talent pipeline for surrounding corporations, offering specialized courses and certifications that align with industry needs.
- **International Exposure and Collaboration:** With MOUs with international universities, there are opportunities for student exchange programs, dual degrees, collaborative research projects, and joint conferences, providing students and faculty with global perspectives.
- **Corporate-Sponsored Programs:** Corporations may sponsor specific programs, scholarships, and research initiatives, especially in areas like business management, technology, and innovation that align with their operational needs.
- **Executive Education and Corporate Training:** The proximity to corporate headquarters presents an opportunity to offer executive education, leadership development programs, and corporate training sessions tailored to upskilling industry professionals.
- **Incubation and Start-Up Ecosystem:** The university can establish incubation centers and entrepreneurship cells, leveraging corporate mentors and funding, creating a robust start-up ecosystem within the university.
- **Applied Research and Innovation:** Strong industry connections can lead to collaborative applied research opportunities, leading to patents, innovations, and commercialization of academic research.
- **Consulting and Advisory Roles:** Faculty and students can engage in consultancy for corporations, providing research, insights, and strategic advisory based on academic expertise.



- **Global Curriculum Development:** The international MOUs provide opportunities to create a globally aligned curriculum, integrating best practices from multiple countries, enhancing the university's appeal to international students and faculty.

#### **D. Challenges:**

- Being a new university, there is a small alumni base, Alumni are critical for fundraising, mentorship programs, and industry connections.
- Restrictions by regulating bodies for partnering with international universities for joint programs, student exchange, and collaborative research.
- Striking the right balance between adopting new educational methods (such as interdisciplinary studies, project-based learning, or competency-based education) and respecting traditional approaches poses a challenge sometimes for the University
- One major challenge is encouraging students from diverse academic backgrounds to embrace entrepreneurship. To overcome this, the university launches workshops, mentoring sessions, and hands- on training to highlight the importance of entrepreneurial thinking.

### **1.2 Integration of NEP 2020**

The National Education Policy (NEP) 2020 has been integrated into the perspective plan of the university through several key strategies that align with the policy's goals of holistic, flexible, multidisciplinary education and skill development. The key areas integrated from NEP 2020 are:

1. **Multidisciplinary Education:** The University promotes interdisciplinary learning by offering programs that blend design, film & animation, media & advertising, management and entrepreneurship. This approach encourages students to develop a diverse skill set and adapt to various industry demands.
2. **Academic Flexibility:** The University provides flexible curricular structures, allowing students to choose courses across disciplines, pursue minors, and engage in cross-

disciplinary projects. This flexibility aligns with NEP's emphasis on a broad-based education.

3. **Skill Development:** The University focuses on 21<sup>st</sup> century skills, including critical thinking, problem-solving, communication, and digital literacy. The curriculum incorporates experiential learning, industry projects, and internships to ensure students are job-ready and can lead in the evolving global market.
4. **Industry Collaboration:** The University maintains strong associations with the corporate sector, integrating industry feedback into the curriculum and facilitating practical, hands-on learning experiences. This collaboration ensures the relevance of education and enhances employability.
5. **Global Exposure:** Through international collaborations, student exchange programs, and partnerships with global universities, ATLAS provides students with a global perspective, preparing them for international opportunities and challenges.
6. **Research and Innovation:** Encouraging a research-driven approach, the university supports students and faculty in pursuing innovative projects that address real-world problems. This emphasis on research fosters a culture of curiosity and continuous learning.
7. **Inclusive Education:** ATLAS aligns with NEP 2020's goal of inclusive and equitable education by providing scholarships, financial aid, and support services to students from diverse backgrounds, ensuring that quality education is accessible to all.
8. **Lifelong Learning:** The University promotes lifelong learning through continuous education programs, short courses, and professional development opportunities, enabling learners to upgrade their skills throughout their careers.

By integrating these elements, ATLAS SkillTech University aligns with the vision of NEP 2020, fostering a dynamic, inclusive, and future-ready educational environment.

## 2. STRATEGIC GOALS

Identifying strategic goals is essential for achieving the Perspective Plan for ATLAS SkillTech University because it provides a clear roadmap for the institution's development and growth.

## **2.1 Academic Excellence**

Achieving academic excellence at the University involves a comprehensive approach that includes continuous curriculum updates, robust faculty development initiatives, and fostering a strong culture of research and innovation.

### **A. Academic Enrichment**

**Objective:** To ensure that the curriculum remains cutting-edge, industry-relevant, and aligned with the latest advancements in education and technology.

#### **Action Plan:**

##### **1. Regular Curriculum Review & Update:**

- Bi – annual curriculum review through respective Board of Studies led by the Dean of the schools and comprising faculty, industry experts, and academic advisors as members
- Changes proposed in the curriculum to be get approved by the Academic Council

##### **2. Industry Integration:**

- Incorporate industry insights and emerging trends into the curriculum through partnerships with leading companies.
- Develop industry-aligned courses and modules, including case studies, guest lectures, and practical projects.

##### **3. Multidisciplinary & Interdisciplinary Courses:**

- Introduce multidisciplinary & interdisciplinary courses that integrate Design & Innovation, Management & Entrepreneurship, and Digital Technology.
- Encourage students to take electives outside their major to broaden their knowledge and skill sets.

##### **4. Technology-Enhanced Learning:**

- Utilize advanced digital tools and platforms to deliver interactive and immersive learning experiences.
- Implement virtual labs, simulations, and online resources to complement traditional classroom teaching.

#### **5. Experiential Learning:**

- Embed experiential learning opportunities such as internships, live projects, and fieldwork into the curriculum.
- Collaborate with industry partners to provide hands-on experiences and real-world problem-solving.

#### **6. Academic Flexibility**

- Offer elective courses
- Offer super specialization and dual specializations
- Major (primary specialization) & minor (secondary specialization)
- Offer value added courses and online open courses

#### **7. Monitoring Mechanism:**

- Development of Academic Calendar for ensuring and monitoring the Academic Progress

### **B. Faculty Development Initiatives**

**Objective:** To enhance faculty capabilities to ensure high-quality teaching, research, and mentorship.

#### **Action Plan:**

##### **1. Continuous Professional Development:**

- Organize regular workshops, seminars, and training programs focused on pedagogy, technology integration, and research methods.
- Encourage faculty to participate in national and international conferences, symposia, and academic forums.

##### **2. Research Support:**

- Provide grants and funding opportunities for faculty research projects and publications.

- Establish research centres and labs equipped with state-of-the-art facilities to support innovative research.

### **3. Mentorship and Collaboration:**

- Promote mentorship programs where senior faculty guide and support junior faculty in their academic and professional development.
- Foster collaborative research projects and partnerships with other universities and research institutions.

