

# **Gopal Narayan Singh University, Jamuhar, Sasaram, Rohtas (Bihar)**

A State Private University established under the Bihar Private University Act-2013



## **GNSU INSTITUTIONAL DEVELOPMENT PLAN**

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## INSTITUTIONAL DEVELOPMENT PLAN

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### **About the University**

**Gopal Narayan Singh University**, Jamuhar (Rohtas), Established in 2018, is one of the leading private universities in Bihar, India. It is recognized by the University Grants Commission (UGC) and aims to provide the best education across various disciplines. With a sprawling campus spread over 70+ acres, the university offers a diverse range of programs and has become a hub of academic excellence in the region.

GNSU is committed to nurturing talent and empowering students to excel in their chosen fields. The university boasts several faculties dedicated to different areas of study. These include the Faculty of Medicine, Management Studies, Commerce, Nursing, Information Technology, Law, Pharmacy, Paramedical Sciences, Agricultural Sciences, Mass Communication & Journalism, Library & Information Sciences and Engineering. This comprehensive range of faculties caters to the diverse interests and career aspirations of the students.

The university offers a wide array of courses at different levels, including Undergraduate, Postgraduate, Diploma, Integrated, and Doctoral programs. This ensures that students have ample choices and opportunities to pursue their desired areas of study and specialization. Whether one wishes to pursue a career in medicine, management, law, engineering, or any other field, GNSU provides the necessary educational infrastructure and resources.

One of the hallmarks of Gopal Narayan Singh University is its emphasis on Integrity, Innovation, entrepreneurship, Research, Empathy, and Social Outreach apart from quality education. The university has a dedicated and experienced faculty that is committed to imparting knowledge and skills to the students. The human resources are experts in their respective fields and bring their practical experience to the classroom, ensuring that students receive a well-rounded education.

In addition to academic excellence, GNSU also focuses on holistic development. The university provides state-of-the-art infrastructure and facilities to facilitate a conducive learning environment. The campus is equipped with modern classrooms, well-equipped laboratories, libraries, sports facilities, and hostels. These facilities support the overall growth and well-being of the students, enabling them to explore their interests beyond academics.

GNSU also prioritizes industry collaborations and practical exposure for its students. The university organizes regular industrial visits, seminars, workshops, and guest lectures by industry experts to bridge the gap between academia and industry. This approach enhances the employability of students and equips them with the necessary skills and knowledge to succeed in their careers.

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Furthermore, Gopal Narayan Singh University places a strong emphasis on research and innovation. The university encourages its faculty and students to engage in research activities and provides them with the necessary resources and support. This promotes a culture of intellectual curiosity and contributes to the advancement of knowledge in various disciplines.

### **Our Vision:**

To be a world-class academic, research, and entrepreneurial university by providing excellence in learning and development, thereby creating practitioners, researchers, executives, ethical leaders, and responsible citizens through education, research, training, and social outreach engagements.

### **Our Mission:**

- Through academics, research, entrepreneurial learning, and interdisciplinary insight, transform scholars and professionals as strong leaders with emotional intelligence, interpersonal skills, critical thinking, and problem-solving skills.
- Develop and execute academic programs for student's holistic development.
- Promote research for the advancement of knowledge and for the betterment of society.
- Extend infrastructural and allied amenities to offer prospects for graduate, post-graduate, and research education through offline, online, and blended learning for effective learning experiences.
- Enrich the lives of new generation scholars and professionals to build and realize their scholarly, academic, and professional prospects, leading to growth and being constructive and responsible citizens.
- Impact society in a transformative way — locally, nationally, and globally through innovative, and inclusive, teaching, research, and entrepreneurial educational experiences that ensure lifelong learning for all sections of society.
- Collaborate with national and international institutes of eminence in the area for better exchange of information, teaching and learning experiences, by offering learning and development opportunities.

### **Institutional development Plan:**

#### **2.1. GOVERNANCE ENABLERS**

##### **1. BoG**

##### **Short-Term (2021-25):**

- Ensure the BoG is fully functional and staffed with qualified internal and external members.
- Clearly define the roles and responsibilities through Statutes and Ordinances.
- Introduce representation from alumni and industry to broaden stakeholder perspectives.

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	<p><b>Long-Term (2025-30):</b></p> <ul style="list-style-type: none"> <li>• Restructure committees with academic leaders from national/international institutions.</li> <li>• Formalize alumni participation through advisory representation.</li> <li>• Digitize meeting workflows with agenda circulation, minutes tracking, and resolution dashboards.</li> </ul>
<b>2. Quality Assurance</b>	<p><b>Short-Term (2021-25):</b></p> <ul style="list-style-type: none"> <li>• Develop a clear system for deliverables and outcomes across Schools and departments.</li> <li>• Operationalize the Internal Quality Assurance Cell (IQAC) with standard procedures for academic and administrative review.</li> <li>• Develop SoPs for program review, faculty performance appraisal, and departmental benchmarking.</li> <li>• Initiate criterion-wise data documentation for NAAC Rankings.</li> <li>• Participate in NIRF Ranking</li> <li>• Obtain NABH and NABL Certification</li> </ul> <p><b>Long-Term (2025-30):</b></p> <ul style="list-style-type: none"> <li>• Establish a central Quality Monitoring &amp; Enhancement Unit aligned with NEP and NAAC Binary Accreditation guidelines.</li> <li>• Embed automated quality dashboards for real-time monitoring.</li> <li>• Introduce departmental IQACs to drive micro-level quality culture.</li> <li>• Participate in International Ranking like QS, THE</li> </ul>
<b>3. Financial autonomy</b>	<p><b>Short-Term (2021-25):</b></p> <ul style="list-style-type: none"> <li>• Implement budget planning at department and school levels with regular audits.</li> <li>• Initiate endowment and alumni fund creation.</li> <li>• Identify revenue streams: continuing education, skill programs, and consultancy projects.</li> </ul> <p><b>Long-Term (2025-30):</b></p> <ul style="list-style-type: none"> <li>• Create endowed Chairs in Health Policy, Legal Innovation, and Digital Media.</li> <li>• Attract philanthropic and CSR funding from healthcare and tech industries.</li> </ul>

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	<ul style="list-style-type: none"> <li>• Develop Public-Private Partnerships (PPP) for infrastructure and research.</li> </ul>
<b>4. Leadership</b>	<p><b>Short-Term (2021-25):</b></p> <ul style="list-style-type: none"> <li>• Constitute leadership development teams at Faculty and university levels.</li> <li>• Conduct vision-setting retreats for Deans and Heads.</li> <li>• Establish Key Result Areas (KRAs) linked to academic, research, and community goals.</li> </ul> <p><b>Long-Term (2025-30):</b></p> <ul style="list-style-type: none"> <li>• Institutionalize a Leadership Academy for internal training and succession planning.</li> <li>• Introduce incentives for visionary initiatives and innovation in governance.</li> <li>• Benchmark leadership outcomes through performance analytics and stakeholder feedback.</li> </ul>
<b>5. Vision, Mission and Roadmap for the HEI</b>	<p><b>Short-Term (2021-25):</b></p> <ul style="list-style-type: none"> <li>• Finalize the updated Vision and Mission of GNSU in consultation with internal and external stakeholders.</li> <li>• Design and roll out department-wise roadmap templates.</li> <li>• Engage reputed consultants to facilitate workshops for roadmap development.</li> </ul> <p><b>Long-Term (2025-30):</b></p> <ul style="list-style-type: none"> <li>• Review and revise Vision &amp; Mission every five years.</li> <li>• Develop a digital dashboard to track KPIs linked to short, medium, and long-term goals.</li> <li>• Publish a University Strategic Plan Report every 3 years with stakeholder input.</li> </ul>
<b>6. Close monitoring by IT/ Web-based based Management Information System</b>	<p><b>Short-Term (2021-25):</b></p> <ul style="list-style-type: none"> <li>• Implement a web-based Management Information System (MIS) for academic and administrative data.</li> <li>• Design performance parameters aligned with UGC/AICTE/NMC/PCI/BCI guidelines.</li> <li>• Initiate data integration across departments (e.g., academics, HR, exams)</li> </ul> <p><b>Long-Term (2025-30):</b></p> <ul style="list-style-type: none"> <li>• Enhance MIS with real-time analytics, AI-driven alerts, and predictive dashboards.</li> <li>• Integrate MIS with National Academic Depository (NAD), Digi locker, and National Digital Library.</li> </ul>

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	<ul style="list-style-type: none"> <li>Automate reporting for NAAC, AISHE, NIRF, and statutory compliance.</li> </ul>
<b>7. Risk Management Analysis</b>	<p><b>Short-Term (2021-25):</b></p> <ul style="list-style-type: none"> <li>Form a University Risk Management Committee with cross-functional representation.</li> <li>Identify risk categories: legal, financial, clinical safety, infrastructure, and cyber.</li> <li>Conduct annual risk audit in collaboration with insurance agencies.</li> </ul> <p><b>Long-Term (2025-30):</b></p> <ul style="list-style-type: none"> <li>Develop a university-wide Crisis Preparedness and Business Continuity Plan.</li> <li>Introduce simulation-based risk assessment (especially for medical and hospital functions).</li> <li>Establish a Risk and Compliance Monitoring Cell under the Registrar's office.</li> </ul>
<b>8. External Advisory Boards</b>	<p><b>Short-Term (2021-25):</b></p> <ul style="list-style-type: none"> <li>Constitute School-wise External Advisory Boards with members from AIIMS, IIMs, NLU, Media houses, and Industry.</li> <li>Schedule biannual meetings linked to curriculum updates and academic benchmarking.</li> </ul> <p><b>Long-Term (2025-30):</b></p> <ul style="list-style-type: none"> <li>Build a Global Advisory Council with international academic and healthcare leaders.</li> <li>Align industry feedback with Board of Studies (BoS) decisions for curriculum alignment.</li> <li>Publish annual reports on advisory board recommendations and follow-up actions.</li> </ul>
<b>9. Student Feedback</b>	<p><b>Short-Term (2021-25):</b></p> <ul style="list-style-type: none"> <li>Introduce structured online student feedback forms for courses, faculty, and services.</li> <li>Share feedback summaries with departments and take corrective actions.</li> <li>Encourage anonymous suggestions through digital portals.</li> </ul> <p><b>Long-Term (2025-30):</b></p> <ul style="list-style-type: none"> <li>Institutionalize a 360-degree feedback system involving students, alumni, parents, and employers.</li> <li>Use sentiment analysis and AI tools to extract insights from feedback for planning and reform.</li> </ul>

