Manav Rachna International Institute of Research and Studies

(Deemed to be University under section 3 of the UGC Act,1956)

INSTITUTIONAL
DEVELOPMENT PLAN
2023

CONTENTS

Foreword

Institutional Development Plan (IDP) has been prepared to align the vision and mission of Manav Rachna International Institute of Research and Studies with National education Policy 2020, National Curriculum framework, Sustainable development goals. Stakeholders were meaningfully engaged to prepare the plan for its effective implementation.

Vision

MRIIRS is dedicated and committed to train and equip its students with the latest knowledge and skills in the chosen fields in the backdrop of Indian ethos and values to enable them to face any global challenge with a view to transforming them into insightful, honourable and responsible citizens of this great country; and imbibe a work culture of theoretical and applied research leading to creation and dissemination of knowledge.

Mission

- To provide an environment in which teachers love to facilitate and students love to learn, consisting of infrastructure facilities at par with the best institutions in India and abroad with the aim:
- To inculcate skills and impart knowledge to the ignited minds in the fields of science & technology and soft skills including leadership, team-building and communication.
- To create human beings with golden heart, who work and dedicate themselves for the advancement of humanity.
- To undertake research and development activities in collaboration with the world of work leading to creation of new knowledge in the fields of science, commerce, humanities, engineering & technology, management, health sciences & therapies, sports, multi-media, applied & performing arts.

Quality Policy

MRIIRS strives continuously to improve quality of education to nurture the talent of our students to enable them to embark upon a successful career. Our team endeavors to achieve this objective through a proper blend of high conceptual and practical skills supported by excellent infrastructure, teaching methodology and commitment to Quality Management.

Preface:

The institution shall have an institutional development plan which shall be aligned while visualizing the outcomes of the MRIIRS for the next 15 years wherein the following aspects have been considered in the development of its policies and strategies:

- Academics/Teaching-learning quality
- Research, Innovation and Consultancy
- Skill Development, employability and placements
- Student Support and Progression
- Digitization and ICT Integration/Infrastructure
- Institutional Social Responsibility
- Quest for Excellence: Accreditation and recognition
- Alumni Connect
- Environmental Consciousness and Ecosystem
- Internationalization

The institution has further plans of development which are directly aligned to its Vision and Mission. The following aspects are covered under the development plan:
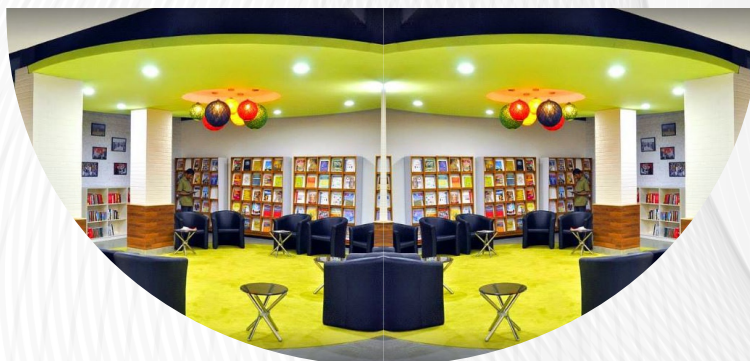
a. The institution proposes to launch skill-based and innovative courses as per NEP2020 which are currently in demand by the industry. Future strategies visualize field-based and student centric learning through role-plays, case studies, live demos and workshops. The spirit of innovation shall be regularly emphasized in class-room activities.

b. The institution plans to further strengthen its Innovation and Incubation Centre to promote a culture of innovation and research among students. It plans to set up Finance Lab to promote research in financial markets. In future, the institution aims at obtaining funded projects in various disciplines. The institution has plans to set up a centre for entrepreneurship to train the students in setting up their own enterprises and expand their family businesses. The institution already has a Language lab which is intensively used by the students.

c. The institution has plans to adopt more government schools and village areas for social development.

d. The institution plans to launch a more robust series of faculty and staff development programmes to fill the gaps. The institution is engaged in assessing faculty resources for starting courses in such areas as social media management, cyber security, data analytics, business analytics and digital marketing. There are further plans to develop the existing faculty skills in such areas to fill the industry academia gaps.