### **4. Performance Evaluation and Recognition:**

- Implement a comprehensive faculty performance evaluation system that considers teaching effectiveness, research contributions, and service to the university.
- Recognize and reward outstanding faculty achievements through awards, promotions, and incentives.

### **5. Global Exposure:**

- Facilitate faculty exchange programs with international universities to broaden their perspectives and enhance their teaching and research capabilities.
- Encourage faculty to pursue advanced studies, sabbaticals, and joint research projects abroad.

## **C. Research and Innovation Strategies**

**Objective:** To create a vibrant research ecosystem that drives innovation, contributes to knowledge creation and addresses real-world challenges.

### **Action Plan:**

#### **1. Funding and Resources:**

- Secure funding from governmental and non-governmental sources, industry collaborations, and international grants.
- Allocate internal resources, including seed grants, research stipends, and infrastructural support.

#### **2. Research Infrastructure:**

- Develop and maintain advanced research facilities, including specialized centres and collaborative workspaces.

- Provide access to learning resources, cutting-edge technology, software and equipment essential for research activities.

### **3. Collaborative Research:**

- Encourage interdisciplinary research projects involving faculty and students from different departments.
- Establish partnerships with industry, government agencies, and other academic institutions to undertake collaborative research initiatives.

### **4. Publication and Dissemination:**

- Support faculty and students in publishing their research findings in reputable journals, conferences, and other academic forums.
- Organize regular research symposia, workshops, and conferences to showcase research outcomes and facilitate knowledge exchange.

### **5. Innovation and Entrepreneurship:**

- Promote innovation and entrepreneurship through dedicated centres and programs
- Encourage the commercialization of research outcomes and support the development of start-ups

### **6. Research Promotion:**

- Promoting ethical research through the Institutional Ethics Committee, IPR cell & University Research Committee
- Implementation of Research policy including policy for research promotion, research incentives policy, seed money & funded research policy, consultancy & training policy, IPR policy and code of ethics for Research
- Establishment of centre for research for fostering the research culture within the University

By implementing these detailed plans for curriculum updates, faculty development, and research and innovation, ATLAS SkillTech University aims to achieve academic excellence. These initiatives will ensure that the university remains at the forefront of higher education,

providing students with a transformative learning experience and contributing significantly to knowledge creation and societal advancement.

## **2.2 Infrastructure and Resources**

Enhancing the infrastructure and resources at University is pivotal for fostering an environment that supports academic excellence, innovation, and sustainability. This strategic goal encompasses planned physical infrastructure developments, digital infrastructure improvements, and sustainability projects.

### **A. Planned Infrastructure Developments**

**Objective:** To develop state-of-the-art facilities to support academic, teaching- learning, research, curricular and extracurricular activities.

#### **Action Plan:**

##### **1. Academic Buildings:**

- **Modern Classrooms:** Construct classrooms with advanced teaching aids, interactive boards, flexible seating, lecture capturing systems and multimedia capabilities.
- **Specialized Labs:** Develop labs for Design, FinTech & Entrepreneurship
- **Collaborative Spaces:** Create spaces for group work, brainstorming, and interdisciplinary projects, fostering collaboration among students and faculty.

##### **2. Research Centres:**

- **Dedicated Research Facilities:** Establish centres focusing on quality research initiatives
- **Resource mobilization:** Equip this centre with required resources to support innovative research and experimentation.

##### **3. Learning Resources:**

- **Amplify Collections:** Expand the library's physical and digital collections to include a comprehensive range of academic resources.
- **Learning Zones:** Create quiet reading areas, collaborative study spaces, and technology-enabled zones to accommodate diverse learning needs.

- **Indian Knowledge System:** Empower the library collection by adding learning resources pertaining to Indian Knowledge System

#### 4. **Student Amenities:**

- **Recreational Facilities:** Enhance wellness facilities like gyms, yoga centre and student lounges to support physical and mental well-being.
- **Sports Facilities:** Availability of indoor sports facilities and tie ups with Sports clubs for using the outdoor sports facilities

#### 5. **Campus Infrastructure:**

- **Connectivity and Mobility:** Improve campus transportation with pedestrian pathways, and bicycle lanes.
- **Divyangjan friendly campus:** Ensure campus accessibility with ramps, elevators, washrooms and assistive technologies for Divyangjan.

### **B. Digital Infrastructure Improvements**

**Objective:** To leverage digital technologies to enhance academic and administrative processes.

#### **Action Plan:**

##### 1. **Learning Management System (LMS):**

- **Implementation:** Deploy a robust LMS to facilitate online learning, course management, and student-faculty interaction.
- **Training and Support:** Provide training for faculty and students to maximize the use of the LMS and ensure smooth adoption.

##### 2. **Smart Classrooms:**

- **Technological Enhancements:** Equip classrooms with smart boards, high-speed internet, lecture capturing system and video conferencing tools
- **Integration:** Integrate digital tools into the curriculum to enhance teaching and learning experiences.

##### 3. **Digital Libraries and Resources:**

- **E-Resources:** Expand access to e-books, online journals, databases, and multimedia resources.



- **Digital Archives:** Develop digital archives for easy access to e books, documents, research papers, and academic publications.

#### 4. **Administrative Systems:**

- **Automation:** Implement digital systems for administrative tasks such as admissions, scheduling, grading, and student services.
- **Data Analytics:** Use data analytics to improve decision-making, track student performance, and optimize resource allocation.

#### 5. **Cybersecurity:**

- **Infrastructure:** Augment cybersecurity measures to protect sensitive data and ensure the integrity of digital infrastructure.
- **Awareness:** Conduct regular training sessions to raise awareness about cybersecurity best practices among faculty, staff, and students.

### C. **Sustainable Campus**

**Objective:** To promote sustainability through eco-friendly practices and infrastructure developments.

#### **Action Plan:**

##### 1. **Energy Management:**

- **Renewable Energy:** Install solar panels and other green energy sources.
- **Energy Efficiency:** Implement energy-efficient lighting and cooling systems across campus.

##### 2. **Water Conservation:**

- **Rainwater Harvesting:** Install rainwater harvesting systems to collect and reuse rainwater for non-potable uses.
- **Water-Efficient Fixtures:** Use water-efficient fixtures and appliances to reduce water consumption.

##### 3. **Waste Management:**

- **Recycling Programs:** Establish comprehensive recycling programs for paper, plastics, electronics, and other recyclable materials.

- **Waste Reduction:** Implement initiatives to reduce waste generation, such as composting organic waste and minimizing single-use plastics.

