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SKILLTECH
UNIVERSITY

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INSTITUTIONAL DEVELOPMENT PLAN (IDP)

ATLAS SKILLTECH UNIVERSITY, MUMBAI

(Aligned with UGC Guidelines)

I. Preamble

Atlas SkillTech University has developed its Institutional Development Plan (IDP) in alignment with the guidelines prescribed by the University Grants Commission (UGC), with the objective of advancing the quality, relevance, and impact of its educational and research ecosystem.

The IDP serves as a strategic roadmap to strengthen the University's position as a pioneering institution in skill-integrated, technology-driven higher education in India.

The IDP is designed to holistically enhance academic and institutional performance by focusing on the following key thrust areas:

Academic Excellence: Introduction of new multidisciplinary and industry-aligned programs, incorporating emerging knowledge domains and future-ready competencies.

Research and Innovation: Promotion of a robust research culture among faculty and students, along with expanded collaborations with industry, government, and global institutions.

Teaching and Learning Enhancement: Adoption of innovative pedagogies, digital learning tools, and structured professional development initiatives for faculty.

Infrastructure Development: Upgradation and expansion of academic, digital, and research infrastructure to support modern teaching-learning environments and high-impact research.

Quality Assurance: Establishment of rigorous internal quality assurance mechanisms to continuously evaluate and improve academic programs, research activities, and administrative processes.

Integration of NEP 2020: Systematic implementation of the National Education Policy 2020 across curriculum design, academic governance, and skill-based learning frameworks.

The implementation of the IDP is structured across three strategic phases—short-term (2 years), mid-term (5 years), and long-term (10 years)—beginning from the academic year 2022–23. Each phase will be governed by a framework of continuous monitoring, periodic evaluation, and strategic recalibration to ensure the realization of intended outcomes.

Through this Institutional Development Plan, Atlas SkillTech University reaffirms its commitment to delivering high-quality, future-oriented education, fostering research and innovation, and achieving its vision of becoming a nationally and globally recognized center of excellence in SkillTech education.

Chancellor's Message

Dr. Indu Shahani

Founding Chancellor, ATLAS SkillTech University



Dear Students, Faculty, and Staff,

It gives me immense pride and joy to announce the launch of our **Institutional Development Plan (IDP)**—a strategic blueprint that charts the course for Atlas SkillTech University's continued growth, innovation, and leadership in the evolving landscape of higher education.

This plan is the result of thoughtful deliberation, collective insights, and meaningful contributions from a wide spectrum of stakeholders. It embodies our shared vision to position Atlas as a dynamic, future-focused SkillTech university that not only imparts knowledge but also cultivates global citizens, innovators, and leaders.

As your Chancellor, I reaffirm my full commitment to the successful implementation of this plan. The IDP is not merely a roadmap—it is a manifestation of our aspirations to enhance academic excellence, expand research opportunities, modernize our infrastructure, and foster deeper engagement with industry and society.

Key initiatives embedded in this development plan include:

- Strengthening our academic programs with multidisciplinary, industry-aligned curricula;
- Investing in cutting-edge facilities that inspire innovation and creativity;
- Enabling a vibrant research culture that empowers faculty and students;
- Nurturing partnerships with communities and corporates to drive meaningful impact.

These endeavours are designed to enrich the student experience, promote faculty development, and ensure that every member of our university ecosystem has the tools and environment to thrive.

I urge each of you to take an active role in bringing this vision to life. Your ideas, your expertise, and your enthusiasm are vital to the plan's success. Together, let us co-create an institution that not only meets the challenges of the future but leads the way in shaping it.

Thank you for your dedication, passion, and continued belief in our collective journey. The future of Atlas SkillTech University is bright—and together, we will make it extraordinary.

Warm regards,

Dr. Indu Shahani

Chancellor (Atlas SkillTech University)

Vice Chancellor's Message

Dr. Rajan Welukar

Vice Chancellor, ATLAS SkillTech University



At **ATLAS SkillTech University**, we stand at the forefront of a rapidly evolving educational landscape—one that demands not only academic rigour but also innovation, adaptability, and a deep-rooted commitment to societal progress. The Institutional Development Plan (IDP) is a comprehensive and transformative blueprint that outlines our vision for the future—a future where education transcends boundaries, empowers individuals, and creates meaningful impact at scale.

This plan is anchored in our belief that a university must be more than just a place of learning—it must be a catalyst for change. Our IDP sets forth a strategic pathway to strengthen our academic foundations while embracing disruptive technologies, fostering cross-disciplinary collaboration, and deepening our engagement with global industry and research ecosystems.

Over the next five years, we aim to:

- Redesign our academic offerings to align with emerging global trends and future skills.
- Enhance our research ecosystem, focusing on innovation, entrepreneurship, and sustainable development.
- Expand international collaborations to ensure our students and faculty benefit from a truly global perspective.
- Strengthen digital infrastructure and integrate advanced pedagogical technologies for immersive learning.
- Foster an inclusive and resilient community, where diversity, equity, and student well-being are core to our institutional fabric.
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We are equally committed to building a sustainable and socially responsive institution, one that nurtures not only intellectual growth but also ethical leadership and civic consciousness. The IDP is a manifestation of this commitment, built on broad-based consultations with our academic community, industry partners, alumni, and students.