e. The institution visualizes a strategy for larger industry interaction through corporate meets, involvement of industry professionals in various academic bodies, pre-placement seminars, live projects and consultancy work from industry. The institution is already connected with various industry associations and plans to further expand and strengthen these relationships particularly with those operating at international levels.

f. The institution plans to give global orientation to the various courses taught in different faculties. It plans to encourage student and faculty exchange programmes with reputed foreign educational institutions. Faculty would be supported for participating in foreign seminars and conferences for their value addition. The institution plans to enhance interaction with multinational companies and arrange guest lectures from industry experts working in such companies. There are plans to attract more foreign students to the different courses of the institution. The institution plans to hold more international conferences on the campus and be part of more international events.

g. There is thrust on skill development (under National Skill Development Programme) which is a major part of the mission, to increase employability. The future vision of the institution is to bring in a larger measure of globalization in the orientation of its curricula and bring about continuous improvement in the moral and ethical standards of the students segments that the institution serves.

Considering above broad points, Institutional Development Plan has been framed as short term and long term goals, dividing the plans as 3-Year Institutional Development Plan, 7-Year Institutional Development Plan and 15-Year Institutional Development Plan.

Academics and Teaching-learning quality

- Adoption of various UGC norms related to Multi-Entry Multi-Exit, four year undergraduate degree program and minor degree program under NEP 2020.
- Revision of Curricula as per NEP 2020 across all programmes with set Programme Educational Objectives, Programme Outcomes & Programme Specific Outcomes and well- defined course outcomes for each course.
- Course delivery through experiential, participative, problem-based & project-based learning, numerical problems, field exercises and case studies with full use of ICT.
- More wider course choices (both discipline-specific and interdisciplinary courses) for students with a provision of adopting courses through MOOC for every student.
- Implementation of Processes to offer skill based Value added courses each semester open to the students across disciplines with maximum participation.
- Lectures from industry experts and professionals.
- Adding more knowledge partners from industry, research organizations and academic institutions of national/international repute.
- To further strengthen the facilities in the labs/workshops with latest equipment and software to provide skill-based training benchmarked to international standards.
- Special emphasis shall be placed on students to make independent presentations in colloquium, seminars, workshops and conferences leading to development of professional and soft skills.ning quality

- Continue to have transparent and well defined ,faculty selections, induction and promotions, polices and processes.
- Conduct of domain related, research-based and quality related Faculty/Professional Development Programme.
- Participation of each faculty member in one national and one international conference/seminar/workshop per year by each faculty member for updating their knowledge with the latest technology.
- All the faculty members become members of at least one of their respective domain professional bodies or Chapters at National and International levels to keep pace with the latest developments in their areas.
- To further increase the submission of proposals to Govt. funding Agencies to organize sponsored faculty/staff development programmes.
- To achieve a figure of 85% Ph.D faculty in its ranks
- To further strengthen Feedback Mechanism from all Stake-holders for continuous improvement.
- To revisit and align the University policies as per NEP 2020 wherever required and have an approved University Quality Manual.
- To make provision for crediting all kind of learning by students as per provision in NEP 2020 including co-curricular and extra-curricular activities.
- Emphasis on making students aware about the Indian Traditions and Knowledge systems