By implementing these detailed plans for infrastructure developments, digital infrastructure improvements, and sustainability practices, the University aims to create a modern, efficient, and eco-friendly campus. These initiatives will support academic excellence, foster innovation, and ensure a sustainable future for the university community.

## **2.3 Industry Integration**

Integrating industry insights and experiences into the academic framework is crucial for ensuring that students at ATLAS SkillTech University are well-prepared for the workforce. This strategic goal focuses on developing strong industry partnerships, establishing advisory boards, and offering corporate training programs.

### **A. Developing Strong Industry Partnerships**

**Objective:** To build and maintain robust relationships with leading industries to enhance curriculum relevance, provide practical experience, and create internship & job opportunities for students.

#### **Action Plan:**

##### **1. Industry Collaboration Projects:**

- **Capstone Projects:** Partner with industries to provide real-world projects for students, enabling them to apply theoretical knowledge in practical settings.
- **Joint Research Initiatives:** Collaborate with industry partners on research projects that address current challenges and drive innovation.

##### **2. Internships:**

- **Structured Internships:** Develop structured internship programs with industry partners, ensuring students gain hands-on experience and valuable industry exposure.

##### **3. Industry-Academia Events:**

- **Industry Seminars and Workshops:** Organize regular seminars, workshops, and guest lectures by industry leaders to keep students and faculty updated on industry trends and practices.
- **Hackathons and Competitions:** Host hackathons and competitions in collaboration with industry partners to encourage innovation and practical problem-solving.

#### 4. **Sponsored Labs and Centres:**

- **Industry-Sponsored Labs:** Establish labs and research centres sponsored by industry partners, equipped with the latest technology and tools.
- **Innovation Hubs:** Create innovation hubs where students and industry professionals can collaborate on developing new technologies and solutions.

## **B. Establishing Advisory Boards**

**Objective:** To form advisory boards with industry experts to provide strategic guidance, ensure curriculum relevance, and foster stronger industry connections.

### **Action Plan:**

#### 1. **Formation of Advisory Boards:**

- Establish a university wide advisory board comprising of industry leaders, entrepreneurs and academic experts.
- The advisory board should recommend emerging interdisciplinary fields and their opportunities for creating globally competitive manpower
- Understanding Industry Trends & bridging the Industry-Academia skill gap

#### 2. **Regular Meetings and Consultations:**

- **Bi-Annual Meetings:** Schedule bi-annual meetings with the board members to review curriculum, discuss industry trends, and identify collaboration opportunities.
- **Consultation Sessions:** Organize consultation sessions with advisory board members to seek their input on strategic initiatives and academic programs.

### 3. Curriculum Development and Review:

- **Curriculum Input:** Involve advisory board members in the curriculum development process to ensure it aligns with industry needs and standards.
- **Feedback Mechanism:** Establish a feedback mechanism for advisory board members to provide continuous input and suggestions for curriculum improvement.

### 4. Strategic Planning:

- **Long-Term Goals:** Collaborate with advisory boards to set long-term goals and strategies for the university's growth and industry integration.
- **Performance Metrics:** Develop performance metrics to evaluate the effectiveness of industry integration initiatives and make necessary adjustments.

By focusing on developing strong industry partnerships, establishing advisory boards, and offering corporate training programs, ATLAS SkillTech University aims to create a dynamic and industry-integrated learning environment. These initiatives will ensure that students are well-prepared for their careers, foster innovation, and strengthen the university's ties with the corporate world.

## 2.4 Global Collaborations

Building strong international partnerships and facilitating global exposure for students and faculty are essential for the University to achieve its vision of becoming a globally recognized institution. This strategic goal outlines strategies for establishing international collaborations and promoting global experiences.

### A. Building International Partnerships

**Objective:** To establish and strengthen relationships with leading global institutions to enhance academic programs, research opportunities, and cultural exchange.

## **Action Plan:**

### **1. Academic Partnerships:**

- **Collaborative Linkages:** Sign Memorandum of Understanding (MoUs) with top universities and research institutions worldwide to facilitate student and faculty exchanges, joint research, and dual-degree programs.
- **Collaborative Programs:** Develop joint degree and certificate programs with international partners, allowing students to earn credits and degrees from both institutions.

### **2. Research Collaborations:**

- **Joint Research Projects:** Initiate joint research projects with international universities and research centers, focusing on global challenges and interdisciplinary topics.

### **3. Exchange Programs:**

- **Student Exchange:** Establish student exchange programs that allow students to study abroad for a semester or academic year, gaining global perspectives and experience.
- **Faculty Exchange:** Implement faculty exchange programs to enable faculty members to teach, conduct research, and collaborate with international peers.

### **4. Global Conferences and Workshops:**

- **Host International Events:** Organize international conferences, workshops, and symposia at ATLAS SkillTech University, attracting global experts and fostering knowledge exchange.
- **Participation in Global Forums:** Encourage faculty and students to participate in international academic forums, presenting their research and networking with global peers.

## **B. Facilitating Global Exposure for Students and Faculty**

**Objective:** To provide opportunities for students and faculty to gain international experience, enhancing their global competence and cross-cultural understanding.

### **Action Plans:**

#### **1. International Masters Progression:**

- **Semester Abroad:** Offer semester-long study abroad programs with partner universities, allowing students to immerse themselves in different academic and cultural environments.
- **Short-Term Programs:** Develop short-term study tours, summer schools, and cultural immersion experiences in various countries.
- **Sessions on global competitive exams** like GRE , TOEFL & ILETS.

#### **2. International Internships:**

- **Global Internship Placements:** Partner with multinational companies and organizations to provide international internship opportunities for students.
- **Support and Funding:** Offer scholarships and financial support to students undertaking international internships.

#### **3. Global Learning Modules / Global Citizenship related courses:**

- **International Curriculum:** Integrate global perspectives into the curriculum through courses on international business, global challenges, and cross-cultural communication.

#### **4. Faculty Development Programs:**

- **Sabbaticals and Fellowships:** Offer sabbatical leaves and research fellowships for faculty to work with international institutions and conduct collaborative research.
- **Professional Development:** Provide funding and support for faculty to attend international conferences, workshops, and training programs.

#### **5. International Guest Speakers and Visiting Professors:**

- **Guest Lectures:** Invite renowned international scholars and industry leaders as guest speakers to share their expertise with students and faculty.

- **Visiting Professorships:** Establish visiting professorship programs to bring distinguished global academics to teach and conduct research at ATLAS SkillTech University.

#### **6. Virtual Global Classrooms:**

- **Online Collaborations:** Use digital platforms to create virtual classrooms where students and faculty can collaborate with peers from international partner institutions.
- **Global Case Studies:** Incorporate global case studies and projects into the curriculum, enabling students to work on real-world problems with international counterparts.