As we embark on this transformative journey, I extend my deepest gratitude to everyone who contributed their time, expertise, and vision to shape this plan. Your insights have been invaluable in charting a course that is bold, inclusive, and forward-thinking.

Let us now come together—students, faculty, staff, alumni, and partners—to bring this vision to life. Together, we will make Atlas SkillTech University a pioneering force in higher education, known not just for excellence in learning but also for its enduring impact on society and the world.

Warm Regards,

Dr. Rajan Welukar

VICE Chancellor (ATLAS SkillTech University)

II. Institutional Profile

Name of the Institution	ATLAS Skill Tech University
Chancellor & President	Dr. Indu Shahani
Executive President	Mr. Siddharth Shahani
Vice Chancellor	Dr. Rajan Welukar
Contact Details	Email: - info@atlasuniversity.edu.in
University Website	https://atlasuniversity.edu.in AISHE Code: U-1149
Name of the IQAC Coordinator	Dr. Vinima Gambhir Email ID : iqac@atlasuniversity.edu.in
Name of the National Education Policy Coordinator	Dr. Poonam Singh Email ID: nep@atlasuniversity.edu.in
Name of nodal officer for Academic Bank Of Credit	Dr. Salil Thigale Email ID: examinations@atlasuniversity.edu.in

III. SWOC Analysis

Prelude

One of the critical foundational steps in preparing the short-term and long-term strategic roadmap of a university is the conduct of a comprehensive SWOC (Strengths, Weaknesses, Opportunities, and Challenges) analysis. This structured introspection enables the institution to identify its internal capacities and external possibilities, paving the way for realistic and achievable planning. For Atlas SkillTech University, the SWOC analysis offers insights to leverage institutional strengths and emerging opportunities while addressing limitations and mitigating external challenges.

STRENGTHS

Vision-Driven Foundation: Established as a forward-thinking SkillTech university focused on employability, entrepreneurship, and innovation.

Experienced Leadership: Strong governance and leadership with proven experience in higher education operations and policy development.

Strategic Location: Centrally located in Mumbai-India's financial capital-offering proximity to industry, cultural exposure, and enhanced student opportunities.

World-Class Infrastructure: A modern, tech-enabled campus supporting innovation, design thinking, and collaborative learning.

Industry-Aligned Curriculum: Interdisciplinary and comprehensive curriculum co-designed with industry partners, ensuring relevance and employability.

High-Caliber Faculty: Distinguished academic and industry professionals offering practical insights and mentorship.

Strong Industry Engagement: Regular involvement of Professors of Practice, corporate guest lectures, and live industry projects bridging academia and real-world needs.

Dedicated Ecosystems: Integrated ecosystems in design, entrepreneurship, and technology fostering skill development, creativity, and startup incubation.

Global Collaborations: Robust international partnerships providing opportunities for research, academic exchange, and global exposure.

Sustainability and Social Responsibility: Programs and initiatives aimed at cultivating responsible citizenship and environmental consciousness.

Student Centric Culture: Vibrant campus life with student-led clubs, events, and experiential learning that nurtures holistic development.

Innovative Teaching Pedagogies: Globally benchmarked instructional methods encouraging research, critical thinking, and creative problem-solving.

WEAKNESSES

Nascent Stage: As a newly established university, institutional maturity, processes, and systems are still evolving.

Limited Alumni Network: A growing but relatively young alumni base with limited contributions in terms of mentorship and fundraising support.

Brand Awareness: Being a new institution, building brand visibility in a competitive higher education market is still a work in progress.

OPPORTUNITIES

Industry-Academia Integration: Located in Mumbai's corporate hub, ample opportunities exist to collaborate with industry for research, internships, and placements.

Skill-Aligned Talent Development: Opportunity to create niche programs that act as direct pipelines for emerging job roles in business, tech, and design.

Global Academic Collaboration: Scope for expanding international linkages into dual degrees, research alliances, and global immersion programs.

Executive Education: Potential to offer tailor-made corporate training, leadership programs, and executive education to upskill professionals.

Entrepreneurship and Startups: Incubation centers and startup cells can attract funding, mentors, and corporate accelerators.

Corporate Sponsorships: Companies may support research initiatives, scholarships, and specialized programs aligned with their future workforce needs.

Applied Research and Innovation: Opportunity to co-create intellectual property with industries and convert academic research into commercially viable solutions.

Consultancy and Advisory Services: Faculty and students can engage in applied consultancy with corporates and startups, generating institutional revenue.

Curriculum Internationalization: International collaborations allow for co-creation of a globally relevant curriculum, enhancing institutional appeal worldwide.

CHALLENGES

Alumni Engagement: Limited alumni network poses challenges in resource mobilization, mentorship, and industry influence.

Regulatory Constraints: Restrictions in cross-border academic collaborations and credit transfer mechanisms could impact global program design.