Research, Innovation and Consultancy

- Mandate to the faculty members (Cadre wise) with a set target to publish the minimum number of quality research papers in highly indexed refereed Journals, book chapters/books, conference publications per year in reputed and highly indexed refereed Journals listed in prestigious databases like Scopus, SCI, Web of Sciences etc so as to increase the publications by atleast 20% every year.
- Mandatory publication in journals/conferences listed in prestigious databases by every student under the PG Programme as an outcome of their dissertations.
- Mandatory publication in journals/conferences listed in prestigious databases or patent publication by every student under the UG Programme as an outcome of the courses like Research Innovation Catalyst and Design Thinking & Innovation.
- Raise the h-index of the University to atleast 60.
- Atleast 10-20% annual growth in consultancy revenue.
- To get more and more sponsored projects and grants from government agencies and
- corporate to fortify R&D activities.
- To further strengthen the tie-ups with more research organizations for qualitative research outcome in the latest upcoming areas.
- To set up Central Instrumentation Centre and Characterization Lab to facilitate for carrying out applied research.
- To establish more centers of excellences by collaborating with industries.
- To enrol more number of full time PhD scholars.
- To further augment, both qualitatively and quantitatively, our innovation and incubation centre leading to high-end research and commercially viable products besides triggering a host of start-ups.
- Entrepreneurship education to all students with full functional incubation support for
- students start-ups
- Filing of significant number of new patents, development of processes and products for launching of start-ups under National Initiative of "Make in India" and "Viksit Bharat 2047" with a target of 10-15 new start-ups each year.
- To provide all the necessary facilities to the students and faculties to participate, compete and win the awards in reputed national/international competitions.
- Collaborations with industry to set up Centres of Excellence with a broad scope of covering training programs on latest technologies, expert talks, industrial visits, internships and job opportunities.
- To explore opportunities for MoUs with leading institutes and industries for collaborative activities, student/faculty exchange.

Skill Development, employability and placements

- To motivate passing out students to compete in CAT/GATE/GRE/GMAT to pursue for Master's and Doctoral Degrees in leading universities within and outside India. It shall also be MRIIRSs endeavour to motivate more passing out students, to compete for induction into civil services, state services and PSUs.
- To raise the number of placements of students in companies/organization of national/international repute and also to raise the average median salary by atleast 10-20% every year by giving the additional required skill sets to the students.
- To provide in-house skill development opportunities for all students in relevant areas.
- To enhance progression of the students for higher studies and research.
- To collaborate for more integrating skills in Higher education in association with NSDC and start more skill development programmes in more areas mentioned under Reimbursable Skill Advisory Services (RSAS).

Student Support and Progression

- To organize regular awareness programmes on usage of EMS incorporated single window service for students with robust Online grievance redressal system.
- To further enhance the integrated on-line Education Management System by incorporating student portfolios on the EMS.
- To further enhance the institutional support for career development, employability, placement, Soft skills enhancement and counselling and record the outcomes.
- To benefit more students with utilization of the MRIIRS earn while you learn scheme (EWLS).
- To further strengthen the Peer Mentor System for the students.
- Enhancement in participation of students in sports activities while providing them advanced sports facilities and additional facilities/incentives for participation in national and international events.
- To provide equal opportunities to students through enhanced infrastructural and financial facilities for Socio Economic and differently abled students.
- To create awareness about gender issues, ethics and Code of Conduct.

• Digitization and ICT Integration/Infrastructure

- To further enhance the domains of Education Management System across MRIIRS in terms of dynamic MIS heads incorporating all the as on date guidelines of regulatory and accreditation bodies.
- To record a complete digital database of all university administrative processes and support management under e-governance through more dynamic MIS of teh respective sections.
- To have full digitization of learning resources through e-content development and recordings by organizing training programmes to all faculty and staff on digital processes.
- To become an active contributing partner towards strengthening learning resources.
- To further enhance the open educational resources in the library collection by 25%.
- To become active partner in sharing and contributing as digital resource center in local and global scenario.
- To further digitize the available print collection books by 25% and make them available through national digital platforms .
- To increase student footfall in the library through large-scale upgrades of infrastructure and subscription to high-quality e-journals and e-books.
- Implementation of more robust e-Governance across MRIIRS.
- To further enhance the ICT enabled facilities in all classrooms/laboratories and Smart rooms.

• Institutional Social Responsibility

- To further enhance the ISR support in adopted villages and undertake various more robust development activities in the area of health, education, environment, sanitation and overall community development.
- Enhanced support to government campaigns and development programmes.
- Connecting with the corporate sector for CSR projects.
- 5-10% increase in the annual budget for ISR activities.

Quest for Excellence: Accreditation and recognition

- To revise the proforma for Academic Audit.
- Regular conduct of AAA from external experts.
- To further strengthen the stakeholder feedback system, addition of feedback on curricula through Academic Peers, revision of feedback parameters and student mentoring system.
- To get NBA Accreditation for all eligible technical and professional programmes.
- To improve NIRF ranking with a target to reach among top institutions in all categories.