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	<ul style="list-style-type: none"> <li>Reward faculty who shows consistent improvement and student engagement.</li> </ul>
<b>2.2. FINANCIAL ENABLERS AND FUNDING MODELS (RESOURCE GENERATION)</b>	
<b>Financial Policies</b>	<p><b>Short-Term (2021-25):</b></p> <ul style="list-style-type: none"> <li>Develop and adopt a comprehensive Financial Policy manual defining roles of the Finance Committee, Treasurer, Heads of Departments, and administrative staff.</li> <li>Institute regular financial audits and compliance protocols.</li> <li>Conduct training sessions on financial governance for all administrative staff.</li> </ul> <p><b>Long-Term (2025-30):</b></p> <ul style="list-style-type: none"> <li>Revise policies to incorporate outcome-based budgeting and performance-linked spending.</li> <li>Digitize policy dissemination and automate financial compliance monitoring.</li> </ul>
<b>2. Action Plan and Budgets</b>	<p><b>Short-Term (2021-25):</b></p> <ul style="list-style-type: none"> <li>Finalize annual and five-year action plans for all departments and administrative units.</li> <li>Define budget heads: Income (tuition fees, clinical income, grants, CSR, donations) and Expenditure (salaries, infrastructure, labs, ICT, research).</li> <li>Implement monthly and quarterly budget reviews.</li> <li>Introduce department-level financial planning with HOD accountability.</li> </ul> <p><b>Long-Term (2025-30):</b></p> <ul style="list-style-type: none"> <li>Adopt real-time budget tracking systems with ERP integration.</li> <li>Develop zero-based budgeting practices for capital and recurring expenses.</li> <li>Link departmental budget approvals to Key Performance Indicators (KPIs) and outcome metrics.</li> </ul>
<b>3. Main sources of revenue to be developed</b>	<p><b>Short-Term (2021-25):</b></p> <ul style="list-style-type: none"> <li>Enhance tuition-based revenue through optimized intake in professional programs.</li> <li>Launch continuing education and certificate courses in healthcare, IT, legal skills, and media.</li> <li>Offer consultancy services through departments of Management, Law, and Health Sciences.</li> </ul>



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	<ul style="list-style-type: none"> <li>Initiate alumni fundraising campaigns and seed corpus development.</li> </ul> <p><b>Long-Term (2025-30):</b></p> <ul style="list-style-type: none"> <li>Attract CSR funds from pharmaceutical, healthcare, media, and IT companies.</li> <li>Monetize hospital services, diagnostics, and research consultancy.</li> <li>Generate revenue through IP licensing, industry tie-ups, and student start-up incubation.</li> <li>Create endowment funds for scholarships, research chairs, and infrastructure.</li> </ul>
<b>4. Close liaison with GOI ministries/agencies and others for funding and Access to external grants and funding</b>	<p><b>Short-Term (2021-25):</b></p> <ul style="list-style-type: none"> <li>Identify relevant ministries (e.g., MoHFW, MoE, DST, MSME, AYUSH, MoLJ, I&amp;B) for funding opportunities.</li> <li>Design standard grant proposal templates and train faculty to apply for research and infrastructure grants.</li> <li>Form a dedicated Grants and Outreach Cell to coordinate funding efforts.</li> </ul> <p><b>Long-Term (2025-30):</b></p> <ul style="list-style-type: none"> <li>Build strong liaison networks with central and state government departments.</li> <li>Participate in national schemes such as PM-USHA, ICMR-funded clinical trials, and MSME innovation grants.</li> <li>Secure international grants (e.g., WHO, UNESCO, USAID) for public health, legal education, or digital innovation projects.</li> </ul>
<b>5. IRG scheme in each department</b>	<p><b>Short-Term (2021-25):</b></p> <ul style="list-style-type: none"> <li>Map departmental assets and expertise for commercial utilization—e.g., diagnostics, legal clinics, media labs, management consulting.</li> <li>Launch awareness campaigns to advertise departmental services to external users.</li> <li>Conduct faculty-led FDPs, CMEs, and industry workshops.</li> </ul> <p><b>Long-Term (2025-30):</b></p> <ul style="list-style-type: none"> <li>Institutionalize IRG targets for departments.</li> <li>Enable departments to retain a share of their revenue for infrastructure and research.</li> <li>Create department-specific development funds supported by IRG.</li> </ul>

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<b>6. Financial/ Investment Committee</b>	<b>Short-Term (2021-25):</b> <ul style="list-style-type: none"> <li>Form a Financial and Investment Committee comprising finance professionals, senior faculty, and industry experts.</li> <li>Define investment guidelines (e.g., risk appetite, liquidity, and ethical compliance).</li> <li>Review capital expenditure and new project proposals.</li> </ul> <b>Long-Term (2025-30):</b> <ul style="list-style-type: none"> <li>Regularly evaluate performance of endowment and investment portfolios.</li> <li>Collaborate with financial consultants to expand university's asset base.</li> <li>Build corpus funds for scholarships, disaster mitigation, and sustainability projects.</li> </ul>
<b>7. Staff providing financial services</b>	<b>Short-Term (2021-25):</b> <ul style="list-style-type: none"> <li>Appoint essential finance personnel: CFO, Finance Officer, accountants, and clerical staff.</li> <li>Conduct regular training on GST, TDS, fund utilization, and UGC guidelines.</li> <li>Deploy digital accounting software for payroll, procurement, and reimbursements.</li> </ul> <b>Long-Term (2025-30):</b> <ul style="list-style-type: none"> <li>Establish a Digital Finance Control Center with dedicated units for audit, grants, compliance, and forecasting.</li> <li>Adopt AI-driven tools for predictive financial planning.</li> <li>Build internal capacity for handling externally funded projects and large-scale grants.</li> </ul>
<b>2.3. ACADEMIC ENABLERS</b>	
<b>1. Courses catering to professional/ future requirements</b>	<b>Short-Term (2021-25):</b> <ul style="list-style-type: none"> <li>Introduce industry-aligned UG/PG programs in digital health, legal tech, healthcare management, and media analytics.</li> <li>Conduct curriculum gap analysis with industry input.</li> <li>Launch interdisciplinary electives (e.g., health laws, bioethics, health informatics, media &amp; society).</li> </ul> <b>Long-Term (2025-30):</b> <ul style="list-style-type: none"> <li>Develop dual-degree and minor specialization programs across domains (e.g., Law + Management, Nursing + Psychology).</li> </ul>

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	<ul style="list-style-type: none"> <li>• Introduce flexible academic credit systems and stackable certificates.</li> <li>• Establish a “Future Skills Council” for continual forecasting and curricular revision.</li> </ul>
<b>2. Curriculum- updated as per industry requirements</b>	<p><b>Short-Term (2021-25):</b></p> <ul style="list-style-type: none"> <li>• Revise curriculum with inputs from employers, alumni, and regulatory bodies (e.g., MCI/NMC, PCI, BCI, AICTE).</li> <li>• Embed short-term internships, apprenticeships, and case-based modules.</li> <li>• Modularize curriculum to support multiple entry and exit.</li> </ul> <p><b>Long-Term (2025-30):</b></p> <ul style="list-style-type: none"> <li>• Institutionalize biannual curriculum review cycles in collaboration with industry and academia.</li> <li>• Launch industry-integrated programs with joint certification (e.g., Pharma + Clinical Research, Media + Digital Production).</li> <li>• Enable AI-based curriculum tracking for dynamic updates.</li> </ul>
<b>3. Curriculum embedded with Employability Skill</b>	<p><b>Short-Term (2021-25):</b></p> <ul style="list-style-type: none"> <li>• Add skill modules on AI in healthcare, blockchain in pharma, media editing, and cyber law.</li> <li>• Provide access to MOOCs and digital skill bootcamps.</li> </ul> <p><b>Long-Term (2025-30):</b></p> <ul style="list-style-type: none"> <li>• Offer cross-cutting courses on critical thinking, inclusivity, legal literacy, financial planning, and healthcare entrepreneurship.</li> <li>• Make Employability Skills Certification mandatory for graduation.</li> </ul>
<b>4. Curriculum embedded with Skill Enhancement Courses</b>	<p><b>Short-Term (2021-25):</b></p> <ul style="list-style-type: none"> <li>• Offer certified short-term programs in basic AI in healthcare, hospital IT systems, telemedicine, AI, Blockchain, IoT, Industry 4.0, and related skills.</li> <li>• Embed life-saving and emergency medical skills training into all health-related courses.</li> </ul> <p><b>Long-Term (2025-30):</b></p> <ul style="list-style-type: none"> <li>• Establish a Skill Development Hub to align with Digital India and global skilling initiatives for immersive training in robotics, virtual dissection, and patient simulation labs.</li> </ul>

