



# Institutional Development Plan (IDP) for 2020-2030 & Action Plan

**GLA University, Mathura**  
(State private University)  
(Approved by UGC & AICTE, New Delhi)  
**Accredited by NAAC with 'A+' Grade**  
17km Stone, NH-19, Mathura-Delhi Road  
P.O. Chaumuhan, Mathura-281 406 (U.P.) India

<b>S.N.</b>	<b>Content</b>	<b>Page No.</b>
1	About the university	3
2	Vision	4
3	Mission	4
4	SWOC Analysis	4-5
5	Strategic Goals	6-10
6	Action Plan to attain strategic goals	11-19

## **About GLA University**

GLA University was established in the year 2010 by Uttar Pradesh State Legislature under "The GLA University Act 2010". It is a government recognized Private State University with the right to confer degrees as per Sections 2(f) and 12(B) of the UGC Act, 1956. The University Campus is situated on the Delhi-Mathura National Highway NH-2, Mathura – 281 406. The sprawling campus of the University is all weather accessible to the students and staff. The University offers multi-disciplinary and industry relevant diploma, undergraduate, post graduate and doctoral programs in the domain of Management, Pharmacy, Law, Education, Applied Sciences, Humanities, Bio-technology and Engineering Technology in Computer Science, Electrical, Electronics, Civil and Mechanical Engineering . GLA University, Mathura is a veritable cornucopia of educational services. The University takes pride in its legacy received from Chancellor Shri Narayan Das Agrawal. He started journey as a philanthropist and went on to become entrepreneur to establish an institute of technology and management with the sole purpose of imparting quality education. Since its inception in 1998 as an affiliated institution under Dr B.R. Ambedkar University and Uttar Pradesh Technical University and the students are being admitted purely on merit. Later, upon getting University status in 2010, the same practice continued, and the reputation of the university grew over the years. Because, of the ethical practices adopted and the reputation earned, now the application ratio is close to 1:10, endorsing the University as the preferred destination for students seeking quality education. GLA University is known for its robust National and International collaborations, impressive track record of placements, impressive research profile, strong alumni base of more than 30000 and above all – for quality education with the right blend of values and ethics. The University is the most aspired campus for prospective Faculty. The entire staff views the University as a Temple of Learning. The practice percolates from top to bottom and the University, thus, has emerged as a work place with equal opportunities, happiness, and sense of pride, joy and commitment.

## Vision

- We envision ourselves as a pace-setting university of Academic Excellence focused on education, research and development in established and emerging professions.

## Mission

- To impart quality professional education, to conduct commendable research and to provide credible consultancy and extension services as per current and emerging socio-economic needs.
- To continuously enhance and enrich the teaching/learning process and set such standards, education and otherwise, that other institutes would want to emulate.
- To be totally student-centric, thus promoting the overall growth and development of intellect and personality of our prime stakeholders, namely students, so that our alumni are worthy citizens and highly sought-after professionals worldwide.
- To empower the members of faculty and staff so that the university's ambience is one of harmony, mutual respect, cooperative endeavor and receptivity towards positive ideas.
- To proactively seek regular feedback from all the stakeholders and take appropriate measures based on them thus leading to excellent learning process.

## **SWOC analysis**

To comprehend the external and internal factors that affect Institutional success and growth, SWOC analysis has been carried out by collecting the inputs from the various stakeholders. Following are the important factors identified based on the SWOC.

### Institutional Strengths

- Highly transparent Governance and Administration with well-defined decentralization of authority
- Highly qualified, experienced, stable, committed, research-oriented, and students-centric faculty, of whom many are from IISc, IITs and NITs

- State-of-art and modern laboratories to cater the academic and research requirements
- Strong and active research ecosystem in all the departments

### Institutional Weakness

- Industrial consultancy and IPR capabilities need to be strengthened considerably.
- Potential of networking with other institutions is not yet fully exploited
- Lack of multidisciplinary research
- Insufficient Revenue Generation through Consultancy