Balancing Pedagogies: Integrating innovative and interdisciplinary learning with traditional academic expectations requires careful academic planning and cultural transition.

Fostering Entrepreneurial Mindset: Encouraging entrepreneurship among students from diverse academic streams requires sustained motivation, training, and cultural shift.

Sustainability of Early-Stage Initiatives: Ensuring continuity and impact of new programs and ecosystems amid resource constraints and evolving strategies.



IV. Vision – Mission – Values Alignment

VISION

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

MISSION

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

VALUES:

I

INTEGRITY

Advocate fairness and transparency in all practices and interactions, with highest standards of professionalism and ethics.

M

MOTIVATION

Extend active encouragement and create an energizing work environment to support consistent performance and growth in the organization.

P

PASSION

Foster creativity and take pride in organizational endeavors with a compelling desire for achievement of shared goals.

A

AGILITY

Learn quickly and effectively from experiences, embrace change and adapt to the evolving needs of the organization.

C

COMMUNITY

Practice empathy and generate value through sustainable development and empowerment of individuals & communities for the betterment of society.

T

TEAMWORK

Promote collaboration with all stakeholders for achievement of common goals through shared responsibility and support.

V. Strategic Goals

1 Academic Excellence & Industry Alignment

- Implement interdisciplinary, skill-integrated curricula aligned with SDGs.
- Strengthen outcome-based education and program-level outcome mapping.

2 Innovation, Research, and Incubation

- Expand research centres (e.g., AI/ML, Product Innovation).
- Foster translational research and startup ventures (20+ startups incubated already).

3 Governance and Leadership

- Empower participatory, decentralized leadership.
- Ensure compliance with all statutory bodies and promote e-Governance.

4 Student Development and Career Progression

- Increase access to internships, mentorship, and live projects.
- Scale student support services, placements, and entrepreneurship guidance.

5 Global Exposure and Internationalization

- Facilitate joint projects, dual degrees, and student/faculty mobility via global MoUs.
- Promote Indian Knowledge Systems (IKS) with a global perspective.

6 Inclusivity and Sustainability

- Foster equitable access, gender parity, and green campus practices.
- Implement skill-based outreach programs for the local community.

VI. Development Objectives

CATEGORY	OBJECTIVES
Curriculum & Pedagogy	Introduce 50+ multidisciplinary and interdisciplinary combinations; modular structures with ME-ME options.
Research & Innovation	200+ publications, 5 research chairs, 50 Cr in startup funding via MSME-recognized incubator.
Faculty Development	Maintain 70%+ PhD faculty ratio; encourage FDPs, conference participation.
Student Progression	90%+ internships ; structured placement readiness program with partners like Board Infinity.
Governance	Full e-Governance (LMS, ERP); IQAC-led quality assurance mechanisms in place.
Physical & Digital Infrastructure	Wi-Fi campuses, AI-enabled labs, KOHA-based automated libraries, access to Scopus/Web of Science.
Equity & Outreach	Dedicated Women Development Cell, SC/ST support, sustainable projects via Lighthouse Initiative.

VII. Operational Plan (Year-Wise Snapshot – 2021 to 2025)

YEAR	KEY MILESTONES
2021–22	Establishment of statutory bodies, curriculum design, ABC portal integration.
2022–23	Launch of research centres; first cohort of incubated startups; rollout of NEP-aligned programs.
2023–24	Global partnerships established, internal quality audits, advanced outcome-based assessments.
2024–25	Prequalification SSR submitted; digitized governance achieved; accreditation preparations underway.
2025–26	NAAC Peer Team Visit; visioning for next 5-year plan (2026–31).

NOTE:

"The operational milestones of AY 2021–22 have been retained as the foundational stage within the Institutional Development Plan (IDP) framework."

VII. Enablers for Institution Development and Excellence

A. Governance Enablers:

Objectives:

- Bolstering stakeholder trust and confidence.
- Laying a solid foundation for enduring institutional success.
- Facilitating the smooth execution of institutional development plans.
- Nurturing employability and fostering a vibrant start-up ecosystem.
- Driving institutional brilliance by balancing autonomy with accountability.
- Emphasizing diversity and inclusivity at all levels.
- Ensuring consistent quality assurance through structured governance

Sr. No.	Enablers	Strategies	Short Term (2 years)	Medium Term (5 years)	Long Term (10 years)
1	Institutional Structures	Ensuring participative management & inclusive decision making	Development of flat organization structure <hr/> Establishment of various Committees representing faculty members and staff of the University	To modify organization structure as per the operational requirement <hr/> Transparency & coordination amongst committees	To create multi campus organization structure
2	Balanced Autonomy	Adoption of Open door policy	Easy access of leadership team to all Program directors	Chancellor's Leadership Team formation representing heads of all schools and key administrative departments of University office	Chancellor's Leadership Team formation representing Vice chancellors and registrar's of various
3	Quality Assurance	Establishment of Internal Quality assurance Cell	Functional IQAC	<ul style="list-style-type: none"> • NAAC accreditation • ISO certification • Participation in NIRF ranking 	<ul style="list-style-type: none"> • International accreditation • Participation in International Ranking
4	Stakeholder Inclusion	Representation of different stakeholders like Alumni, Parents, Students, Industry experts on various committees Ensuring all-inclusive university campus	<ul style="list-style-type: none"> • Representation of different stakeholders to be ensured on all mandatory committees • Financial assistance for Needy students • Acceptance of all faith through establishment of All-faith Room • Divyanjan Friendly Campus Infrastructure 	<ul style="list-style-type: none"> • Ensuring stakeholder involvement in possible criteria defined by NAAC 	<ul style="list-style-type: none"> • Representation of different stakeholders throughout different campuses of university