Alumni Connect

- To involve more alumni in the development of the institution
- To improve the application-based connection with a full database of all alumni.
- To further strengthen the alumni engagement in the institutional activities including training and placement of existing students
- To design lifelong learning programmes for alumni
- To engage more alumni through social media platforms for branding.
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- To prepare for sustenance of NAAC accreditation with A++ Grade
- To improve in overall QS rating with 5-star rating.
- To apply and get ABET Accreditation.
- To get ISO 21001:2018 certification for EOMS of MRIIRS.
- Regular participation in sustainability based Rankings
- To further participate and improve in all the National/International Ratings and Rankings.
- To get NABH accreditation of Dental College.

- **Environmental Consciousness and Ecosystem**

- Installation of grid-connected rooftop solar PV system on all building roofs of the Institution to be further enhanced
- Campus wide maintenance of LED lights across campus and sensors for switching on/off all the electrical appliances in class rooms, labs, offices etc.
- To inculcate the Philosophy of Green Buildings, Green Jobs and Green Economy amongst the faculty and students
- To retain completely polythene free campus, plastic free campus
- To further strengthen the resources for water harvesting, solar energy and waste management in the campus.
- To introduce a course on Sustainability in alignment with UN SDGs.

- **Internationalization**

- To have more effective collaborations with foreign universities involving students and faculty exchange programmes and collaborative research

- To enrol more students under different programmes from developed foreign Countries.
- To involve more foreign faculty for teaching and to arrange foreign internships for the
- students to give them global exposure.

Academics and Teaching-learning quality

- Implementation of various UGC norms under NEP 2020, or as mandated by the regulatory bodies.
- Regular revision and updating of curricula across all programmes to keep pace with the very fast changes scenario, new technologies and processes coming in use in real world of work.
- To offer 30-50% of total courses in a programme under electives basket (both discipline-specific and inter-disciplinary courses) with wider course choices within each basket with a provision of adopting courses through MOOC or other approved sources of online course.
- To introduce and start more PG programmes with at least one PG programme in each
- department.
- To have almost 100% Ph.D faculty in all the departments.
- Collaborating with highly reputed knowledge partners from industry, other academic/research institutions for all programmes to have their relevant inputs in academic delivery.
- To regularly update the existing and create new facilities in all labs/workshops to provide skill-based training on relevant latest equipment/machines and software to compete globally.
- To inculcate human and universal values amongst all enrolled students to enable them to become global citizens.
- Mandate to organize at least one Faculty Development Programme of 3-5 days in the relevant areas by each department in a semester with resource persons from industries and other academic/research organizations of national/international repute.
- Mandate for each faculty member to participate in at least one national and one international conference/ seminar/workshop per year by each faculty member for updating their knowledge with the latest technology.
- The participation of faculty members in FDPs and conferences to be linked with their career progression and annual appraisals.
- To submit the proposals to Govt. funding Agencies to organize sponsored faculty/staff development programmes.
- Mandate for each faculty member to become member of at least two of their respective domain professional bodies and chapters at National and International levels and to have at least one Student Chapter of relevant Professional Body in the department to keep pace with the latest developments in their areas.
- To have departmental newsletter and magazine of each Faculty to disseminate the latest technological and processes developments.
- To draft and document revised policies/new policies for all the processes to be adopted for academics and administration.
- To make provision for crediting all kind of learning by students.
- Emphasis on making students aware about the Indian Traditions and Knowledge systems