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<b>5. Curriculum embedded with emerging technologies to be integrated with future of work</b>	<b>Short-Term (2021-25):</b> <ul style="list-style-type: none"> <li>• Introduce exposure to AR/VR in anatomy, AI in diagnostics, cloud computing in IT, and simulation in media labs.</li> <li>• Begin collaborative modules on robotics, drone technology, and mobile journalism.</li> </ul> <b>Long-Term (2025-30):</b> <ul style="list-style-type: none"> <li>• Develop Centers of Excellence in Health-Tech, Legal-Tech, and Media-Tech.</li> <li>• Create full-fledged B.Tech (AI/ML for Healthcare), LLM (Law &amp; Emerging Tech) programs.</li> </ul>
<b>6. Center for Curricular &amp; Life Skills Development (CCLSD)</b>	<b>Short-Term (2021-25):</b> <ul style="list-style-type: none"> <li>• Establish CCLSD to conduct faculty orientation and student workshops.</li> <li>• Assign core staff and trainers for soft skills, mental health, and career planning.</li> </ul> <b>Long-Term (2025-30):</b> <ul style="list-style-type: none"> <li>• Expand CCLSD into a university-wide support hub offering leadership development, global citizenship, and personality enhancement programs.</li> </ul>
<b>7. Faculty/ teaching Staff</b>	<b>Short-Term (2021-25):</b> <ul style="list-style-type: none"> <li>• Recruit highly qualified, research-driven, and industry-experienced and MCI/PCI/INC-compliant faculty.</li> <li>• Conduct biannual Faculty Development Programs (FDPs).</li> <li>• Organize regular CME, FDPs, pedagogical training, and research workshops.</li> </ul> <b>Long-Term (2025-30):</b> <ul style="list-style-type: none"> <li>• Develop Faculty Research Incentive Schemes.</li> <li>• Engage industry experts and international visiting faculty through part-time/adjunct roles</li> <li>• Foster a research mentoring culture among faculty and students.</li> </ul>
<b>8. Center for Faculty Development (CFD)</b>	<b>Short-Term (2021-25):</b> <ul style="list-style-type: none"> <li>• Establish CFD and launch internal induction training and pedagogy workshops.</li> <li>• Conduct joint FDPs with AICTE, UGC-HRDC, and industry partners.</li> </ul> <b>Long-Term (2025-30):</b> <ul style="list-style-type: none"> <li>• Launch an in-house Faculty Certification Program.</li> </ul>

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	<ul style="list-style-type: none"> <li>• Enable participation in digital teaching, AI-based pedagogy, and virtual reality teaching modules.</li> </ul>
<b>9. Non-teaching staff</b> <b>10.</b>	<p><b>Short-Term (2021-25):</b></p> <ul style="list-style-type: none"> <li>• Recruit technical, administrative, and lab staff with relevant qualifications.</li> <li>• Train support staff in LMS, ERP, and lab management systems.</li> </ul> <p><b>Long-Term (2025-30):</b></p> <ul style="list-style-type: none"> <li>• Digitize workflow of all departments.</li> <li>• Institutionalize training calendar for non-teaching staff covering digital, safety, and compliance tools.</li> </ul>
<b>11. Session wise teaching plan</b>	<p><b>Short-Term (2021-25):</b></p> <ul style="list-style-type: none"> <li>• Implement structured lesson plans and session logs across programs.</li> <li>• Monitor progress through weekly reporting and ERP integration.</li> </ul> <p><b>Long-Term (2025-30):</b></p> <ul style="list-style-type: none"> <li>• Introduce digital dashboards to track delivery vs. plan and student engagement metrics.</li> <li>• Align teaching plans with POs, COs, and PEOs for OBE compliance.</li> </ul>
<b>12. Learning material like Study books and Question Bank</b>	<p><b>Short-Term (2021-25):</b></p> <ul style="list-style-type: none"> <li>• Prescribe standardized core texts and reference books across disciplines.</li> <li>• Create departmental repositories of e-content and case studies.</li> <li>• Develop department-wise question banks with typologies: MCQ, SAQ, LAQ, case-based, and clinical.</li> <li>• Validate question banks through peer review.</li> </ul> <p><b>Long-Term (2025-30):</b></p> <ul style="list-style-type: none"> <li>• Publish in-house manuals, compendiums, and practice workbooks.</li> <li>• Develop digital textbooks in collaboration with faculty and publishers.</li> <li>• Digitize question banks and link them with LMS for automated assignments and exams.</li> <li>• Use AI-based difficulty mapping and outcome analysis.</li> </ul>
<b>13. Assignments and Assessments</b>	<p><b>Short-Term (2021-25):</b></p> <ul style="list-style-type: none"> <li>• Assign regular project work, presentations, and clinical tasks with rubric-based evaluation.</li> </ul>

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	<ul style="list-style-type: none"> <li>• Encourage interdisciplinary assignments and group-based research.</li> <li>• Implement continuous internal assessments (CIA) and formative feedback systems.</li> <li>• Use multiple modes—written, oral, practical, case-based.</li> </ul> <p><b>Long-Term (2025-30):</b></p> <ul style="list-style-type: none"> <li>• Enable submission, evaluation, and plagiarism check via ERP/LMS.</li> <li>• Integrate real-world case assignments and community engagement projects.</li> <li>• Introduce AI-assisted adaptive assessments.</li> <li>• Align assessments with program outcomes and industry skill maps.</li> </ul>
<b>14. Value added skills enhancement Papers</b>	<p><b>Short-Term (2021-25):</b></p> <ul style="list-style-type: none"> <li>• Introduce optional papers like Medical Ethics, Entrepreneurship, Media Writing, Legal Reasoning, IT Tools.</li> <li>• Encourage industry-led guest lectures.</li> </ul> <p><b>Long-Term (2025-30):</b></p> <ul style="list-style-type: none"> <li>• Create interdisciplinary skill modules carrying 2–4 credits.</li> <li>• Map outcomes to placement profiles and professional exams.</li> </ul>
<b>15. Pedagogy</b>	<p><b>Short-Term (2021-25):</b></p> <ul style="list-style-type: none"> <li>• Promote blended learning, flipped classrooms, and simulation-based learning.</li> <li>• Train faculty on NEP-aligned pedagogy.</li> <li>• Include NSS, sports, cultural events, and student clubs as co-curricular credits.</li> <li>• Organize awareness drives, legal aid camps, rural health checkups.</li> </ul> <p><b>Long-Term (2025-30):</b></p> <ul style="list-style-type: none"> <li>• Institutionalize student-centric and project-based learning.</li> <li>• Use AI and analytics to personalize learning journeys.</li> <li>• Create a credit framework for experiential learning and community work.</li> <li>• Document non-academic learning as part of transcripts.</li> </ul>
<b>16. Earn while learn facility &amp; flexibility</b>	<p><b>Short-Term (2021-25):</b></p>

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	<ul style="list-style-type: none"> <li>• Enable assistantships in library, clinics, IT support, and labs for deserving students.</li> <li>• Offer part-time project internships within the university.</li> </ul> <p><b>Long-Term (2025-30):</b></p> <ul style="list-style-type: none"> <li>• Create structured part-time employment and fellowships.</li> <li>• Build flexible learning pathways with weekend/evening modules.</li> </ul>
<b>17. Flexibility and multi-disciplinarity</b>	<p><b>Short-Term (2021-25):</b></p> <ul style="list-style-type: none"> <li>• Permit students to register for minor or elective courses across departments.</li> <li>• Offer bridge courses and interdisciplinary electives.</li> </ul> <p><b>Long-Term (2025-30):</b></p> <ul style="list-style-type: none"> <li>• Implement a university-wide credit-sharing framework across all schools.</li> <li>• Enable collaborative projects across faculties.</li> </ul>
<b>18. Opportunities to develop &amp; utilize Research &amp; innovative thinking skills.</b>	<p><b>Short-Term (2021-25):</b></p> <ul style="list-style-type: none"> <li>• Encourage UG/PG research projects with faculty mentors.</li> <li>• Organize innovation fests, idea competitions, and model exhibitions.</li> </ul> <p><b>Long-Term (2025-30):</b></p> <ul style="list-style-type: none"> <li>• Establish student research centers and innovation clubs.</li> <li>• Participate in national research funding schemes like ICMR-STs, DST INSPIRE, MSME Hackathons.</li> </ul>
<b>19. International Exposure</b>	<p><b>Short-Term (2021-25):</b></p> <ul style="list-style-type: none"> <li>• Host webinars, e-conferences, and guest sessions by foreign faculty.</li> <li>• Sign MoUs with foreign institutions for virtual exchange.</li> </ul> <p><b>Long-Term (2025-30):</b></p> <ul style="list-style-type: none"> <li>• Launch faculty-student mobility programs, summer schools, and dual degree options.</li> <li>• Offer foreign language training and cultural immersion modules.</li> </ul>
<b>2.4. RESEARCH, AND INTELLECTUAL PROPERTY ENABLERS</b>	
<b>1. Quality Research</b>	<p><b>Short-Term (2021-25):</b></p> <ul style="list-style-type: none"> <li>• Promote faculty-led applied and clinical research across all departments.</li> <li>• Encourage interdisciplinary and community-based research in healthcare, law, and social communication.</li> </ul>

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	<ul style="list-style-type: none"> <li>Establish research protocols, publication guidelines, and ethics committees.</li> </ul> <p><b>Long-Term (2025-30):</b></p> <ul style="list-style-type: none"> <li>Create research clusters in emerging areas like drug discovery, medico-legal ethics, and digital media analytics.</li> <li>Set up domain-specific Centers of Excellence and attract external funding.</li> <li>Rank top-performing research departments and incentivize outcomes.</li> </ul>
<b>2. Research oriented experienced faculty members</b>	<p><b>Short-Term (2021-25):</b></p> <ul style="list-style-type: none"> <li>Hire faculty with a proven research and publication record.</li> <li>Identify faculty as Principal Investigators (PIs) and build multi-departmental project teams.</li> <li>Provide seed funding for research proposals.</li> </ul> <p><b>Long-Term (2025-30):</b></p> <ul style="list-style-type: none"> <li>Offer research sabbaticals and post-doctoral mentorship roles.</li> <li>Establish a University Research Consortium to manage multi-institution collaborations.</li> <li>Recognize and reward research impact through API and annual awards.</li> </ul>
<b>3. API based faculty compensation</b>	<p><b>Short-Term (2021-25):</b></p> <ul style="list-style-type: none"> <li>Implement the Academic Performance Indicator (API) as per UGC guidelines.</li> <li>Link incentives to quality publications (Scopus, UGC-CARE), patents, and conference presentations.</li> </ul> <p><b>Long-Term (2025-30):</b></p> <ul style="list-style-type: none"> <li>Integrate API with performance appraisals and promotion policy.</li> <li>Create API dashboards tracking real-time faculty contributions.</li> </ul>
<b>4. Targeted research and collaborative research</b>	<p><b>Short-Term (2021-25):</b></p> <ul style="list-style-type: none"> <li>Identify priority research areas (e.g., Public Health, Cyber Law, Rural Entrepreneurship, Pharma Compliance).</li> <li>Encourage collaborations with hospitals, law firms, media houses, and corporate bodies.</li> </ul> <p><b>Long-Term (2025-30):</b></p>