5	Financial Independence	Formulating Resource mobilization policy to identify different financial Resources which can be tapped by the University in Short term , Mid Term and Long term	Establishment of financially self-sustainable centers	<ul style="list-style-type: none"> Obtaining financial grants / support from Government / non-government bodies Collaborative initiatives with International Higher Education institutions 	<ul style="list-style-type: none"> Augmenting financial grants / support from the International Higher Education Institutions for supporting Research and academic excellence Strengthening Collaborative initiatives with International Higher Education institutions
6	Alignment with Society	Undertaking Social Responsibilities	<ul style="list-style-type: none"> Establishment of Social Responsibility Committee Establishment of Center for Sustainability 	<ul style="list-style-type: none"> Registration for NSS Collaborative initiatives with Industry and academia for catering Community Cause 	<ul style="list-style-type: none"> Collaborative initiatives with International Higher Education Institution for catering Community Cause
7	Transparency & accountability	Mechanism for complaint redressal	<ul style="list-style-type: none"> Anti-Ragging Committee Grievance Redressal Committee Appointment of Ombudsperson Internal Complaints Committee Disciplinary Committee 	<ul style="list-style-type: none"> Awareness initiatives for reducing the unpleasant incidences in the campus 	<ul style="list-style-type: none"> Awareness initiatives for reducing the unpleasant incidences in the campus



B. Financial Enablers and Funding Models (Resource Generation):

Objectives:

- To support research initiatives and academic programs that contribute to the overall development and growth of the university.
- To enhance the infrastructure and facilities of the university, including modern classrooms, laboratories, libraries, and technology resources.
- To establish partnerships with industry stakeholders and potential donors to secure additional funding for various university initiatives.
- To create scholarship programs for deserving students based on merit and financial need.
- To promote entrepreneurship and innovation through applying for funding for start-up ventures and incubation programs at the university.
- To ensure transparency and accountability in the allocation and utilization of financial resources to maintain the trust of stakeholders and foster a culture of financial sustainability.

Sr. No.	Enablers	Strategies	Short Term (2 years)	Medium Term (5 years)	Long Term (10 years)
1	Financial Policies	Preparation of Budget	Annual operating plan	5 year plan	10 year financial model
2	Transparency	<ul style="list-style-type: none"> • Authority Matrix • For approval of expenses / capex • For approval of Payments 	<ul style="list-style-type: none"> • Internal Audits • Internal Financial Control Document • Action taken report from Internal Audit Observation 	<ul style="list-style-type: none"> • Internal Audits • Internal Financial Control Document • Action taken report from Internal Audit Observation 	<ul style="list-style-type: none"> • Internal Audits • Internal Financial Control Document • Action taken report from Internal Audit Observation
3	Financial Sustainability	Periodic Review of Performance and addressing variances Developing New Programs & new sources of income	<ul style="list-style-type: none"> • Striving to achieve 100% student enrolment • Implement sustainable cost reduction measures / steps 	<ul style="list-style-type: none"> • Introduction of new programs • Online Programs • Distance Education • Augmentation of Infrastructure capacity 	<ul style="list-style-type: none"> • To have its own University campus building / buildings / land
4	Investment Strategy	Short Term Investment strategy	Surplus funds on account of Fees collected to be invested in Fixed Deposits with maturity less than 1 year in scheduled bank	• Not Applicable	• Not Applicable
5	Financial assistance for stakeholders	Financial assistance for Students Financial assistance for Faculty members	<ul style="list-style-type: none"> • Scholarships awarded to students • Research incentives scheme • Financial assistance for Professional development of Faculty members • Seed money for Research Projects 	<ul style="list-style-type: none"> • Funding for start-up ventures and incubation programs • Revenue sharing through consultancy projects 	<ul style="list-style-type: none"> • Funding for start-up ventures and incubation programs • Revenue sharing through consultancy projects

C. Academic Enablers:

Objectives:

- To foster a culture of academic excellence and promote a conducive learning environment for all students.
- To provide tutoring, mentoring, and academic counselling services to address individual learning needs and challenges.
- To promote collaboration and communication between faculty, students, and academic support staff to ensure academic success for all students.
- To facilitate opportunities for academic enrichment, including workshops, seminars, and academic competitions.
- To continuously evaluate and improve academic support services based on feedback from students, faculty, and other stakeholders.
- To empower students with 21st century skills and transdisciplinary knowledge to excel in Industry