### Institutional Opportunity

- Inter-disciplinary research and collaboration to develop effective engineering solutions for problems in the fields of engineering, management, bio-technology and pharmacy.
- Networking and sharing facilities with other premier institutions and organizations.
- Starting new diploma and certificate programmes to meet the increasing demand for skilled personnel
- Leveraging the strong links with distinguished alumni to increase engagements with industry for development projects, consultancy works etc.
- Grant of 12(B) Status to apply for government sponsored project findings.
- Diversified network of alumni's across India and overseas

### Institutional Challenges

- Competition from other institutions and foreign universities that may setup their operations in India in near future.
- Fast changing technologies, and educational ecosystem that is certain to place huge demands on the efforts to mobilize resources for upgrading human resources and physical infrastructure.
- Retention of faculty with passion for teaching and research.
- Lack of diverse student population

## Strategic Goals

Further, in order to realize the institution vision, institutional road map for the next 10 years has been formulated with the following themes:

1. Quality teaching and learning resources
2. Research and development
3. Outreach and Engagement
4. Effective and Efficient management.

To attain the above mentioned strategic goals, short term, medium, and long-term goals have been formulated as mentioned below.

Short term goals: From 0 to 2 years.

Medium Term goals: From 2 to 5 years

Long term goals: From 5 to 10 years

### Strategic Goal 1: Quality Teaching and Learning Resources

*1.1 To provide an excellent Teaching and Learning opportunity in multidisciplinary teaching with a world class infrastructure.*

#### Short term goal

- 1.1.1 Employ excellent faculty for teaching and strengthen our capabilities in strategic priority areas
- 1.1.2 Provide an excellent Teaching and Learning environment in emerging multidisciplinary areas along with regular courses, supported by a state-of-art Laboratories

#### Medium term goal

- 1.1.3 Develop a curricular and student learning ecosystem of international standards in emerging multidisciplinary areas

#### Long term goal

- 1.1.4 Establishing joint programs in emerging areas with international universities

*1.2 To establish a Centre for Continuing Education to cater the needs of changing technologies by offering multidisciplinary courses for life-long learning.*

**Short term goal**

- 1.2.1 Start industry oriented online courses leading to certification/diploma courses in state of art technologies
- 1.2.2 Establishing Centre for excellence by offering high quality teaching-learning environment with innovative pedagogies
- 1.2.3 New learning strategies will be identified and developed to improve student learning environment
- 1.2.4 Establishing a finishing school

**Medium term goal**

- 1.2.5 Establish an extended centre for Continuing Education

*1.3 Strengthen the Recruitment of faculty from premier institutes for teaching and research*

**Short term goal / Medium term goal**

- 1.3.1 Enhance recruitment of faculty from premier institutes from India and abroad, for engineering and research

**Strategic Goal 2: Research and Development**

*2.1 To promote quality research in multidisciplinary areas*

**Short term goal**

- 2.1.1 Strengthen centers of excellence (CoE) for research in multidisciplinary areas
- 2.1.2 Promote a multidisciplinary research culture
- 2.1.3 Promote innovation and translational research activities
- 2.1.4 Increase the number of Ph.D. scholars in multidisciplinary areas

**Medium term goal**

- 2.1.5 Be recognized centre in the multidisciplinary research areas
- 2.1.6 Have GLA faculties as a part of state and national task forces in specialized fields

### Long term goal

- 2.1.7 Be recognized nodal centre for identifying solutions in the fields where CoEs are established
- 2.1.8 Promote spin-off companies for developing products from the research outcomes

## *2.2 To collaborate with industries and institutions to drive research and innovation*

### Short term goal

- 2.2.1 Increase the linkages with research organizations and industries
- 2.2.2 Enhance consultancy services to service organizations and industries
- 2.2.3 Promote entrepreneurial culture

### Medium term goal

- 2.2.4 Strengthen the collaboration with global universities
- 2.2.5 Establish industry sponsored research labs
- 2.2.6 Establishing technical research and innovation councils