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	<ul style="list-style-type: none"> <li>Initiate joint PhD programs, cross-institutional grants, and international research chairs.</li> <li>File institutional patents and promote cross-sector knowledge transfer.</li> </ul>
<b>5. More Ph.D. &amp; post-doctoral research scholars</b>	<p><b>Short-Term (2021-25):</b></p> <ul style="list-style-type: none"> <li>Expand Ph.D. intake in Health Sciences, Management, Law, and IT.</li> <li>Provide research methodology training and supervisor orientation.</li> </ul> <p><b>Long-Term (2025-30):</b></p> <ul style="list-style-type: none"> <li>Launch post-doctoral fellowships in emerging fields (e.g., Medical AI, Forensic Law, Digital Journalism).</li> <li>Build an online Research Scholar Tracking Portal for progress monitoring.</li> </ul>
<b>6. More Faculty members with Ph.D.</b>	<p><b>Short-Term (2021-25):</b></p> <ul style="list-style-type: none"> <li>Encourage faculty without PhDs to enroll in part-time/online doctoral programs.</li> <li>Give academic leave support for research work.</li> </ul> <p><b>Long-Term (2025-30):</b></p> <ul style="list-style-type: none"> <li>Target 80–90% PhD-qualified faculty ratio across schools.</li> <li>Attract post-PhD faculty from premier institutions through a recruitment drive.</li> </ul>
<b>7. Faculty encouragement for Book Publications, Research Publications and Patents</b>	<p><b>Short-Term (2021-25):</b></p> <ul style="list-style-type: none"> <li>Allocate funds for manuscript writing, editing, and publishing.</li> <li>Organize capacity-building workshops on academic writing, citation styles, and IPR.</li> </ul> <p><b>Long-Term (2025-30):</b></p> <ul style="list-style-type: none"> <li>Launch an in-house University Press with ISBN/ISSN allocations.</li> <li>Institutionalize annual targets for publications and patents.</li> </ul>
<b>8. More conferences (At least two conferences per year per College)</b>	<p><b>Short-Term (2021-25):</b></p> <ul style="list-style-type: none"> <li>Conduct annual interdisciplinary conferences and workshops in each school.</li> <li>Organize student paper presentation events and poster sessions.</li> </ul> <p><b>Long-Term (2025-30):</b></p> <ul style="list-style-type: none"> <li>Host international conferences with proceedings indexed in Scopus/IEEE.</li> </ul>

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	<ul style="list-style-type: none"> <li>Apply for grants under ICSSR, DST, DBT, AICTE for organizing events.</li> </ul>
<b>9. Student involvement in Research</b>	<p><b>Short-Term (2021-25):</b></p> <ul style="list-style-type: none"> <li>Promote UG/PG research projects, term papers, and guided internships.</li> <li>Include research methodology as a mandatory subject across all programs.</li> </ul> <p><b>Long-Term (2025-30):</b></p> <ul style="list-style-type: none"> <li>Institutionalize Student Research Fellowships (SRF).</li> <li>Participate in ICMR-STS, Smart India Hackathons, Moot Research, and Media Innovation Labs.</li> </ul>
<b>10. Industry and institutional collaboration &amp; Consultation</b>	<p><b>Short-Term (2021-25):</b></p> <ul style="list-style-type: none"> <li>Sign MoUs with healthcare institutions, law firms, pharmaceutical companies, IT startups, and media houses.</li> <li>Encourage industry-sponsored research projects and consultancy.</li> </ul> <p><b>Long-Term (2025-30):</b></p> <ul style="list-style-type: none"> <li>Establish an Industry-Academia Innovation Council.</li> <li>Set up shared research labs with industry sponsorship and academic access.</li> </ul>
<b>11. University Incubation centres</b>	<p><b>Short-Term (2021-25):</b></p> <ul style="list-style-type: none"> <li>Launch an Innovation and Entrepreneurship Cell (IEC).</li> <li>Offer business mentoring and start-up ideation workshops.</li> </ul> <p><b>Long-Term (2025-30):</b></p> <ul style="list-style-type: none"> <li>Develop a formal University Incubation Centre with seed funding, workspace, and venture advisory.</li> <li>Facilitate pre-incubation in medical devices, legal-tech solutions, digital journalism tools, etc.</li> </ul>
<b>12. University Publication through its own press</b>	<p><b>Short-Term (2021-25):</b></p> <ul style="list-style-type: none"> <li>Publish university magazines, research newsletters, and departmental journals.</li> <li>Assign an editorial board with faculty and students</li> </ul> <p><b>Long-Term (2025-30):</b></p> <ul style="list-style-type: none"> <li>Launch a University Publishing Division for books, working papers, and peer-reviewed journals.</li> <li>Provide online publication with DOI integration.</li> </ul>
<b>13. University publications &amp; Citation service</b>	<p><b>Short-Term (2021-25):</b></p> <ul style="list-style-type: none"> <li>Train faculty and scholars in referencing tools (Mendeley, Zotero).</li> </ul>

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	<ul style="list-style-type: none"> <li>• Provide access to Scopus/Web of Science databases.</li> </ul> <p><b>Long-Term (2025-30):</b></p> <ul style="list-style-type: none"> <li>• Subscribe to citation analytics and h-index tracking tools.</li> <li>• Offer institutional citation reports and rankings.</li> </ul>
<b>14. Target patent claim for UG &amp; PG projects in Professional subject areas</b>	<p><b>Short-Term (2021-25):</b></p> <ul style="list-style-type: none"> <li>• Identify patentable UG/PG innovations through project reviews.</li> <li>• Organize IPR awareness sessions and workshops on filing process.</li> </ul> <p><b>Long-Term (2025-30):</b></p> <ul style="list-style-type: none"> <li>• Launch an IPR Cell with legal advisors and patent analysts.</li> <li>• Aim for at least 5–10 student/faculty patents annually.</li> </ul>
<b>15. Faculty Ranking (Annual System)</b>	<p><b>Short Term (2021-25)</b></p> <ul style="list-style-type: none"> <li>• Design annual performance scorecards based on API, teaching, research, and student feedback.</li> <li>• Recognize best faculty in research and innovation during annual functions.</li> </ul> <p><b>Long-Term (2025-30)</b></p> <ul style="list-style-type: none"> <li>• Implement faculty benchmarking against institutional, national, and global peers.</li> <li>• Use ranking data to incentivize grants, promotions, and sabbaticals.</li> </ul>
<b>16. Chief Technology Officer (CTO) Research Monetisation</b>	<p><b>Short-Term (2021-25):</b></p> <ul style="list-style-type: none"> <li>• Appoint a Research &amp; Innovation Coordinator.</li> <li>• Create SOPs for IP filing, revenue sharing, and licensing.</li> </ul> <p><b>Long-Term (2025-30):</b></p> <ul style="list-style-type: none"> <li>• Establish a Technology Transfer Office (TTO) to monetize IPs and manage licensing.</li> <li>• Train faculty/students on start-up creation and research monetization pathways.</li> </ul>
<b>2.5. HUMAN RESOURCES AND SUPPORTIVE- FACILITATIVE ENABLERS</b>	
<b>1. Student and Learner Enablers</b>	<p><b>Short-Term (2021-25):</b></p> <ul style="list-style-type: none"> <li>• Introduce a Holistic Student Admission Framework that considers aptitude, diversity, and socio-economic background for professional programs.</li> <li>• Implement merit-cum-means scholarships and financial aid for underprivileged and deserving students.</li> </ul>

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	<ul style="list-style-type: none"> <li>Establish Student Support Cells for academic counselling, peer tutoring, mentoring, and language support.</li> <li>Develop a student orientation and bridge course program for all new entrants, especially in technical and clinical fields.</li> </ul> <p><b>Long-Term (2025-30):</b></p> <ul style="list-style-type: none"> <li>Institutionalize academic progression tracking systems using ERP dashboards.</li> <li>Launch a University-wide Academic Success Program with personalized coaching, mentoring networks, and student progression analysis.</li> <li>Introduce learning contracts and goal-setting workshops to promote independent and career-focused learning.</li> </ul>
<b>2. Staff Empowerment Enablers</b>	<p><b>Short-Term (2021-25):</b></p> <ul style="list-style-type: none"> <li>Implement competency-based recruitment with role-specific Key Responsibility Areas (KRAs).</li> <li>Organize orientation programs and in-house training on compliance, digital tools, and student engagement.</li> <li>Provide access to job aids, SoPs, and knowledge management portals.</li> </ul> <p><b>Long-Term (2025-30):</b></p> <ul style="list-style-type: none"> <li>Create well-defined career progression pathways for administrative, technical, and support staff.</li> <li>Establish a Professional Development Fund to support certifications and diploma programs.</li> <li>Launch a Staff Recognition Scheme based on performance metrics and innovation in service delivery.</li> </ul>
<b>3. Faculty and Researcher Enablers:</b>	<p><b>Short-Term (2021-25):</b></p> <ul style="list-style-type: none"> <li>Ensure faculty recruitment adheres to NMC, PCI, BCI, UGC norms for qualifications and workload.</li> <li>Conduct Faculty Induction Programs and mandatory workshops on pedagogy, NEP, and outcome-based education.</li> <li>Provide incentives for research publications, participation in conferences, and curriculum design.</li> </ul> <p><b>Long-Term (2025-30):</b></p> <ul style="list-style-type: none"> <li>Establish a Faculty Development and Research Academy offering certification in pedagogy, educational technology, and academic leadership.</li> </ul>