Sr. No.	Enablers	Strategies	Short Term (2 years)	Medium Term (5 years)	Long Term (10 years)
1	Courses catering to Professional / future requirements	Flexibility and multidisciplinary	<ul style="list-style-type: none"> • Offering choice of courses, specialization wise, for in-depth learning of students as per their interest • Introduction of credit based multidisciplinary and interdisciplinary Electives courses 	<ul style="list-style-type: none"> • Multiple entry and multiple exit • Implementation of National Higher Education Qualification Framework (NHEQF) and Curriculum and Credit Framework 	<ul style="list-style-type: none"> • Pursuing Two Academic Programmes Simultaneously • Offering Open and Distance Learning (ODL)
2	Curriculum-updated as per industry requirements	Curriculum Revision based upon the stakeholders feedback through Board of studies and Academic Council	<ul style="list-style-type: none"> • Structured feedback from Industry to be taken • Industry representation on Board of Studies • Round table conferences for understanding latest industry trends • Masterclasses by Industry Experts 	<ul style="list-style-type: none"> • Introduction of Industry Mentorship Program for students 	<ul style="list-style-type: none"> • Educational Framework for Global Citizenship Education in Higher Education
3	Curriculum embedded with Employability and Skill	<ul style="list-style-type: none"> • Internship/Apprenticeship Embedded Degree Programmes • Scholarships to promote career readiness and skill enhancement 	<ul style="list-style-type: none"> • Introduction of summer internship for all school • Scholarship for Industry Readiness • Digital Re-Skills Scholarship 	<ul style="list-style-type: none"> • Career Readiness Programs • Career Counselling • Start-up ecosystem 	<ul style="list-style-type: none"> • International Internship • "Aatmanirbhar Bharat"

		<ul style="list-style-type: none"> Promotion of Entrepreneurial ecosystem 	<ul style="list-style-type: none"> Value added courses Establishment of committee for Innovation, Entrepreneurship and consultancy 		
4	Academic Bank of Credit	<ul style="list-style-type: none"> Implementation of Academic Bank of Credit Portal 	<ul style="list-style-type: none"> To promote student Registration on Academic bank of Credit Portal 	<ul style="list-style-type: none"> To enhance number of student registration on Academic bank of Credit Portal 	<ul style="list-style-type: none"> To enhance number of student registration on Academic bank of Credit Portal
5	Integration of Indian Knowledge System (IKS) in the Curriculum	<ul style="list-style-type: none"> Promotion of Indian Knowledge System 	<ul style="list-style-type: none"> IKS related ATLAS electives 	<ul style="list-style-type: none"> IKS courses to be included in curriculum IKS related books in library Certificate courses related to IKS 	<ul style="list-style-type: none"> Courses in Indian local languages Translation of books / purchase of books in Indian languages.



D) Research, Intellectual Property and Supportive Enablers:

Objectives:

- To support and facilitate quality research activities across various disciplines
- To enhance the research competences of faculty members, researchers, and students at the university.
- To establish collaborations with industry partners, research institutions, and other stakeholders to foster research and innovation.
- To provide funding and resources for research projects and initiatives that align with the university's research priorities.
- To facilitate the dissemination of research findings through publications, conferences, and other channels.
- To promote a research culture within the university and encourage interdisciplinary collaboration.

Sr. No.	Enablers	Strategies	Short Term (2 years)	Medium Term (5 years)	Long Term (10 years)
1	Quality Research	<ul style="list-style-type: none"> • Establishment of Centre for Doctoral Programs & Research Promotion • Establishment of Intellectual Property Right (IPR) Cell • Constitution of Institutions Ethics Committee (IEC) 	<ul style="list-style-type: none"> • To implement Robust Research Policy including incentive schemes to support research • To encourage for Book Publications, Research Publications and Patents • To mentor, manage and protect the intellectual property assets created by the faculty, researchers, and students. • To promote ethical research 	<ul style="list-style-type: none"> • To encourage and monitor the research practices in the University with more emphasis given on collaborative research between Industry & Academia and multidisciplinary research specially in the areas of management, designing and technology. • Collaboration with foreign HEI's for collaborative research promotion and publications • More Faculty members with Ph. D • To maximize the value of intellectual property assets, driving innovation and research excellence, and contributing to the economic development and social impact of the university. • To promote ethical research 	<ul style="list-style-type: none"> • Establishment of School for Doctoral and Post-Doctoral Research catering to Scholars from all disciplines • Linkages with international Bodies for funded research projects • To take consultancy for Intellectual Property Right related services • To promote ethical research