### Long term goal

- 2.2.7 Establishing a research and innovation park

## *2.3 To enhance funding opportunities, number of quality research publications and patents.*

### Short term goal

- 2.3.1 Increase faculty involvement in sponsored research from Government and Private organizations
- 2.3.2 Facilitate with research incentives for quality publication and research
- 2.3.3 Improve acceptance percentage of external funded project application
- 2.3.4 Increase the number of patents granted

### Medium term goal

- 2.3.5 Enhance research through international collaboration

### Long term goal

- 2.3.6 Become research intensive university
- 2.3.7 Aim to improve university ranking and accreditation on national and international level



## **Strategic Goal 3: Outreach and Engagement**

### *3.1 To translate Research and innovation for the benefit of the society Short term goal*

#### Short term goal

- 3.1.1 Promote Campus based activities and networks for community outreach
- 3.1.2 Dissemination of research outcomes in national and regional Indian languages

#### Medium term goal

- 3.1.3 Translate the cutting-edge research and innovation outcomes into applications of societal importance and benefit.

#### Long term goal

- 3.1.1 Create knowledge, intellectual, environmental and spiritual products and services of never-ending value for the society

### *3.2 To create an environment to attract students and faculties from all sections of the society*

#### Short term goal

- 3.1.2 Achieve a significant student proportion from economically and socially challenged background as well as from under privileged community
- 3.1.3 Aim to create an environment that enables anyone who is differently abled to participate fully in the activities of the institute

#### Long term goal

- 3.1.4 Promote diversity among students from other states, and establish a culture of welcoming international students

## **Strategic Goal 4: Effective and Efficient Management of resources**

### *4.1 Achieve excellence in governance and administration through transparent policies, accountability, quality and accessibility for stakeholders*

#### Short term goal

- 4.1.1 Upgrade all physical facilities and the campus surroundings to global standards in quality, cleanliness and safety.
- 4.1.2 To modernize and strengthen existing lab facilities and establish new labs for emerging areas as per requirement.

## Medium term goal

- 4.1.3 Create facilities that can support world-class teaching and research environment.
- 4.1.4 Encourage student and faculty exchange programs with global universities

## *4.2 Develop a mechanism with world class infrastructural facilities for administration of undergraduate and post graduate admissions, education, and research.*

### Short term goal

- 4.2.1 Establish an effective continuous quality monitoring system for teaching-learning, research and administration
- 4.2.2 Create an environment that responds to the global and community's needs

## Medium term goal

- 4.2.3 Actively seek accreditation from reputed national and international agencies such as NIRF,NBA and AACSB

## *4.3 To establish GLA University in line with NEP of Government of India*

### Short term goal

- 4.3.1 Establishment of Centers for Excellence in the areas of advanced research
- 4.3.2 Start multidisciplinary UG & PG programmes
- 4.3.3 Start multidisciplinary online certificate courses
- 4.3.4 Establish Centre for Continuing Education

## Medium term goal

- 4.3.5 Enhance external funding & consultancies
- 4.3.6 100% PhD faculty with quality publication
- 4.3.7 Obtaining accreditation from national/international agencies
- 4.3.8 Strengthen the collaborations with the institutes of repute

## Action Plan to attain strategic goals

### Strategic Goal 1: Quality Teaching and Learning Resources

#### 1.1 To provide an excellent Teaching and Learning opportunity in multidisciplinary teaching with a world class infrastructure