- Action research, curriculum-based research, field research and live projects in at least 50% of the programmes.
- To regularly update and strengthen the Central Instrumentation Centre and Characterization Lab facility with latest arrivals for carrying out applied research.
- To enrol maximum number of full time PhD scholars through fellowship programmes
- and other Govt. schemes including internal scholarship schemes.
- To have up to 400-500 publications every year in highly indexed journals quoted in prestigious databases like Scopus/SCI/Web of Science etc from faculty and students.
- Raise the h-index of the University to in the range of 70-75.
- To increase the consultancy revenue at the level of each department to the extent of at least 10-20% of their annual required budget for further strengthening the research and consultancy facilities in the department.
- To get more and more sponsored projects and grants from government agencies and
- corporate to fortify R&D activities.
- To further strengthen the existing and explore more tie-ups with research organizations of international repute for qualitative research outcome in the latest upcoming areas.
- To further augment, both qualitatively and quantitatively, our innovation and incubation centre leading to high-end research and commercially viable products besides triggering a host of start-ups with a target of 15-25 new start-ups each year under National Initiative of "Make in India" and nd "Viksit Bharat 2047".
- Filing of significant number of new patents, copy rights, development of processes and viable products.
- Collaborations with industry to set up Centres of Excellence with a broad scope of covering training programs on latest technologies, expert talks, industrial visits, internships and job opportunities.
- To facilitate the students and faculties to participate, compete and win more and more awards at reputed national/ international forums.
- To explore more opportunities for MoUs with leading institutes and industries for collaborative activities, student/faculty exchange.

Skill Development, employability and placements

- To provide in-house facility for the students to compete in CAT/GATE/GRE/GMAT to pursue for Master's and Doctoral Degrees in leading universities within and outside India.
- To provide in-house training to the students to prepare and compete for Civil Services,
- Engineering Services, State Services and PSUs.
- To raise the number of placements of students in companies/organization of national/international repute and also to raise the average annual median salary with a target of Rs 15-20 lacs by giving the additional required skill sets to the students.
- Target to have at least 100 placements with annual salary of more than Rs. 40 lacs.
- Setting up more Skill Centers for training and delivery of skills benchmarked to International Standards under 'Make in India.
- To enhance progression of the students for higher studies and research.

Student Support and Progression

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- To organize regular awareness programmes on usage of EMS incorporated single window service for students with robust Online grievance redressal system and further expand the single window service for students.
- To facilitate the students with 24X7 lab and library services including online resources.
- To facilitate the students with centralized computer lab facility with internet in the
- hostels.
- To further expand the institutional support for career development, employability, placement and counselling through corporate trainers.
- To expand the scheme of earn while you learn (EWLS) for students.
- To extend the facilities for differently abled students.
- To further expand all the facilities and training for students for grooming and nurturing their talents in the area of music, singing, drama, literary events etc.
- Target of achieving atleast 10-12 national and 3-4 international championship/ medals by further strengthening the sports facilities and rigorous training through national/international coaches in the major interest areas of the students
- To introduce a credit based course on Sports for students of all the programmes.
- To create awareness about gender issues, ethics and Code of Conduct.

Digitization and ICT Integration/Infrastructure

- To extend the modules of Education Management System.
- To fully adopt virtual reality and make available artificial intelligence based learning resources towards teaching and learning processes.
- To make paperless working environment in the Institute while implementing e-governance.
- To further enhance open educational resources in the library collection by 30%.
- To further digitize the available print collection books by 30% and make them available through national digital platform.
- To extend facility for online content development facility for core and elective courses.
- To extend learning resources available towards the global community.
- To retain the 100% of classrooms/laboratories with ICT enabled facilities.

Institutional Social Responsibilities

- Adoption of 10 villages and undertake various development activities in the area of health, education, environment, sanitation and overall community development.
- Adoption of more nearby Govt Schools for their overall developments.
- Full support to government campaigns and development programmes.
- Connecting with the corporate sector for CSR projects.
- To retain 5-10% increase in the annual budget for ISR activities.
- Continue to provide equal opportunities to students through enhanced infrastructural and financial facilities for Socio Economic and differently abled students.

Accreditation and Recognition

- Regular conduct of AAA from external experts.
- Strengthening of stakeholder feedback system and student mentoring system.
- To get NBA Accreditation for all eligible technical and professional programmes.
- To improve NIRF ranking with a target to reach among top institutions in all categories.
- To retain the highest NAAC accreditation Grade.
- To improve in overall QS rating with atleast 5-star rating and achieve the global ranking amongst top 200 institutions
- To apply and get ABET Accreditation for technical programmes.
- To apply for valid International Accreditations for other programmes as well.