#### **7. Global Education Fair:**

- **Global Education Fair:** For facilitating the master's progression through partnered Universities.

By implementing these strategies for building international partnerships and facilitating global exposure for students and faculty, the university aims to create a vibrant, globally connected academic community. These initiatives will enhance the university's reputation, broaden the horizons of its students and faculty, and contribute to the development of global leaders and innovators.

## **2.5 Student Development**

Enhancing student development at the University involves comprehensive initiatives focused on skill development, robust student support services, and strengthening the alumni network. These efforts are crucial for ensuring that students are well-prepared for their future careers and remain connected to the university after graduation.

### **A. Initiatives for Enhancing Skill Development**

**Objective:** To equip students with the necessary skills and competencies to excel in their chosen fields and adapt to the evolving job market.

#### **Action Plan:**

##### **1. Skill Development Programs:**

- **Workshops and Bootcamps:** Organize regular workshops and camps on essential skills such as coding, design thinking, data analytics, digital marketing, and entrepreneurship.
- **Soft Skills Training:** Provide training in communication, leadership, teamwork, critical thinking, and problem-solving.

## 2. **Certification Courses:**

- **Professional Certifications:** Offer certification courses in collaboration with industry leaders, covering areas like project management, cybersecurity, and financial modelling.
- **Online Learning Platforms:** Partner with online learning platforms to provide access to a wide range of courses and certifications.

## 3. **Industry Projects and Internships:**

- **Capstone Projects:** Integrate industry-sponsored capstone projects into the curriculum, allowing students to work on real-world challenges.
- **Internship Programs:** Facilitate internships with top companies, providing students with practical experience and exposure to industry practices.

## 4. **Entrepreneurship Support:**

- **Start-up Incubation:** Establish an incubation centre to support student start-ups with mentorship, funding, and resources.
- **Entrepreneurship Programs:** Offer entrepreneurship related elective courses and workshops to inspire and guide aspiring entrepreneurs.

## 5. **Technology and Innovation Labs:**

- **Innovation Labs:** Create labs equipped with the latest technology to foster innovation and experimentation.
- **Hackathons and Competitions:** Organize hackathons and competitions to encourage creativity and problem-solving.

## **B. Providing Robust Student Support Services**

**Objective:** To ensure that students receive comprehensive support throughout their academic journey, addressing their academic, emotional, and career-related needs.



## **Action Plan:**

### **1. Academic Support:**

- **Tutoring and Mentoring:** Provide tutoring services and peer mentoring programs to help students with academic challenges.
- **Study Groups:** Facilitate the formation of study groups and collaborative learning communities.
- **Formulation & Implementation of Learner advancement policy:**

### **2. Career Services:**

- **Career Counseling:** Offer career counselling and guidance to help students identify their career goals and develop career plans.
- **Job Placement Assistance:** Establish a dedicated placement cell to assist students with job search, resume building, and interview preparation.
- **Industry Networking:** Organize career fairs, networking events, and company visits to connect students with potential employers.

### **3. Mental Health and Wellbeing:**

- **Counseling Services:** Provide access to professional counselling services for mental health support and stress management.
- **Wellbeing Programs:** Offer workshops and programs focused on physical health, mindfulness, and overall wellbeing.

### **4. Financial Support:**

- **Scholarships and Grants:** Offer scholarships, grants, and financial aid to support students from diverse backgrounds.
- **Work-Study Programs:** Implement work-study programs that allow students to earn while they learn.

### **5. Student Life and Engagement:**

- **Clubs and Societies:** Encourage participation in student clubs, societies, and organizations to foster a vibrant campus life.
- **Cultural and Sports Activities:** Organize cultural events, sports competitions, and recreational activities to promote holistic development.

### **C. Strengthening the Alumni Network**

**Objective:** To build a strong and engaged alumni network that supports current students, fosters lifelong connections, and contributes to the university's growth.

#### **Action Plan:**

##### **1. Alumni Association:**

- **Dedicated Office:** Establish a dedicated alumni relations office to manage alumni engagement activities and communications.
- **Alumni Database:** Maintain a comprehensive and updated database of alumni contact information and career progress.
- **Registered Alumni Association:** Register the Alumni Association under Charity Commissioner

##### **2. Alumni Engagement:**

- **Homecoming & Events:** Organize regular alumni reunions, networking events, and webinars to keep alumni connected with the university and each other.
- **Alumni Mentorship:** Launch an alumni mentorship program where alumni can provide guidance and support to current students.

##### **3. Alumni Contributions:**

- **Guest Lectures and Workshops:** Invite successful alumni to conduct guest lectures, workshops, and seminars.
- **Advisory Roles:** Involve alumni in advisory boards and committees to leverage their expertise and insights.

##### **4. Fundraising through Alumni:**

- **Fundraising Campaigns:** Initiate fundraising campaigns and encourage alumni contributions to support scholarships, infrastructure projects, and other university initiatives.
- **Endowments and Scholarships:** Establish endowments and named scholarships funded by alumni donations.

#### 5. **Alumni Career Support:**

- **Career Services for Alumni:** Provide ongoing career support and professional development resources for alumni.
- **Alumni Job Portal:** Create an exclusive job portal for alumni to explore career opportunities and connect with potential employers.

#### 6. **Internships & job opportunities:**

- **Alumni to contribution** to be seek in offering the internship & placement opportunities in long term

#### 7. **Lifelong learning**

- **Executive Education Programs:** Facilitate the lifelong learning for Alumni by offering the Executive Education Programs

By implementing these initiatives for enhancing skill development, providing robust student support services, and strengthening the alumni network, the university aims to foster a supportive and dynamic environment for student growth and success. These efforts will ensure that students are well-prepared for their careers, supported throughout their academic journey, and connected to a vibrant alumni community.

### 2.6 Community Engagement

Engaging with the community through social responsibility, local collaborations, and outreach activities is vital for any University. These initiatives help the university to contribute positively to society, foster meaningful relationships, and provide students with valuable real-world experiences.

#### A. **Social Responsibility Cell**

**Objective:** To promote social responsibility among students, faculty, and staff through initiatives that address societal challenges and contribute to the well-being of the community.

## **Action Plan:**

### **1. Community Service Programs:**

- **Volunteering Opportunities:** Organize regular volunteer opportunities for students, faculty, and staff to participate in community service projects such as tutoring, food drives, and environmental clean-ups.
- **Service-Learning Courses:** Integrate service-learning into the curriculum, allowing students to earn academic credit while engaging in community service.