Terms	Goals	Action Plan
Short Term (0 to 2 years)	1.1.1 Employ excellent faculty for teaching and strengthen our capabilities in strategic priority areas	Placement/Hiring department can 1. Track PhD graduates from across India and abroad in the define strategic areas 2. Interact with IITs, NITs and foreign universities to offer faculty position opportunities to their students 3. Recruit talented and diverse doctoral students to develop future scholars and teachers, enhance our research and teaching. 4. Departments to track their alumni who are pursuing PhD at premier institutions/Universities
	1.1.2 Provide an excellent Teaching environment in emerging multidisciplinary areas along with regular courses, supported by a state-of-art Laboratories	1. Maintain state-of-art laboratories in the areas and domains that are in high focus within industries. 2. Design curriculum for at least one laboratory/workshop integrated course in each semester in the high focused area 3. Productive instructional strategies that support motivation, competence, and self-directed learning 4. Enhance/introduce at least one skill based course in each department 5. Depute faculty to identified industries for training (summer/winter) during vacation 6. Enhance number of industry expert/s for course delivery 7. Enhance ICT enabled teaching and learning 8. Multidisciplinary courses can be taught by faculties from different departments 9. Enhance evaluation and assessment mechanism for internal and external through regress analysis to ensure overall improvement 10. Curriculum to be enhanced with field studies and project based learning material.
Medium Term (2 to 5 years)	1.1.3 develop a curricular and student learning ecosystem of international standard in emerging	1. Initiate new UG/PG programmes in existing academic entities 2. Start multidisciplinary PG programmes in <ul style="list-style-type: none"> <li>• Big Data Analytics &amp; Artificial Intelligence; and other potential domains</li> </ul>

	multidisciplinary areas	<ol style="list-style-type: none"> <li>3. Establish virtual labs to promote research environment in multidisciplinary areas</li> <li>4. Developing mechanism for courses curriculum and revision based on students performance and feedbacks on regular basis</li> <li>5. Departments must identify 2 to 4 multidisciplinary areas for curriculum development and delivery</li> </ol>
Long Term (5 to 10 years)	1.1.4 Establish joint programs in emerging areas with foreign universities (PG Diploma and UG)	<ol style="list-style-type: none"> <li>1. Obtain Accreditation from national/international body</li> <li>2. Initiate student exchange program with institute of repute at national/international level</li> </ol>

***1.2 To establish a Centre for Continuing Education to cater the needs of changing technologies by offering multidisciplinary courses for life-long learning.***

Terms	Goals	Action Plan
Short Term (0 to 2 years)	1.2.1 Start industry oriented online courses leading to certification/ diploma courses in state of art technologies	<ol style="list-style-type: none"> <li>1. Each department will start at least 1 program in multidisciplinary areas related to their core domain</li> <li>2. Utilize the existing Centre of Excellence facilities for certification and Diploma courses</li> </ol>
Short Term (0 to 2 years)	1.2.2 Establishing Centre for excellence by offering high quality teaching-learning environment with innovative pedagogies	<ol style="list-style-type: none"> <li>1. The Centre shall have state-of-art technology to deliver the course both in online and offline mode.</li> <li>2. GLA university will develop own MOOC platform coordinated by this centre.</li> </ol>
Short Term (0 to 2 years)	1.2.3 New learning strategies will be identified and developed to improve student learning environment	<ol style="list-style-type: none"> <li>1. Examination pattern and evaluation pedagogies will be improved to ensure learning at students ends and revised accordingly.</li> </ol>

Short Term (0 to 2 years)	1.2.4 Establishing a finishing school	<ol style="list-style-type: none"> <li>1. Identify the areas that help students to take up challenges</li> <li>2. Design the curriculum for the transformational modules leading the certificate programs</li> </ol>
Medium Term (2 to 5 years)	1.2.5 Establish an extended centre for continuing education	<ol style="list-style-type: none"> <li>1. GLA University Shall have a separate Centre for Continuing Education (CCE), responsible for starting a new 6 month or 1-year course based on industry requirements</li> <li>2. The CCE shall be given seed amount initially for 3 years and shall be self-sustaining after 3 years.</li> <li>3. All the FDP/Workshops/Training shall be conducted and coordinated through CCE, preference will be given to multidisciplinary domains</li> <li>4. Establish focused clusters such as <ul style="list-style-type: none"> <li>➤ Skill development</li> <li>➤ Career planning</li> <li>➤ Continuing education</li> </ul> </li> </ol>

### *1.3 Strengthen the Recruitment of faculty from premier institutes for teaching and research*

Terms	Goals	Action Plan
Short Term (0 to 2 years)	1.3.1 Enhance recruitment of faculty from premier institutes	1. Placement/Hiring department can create database of quality PhD graduate and industry experts who are eligible for faculty positions
Medium Term (2 to 5 years)	from India and abroad, for engineering and research	1. Initiate Faculty Exchange program within India and Abroad, for research collaboration and to pursue Post-Doctoral studies for faculties.