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	<ul style="list-style-type: none"> <li>• Introduce an equitable tenure and promotion policy based on teaching, research, innovation, and community engagement.</li> <li>• Facilitate opportunities for international faculty exchange and visiting scholar appointments.</li> </ul>
<b>4. Cross-Functional Enablers</b>	<p><b>Short-Term (2021-25):</b></p> <ul style="list-style-type: none"> <li>• Launch a Reward and Recognition Program for faculty and staff excellence in innovation, mentorship, and social outreach.</li> <li>• Offer wellness programs including yoga, mental health counseling, stress management workshops, and annual health check-ups.</li> </ul> <p><b>Long-Term (2025-30):</b></p> <ul style="list-style-type: none"> <li>• Institutionalize a Leadership Incubation Program to groom Deans, Heads, and administrative leaders internally.</li> <li>• Promote cross-functional collaborations between departments (e.g., joint clinical-law, tech-healthcare, or media-health campaigns).</li> <li>• Digitally capture and share success stories, innovations, and best practices across units.</li> </ul>
<b>5. Strategic Funding and Emotional Support Enablers</b>	<p><b>Short-Term (2021-25):</b></p> <ul style="list-style-type: none"> <li>• Set up a Research and Innovation Seed Fund for early-career faculty and doctoral researchers.</li> <li>• Embed emotional intelligence training in student and staff development workshops.</li> <li>• Create peer support groups and mentor-mentee forums in each school.</li> </ul> <p><b>Long-Term (2025-30):</b></p> <ul style="list-style-type: none"> <li>• Establish a Faculty Fellowship Scheme with internal or CSR-funded support for sabbaticals and international exposure.</li> <li>• Develop a University Emotional Wellness Framework with professionally trained counsellors and AI-supported digital tools.</li> <li>• Provide endowment-based funding for faculty/staff welfare programs</li> </ul>
<b>6. Enablers for Pedagogical Innovation</b>	<p><b>Short-Term (2021-25):</b></p> <ul style="list-style-type: none"> <li>• Organize training on blended learning models, LMS use, and new pedagogies (flipped classroom, experiential learning, etc.).</li> </ul>

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	<ul style="list-style-type: none"> <li>Promote the use of simulations, mannequins, moot courts, newsroom setups, and virtual labs.</li> </ul> <p><b>Long-Term (2025-30):</b></p> <ul style="list-style-type: none"> <li>Establish Teaching-Learning Centers (TLCs) to drive innovation in pedagogy, including use of AI, AR/VR, and data-driven instruction.</li> <li>Incentivize faculty to produce MOOCs and contribute to SWAYAM/NPTEL platforms.</li> <li>Institutionalize faculty peer review and mentoring systems for teaching excellence.</li> </ul>
<b>2.6.SUPPORTIVE- FACILITATIVE ENABLERS</b>	
<b>1. Accessibility/ Proximity</b>	<p><b>Short-Term (2021-25):</b></p> <ul style="list-style-type: none"> <li>Initiate "Meet the Leadership" monthly forums where students, faculty, and staff can interact directly with senior leadership.</li> <li>Establish ERP-based e-appointment scheduling for Deans, Heads, and Administrative Officers.</li> <li>Disseminate internal contact directories to ensure structured, tier-wise access.</li> </ul> <p><b>Long-Term (2025-30):</b></p> <ul style="list-style-type: none"> <li>Institutionalize a leadership mentoring system for students and junior faculty.</li> <li>Create an Open Leadership Framework, where proximity becomes part of institutional ethos—visible, participative, and empathetic.</li> </ul>
<b>2. Rich Communication</b>	<p><b>Short-Term (2021-25):</b></p> <ul style="list-style-type: none"> <li>Implement a communication policy ensuring transparent, respectful, and timely information dissemination.</li> <li>Use ERP alerts, newsletters, department notice boards, and social media channels for regular updates.</li> <li>Conduct weekly departmental briefings and quarterly stakeholder webinars.</li> </ul> <p><b>Long-Term (2025-30):</b></p> <ul style="list-style-type: none"> <li>Launch a multilingual University Communication Platform integrating academic updates, personal dashboards, live events, and feedback mechanisms.</li> <li>Leverage AI tools for sentiment analysis and communication flow auditing to enhance responsiveness and inclusion.</li> </ul>
<b>3. Role Model</b>	<b>Short-Term (2021-25):</b>

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	<ul style="list-style-type: none"> <li>Identify faculty and staff leaders who exemplify institutional values, and create a spotlight feature through newsletters and convocation speeches.</li> <li>Train Heads and Deans in ethical decision-making, inclusive management, and stakeholder empathy.</li> </ul> <p><b>Long-Term (2025-30):</b></p> <ul style="list-style-type: none"> <li>Launch a University Leadership Academy for grooming future leaders from within.</li> <li>Embed leadership excellence as part of performance appraisal and succession planning.</li> </ul>
<b>4. Institutional values (Core Values)</b>	<p><b>Short-Term (2021-25):</b></p> <ul style="list-style-type: none"> <li>Institutionalize a core values framework centered around Integrity, Service, Innovation, Diversity, and Excellence.</li> <li>Conduct induction programs for all students and staff focused on value assimilation.</li> </ul> <p><b>Long-Term (2025-30):</b></p> <ul style="list-style-type: none"> <li>Establish a Core Values Integration Committee to ensure these are embedded in pedagogy, policy, and practice.</li> <li>Make value-based recognition part of awards, scholarships, and conflict resolution.</li> </ul>
<b>5. Vision</b>	<p><b>Short-Term (2021-25):</b></p> <ul style="list-style-type: none"> <li>Widely disseminate the revised Vision and Mission statements across departments, websites, classrooms, and university documents.</li> <li>Integrate vision alignment checkpoints into departmental meetings and academic planning.</li> </ul> <p><b>Long-Term (2025-30):</b></p> <ul style="list-style-type: none"> <li>Organize Vision Review Retreats every five years involving alumni, industry, community leaders, and regulatory experts.</li> <li>Position the vision as a guiding compass in ranking, outreach, and strategic investments.</li> </ul>
<b>6. Trust among stakeholders and outsiders</b>	<p><b>Short-Term (2021-25):</b></p> <ul style="list-style-type: none"> <li>Ensure transparency in academic calendars, examination timelines, grievance redress, and placements through open reporting.</li> <li>Publish an annual Stakeholder Satisfaction Report with inputs from students, faculty, parents, and industry.</li> </ul> <p><b>Long-Term (2025-30):</b></p>

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	<ul style="list-style-type: none"> <li>Develop a Trust &amp; Integrity Index measured through longitudinal feedback, policy compliance, and institutional responsiveness.</li> <li>Use independent quality audits to assess institutional transparency and responsiveness.</li> </ul>
<b>7. Institutional Tradition Rituals</b>	<p><b>Short-Term (2021-25):</b></p> <ul style="list-style-type: none"> <li>Formalize events such as Founders' Day, White Coat Ceremony, Legal Aid Clinics, Media Festivals, and Nursing Graduation Night to embed identity.</li> <li>Promote faculty and student participation in organizing and commemorating institutional rituals.</li> </ul> <p><b>Long-Term (2025-30):</b></p> <ul style="list-style-type: none"> <li>Create a "GNSU Traditions Handbook" chronicling key milestones, rituals, and campus customs.</li> <li>Integrate traditional academic rituals with innovative, forward-looking institutional celebrations.</li> </ul>
<b>8. Alternative strategy &amp; Support network</b>	<p><b>Short-Term (2021-25):</b></p> <ul style="list-style-type: none"> <li>Prepare academic contingency plans for pandemics, strikes, or emergencies.</li> <li>Develop a faculty substitution and resource redundancy plan.</li> </ul> <p><b>Long-Term (2025-30):</b></p> <ul style="list-style-type: none"> <li>Implement a Business Continuity Plan for all academic and administrative functions.</li> <li>Build an Emergency Response Taskforce for crisis management.</li> </ul>
<b>9. Goal setting in every student</b>	<p><b>Short-Term (2021-25):</b></p> <ul style="list-style-type: none"> <li>Implement career guidance and personal development planning as part of Foundation Courses.</li> <li>Introduce structured mentorship programs with faculty advisors and alumni guides.</li> </ul> <p><b>Long-Term (2025-30):</b></p> <ul style="list-style-type: none"> <li>Integrate goal tracking systems with ERP dashboards and personalized learning plans.</li> <li>Develop a Career Development and Advancement Center with diagnostics and career coaching.</li> </ul>
<b>10. Safety &amp; Security</b>	<p><b>Short-Term (2021-25):</b></p> <ul style="list-style-type: none"> <li>Install CCTV, biometric access, female security personnel, and anti-ragging squads.</li> <li>Establish 24x7 health and security desks across hostels and academic buildings.</li> </ul>



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	<p><b>Long-Term (2025-30):</b></p> <ul style="list-style-type: none"> <li>• Implement Smart Campus Surveillance with facial recognition, automated incident alerts, and AI-enabled patrol routing.</li> <li>• Collaborate with local law enforcement for security audits and joint drills.</li> </ul>
<b>11. Search for proximity (Local friends. Local food, local culture)</b>	<p><b>Short-Term (2021-25):</b></p> <ul style="list-style-type: none"> <li>• Organize Local Integration Days featuring regional cuisine, dialects, music, and crafts.</li> <li>• Assign student buddies from local communities to new outstation students.</li> </ul> <p><b>Long-Term (2025-30):</b></p> <ul style="list-style-type: none"> <li>• Integrate “Local Living Modules” in UG/PG curriculum to promote rural engagement and service learning.</li> <li>• Set up an on-campus Local Culture Center promoting language, history, and food of Bihar.</li> </ul>
<b>12. Legacy of the system</b>	<p><b>Short-Term (2021-25):</b></p> <ul style="list-style-type: none"> <li>• Capture stories from founding members, alumni, and long-standing faculty.</li> <li>• Organize storytelling evenings and legacy-focused events.</li> <li>• Launch “My GNSU Journey” testimonials, alumni talks, and student-led campus stories.</li> <li>• Introduce Alumni Ambassadors to participate in orientation and mentoring.</li> </ul> <p><b>Long-Term (2025-30):</b></p> <ul style="list-style-type: none"> <li>• Create an Institutional Archive &amp; Legacy Gallery (physical and digital) preserving documents, photos, videos, and memorabilia.</li> <li>• Establish a “Legacy Lecture Series” to institutionalize thought leadership.</li> <li>• Build an Alumni Loyalty Program with recognition, networking privileges, and branded memorabilia.</li> <li>• Use alumni data analytics to track engagement, donations, and career impact.</li> </ul>
<b>13. Openness in terms of information</b>	<p><b>Short-Term (2021-25):</b></p> <ul style="list-style-type: none"> <li>• Publish updated policies, budgets, curriculum structures, and board minutes online.</li> <li>• Organize open houses for prospective students and media.</li> </ul> <p><b>Long-Term (2025-30):</b></p>