### **2. Social Impact Projects:**

- **Capstone Projects:** Encourage students to undertake capstone projects that address local social issues, providing practical solutions and benefiting the community.
- **Collaborations with NGOs:** Partner with non-governmental organizations (NGOs) to support social impact initiatives and provide students with hands-on experience in social work.

### **3. Awareness Campaigns:**

- **Public Health Initiatives:** Conduct awareness campaigns on public health issues such as mental health, sanitation, and disease prevention.
- **Sustainability Campaigns:** Promote sustainability through campaigns focused on waste reduction, energy conservation, and sustainable living practices.

### **4. Inclusion and Diversity Initiatives:**

- **Inclusive Education:** Develop initiatives to support the education of underprivileged and marginalized communities.
- **Diversity Workshops:** Organize workshops and seminars to promote diversity, equity, and inclusion within the university and the broader community.

## **B. Local Collaborations**

**Objective:** Build strong relationships with local businesses, government agencies, and community organizations to enhance the university's impact and provide students with local engagement opportunities.

**Action Plan:****1. Partnerships with Local Businesses and Government:**

- **Internship Programs:** Collaborate with local businesses to create internship opportunities for students, providing practical experience and strengthening local industry ties.
- **Joint Research Projects:** Partner with local businesses on research projects that address regional challenges and drive economic development.

**2. Community Development Projects:**

- **Urban Renewal Initiatives:** Participate in urban renewal projects to improve local infrastructure, housing, and public spaces.
- **Educational Outreach:** Collaborate with local schools to enhance educational programs, provide mentorship, and offer resources for teachers and students.

**C. Outreach Activities**

**Objective:** To extend the university's reach and influence through outreach activities that benefit the community, raise awareness about university programs.

**Action Plan:****1. Educational Outreach Programs:**

- **Workshops and Seminars:** Offer free or low-cost workshops, seminars, and courses to the community on topics such as digital literacy, entrepreneurship, and career development.
- **Open Campus Days:** Host open campus days where community members can visit the university, attend lectures, and learn about educational opportunities.

**2. Health and Wellness Initiatives:**

- **Health Camps:** Organize health camps and free medical check-up drives in collaboration with local healthcare providers.
- **Fitness Programs:** Provide fitness programs and recreational activities for community members to promote physical health and well-being.

### 3. **Youth Engagement:**

- **Youth Leadership Programs:** Develop programs to engage local youth in leadership development, skill-building workshops, and mentorship opportunities.

### 4. **Public Lectures and Speaker Series:**

- **Distinguished Speaker Series:** Invite renowned speakers to deliver public lectures on topics of societal importance, open to students and community members.
- **Panel Discussions:** Host panel discussions on current issues involving experts from academia, industry, and the community.

### 5. **Community Advisory Board:**

- **Formation of Board:** Establish a community advisory board consisting of local leaders, business owners, and community representatives to provide input and guidance on university-community engagement initiatives.
- **Regular Meetings:** Hold regular meetings with the advisory board to discuss community needs, evaluate ongoing projects, and plan future initiatives.

By implementing these programs aimed at social responsibility, local collaborations, and outreach activities, the university aims to strengthen its ties with the community and contribute positively to societal development. These initiatives will not only benefit the community but also provide students with valuable experiences, fostering a sense of responsibility and civic engagement.

## 2.7 **Financial Sustainability**

Achieving financial sustainability is crucial for ATLAS SkillTech University to ensure long-term stability and growth. This strategic goal focuses on diversifying revenue streams, providing scholarships, and managing costs efficiently.

## **A. Diversifying Revenue Streams**

**Objective:** Develop multiple sources of revenue to reduce reliance on tuition fees and ensure financial stability.

### **Action Plan:**

#### **1. Corporate Partnerships and Sponsorships:**

- **Industry Sponsorships:** Secure sponsorships from industry partners for research projects, academic programs, and campus events.
- **Corporate Collaborations:** Develop collaborations with companies for funding, internships, and joint research initiatives.

#### **2. Continuing Education and Professional Development:**

- **Executive Education Programs:** Offer executive education and professional development programs for working professionals, generating additional revenue.
- **Certification Courses:** Provide industry-recognized certification courses and workshops in emerging fields.

#### **3. Research Grants and Contracts:**

- **Grant Applications:** Apply for research grants from government agencies, foundations, and international organizations.
- **Industry Contracts:** Engage in research contracts with industry partners to address specific challenges and secure funding.

#### **4. Alumni Contributions and Fundraising:**

- **Alumni Giving Campaigns:** Launch fundraising campaigns to encourage alumni donations and contributions.
- **Endowments:** Develop strategies to secure and establish endowments to support scholarships and university initiatives.

#### **5. Online and Distance Learning:**

- **Online Programs:** Expand online and distance learning programs to reach a broader audience and generate additional income.

- **Global Reach:** Market online programs internationally to attract students from around the world.

## **B. Providing Scholarships**

**Objective:** Offer financial support to students to ensure access to education and attract talented individuals while managing the scholarship budget effectively.

### **Action Plan:**

#### **1. Various types of Scholarships & Financial aid**

- Offer various kinds of Merit-Based Scholarship, Need-Based Scholarships, Industry Readiness Support, Educators Scholarship, Defence Scholarship, Sports Scholarship, Bright Mind Scholarship, Tuition Fee Waiver

#### **2. Scholarship Endowments:**

- **Endowment Funds:** Create scholarship endowment funds through alumni contributions and corporate sponsorships to ensure long-term sustainability of scholarships.
- **Named Scholarships:** Offer named scholarships in honor of significant donors, alumni, or influential figures.

#### **3. Partnerships for Scholarships:**

- **Corporate Scholarships:** Partner with corporations to offer scholarships for students pursuing careers in specific fields relevant to the company.
- **Government and NGO Grants:** Apply for scholarships and grants provided by government agencies and non-governmental organizations (NGOs).

#### **4. Scholarship Administration:**

- **Efficient Management:** Implement efficient scholarship administration processes to ensure timely disbursement and effective monitoring of funds.
- **Transparency:** Maintain transparency in scholarship selection and distribution to build trust with students and donors.



### C. Managing Costs Efficiently

**Objective:** Optimize resource allocation and manage costs effectively to maintain financial health and operational efficiency.

**Action Plan:**

**1. Budget Planning and Monitoring:**

- **Annual Budget:** Develop an annual budget with clear financial targets and allocate resources based on priorities and strategic goals.
- **Regular Monitoring:** Implement regular financial monitoring and reporting to track budget performance and identify areas for cost control.

**2. Operational Efficiency:**

- **Process Optimization:** Streamline administrative and operational processes to reduce redundancy and improve efficiency.
- **Technology Integration:** Invest in technology solutions that automate processes and reduce operational costs.