## **Strategic Goal 2: Research and Development**

### *2.1 To promote quality research in multidisciplinary areas*

Terms	Goals	Action Plan
Short Term (0 to 2 years)	2.1.1 Strengthen centers of excellence (CoE) for research in multidisciplinary areas	<ol style="list-style-type: none"> <li>1. Strengthen the existing CoE through engaging more faculties, students and research scholars in center of excellence activities</li> <li>2. Establish new CoE – knowledge system, environment and social domain along with industry –oriented technological domains</li> <li>3. Develop extensive support mechanism for research fellows to address social and environmental challenges along with multi-disciplinary domains</li> </ol>

Short Term (0 to 2 years)	2.1.2 Promote a multidisciplinary research culture	<ol style="list-style-type: none"> <li>1. Organize multidisciplinary research colloquiums and identify potential multidisciplinary research problems</li> <li>2. Conducts regular meeting with faculties, research scholar and research advisory board members to develop action plan and progress monitoring</li> <li>3. Involve UG/PG students of different disciplines to work together in research towards fulfilling their academic requirements</li> <li>4. Promote active participations of all departments in smart campus initiatives of UGC</li> </ol>
Short Term (0 to 2 years)	2.1.3 Promote innovation and translational research activities	<ol style="list-style-type: none"> <li>1. Increase the frequency of national/international competitive events on technology, skill enhancement and entrepreneurship</li> <li>2. Organize more invited from industry and R&amp;D experts</li> <li>3. Approach industries for collaboration and project funding</li> <li>4. Involve external experts from industry and academia for identification and evaluation of quality proposals proposed by faculty and students</li> </ol>
Short Term (0 to 2 years)	2.1.4 Increase the number of Ph.D. scholars in multidisciplinary areas	<ol style="list-style-type: none"> <li>1. Increase the number of full time Ph.D scholars</li> <li>2. Advertise vacancies for research position</li> </ol>
Medium Term (2 to 5 years)	2.1.5 Be a recognized centre in the multidisciplinary research areas	<ol style="list-style-type: none"> <li>1. Establish multidisciplinary research clusters/groups among departments and associate with state , central or private organizations</li> <li>2. Extend the existing research advisory board by including eminent personnel and policy makers from state and central government</li> </ol>
Medium Term (2 to 5 years)	2.1.6 Have GLA faculties as a part of state and national task forces in specialized fields	<ol style="list-style-type: none"> <li>1. Organize skill based workshops to increase competency of faculty</li> <li>2. Organize state and national level task force meetings in GLA university campus</li> <li>3. Increase the visibility of faculty expertise through appropriate marketing and public relations</li> </ol>
Long Term (2 to 5 years)	2.1.7 Be a recognized national centre for identifying solutions in the fields were CoEs are established	<ol style="list-style-type: none"> <li>1. Implement policies and strategies suggested by the mentoring research institutions</li> <li>2. Undertaking consultancy projects of national significance and visibility</li> </ol>

	2.1.8 Promote spinoff companies for developing products from the research outcomes	<ol style="list-style-type: none"> <li>1. Build the infrastructure for rolling out the spin-off companies</li> <li>2. Promote possibility of co-working spaces and utilization of centralized facilities as part of incubation centers</li> </ol>
--	--	---