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	<ul style="list-style-type: none"> <li>Launch a Transparency Portal with dashboards on results, finances, hiring, grievances, and student outcomes.</li> <li>Ensure real-time data integration with UGC, NMC, NAAC, and other portals</li> </ul>
<b>14.The Ability of the institution to deliver on promises</b>	<p><b>Short-Term (2021-25):</b></p> <ul style="list-style-type: none"> <li>Build institutional credibility by delivering services (classes, exams, results, clinical rotations) on time.</li> <li>Track promise-delivery through student satisfaction indices.</li> </ul> <p><b>Long-Term (2025-30):</b></p> <ul style="list-style-type: none"> <li>Establish a “Service Commitment Charter” to ensure accountability at all levels.</li> <li>Create a university ombudsperson to oversee resolution of unfulfilled commitments.</li> </ul>
<b>15.Accountability measures</b>	<p><b>Short-Term (2021-25):</b></p> <ul style="list-style-type: none"> <li>Define KRAs and deliverables for every functional unit.</li> <li>Monitor performance using biannual internal audits and reporting tools.</li> </ul> <p><b>Long-Term (2025-30):</b></p> <ul style="list-style-type: none"> <li>Launch a Balanced Scorecard-Based University Governance Dashboard.</li> <li>Link promotions, budget allocations, and recognitions to outcomes and compliance.</li> </ul>
<b>16.Mental Health</b>	<p><b>Short-Term (2021-25):</b></p> <ul style="list-style-type: none"> <li>Appoint certified counsellors, run awareness campaigns, and integrate emotional intelligence in orientation modules.</li> <li>Offer de-stress zones, open-mic events, and wellness clubs.</li> </ul> <p><b>Long-Term (2025-30):</b></p> <ul style="list-style-type: none"> <li>Develop a Campus Mental Health Framework with screening tools, 24x7 digital help, crisis response team, and peer support networks.</li> <li>Institutionalize mental health indicators in annual student and staff well-being audits.</li> </ul>
<b>2.7. NETWORKING AND COLLABORATIONS ENABLERS</b>	
<b>1. Strategic Collaborations</b>	<p><b>Short-Term (2021-25):</b></p> <ul style="list-style-type: none"> <li>Sign MoUs with hospitals, pharma firms, law firms, media houses, and local industries for internships, apprenticeships, and joint projects.</li> </ul>

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	<ul style="list-style-type: none"> <li>Build strong alumni networks for guest lectures, mentorship, and fundraising.</li> </ul> <p><b>Long-Term (2025-30):</b></p> <ul style="list-style-type: none"> <li>Establish a Consortium of Partner Institutions to co-develop academic programs, research labs, and shared infrastructure.</li> <li>Formalize industry-linked Academic Advisory Panels for each school.</li> </ul>
<b>2. Academic and Research Excellence</b>	<p><b>Short-Term (2021-25):</b></p> <ul style="list-style-type: none"> <li>Promote faculty exchange, joint conferences, and co-teaching with other universities and research institutions.</li> <li>Encourage collaborative research with government bodies (ICMR, DST, AICTE, UGC).</li> </ul> <p><b>Long-Term (2025-30):</b></p> <ul style="list-style-type: none"> <li>Launch dual-degree, twinning, and joint Ph.D. programs with national and international universities.</li> <li>Establish cross-disciplinary research centres (e.g., Health Law and Policy, Digital Health, Legal Informatics).</li> </ul>
<b>3. Practical Exposure and Experience</b>	<p><b>Short-Term (2021-25):</b></p> <ul style="list-style-type: none"> <li>Facilitate internships, clinical rotations, court internships, newsroom trials, and industry immersions.</li> <li>Start “Earn While You Learn” programs in labs, library, media studio, and admin offices.</li> </ul> <p><b>Long-Term (2025-30):</b></p> <ul style="list-style-type: none"> <li>Develop long-term Co-operative Education Programs blending academics with extended industry exposure.</li> <li>Collaborate with innovation councils, chambers of commerce, and entrepreneurship hubs.</li> </ul>
<b>4. Community Engagement and Service</b>	<p><b>Short-Term (2021-25):</b></p> <ul style="list-style-type: none"> <li>Partner with NGOs, district hospitals, legal aid societies, and rural health missions.</li> <li>Align community work with Unnat Bharat Abhiyan and national service programs.</li> </ul> <p><b>Long-Term (2025-30):</b></p> <ul style="list-style-type: none"> <li>Establish a Centre for Community-Based Participatory Research (CBPR) to support field-based learning and social innovation.</li> <li>Institutionalize community internships for all professional UG/PG students.</li> </ul>

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<b>5. Professional Development and Employment</b>	<b>Short-Term (2021-25):</b> <ul style="list-style-type: none"> <li>• Build a University Placement Consortium with recruiters across healthcare, pharma, legal, media, and tech sectors.</li> <li>• Conduct job fairs and mock interviews with industry experts.</li> </ul> <b>Long-Term (2025-30):</b> <ul style="list-style-type: none"> <li>• Create Industry Talent Alignment Boards to co-design curriculum and offer assured placements.</li> <li>• Enable micro-credentialing and industry-recognized certifications embedded in programs.</li> </ul>
<b>6. Quality and Credibility</b>	<b>Short-Term (2021-25):</b> <ul style="list-style-type: none"> <li>• Seek NAAC accreditation, UGC 12(B) recognition, and relevant statutory body affiliations (e.g., NMC, PCI, BCI).</li> <li>• Benchmark practices using QS-I Gauge, NIRF, and UGC quality frameworks.</li> </ul> <b>Long-Term (2025-30):</b> <ul style="list-style-type: none"> <li>• Achieve accreditation from international bodies such as ECFMG, WFME, or international nursing/pharmacy boards to enable global mobility of students.</li> <li>• Establish a Quality Partnership Council to monitor adherence to collaboration benchmarks and institutional credibility.</li> </ul>
<b>7. Innovation and Entrepreneurship</b>	<b>Short-Term (2021-25):</b> <ul style="list-style-type: none"> <li>• Launch Innovation and Entrepreneurship Cell (IEC) with start-up mentoring, ideation labs, and seed fund guidance.</li> <li>• Organize hackathons, pitch days, and business plan competitions.</li> </ul> <b>Long-Term (2025-30):</b> <ul style="list-style-type: none"> <li>• Set up a University Incubation Centre with co-working space, access to legal/financial advisory, and investor networks.</li> <li>• Collaborate with MSME, Atal Innovation Mission, and Start-up India for start-up support and grants.</li> </ul>
<b>2.8. PHYSICAL ENABLERS</b>	
<b>1. Smart Campus</b>	<b>Short-Term (2021-25):</b> <ul style="list-style-type: none"> <li>• Implement basic automation: biometric attendance, CCTV, smart boards, ERP.</li> <li>• Enable real-time monitoring of classrooms, attendance, and academic calendars.</li> </ul>

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	<p><b>Long-Term (2025-30):</b></p> <ul style="list-style-type: none"> <li>Develop a fully integrated smart campus with IoT-enabled buildings, sensor-based utilities, centralized monitoring of power, security, and HVAC systems.</li> </ul>
<b>2. Green/ Sustainable building</b>	<p><b>Short-Term (2021-25):</b></p> <ul style="list-style-type: none"> <li>Install solar panels, rainwater harvesting, and LED lighting across the campus.</li> <li>Ensure medical and lab waste management in accordance with regulatory norms.</li> </ul> <p><b>Long-Term (2025-30):</b></p> <ul style="list-style-type: none"> <li>Construct green-certified academic and residential blocks using eco-friendly materials and technologies.</li> <li>Achieve net-zero energy goals for selected buildings.</li> </ul>
<b>3. Infrastructure to commute</b>	<p><b>Short-Term (2021-25):</b></p> <ul style="list-style-type: none"> <li>Provide shuttle services within the campus.</li> <li>Ensure barrier-free access (ramps, signage, tactile paths) for PwD.</li> </ul> <p><b>Long-Term (2025-30):</b></p> <ul style="list-style-type: none"> <li>Develop dedicated e-vehicle lanes, smart parking, and bicycle tracks.</li> <li>Build covered walkways and smart navigation kiosks.</li> </ul>
<b>4. Administrative Block (Admission &amp; Counselling Area)</b>	<p><b>Short-Term (2021-25):</b></p> <ul style="list-style-type: none"> <li>Upgrade offices with digital file tracking, visitor management, and document management systems.</li> </ul> <p><b>Long-Term (2025-30):</b></p> <ul style="list-style-type: none"> <li>Set up a centralized Academic-Administrative Command Centre for decision support and data analytics.</li> </ul>
<b>5. Library/ Digital resource centre</b>	<p><b>Short-Term (2021-25):</b></p> <ul style="list-style-type: none"> <li>Upgrade physical library with Wi-Fi, e-journals, and subject-specific collections.</li> <li>Subscribe to INFLIBNET, DELNET, and N-LIST.</li> </ul> <p><b>Long-Term (2025-30):</b></p> <ul style="list-style-type: none"> <li>Develop a fully digital library with AI-based recommender systems, digitized rare collections, and 24x7 remote access.</li> </ul>
<b>6. Lecture Complex, Classrooms</b>	<p><b>Short-Term (2021-25):</b></p> <ul style="list-style-type: none"> <li>Equip classrooms with projectors, ergonomic seating, and acoustic design.</li> <li>Enable hybrid learning through LMS-linked classrooms.</li> </ul> <p><b>Long-Term (2025-30):</b></p>