**3. Cost Management Initiatives:**

- **Expense Reviews:** Conduct regular expense reviews to identify and eliminate unnecessary expenditures.
- **Vendor Management:** Negotiate with vendors for better rates and terms, and explore opportunities for bulk purchasing to reduce costs.

**4. Energy and Resource Efficiency:**

- **Sustainable Practices:** Implement energy-efficient practices and sustainable resource management to lower utility costs and environmental impact.
- **Green Building Initiatives:** Invest in green building technologies and retrofits to enhance energy efficiency and reduce long-term costs.

**5. Staffing and Human Resources:**

- **Manpower Planning:** Optimize staffing levels and manage human resources effectively to balance workload and control labor costs.
- **Professional Development:** Invest in staff training and development to improve productivity and reduce turnover.

## 6. Financial Risk Management:

- **Risk Assessment:** Conduct regular risk assessments to identify potential financial risks and develop mitigation strategies.
- **Contingency Funds:** Establish contingency funds to address unforeseen financial challenges and ensure stability.

## 7. Resource Mobilization Policy:

- Formation and implementation of the Resource Mobilization Policy

By diversifying revenue streams, providing scholarships, and managing costs efficiently, the university aims to achieve financial sustainability and support its strategic goals. These initiatives will ensure the university's long-term stability, enhance its ability to offer high-quality education, and contribute to its growth and success.

## 2.8 Governance and Leadership

A robust governance structure, effective leadership development programs, and continuous improvement practices are essential for the success and sustainability of the university. This strategic goal focuses on establishing a strong governance framework, fostering leadership skills, and implementing practices for ongoing enhancement.

### A. Governance Structure

**Objective:** To create a transparent and effective governance structure that ensures accountability, strategic decision-making, and operational efficiency.

#### **Action Plan:**

### 1. Frame the Organization Chart:

- Formulate the organization chart to define the hierarchy of the authorities as directed by the University ACT, Statutes and Ordinances

### 2. Define Roles and Responsibilities:

- **Clear Roles:** Clearly define the roles and responsibilities of each authority to ensure accountability and effective decision-making.

- **Delegation of Authority:** Develop a system for delegating authority and decision-making to appropriate levels within the university.
- 3. **Policy Development:**
  - **Policies:** Develop and implement policies for governance and key practices
  - **Regular Review:** Regularly review and update governance policies to adapt to changing needs and best practices.
- 4. **Compliance and Accountability:**
  - **Regulatory Compliance:** Ensure compliance with relevant regulations, accreditation standards, and legal requirements.
  - **Accountability Mechanisms:** Implement mechanisms for monitoring performance, addressing grievances, and ensuring accountability at all levels.
- 5. **Stakeholder Engagement:**
  - **Communication Channels:** Establish effective communication channels between governance bodies, faculty, staff, students, and external stakeholders.
  - **Feedback Mechanisms:** Create feedback mechanisms to gather input from stakeholders and incorporate it into decision-making processes.

## **B. Leadership Development Programs**

**Objective:** To develop and support effective leaders within the university to drive strategic goals and foster a culture of excellence and innovation.

### **Action Plan:**

1. **Leadership Training and Workshops:**
  - **Executive Development:** Offer executive development programs for senior leaders to enhance strategic thinking, decision-making, and management skills.
  - **Leadership Workshops:** Conduct workshops and seminars focused on leadership skills, team building, and change management.
2. **Mentorship and Coaching:**

- **Mentorship Programs:** Establish mentorship programs pairing experienced leaders with emerging leaders to provide guidance, support, and career development.
- **Coaching Services:** Provide individual coaching services to help leaders address specific challenges and enhance their leadership capabilities.

### 3. **Leadership Succession Planning:**

- **Succession Plans:** Develop succession plans to ensure a smooth transition of leadership roles and continuity in key positions.
- **Talent Development:** Identify and develop high-potential individuals for future leadership roles through targeted training and development programs.

### 4. **Leadership Evaluation and Feedback:**

- **Performance Reviews:** Implement regular performance reviews for leaders to assess their effectiveness and provide constructive feedback.

### 5. **Recognition and Rewards:**

- **Recognition Programs:** Establish recognition programs to celebrate and reward outstanding leadership and contributions to the university.

## **C. Continuous Improvement Practices**

**Objective:** To implement practices for continuous improvement to enhance the university's operations, academic quality, and overall effectiveness.

### **Action Plan:**

#### 1. **Quality Assurance and Assessment:**

- **Regular Audits:** Conduct regular audits of academic programs, administrative processes, university initiatives and financial management to identify areas for improvement.
- **Assessment Frameworks:** Develop assessment frameworks to evaluate the effectiveness of programs and initiatives, using data-driven approaches.

#### 2. **Feedback and Improvement Cycles:**

- **Feedback Collection:** Gather feedback from students, faculty, staff, and other stakeholders through surveys, focus groups, and suggestion boxes.

- **Continuous Improvement:** Use feedback to drive continuous improvement initiatives, addressing identified issues and enhancing overall quality.

### 3. Innovation and Best Practices:

- **Innovation Culture:** Foster a culture of innovation by encouraging experimentation and the adoption of new approaches and technologies.
- **Best Practices:** Benchmark against best practices in higher education and implement strategies that align with proven success factors.

### 4. Training and Development:

- **Professional Development:** Provide ongoing professional development opportunities for faculty and staff to enhance their skills and knowledge.
- **Training Programs:** Develop and deliver training programs focused on emerging trends, technologies, and best practices in higher education.

### 5. Change Management:

- **Change Strategies:** Develop strategies for managing change effectively, including communication plans, stakeholder engagement, and support mechanisms.
- **Adaptability:** Promote adaptability and resilience within the university to respond effectively to evolving challenges and opportunities.

By establishing a strong governance structure, implementing effective leadership development programs, and embracing continuous improvement practices, the university will enhance its operational efficiency, strategic effectiveness, and overall impact. These efforts will ensure that the university remains agile, innovative, and well-positioned to achieve its long-term goals.

## 3. IMPLEMENTATION TIMELINE

This detailed timeline ensures that the university can effectively implement its perspective plan, monitor progress, and adapt as needed to achieve its strategic goals.