2	Financial support for promoting the Research	<ul style="list-style-type: none"> Research promotion Strategy 	<ul style="list-style-type: none"> To promote research by providing financial assistance for conferences/ workshops and towards membership fee of professional bodies 	<ul style="list-style-type: none"> To give financial incentives for Research Publications / Projects 	<ul style="list-style-type: none"> To give financial incentives for Research Publications / Projects
3	Innovation Ecosystem	<ul style="list-style-type: none"> Establishment Centre for Product Innovation Establishment of Centre for Incubation 	<ul style="list-style-type: none"> To drive and support innovation in product design and development. To provide support, resources, and guidance to aspiring entrepreneurs and start-ups in order to help them grow and succeed. 	<ul style="list-style-type: none"> To provide assistance in commercialization of the Product To foster innovation and create a supportive ecosystem for new businesses to flourish 	<ul style="list-style-type: none"> To provide consultancy services for product commercialization To provide consultancy services for aspiring entrepreneurs
4	Externally funded projects	<ul style="list-style-type: none"> Establishment of Centre for Sponsored Schemes & Projects 	<ul style="list-style-type: none"> To facilitate and coordinate the management of externally sponsored research projects and other funded initiatives at the university. 	<ul style="list-style-type: none"> To create awareness about the different sponsored schemes and projects offered by government, non- government and private organizations 	<ul style="list-style-type: none"> To optimize the benefits of different sponsored schemes and projects offered by government, non- government and private organizations
5	Nurturing culture of Research in	<ul style="list-style-type: none"> Establishment of Student Research and Development Cell (SRDC) 	<ul style="list-style-type: none"> To encourage students for undertaking Research 	<ul style="list-style-type: none"> Financial Support to students for undertaking Research 	<ul style="list-style-type: none"> Financial Incentives for Students for undertaking Research



E) Human Resources Management Enablers

Objectives:

- **Recruitment and selection:** To attract and hire qualified and skilled faculty and staff to support the university's academic and administrative functions.
- **Training and development:** To provide continuous training and development opportunities for employees to enhance their skills and capabilities, resulting in improved job performance and career growth.
- **Performance management:** To establish a performance appraisal system that effectively measures employee performance, provides feedback, and recognizes and rewards top performers.
- **Diversity and inclusion:** To promote diversity and inclusion within the university community, fostering a culture of respect, equality, and collaboration among employees.

Sr. No.	Enablers	Strategies	Short Term (2 years)	Medium Term (5 years)	Long Term (10 years)
1	Recruitment & selection	Competency-Based Recruitment	<ul style="list-style-type: none"> • UGC regulation for Minimum qualification for appointment of Teachers & academic staff in Universities & its amendments • Attracting more faculties with Ph.D qualification • Appointment of Professor of Practice • Recruitment of Staff members based on knowledge , skills and experience 	<ul style="list-style-type: none"> • UGC regulation for Minimum qualification for appointment of Teachers & academic staff in Universities & its amendments • Attracting more faculties with Ph.D qualification • Appointment of Professor of Practice • Recruitment of Staff members based on knowledge , skills and experience 	<ul style="list-style-type: none"> • UGC regulation for Minimum qualification for appointment of Teachers & academic staff in Universities & its amendments • Attracting more faculties with Ph.D qualification • Appointment of Professor of Practice • Recruitment of Staff members based on knowledge, skills and experience • Succession Planning
2	Training and development	Professional Development and Growth	<ul style="list-style-type: none"> • Supporting Faculty & staff Improvement Initiatives • Professional training programs for Staff members 	<ul style="list-style-type: none"> • Career Advancement Scheme for Faculty members • Performance based Appraisal System 	<ul style="list-style-type: none"> • Giving financial support for professional growth
3	Performance management	Recognition and Reward Systems	<ul style="list-style-type: none"> • Performance based Appraisal System for Staff and faculty 	<ul style="list-style-type: none"> • Career Advancement Scheme for Staff and Faculty members • Performance based Appraisal System for Staff and faculty 	<ul style="list-style-type: none"> • Mapping of career path • Framing career goals for faculty & staff • Performance based Appraisal System for Staff and faculty

					<ul style="list-style-type: none"> • Career Advancement Scheme for Staff and Faculty members
	All-inclusive culture	<ul style="list-style-type: none"> • Equity and Equal Opportunity for all 	<ul style="list-style-type: none"> • Promoting a culture of performance and shared values. 	<ul style="list-style-type: none"> • Promoting a culture of performance and shared values • Work and growth opportunities irrespective of Caste, creed, religion, demographics • No discrimination in Salary & position for Women employees • No discrimination in Salary & position for Divyangjan 	<ul style="list-style-type: none"> • Promoting a culture of performance and shared values • Work and growth opportunities irrespective of Caste, creed, religion, demographics • No discrimination in Salary & position for Women employees • No discrimination in Salary & position for Divyangjan



F) Human Resources Management Enablers

Objectives:

- a) Facilitate knowledge sharing and collaboration among students, faculty, and staff members within the university to enhance learning and research outcomes.
- b) Create a platform for students to connect with industry professionals and alumni for networking opportunities, internships, and job placements
- c) Enable partnerships and collaborations with other universities, research institutions, and industries to expand the university's academic network and research capabilities.
- d) Support the development of a vibrant and diverse community within the university by organizing networking events, workshops, seminars, and conferences that bring together students, faculty, staff, alumni, and external stakeholders.
- e) Enhance the visibility and reputation of the university by showcasing the achievements and collaborations of its students, faculty, and staff members through various channels, such as publications, conferences, and awards.
- f) Foster a culture of collaboration, creativity, and innovation within the university by encouraging cross-disciplinary teamwork, knowledge sharing, and open communication among all members of the university community.