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	<ul style="list-style-type: none"> <li>Establish studio classrooms, flipped classrooms, and collaborative workspaces with AR/VR-enabled infrastructure.</li> </ul>
<b>7. Tutorial rooms</b>	<p><b>Short-Term (2021-25):</b></p> <ul style="list-style-type: none"> <li>Introduce small-group learning spaces with AV recording tools.</li> </ul> <p><b>Long-Term (2025-30):</b></p> <ul style="list-style-type: none"> <li>Create a Digital Learning Studio for content creation, video lectures, and academic broadcasting.</li> </ul>
<b>8. Examination branch</b>	<p><b>Short-Term (2021-25):</b></p> <ul style="list-style-type: none"> <li>Strengthen confidentiality with a secure exam strong room and CCTV coverage</li> </ul> <p><b>Long-Term (2025-30):</b></p> <ul style="list-style-type: none"> <li>Implement e-exam centres with biometric verification, AI-based proctoring, and digital evaluation systems.</li> </ul>
<b>9. Facilities to Faculty and Staff</b>	<p><b>Short-Term (2021-25):</b></p> <ul style="list-style-type: none"> <li>Provide dedicated faculty cabins, common lounges, and support staff cubicles.</li> <li>Develop in-campus staff housing.</li> </ul> <p><b>Long-Term (2025-30):</b></p> <ul style="list-style-type: none"> <li>Build faculty clusters, sabbatical suites, and wellness lounges.</li> <li>Develop green hostels and family apartments for senior staff.</li> </ul>
<b>10.Meeting and Office Rooms</b>	<p><b>Short-Term (2021-25):</b></p> <ul style="list-style-type: none"> <li>Set up well-equipped boardrooms, academic council rooms, and conference spaces</li> </ul> <p><b>Long-Term (2025-30):</b></p> <ul style="list-style-type: none"> <li>Introduce smart conference halls with real-time digital collaboration tools, hybrid conferencing, and streaming.</li> </ul>
<b>11.Laboratories and Research Centres</b>	<p><b>Short-Term (2021-25):</b></p> <ul style="list-style-type: none"> <li>Establish well-equipped labs for Nursing, Pharmacy, Medical, Mass Comm., IT, and Law.</li> </ul> <p><b>Long-Term (2025-30):</b></p> <ul style="list-style-type: none"> <li>Develop super-specialty research centres, simulation labs (e.g., Virtual Courtrooms, Media Studios, Cadaver Labs), and biotech incubators.</li> </ul>
<b>12.Computer Centre/ Multimedia Studios</b>	<p><b>Short-Term (2021-25):</b></p> <ul style="list-style-type: none"> <li>Upgrade student-faculty computer ratio.</li> <li>Set up a basic studio for media and e-learning content.</li> </ul> <p><b>Long-Term (2025-30):</b></p>

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	<ul style="list-style-type: none"> <li>Build a state-of-the-art Digital Innovation Centre with AI/ML, AR/VR, and multimedia production zones.</li> </ul>
<b>13.Cafeteria/Dining Room/ Mess Facility</b>	<p><b>Short-Term (2021-25):</b></p> <ul style="list-style-type: none"> <li>Maintain hygiene and nutrition standards. Provide subsidized meals.</li> </ul> <p><b>Long-Term (2025-30):</b></p> <ul style="list-style-type: none"> <li>Develop multi-cuisine food courts, nutrition monitoring systems, and student meal plans.</li> </ul>
<b>14.Games &amp; Sports facility</b>	<p><b>Short-Term (2021-25):</b></p> <ul style="list-style-type: none"> <li>Create outdoor fields, basic gym, and indoor activity halls.</li> </ul> <p><b>Long-Term (2025-30):</b></p> <ul style="list-style-type: none"> <li>Construct a multipurpose sports complex, yoga centre, Olympic-standard fields, and digital performance tracking.</li> </ul>
<b>15.Auditorium add conference rooms</b>	<p><b>Short-Term (2021-25):</b></p> <ul style="list-style-type: none"> <li>Build a central auditorium for academic, cultural, and institutional functions.</li> </ul> <p><b>Long-Term (2025-30):</b></p> <ul style="list-style-type: none"> <li>Upgrade to a high-tech convention centre with tiered seating, interpretation booths, and live streaming.</li> </ul>
<b>16.Hostels</b>	<p><b>Short-Term (2021-25):</b></p> <ul style="list-style-type: none"> <li>Provide safe, hygienic hostel accommodation with Wi-Fi and study areas.</li> </ul> <p><b>Long-Term (2025-30):</b></p> <ul style="list-style-type: none"> <li>Develop smart hostels with biometric access, RFID-based movement tracking, and e-laundry/meal services.</li> </ul>
<b>17.Parking</b>	<p><b>Short-Term (2021-25):</b></p> <ul style="list-style-type: none"> <li>Designate student, staff, visitor, and ambulance parking.</li> <li>Introduce RFID vehicle tagging.</li> </ul> <p><b>Long-Term (2025-30):</b></p> <ul style="list-style-type: none"> <li>Establish multi-level parking with EV charging stations and smart ticketing.</li> </ul>
<b>18.Exhibition Hall</b>	<p><b>Short-Term (2021-25):</b></p> <ul style="list-style-type: none"> <li>Allocate space for annual exhibitions, health expos, and skill demonstrations.</li> </ul> <p><b>Long-Term (2025-30):</b></p> <ul style="list-style-type: none"> <li>Build a University Innovation Gallery showcasing research prototypes, student start-ups, and historical archives</li> </ul>
<b>19.Guest Accommodation</b>	<p><b>Short-Term (2021-25):</b></p>

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	<ul style="list-style-type: none"> <li>Create university guest houses for examiners, faculty, and dignitaries.</li> </ul> <p><b>Long-Term (2025-30):</b></p> <ul style="list-style-type: none"> <li>Establish executive guest suites with business centres, dining, and recreation.</li> </ul>
<b>20.Commercial Shops/centers</b>	<p><b>Short-Term (2021-25):</b></p> <ul style="list-style-type: none"> <li>Allow functional shops for stationery, printing, photocopy, and food kiosks.</li> </ul> <p><b>Long-Term (2025-30):</b></p> <ul style="list-style-type: none"> <li>Set up a student convenience plaza with ATMs, courier, bookstore, café, and student co-op store.</li> </ul>
<b>21.Health and well being</b>	<p><b>Short-Term (2021-25):</b></p> <ul style="list-style-type: none"> <li>Maintain an operational 24x7 on-campus dispensary and ambulance service.</li> </ul> <p><b>Long-Term (2025-30):</b></p> <ul style="list-style-type: none"> <li>Develop a mini-hospital with OPD/IPD, mental health counselling, pathology, and dental services.</li> </ul>
<b>22.Student recreation facilities</b>	<p><b>Short-Term (2021-25):</b></p> <ul style="list-style-type: none"> <li>Organize student clubs and co-curricular events. Provide cultural rooms and open-air theatre.</li> </ul> <p><b>Long-Term (2025-30):</b></p> <ul style="list-style-type: none"> <li>Establish a Student Life Centre with music, theatre, maker spaces, and digital gaming zones.</li> </ul>
<b>23.International student centres</b>	<p><b>Short-Term (2021-25):</b></p> <ul style="list-style-type: none"> <li>Offer support services for international students: visa help, accommodation, language labs.</li> </ul> <p><b>Long-Term (2025-30):</b></p> <ul style="list-style-type: none"> <li>Build a dedicated international block with academic and residential support, lounge, and intercultural events.</li> </ul>
<b>24.Incubation centre and Research park</b>	<p><b>Short-Term (2021-25):</b></p> <ul style="list-style-type: none"> <li>Launch basic innovation cell and entrepreneurship support hub.</li> </ul> <p><b>Long-Term (2025-30):</b></p> <ul style="list-style-type: none"> <li>Develop a Research &amp; Innovation Park with industry R&amp;D units, co-working space, and patenting/legal support.</li> </ul>
<b>25.Botanical Park/Garden</b>	<p><b>Short-Term (2021-25):</b></p> <ul style="list-style-type: none"> <li>Establish a herbal garden for Pharmacy and Medical studies.</li> </ul> <p><b>Long-Term (2025-30):</b></p>



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	<ul style="list-style-type: none"> <li>Expand into a Botanical Research Park with conservatory, taxonomy lab, and medicinal plant library.</li> </ul>
<b>26. Vocational Skilling Infrastructure</b>	<p><b>Short-Term (2021-25):</b></p> <ul style="list-style-type: none"> <li>Equip paramedical and allied health labs with latest skill training tools.</li> </ul> <p><b>Long-Term (2025-30):</b></p> <ul style="list-style-type: none"> <li>Create a Vocational Skilling Academy integrated with NSDC, offering blended, credit-based skilling courses.</li> </ul>
<b>2.9. DIGITAL ENABLERS</b>	
<b>1. Internet usage</b>	<p><b>Short-Term (2021-25):</b></p> <ul style="list-style-type: none"> <li>Ensure high-speed broadband connectivity across academic and non-academic buildings.</li> <li>Provide secure, role-based access to students, faculty, and staff.</li> </ul> <p><b>Long-Term (2025-30):</b></p> <ul style="list-style-type: none"> <li>Integrate smart IoT-enabled monitoring of bandwidth, access analytics, and AI-assisted bandwidth management.</li> </ul>
<b>2. Website</b>	<p><b>Short-Term (2021-25):</b></p> <ul style="list-style-type: none"> <li>Launch a dynamic, bilingual, mobile-friendly website with real-time updates.</li> <li>Regularly upload notices, syllabi, reports, placement data, and contact directories.</li> </ul> <p><b>Long-Term (2025-30):</b></p> <ul style="list-style-type: none"> <li>Convert website into a digital gateway for admissions, academics, alumni, and international engagement, integrated with ERP and virtual campus tours.</li> </ul>
<b>3. Online Messaging stakeholders' groups</b>	<p><b>Short-Term (2021-25):</b></p> <ul style="list-style-type: none"> <li>Use WhatsApp groups, ERP messaging, SMS, and email for student-faculty coordination.</li> </ul> <p><b>Long-Term (2025-30):</b></p> <ul style="list-style-type: none"> <li>Develop an integrated communication platform (app/portal) with hierarchical user groups, announcements, and grievance tracking.</li> </ul>
<b>4. Online Blogs &amp; sites for every course</b>	<p><b>Short-Term (2021-25):</b></p> <ul style="list-style-type: none"> <li>Set up department blogs, faculty pages, and LMS-linked content repositories for each course.</li> </ul> <p><b>Long-Term (2025-30):</b></p> <ul style="list-style-type: none"> <li>Launch a unified digital academic portal with lecture recordings, syllabi, e-notes, forums, assessments, and peer engagement tools.</li> </ul>