Sr. No.	Strategic Goal	Short Term ( 1-2 Years )	Mid Term ( 3- 5 Years )	Long Term ( 6-10 Years )
1	Academic Excellence	<ul style="list-style-type: none"> <li>• <b>Academic Enrichment:</b> Begin updating curriculum to integrate industry trends.</li> <li>• <b>Faculty Development Initiatives:</b> Start faculty training and development programs.</li> <li>• <b>Initial Research Focus:</b> Identify key areas for research and innovation.</li> </ul>	<ul style="list-style-type: none"> <li>• <b>Implement Curriculum Updates:</b> Roll out updated curriculum across programs.</li> <li>• <b>Expand Faculty Development:</b> Continue and expand faculty training and research opportunities.</li> <li>• <b>Advance Research Initiatives:</b> Launch and scale key research projects.</li> </ul>	<ul style="list-style-type: none"> <li>• <b>Achieve Academic Excellence:</b> Solidify the university's reputation for academic excellence.</li> <li>• <b>Global Research Impact:</b> Ensure research initiatives have a significant global impact.</li> <li>• <b>Curriculum Innovation:</b> Continuously innovate and update the curriculum in response to industry and academic trends.</li> </ul>
2	Infrastructure and Resources	<ul style="list-style-type: none"> <li>• <b>Assess Current Infrastructure:</b> Conduct a detailed assessment of</li> </ul>	<ul style="list-style-type: none"> <li>• <b>Complete Major Upgrades:</b> Complete significant infrastructure</li> </ul>	<ul style="list-style-type: none"> <li>• <b>Sustain Infrastructure Excellence:</b> Maintain and enhance world-</li> </ul>

		<p>existing infrastructure.</p> <ul style="list-style-type: none"> <li>• <b>Plan for Immediate Upgrades:</b> Begin planning and budgeting for immediate upgrades.</li> <li>• <b>Digital Infrastructure:</b> Initiate improvements in digital infrastructure, including IT upgrades</li> </ul>	<p>upgrades and new facilities.</p> <ul style="list-style-type: none"> <li>• <b>Enhance Digital Infrastructure:</b> Fully implement digital infrastructure improvements.</li> <li>• <b>Sustainability Projects:</b> Initiate and develop sustainability projects on campus.</li> </ul>	<p>class infrastructure and resources.</p> <ul style="list-style-type: none"> <li>• <b>Ongoing Digital Innovations:</b> Keep pace with technological advancements and digital innovations.</li> <li>• <b>Long-Term Sustainability:</b> Ensure ongoing sustainability and environmental responsibility.</li> </ul>
3	Industry Integration	<ul style="list-style-type: none"> <li>• <b>Develop Initial Industry Partnerships:</b> Begin forming partnerships with key industry players.</li> <li>• <b>Establish Advisory Boards:</b> Set up industry advisory boards for</li> </ul>	<ul style="list-style-type: none"> <li>• <b>Strengthen Industry Partnerships:</b> Expand and deepen industry partnerships.</li> <li>• <b>Formalize Advisory Boards:</b> Finalize and operationalize advisory boards.</li> </ul>	<ul style="list-style-type: none"> <li>• <b>Strategic Industry Leadership:</b> Position the university as a leader in industry integration and collaboration.</li> <li>• <b>Robust Advisory Networks:</b> Maintain and</li> </ul>

		<p>guidance and feedback.</p> <ul style="list-style-type: none"> <li>• <b>Pilot Corporate Training Programs:</b> Launch pilot versions of corporate training programs.</li> </ul>	<ul style="list-style-type: none"> <li>• <b>Expand Corporate Training Programs:</b> Roll out expanded corporate training and development programs.</li> </ul>	<p>expand advisory networks for continuous industry relevance.</p> <ul style="list-style-type: none"> <li>• <b>Corporate Training Excellence:</b> Achieve excellence in corporate training and development programs.</li> </ul>
4	<b>Global Collaborations</b>	<ul style="list-style-type: none"> <li>• <b>Identify Potential Partners:</b> Research and identify potential international partners.</li> <li>• <b>Initiate Partnerships:</b> Begin discussions and formalize initial partnerships.</li> <li>• <b>Start Global Exposure Programs:</b> Launch initial</li> </ul>	<ul style="list-style-type: none"> <li>• <b>Formalize Global Partnerships:</b> Finalize and enhance global partnerships and agreements.</li> <li>• <b>Expand Global Exposure Programs:</b> Scale up global exposure programs and exchange opportunities.</li> <li>• <b>Host International</b></li> </ul>	<ul style="list-style-type: none"> <li>• <b>Global Leadership Position:</b> Establish the university as a global leader in higher education collaborations.</li> <li>• <b>Sustained Global Exposure:</b> Ensure continuous and impactful global exposure for students and faculty.</li> </ul>



		global exposure programs for students and faculty.	<b>Events:</b> Begin hosting international conferences and events.	<ul style="list-style-type: none"> <li>• <b>Ongoing International Events:</b> Regularly host and participate in international academic and research events.</li> </ul>
5	<b>Student Development</b>	<ul style="list-style-type: none"> <li>• <b>Launch Skill Development Programs:</b> Start workshops and training for student skill development.</li> <li>• <b>Set Up Basic Student Support Services:</b> Implement foundational student support services.</li> <li>• <b>Begin Alumni Networking:</b> Start building the alumni network and engagement activities.</li> </ul>	<ul style="list-style-type: none"> <li>• <b>Expand Skill Development Programs:</b> Enhance and diversify skill development opportunities.</li> <li>• <b>Strengthen Student Support Services:</b> Expand and improve student support services.</li> <li>• <b>Enhance Alumni Network:</b> Develop robust alumni engagement and support systems.</li> </ul>	<ul style="list-style-type: none"> <li>• <b>Comprehensive Student Support:</b> Offer comprehensive and innovative support services for all students.</li> <li>• <b>Alumni Engagement:</b> Ensure strong, engaged, and supportive alumni networks.</li> <li>• <b>Student Success and Impact:</b> Demonstrate significant impact on student success</li> </ul>

				and career outcomes.
6	<b>Community Engagement</b>	<ul style="list-style-type: none"> <li>• <b>Establish Community Service Programs:</b> Initiate community service projects and volunteer opportunities.</li> <li>• <b>Form Local Collaborations:</b> Begin partnerships with local businesses and organizations.</li> <li>• <b>Plan Outreach Activities:</b> Develop and start community outreach programs</li> </ul>	<ul style="list-style-type: none"> <li>• <b>Expand Community Service Initiatives:</b> Broaden the scope and impact of community service programs.</li> <li>• <b>Strengthen Local Collaborations:</b> Deepen and expand local partnerships and collaborations.</li> <li>• <b>Enhance Outreach Activities:</b> Scale up outreach activities and community involvement.</li> </ul>	<ul style="list-style-type: none"> <li>• <b>Transformative Community Impact:</b> Achieve transformative impact on the community through engagement initiatives.</li> <li>• <b>Sustainable Local Partnerships:</b> Maintain and strengthen long-term local partnerships and collaborations.</li> <li>• <b>Leading Outreach Programs:</b> Set benchmarks in community outreach and public engagement.</li> </ul>