Sr. No.	Enablers	Strategies	Short Term (2 years)	Medium Term (5 years)	Long Term (10 years)
1	Alumni Network	<ul style="list-style-type: none"> • To have formal Alumni Network 	<ul style="list-style-type: none"> • To have registered Alumni through Website 	<ul style="list-style-type: none"> • Registration of Alumni Association 	<ul style="list-style-type: none"> • Ensure 100% registration of Alumni
2	Alumni Engagement & Contribution	<ul style="list-style-type: none"> • To encourage Alumni to actively contribute in University's development 	<ul style="list-style-type: none"> • To engage Alumni in Teaching learning • To encourage alumni for monetary or non-monetary contribution 	<ul style="list-style-type: none"> • Alumni engagement through in Curriculum Development, Mentorship, Career Readiness, and Alumni contributing Financial and non-financial resources Resources 	<ul style="list-style-type: none"> • Alumni contributing for Internship and Placement, Alumni contributing Financial Resources
3	Networking with Higher Education Institutions	<ul style="list-style-type: none"> • To expand the global reach through collaborative linkages with Higher Education Institutions 	<ul style="list-style-type: none"> • Collaborative linkages with foreign higher education institution • Global immersions 	<ul style="list-style-type: none"> • Enhancing global reach through collaborative linkages with foreign higher education institutions • Teaching through International Faculties • Global immersions 	<ul style="list-style-type: none"> • Enhancing global reach through collaborative linkages with foreign higher education institutions • Faculty Exchange • Student Exchange • Global immersions

4	Networking with Industry	<ul style="list-style-type: none"> To actively engage Industry in University's Development 	<ul style="list-style-type: none"> Collaborative linkages with Industry for Internships Industry Immersions 	<ul style="list-style-type: none"> Registration of Alumni Association Industry Immersions 	<ul style="list-style-type: none"> Ensure 100% registration of Alumni Industry Immersions
5	Networking with Society	<ul style="list-style-type: none"> To work for local community 	<ul style="list-style-type: none"> Establishment of Social Responsibility Committee & Centre of Sustainability Collaboration with Rotract Mumbai for Community service initiatives 	<ul style="list-style-type: none"> Offer courses related to Sustainability Registration for NSS 	<ul style="list-style-type: none"> Initiatives of Centre for Sustainability to achieve the Sustainable development goals
6	Networking through Social Media	<ul style="list-style-type: none"> Enhancing University's reach & visibility through Social Media 	<ul style="list-style-type: none"> Social Media Networking for admission, faculty recruitment and collaboration with Industry 	<ul style="list-style-type: none"> Social Media Networking for establishing Collaborative linkages 	<ul style="list-style-type: none"> Social Media Networking for expanding Collaborative linkages
7	Internationalization of Educations		<ul style="list-style-type: none"> Establishment of Office for International Affairs 	<ul style="list-style-type: none"> International Masters Progression Career counselling for "Study Abroad" 	<ul style="list-style-type: none"> Attracting international students Collaborative programs with Foreign Universities



G) Physical Enablers

Objectives:

- Enhance the campus infrastructure: Physical enablers such as modern classrooms, technologically equipped labs, well-maintained libraries, and recreational facilities can improve the overall campus experience for students and faculty.
- Promote a conducive learning environment: Physical enablers such as comfortable study spaces, modern amenities, and green surroundings can create a conducive environment for learning and academic growth.
- Support research and innovation: Well-equipped research labs, innovation hubs, and collaborative spaces can facilitate research and innovation activities among students and faculty members.
- Foster community engagement: Physical enablers can also provide spaces for community events, cultural activities, and social interactions, fostering a sense of belonging and community among students, faculty, and staff.
- Comply with regulatory standards: Investing in physical enablers can help the university comply with regulatory standards and accreditation requirements, ensuring quality education and services for all stakeholders.
- Green campus: Green campus initiatives to be embedded with Physical enablers.

Sr. No.	Enablers	Strategies	Short Term (2 years)	Medium Term (5 years)	Long Term (10 years)
1	Smart Campus	<ul style="list-style-type: none"> • To strive best balance of cost, comfort and resilience. 	<ul style="list-style-type: none"> • Integration of IT infrastructure in University Campus • Smart Barcoding of campus infrastructure 	<ul style="list-style-type: none"> • Automation of campus operations and workflow 	<ul style="list-style-type: none"> • Integration of multiple campuses under Smart Campus Initiative
2	Green/ Sustainable Building	<ul style="list-style-type: none"> • To promote Environmental Consciousness and Sustainability 	<ul style="list-style-type: none"> • To introduce facilities for alternate sources of energy and energy conservation measures • Green campus initiatives through Establishment of Centre for Sustainability • Green certification 	<ul style="list-style-type: none"> • To maximize the alternate sources of energy and energy conservation measure • To become self-sustainable University campus to the maximum extend 	<ul style="list-style-type: none"> • To achieve the Sustainable Development Goals
3	Sports Facilities	<ul style="list-style-type: none"> • To facilitate sports activities on University Campus 	<ul style="list-style-type: none"> • Making available indoor and outdoor sports facilities 	<ul style="list-style-type: none"> • Tie ups with nearby Sports Facilities 	<ul style="list-style-type: none"> • Expanding reach to state of art sports facilities through tie ups