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<b>5. Wi-Fi Campus</b>	<p><b>Short-Term (2021-25):</b></p> <ul style="list-style-type: none"> <li>• Enable Wi-Fi in hostels, libraries, classrooms, and admin areas.</li> </ul> <p><b>Long-Term (2025-30):</b></p> <ul style="list-style-type: none"> <li>• Upgrade to smart Wi-Fi campus infrastructure with data analytics, content filtering, and device authentication.</li> </ul>
<b>6. Online Study material</b>	<p><b>Short-Term (2021-25):</b></p> <ul style="list-style-type: none"> <li>• Provide PDFs, e-books, and recorded video lectures via LMS.</li> <li>• Upload content on ERP or cloud repositories.</li> </ul> <p><b>Long-Term (2025-30):</b></p> <ul style="list-style-type: none"> <li>• Integrate with national digital repositories (SWAYAM, NPTEL, e-PG Pathshala) for curated academic content.</li> <li>• Launch GNSU's own e-content platform.</li> </ul>
<b>7. Digital Library</b>	<p><b>Short-Term (2021-25):</b></p> <ul style="list-style-type: none"> <li>• Subscribe to INFLIBNET, DELNET, NDL, and other e-resource platforms.</li> <li>• Enable remote access to students and faculty.</li> </ul> <p><b>Long-Term (2025-30):</b></p> <ul style="list-style-type: none"> <li>• Build an AI-driven digital library system with personalized dashboards, real-time availability, and citation management tools.</li> </ul>
<b>8. Digital Publication</b>	<p><b>Short-Term (2021-25):</b></p> <ul style="list-style-type: none"> <li>• Publish e-newsletters, institutional magazines, and annual reports online.</li> </ul> <p><b>Long-Term (2025-30):</b></p> <ul style="list-style-type: none"> <li>• Launch a university e-Journal platform for research publications and proceedings with DOI and open-access formats.</li> </ul>
<b>9. Paperless office</b>	<p><b>Short-Term (2021-25):</b></p> <ul style="list-style-type: none"> <li>• Introduce e-office systems, e-filing, and digital noting in Registrar, Finance, and Academic Sections.</li> </ul> <p><b>Long-Term (2025-30):</b></p> <ul style="list-style-type: none"> <li>• Fully implement a document management system (DMS) with workflow automation and digital signatures.</li> </ul>
<b>10. Paperless exams</b>	<p><b>Short-Term (2021-25):</b></p> <ul style="list-style-type: none"> <li>• Start online examination forms, hall tickets, and digital evaluation of OMR/subjective scripts.</li> </ul> <p><b>Long-Term (2025-30):</b></p>

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	<ul style="list-style-type: none"> <li>Implement end-to-end online examination system with e-question paper delivery, proctoring, and result processing.</li> </ul>
<b>11. Online Evaluation</b>	<p><b>Short-Term (2021-25):</b></p> <ul style="list-style-type: none"> <li>Begin digital assessment for internal tests and formative assignments.</li> </ul> <p><b>Long-Term (2025-30):</b></p> <ul style="list-style-type: none"> <li>Use AI-based analytics for evaluation trends, student performance, and academic feedback loops.</li> </ul>
<b>12. Website based result announcement</b>	<p><b>Short-Term (2021-25):</b></p> <ul style="list-style-type: none"> <li>Publish results with secure access on the university website/ERP.</li> </ul> <p><b>Long-Term (2025-30):</b></p> <ul style="list-style-type: none"> <li>Integrate results with ABC, Digi locker, and NAD systems for digital academic verification.</li> </ul>
<b>13. NAD marks cards Facility</b>	<p><b>Short-Term (2021-25):</b></p> <ul style="list-style-type: none"> <li>Join Digi Locker/NAD (National Academic Depository) platform.</li> </ul> <p><b>Long-Term (2025-30):</b></p> <ul style="list-style-type: none"> <li>Automate all mark sheet and degree entries into NAD/ABC as per UGC guidelines.</li> </ul>
<b>14. Online admission test</b>	<p><b>Short-Term (2021-25):</b></p> <ul style="list-style-type: none"> <li>Conduct online admission tests for select programs through verified test platforms.</li> </ul> <p><b>Long-Term (2025-30):</b></p> <ul style="list-style-type: none"> <li>Develop an in-house online testing and proctoring solution, compatible with mobile and remote setups.</li> </ul>
<b>15. Education ERP</b>	<p><b>Short-Term (2021-25):</b></p> <ul style="list-style-type: none"> <li>Implement ERP for admissions, fee payments, attendance, and timetable.</li> </ul> <p><b>Long-Term (2025-30):</b></p> <ul style="list-style-type: none"> <li>Expand ERP to integrate research, HR, library, student lifecycle, alumni, hostels, and inventory modules.</li> </ul>
<b>16. Plagiarism software facility</b>	<p><b>Short-Term (2021-25):</b></p> <ul style="list-style-type: none"> <li>Subscribe to plagiarism check tools (e.g., Turnitin, Urkund, Drilbit) for research and assignments.</li> </ul> <p><b>Long-Term (2025-30):</b></p> <ul style="list-style-type: none"> <li>Embed plagiarism check within LMS submission process and train faculty in publication ethics.</li> </ul>
<b>17. Online digital magazine &amp; Student publication</b>	<p><b>Short-Term (2021-25):</b></p>

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	<ul style="list-style-type: none"> <li>Encourage departmental e-magazines, blogs, and student creative portals.</li> </ul> <p><b>Long-Term (2025-30):</b></p> <ul style="list-style-type: none"> <li>Launch a university-wide digital publishing platform with editorial workflow and student editorial board.</li> </ul>
<b>18. Online placement (Project, internship, &amp; final)</b>	<p><b>Short-Term (2021-25):</b></p> <ul style="list-style-type: none"> <li>Digitize student profiles, resumes, and placement updates.</li> <li>Enable employer login for recruitment.</li> </ul> <p><b>Long-Term (2025-30):</b></p> <ul style="list-style-type: none"> <li>Launch a cloud-based placement automation system with AI-matching of students and jobs, internship tracker, and alumni interface.</li> </ul>
<b>19. Video documentation of each course &amp; each College</b>	<p><b>Short-Term (2021-25):</b></p> <ul style="list-style-type: none"> <li>Record select lectures and upload on LMS or YouTube.</li> </ul> <p><b>Long-Term (2025-30):</b></p> <ul style="list-style-type: none"> <li>Build a video library archive categorized by program, year, and department.</li> </ul>
<b>20. Video documentation on online public platforms</b>	<p><b>Short-Term (2021-25):</b></p> <ul style="list-style-type: none"> <li>Share academic content via YouTube, social media, and EduTech platforms.</li> </ul> <p><b>Long-Term (2025-30):</b></p> <ul style="list-style-type: none"> <li>Partner with MOOC and EdTech platforms to offer GNSU-certified courses.</li> </ul>
<b>21. Social media-based promotions</b>	<p><b>Short-Term (2021-25):</b></p> <ul style="list-style-type: none"> <li>Use Facebook, LinkedIn, Instagram, and Twitter for events, admissions, and updates.</li> </ul> <p><b>Long-Term (2025-30):</b></p> <ul style="list-style-type: none"> <li>Establish a Digital Outreach Cell with analytics dashboard, student ambassadors, and content calendar.</li> </ul>
<b>22. Use of ICCT underlying technologies like AI, BA, CC, DS, MB, OC, VR &amp; AR</b>	<p><b>Short-Term (2021-25):</b></p> <ul style="list-style-type: none"> <li>Introduce AI/ML, Data Analytics, and IoT in curriculum and training modules.</li> </ul> <p><b>Long-Term (2025-30):</b></p> <ul style="list-style-type: none"> <li>Establish a Centre for Emerging Technologies (CET) for education delivery, research, and simulation.</li> </ul>
<b>23. Studio for video online classes</b>	<p><b>Short-Term (2021-25):</b></p> <ul style="list-style-type: none"> <li>Create a small media studio for recording faculty lectures and tutorials.</li> </ul> <p><b>Long-Term (2025-30):</b></p>

# GNSU

## INSTITUTIONAL DEVELOPMENT PLAN

	<ul style="list-style-type: none"> <li>• Develop a high-end video production studio with green screen, teleprompter, podcast setup, and post-production tools.</li> </ul>
<b>24. Video conference facility</b>	<p><b>Short-Term (2021-25):</b></p> <ul style="list-style-type: none"> <li>• Enable Zoom/Google Meet/MS Teams with smart conferencing rooms.</li> </ul> <p><b>Long-Term (2025-30):</b></p> <ul style="list-style-type: none"> <li>• Upgrade to immersive video conference rooms with hybrid learning infrastructure.</li> </ul>
<b>25. Online open Publication system</b>	<p><b>Short-Term (2021-25):</b></p> <ul style="list-style-type: none"> <li>• Digitally host all academic calendars, rules, and research publications.</li> </ul> <p><b>Long-Term (2025-30):</b></p> <ul style="list-style-type: none"> <li>• Launch a Digital Knowledge Repository with institutional archives, research data sets, and project reports.</li> </ul>