7	<b>Financial Sustainability</b>	<ul style="list-style-type: none"> <li>• <b>Develop Diversification Strategies:</b> Outline strategies for diversifying revenue streams.</li> <li>• <b>Start Scholarship Programs:</b> Launch initial scholarship programs and financial aid options.</li> <li>• <b>Implement Cost Management Practices:</b> Begin implementing cost management and efficiency measures.</li> </ul>	<ul style="list-style-type: none"> <li>• <b>Diversify Revenue Streams:</b> Implement and optimize new revenue streams.</li> <li>• <b>Expand Scholarship Programs:</b> Increase scholarship funding and support.</li> <li>• <b>Optimize Cost Management:</b> Continue refining and optimizing cost management practices.</li> </ul>	<ul style="list-style-type: none"> <li>• <b>Financial Resilience:</b> Ensure long-term financial resilience and stability.</li> <li>• <b>Sustainable Revenue Model:</b> Maintain a diversified and sustainable revenue model.</li> <li>• <b>Ongoing Efficiency:</b> Continuously improve cost management and operational efficiency.</li> </ul>
8	<b>Governance and Leadership</b>	<ul style="list-style-type: none"> <li>• <b>Establish Governance Bodies:</b> Form Governing Board, Academic Senate, and Executive Committee.</li> <li>• <b>Define Roles and Responsibilities:</b> Draft and</li> </ul>	<ul style="list-style-type: none"> <li>• <b>Review and Adjust Governance Structure:</b> Evaluate and refine governance policies and structures.</li> <li>• <b>Expand Leadership Programs:</b></li> </ul>	<ul style="list-style-type: none"> <li>• <b>Achieve Governance Excellence:</b> Reach and maintain high standards in governance practices.</li> <li>• <b>Leadership Development Excellence:</b></li> </ul>

		implement clear role definitions. • <b>Develop Governance Policies:</b> Create initial governance policies and procedures. • <b>Leadership Training Programs:</b> Launch initial leadership training and workshops.	Enhance leadership development programs and mentorship. • <b>Evaluate Succession Planning:</b> Review and adjust succession planning strategies.	Establish a strong leadership pipeline and culture of excellence. • <b>Sustain Continuous Improvement:</b> Embed continuous improvement practices in governance and leadership.
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#### 4. PROGRESS MONITORING MECHANISM

Comprehensive mechanisms for monitoring progress on the perspective plan of the university through regular reviews, audits, and stakeholder feedback. The key bodies involved are the Internal Quality Assurance Cell (IQAC), the Board of Management and Governing Body.

##### A. Internal Quality Assurance Cell (IQAC)

**Role:** To ensure quality and continuous improvement in academic and administrative processes.

##### Monitoring Mechanisms:

##### 1. Regular Reviews:

- **Quarterly Meetings:** Conduct quarterly meetings to review academic and administrative performance against set objectives and standards.

## 2. **Quality Audits:**

- **Internal & external Audits:** Perform regular internal quality audits to assess compliance with academic and operational standards. Ensure the external audit for examining the efficiencies of the processes and practices.

## 3. **Stakeholder Feedback:**

- **Feedback Mechanism:** Administer surveys to students, faculty, and staff to gather feedback on academic and administrative processes.

## 4. **Continuous Improvement:**

- **Action Plans:** Develop and implement action plans based on audit findings and feedback to address identified areas for improvement.
- **Quality Enhancement:** Continuously refine quality assurance processes and practices to enhance overall effectiveness.

## 5. **Reporting:**

- **Annual Quality Report:** Produce an annual quality report highlighting achievements, challenges, and improvements.

# **B. Board of Management**

**Role:** To oversee operational performance, resource allocation, and strategic initiatives.

## **Monitoring Mechanisms:**

### 1. **Operational Reviews:**

- **Periodic Meetings:** Conduct meetings every two months to review operational performance, financial health, and progress on key initiatives.
- **Resource Allocation:** Assess and adjust resource allocation based on operational needs and strategic priorities.

### 2. **Stakeholder Feedback:**

- **Feedback Collection:** Collect feedback from students, faculty, staff, and external partners to gauge satisfaction and identify areas for improvement.

### 3. **Audits and Assessments:**

- **Financial Audits:** Oversee regular financial audits to ensure fiscal responsibility and transparency.

- **Operational Assessments:** Oversee operational efficiency to identify the areas for improvement.

#### 4. **Reporting:**

- **Annual Review:** Prepare an annual review of the board's activities, including achievements, challenges, and strategic adjustments.

### C. **Governing Body**

**Role:** To provide strategic oversight and ensure alignment with the university's mission and strategic goals.

#### **Monitoring Mechanisms:**

##### 1. **Policy Evaluation:**

- **Policy Reviews:** Regularly review and update governance policies and procedures based on performance data and emerging needs.
- **Compliance:** Ensure compliance with relevant regulations and standards.

##### 2. **Audits:**

- **External Audits:** Engage external auditors to conduct independent audits of financial activities.
- **Compliance Audits:** Perform compliance audits to verify adherence to governance policies and legal requirements.

##### 3. **Stakeholder Input:**

- **Feedback Integration:** Incorporate stakeholder feedback into strategic planning and decision-making processes.

##### 4. **Reporting:**

- **Quarterly Updates:** Provide quarterly updates on progress, challenges, and strategic adjustments.
- **Annual Report:** Approve the annual report detailing achievements, governance performance, and future plans.

#### **D. Integration and Coordination**

**Objective:** Ensure effective integration and coordination between IQAC, Board of Management and Governing Body in monitoring and evaluation efforts.

**Action Plan:**

**1. Cross-Functional Meetings:**

- **Quarterly Coordination Meetings:** Hold quarterly meetings involving representatives from IQAC, the Governing Body, and the Board of Management to review overall progress and discuss cross-functional issues.

**2. Unified Reporting Framework:**

- **Integrated Reports:** Develop an integrated reporting framework that can enable the IQAC to consolidate the data

**3. Feedback Loops:**

- **Feedback Integration:** Integrate inputs provided by all monitoring bodies into the perspective plan and operational strategies.

**4. Continuous Improvement:**

- **Best Practices:** Promote best practices of different schools across the University through IQAC to drive continuous improvement.

By implementing these monitoring mechanisms through IQAC, the Board of Management, and Governing Body the university can effectively track progress, ensure accountability, and make data-driven decisions to achieve its perspective plan's goals. Regular reviews, audits, and stakeholder feedback will support ongoing improvement and strategic alignment. The perspective plan can be re-visited annually for any revision required as per the monitoring mechanism.



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