Alumni Connect

- To continuously enhance the region-wise and global alumni network for regular and frequent interactions and effective utilization of social media platforms for global branding.
- To further strengthen the alumni engagement in the institutional activities including training and placement of existing students, setting-up centres of excellences and overall development of the institution.
- To design lifelong learning programmes for alumni.

Environmental Consciousness and Ecosystem

- Shifting to alternative energy sources by adding more grid-connected solar system for all lighting and light load arrangements in the campus.
- To further strengthen the resources for water harvesting, solar energy and waste management in the campus to make it fully sustainable and eco-friendly campus.
- Regular conduct of quality audits on energy and environment.
- To establish MRIIRS as a sustainable campus.

Internationalization

- To further strengthen the collaborative relations with foreign universities involving more students and faculty exchange programmes, joint projects and collaborative research
- To enrol more number of students under different programmes from developed foreign countries
- To engage international faculty for teaching in each department to give them global exposure.

15-Year Institutional Development Plan

- Implementation of various UGC norms under NEP 2020, or as mandated by the regulatory bodies.
- MRIIRS envisages becoming an eminent Higher Education Institution (HEI) for producing quality human resources endowed with domain skills and life-skills critical to success as competent professionals by customising the best practices followed by the Institutes of National Importance within India as well as leading Institutions of Higher Education abroad like M-7 Group and Ivy League Universities.
- MRIIRS looks forward for comprehensive and holistic development of Personalities of students to transform them into respectful, responsible, honourable and insightful citizens who are connected with rich culture and heritage of the country.
- Main emphasis shall be placed on global employability, entrepreneurship and incentivising to go in for higher studies in the leading and highly reputed institutions both in India and abroad. Through our PhD programmes, we envisage producing cutting edge and applied research through our scholars by associating with eminent research organizations like DRDO, CSIR, DST, ICMR, AIIMS, IITs / IIMs.
- MRIIRS shall further forge ties with leading and highly reputed knowledge partners from within India and abroad to culminate in producing industry- ready high-end professionals. We shall endeavour to achieve 100% campus placement of passing out students.
- MRIIRS envisages to be a hub of high-end basic and applied research activities with significant number of research publications, to have two fold increase in research publications per year, in high-indexed journals referred/listed in reputed databases like Scopus, SCI, Web of Science etc. raising h-index of the University to more than 100, filing of significant number of new patents, development of processes and products for launching of start-ups, getting awarded new good numbers of research projects from Govt. agencies and other public/private agencies.
- We shall further augment, both qualitatively and quantitatively, our innovation and incubation centre leading to high-end research and commercially viable products besides triggering a host of atleast two fold increase in start-ups every year.
- We look forward to have extensive activities towards consultancy of real life problems from industries both from private and public sector. This shall go a long way to lend a practical industrial orientation to our academics and research besides bringing our faculty and students in live contact with the contemporary demands of industry. This, in process, shall augment our financial recourses which shall be ploughed back into research requirements of the university.
- MRIIRS envisages producing sports personals at National and International level through its excellent sports facilities and training/coaching by National and International coaches.
- MRIIRS further aims to become major learning resource center in the country acting as the role model/ fully digital resource center.
- All processes pertaining to student support and faculty management shall be carried out in a paperless mode through digitisation by completely automated application.
- We will ensure the implementation of each and every aspect and Initiatives of Higher Education advocated by MHRD and other National Missions of Govt. of India in letter and spirit.
- MRIIRS envisages complete autonomy and highest accreditation at National and International levels with global recognition for all its programmes.
- Continue to provide equal opportunities to students through enhanced infrastructural and financial facilities for Socio Economic and differently abled students.
- To make provision for creditizing all kind of learning by students
- Emphasis on making students aware about the Indian Traditions and Knowledge systems
- Continue to have transparent and well defined faculty selections, induction and promotions.

INSTITUTIONAL DEVELOPMENT PLAN 2023

Manav Rachna International Institute of Research and Studies
(Deemed to be University under section 3 of the UGC Act,1956)
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