4	Food Availability on Campus	To ensure economic , quick and safe food on campus	<ul style="list-style-type: none"> • Canteen facility with economical food pricing • Packed food and beverages vending machine for quick access • Check compliance of • FSSAI 	<ul style="list-style-type: none"> • Food pop ups on each floor for crowd management 	<ul style="list-style-type: none"> • Smart menu / todays special available on students app for placing online order and payment
5	Campus Infrastructure for Skilltech education	To build infrastructure specific to SkillTech Education	<ul style="list-style-type: none"> • To build Design Studio, Central Instrumentation Centre, Museum, Theatre, Art Gallery • To have Banking Simulation Lab • To install Lecture Capturing System(LCS) 	<ul style="list-style-type: none"> • To augment the SkillTech infrastructure as per curriculum requirement 	<ul style="list-style-type: none"> • To have best in class SkillTech infrastructure
6	All-inclusive campus infrastructure	To build all – inclusive campus infrastructure	<ul style="list-style-type: none"> • Crèche Facility on campus • Divyanjan Friendly Campus Infrastructure • Menstrual Hygiene Products availability in the Restroom • On campus Gender sensitization activities through Women Development Cell 	<ul style="list-style-type: none"> • To encourage inclusion of Socio – Economically disadvantaged group 	<ul style="list-style-type: none"> • Diversity & Inclusion Audit
7	Infrastructure for ensuring Health & Wellbeing	To build infrastructure for ensuring Health & Wellbeing	<ul style="list-style-type: none"> • Well maintained Yoga Room • Well-equipped Gym 	<ul style="list-style-type: none"> • Providing professional trainers for Yoga & Gym 	<ul style="list-style-type: none"> • Mental Health & Nutrition support

H) Digital Enablers

Objectives:

- **Improve accessibility:** Digital enablers can help make educational resources and services more accessible to students, faculty, and staff, regardless of their physical location. This can help increase enrollment and improve overall student satisfaction.
- **Enhance learning experiences:** Digital tools and technologies can enhance the learning experience for students by providing interactive and engaging content, personalized learning paths, and real-time feedback. This can help improve student engagement and academic performance.
- **Streamline administrative processes:** Digital enablers can streamline administrative processes such as admissions, course registration, fee payments, examination experience and academic record management. This can help reduce the administrative burden on university staff and improve operational efficiency.
- **Facilitate communication and collaboration:** Digital enablers can help facilitate communication and collaboration among students, faculty, and staff through online forums, video conferencing, and virtual classrooms. This can help create a more connected and engaged university community.
- **Support data-driven decision-making:** Digital enablers can provide valuable data and insights on student performance, engagement, and satisfaction, which can help university leadership make informed decisions about resource allocation, curriculum development, and student support services.

Sr. No.	Enablers	Strategies	Short Term (2 years)	Medium Term (5 years)	Long Term (10 years)
1	E- governance	<ul style="list-style-type: none"> • To integrate E-governance in different Functions of University For Transparent and 	<ul style="list-style-type: none"> • To integrate e-governance in <ol style="list-style-type: none"> 1. Administration 2. Human Resource Management 3. Finance & Accounts 4. Student Admission 5. Student support 6. Examinations 7. Grievance Management 	<ul style="list-style-type: none"> • To fully manage PO-CO mapping and attainment calculation , Human Resource Management Operations and Financial operations through ERP 	<ul style="list-style-type: none"> • Integration of multiple campuses of the University in ERP
2	Website	<ul style="list-style-type: none"> • Well-structured University website for dissemination of information 	<ul style="list-style-type: none"> • Academic Calendars, Notices , Relevant Information to be uploaded on University website • Mandatory disclosure as per regulatory guidelines 	<ul style="list-style-type: none"> • Continuous updation and refinement of University Website 	<ul style="list-style-type: none"> • Continuous updation and refinement of University Website

4	Digital Library	Easy availability & accessibility of	<ul style="list-style-type: none"> • Availability of E-Books, E-magazines and E-journals • Access to National Digital Library 	<ul style="list-style-type: none"> • Remote accessibility of digital library 	<ul style="list-style-type: none"> • Central digital library for all campuses
5	Plagiarism software facility	Implementation of Plagiarism software	<ul style="list-style-type: none"> • Free plagiarism software offered by UGC Drill Bit • Use of paid software viz Turnitin 	<ul style="list-style-type: none"> • Paid plagiarism software facility 	<ul style="list-style-type: none"> • Paid plagiarism software facility • Development of Inhouse Plagiarism Software





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