## *2.2 To collaborate with industries and institutions to drive research and innovation*

<b>Terms</b>	<b>Goals</b>	<b>Action Plan</b>
Short Term (0 to 2 years)	2.2.1 Increase the linkage with research organizations and industries	<ol style="list-style-type: none"> <li>1. Establish more Memorandum of Understanding (MoU) with research organizations and industries</li> <li>2. Organize workshops with industries</li> <li>3. Increase research internships and student summer projects with research organizations and industries</li> <li>4. Improve collaboration with reputed research organizations by involving them as mentors in internally supported projects</li> <li>5. Promote appointment of industrial experts as visiting faculty</li> </ol>
Short Term (0 to 2 years)	2.2.2 Enhance consultancy services to service sectors and industries	<ol style="list-style-type: none"> <li>1. Prepare a consultancy brochure highlighting the technical expertise of faculty</li> <li>2. Establish policies and processes by which industries can approach the institute with technical problems for consultancy projects.</li> </ol>
Short Term (0 to 2 years)	2.2.3 Promote entrepreneurial culture	<ol style="list-style-type: none"> <li>1. Encourage student participation for entrepreneurial related competitions</li> <li>2. Organize ideathons and business pitch kind of activities in collaboration with industries</li> <li>3. Develop a cell to promote government initiatives to promote entrepreneurship among students to improve exposure</li> </ol>
Medium Term (2 to 5 years)	2.2.4 strengthen the collaboration with global universities	<ol style="list-style-type: none"> <li>1. Encourage faculty visit to global universities to strengthen collaboration</li> <li>2. Participate in faculty or student exchange programs with global universities</li> <li>3. Apply for funding opportunities in collaboration with global universities</li> <li>4. Promote visiting faculty from recognized foreign universities</li> </ol>
	2.2.5 Establish industry sponsored CoEs and research labs	<ol style="list-style-type: none"> <li>1. Strengthen and extend the consultancy activities to facilities possibility of industry sponsored CoEs</li> </ol>
	2.2.6 Establishing technical research and	<ol style="list-style-type: none"> <li>1. Setting up of the infrastructure and the facilities</li> <li>2. Enhance network with industries</li> </ol>

	innovation councils	<ol style="list-style-type: none"> <li>3. Leverage GLA university alumni network</li> <li>4. Promote conversion of student projects to start-ups through Pradharshana, hackathons and ideathons kind of activities</li> <li>5. Provide mentorship and related assistance for students for entrepreneurial start-ups</li> </ol>
Long Term (5 to 10 years)	2.2.7 Establishing a research and innovation park	<ol style="list-style-type: none"> <li>1. Strengthen the GLA university technical research and innovation council towards the establishment of a broader research park</li> <li>2. Conduct workshops towards increasing expertise in IP, Licensing and technology transfer</li> <li>3. Attract angel investments, venture capital for start-ups</li> <li>4. Establish a technology transfer cell</li> <li>5. Establish best practices for integration of IP cell, technology transfer cell, and technical research and innovation council</li> </ol>

### *2.3 To enhance funding opportunities, number of quality research publications and patents*

Terms	Goals	Action Plan
Short Term (0 to 2 years)	2.3.1 Increase faculty involvement in sponsored research from Government and Private organizations	<ol style="list-style-type: none"> <li>1. Recruit faculty with research experience from foreign universities</li> <li>2. Encouragement of tenure tracks for faculty appointments</li> <li>3. Conduct effective research proposal writing workshops</li> <li>4. Identify faculty mentors for quality proposal submission</li> </ol>
	2.3.2 Facilitate with research incentives for quality publication and research	<ol style="list-style-type: none"> <li>1. Develop a incentive schemes (monetary &amp; non-monetary) to motive faculties, students and research scholars for quality publications</li> <li>2. Promote inter-institute workshops, collaborations and hackathons</li> </ol>
	2.3.3 Improve acceptance percentage of external funded project application	<ol style="list-style-type: none"> <li>1. Increase internal support (seed money) for preliminary research leading to external funding opportunity</li> <li>2. Organize reputed and focused conferences with international collaboration</li> <li>3. Leverage university alumni network</li> </ol>
	2.3.4 Increase the number of patents granted	<ol style="list-style-type: none"> <li>1. Conduct effective IPR workshops</li> <li>2. Increase the number of patents applied</li> </ol>
Medium Term (2 to 5 years)	2.3.5 Enhance research through international collaboration	<ol style="list-style-type: none"> <li>1. Leverage the network with global institutions</li> <li>2. Be a part of faculty and student exchange programs and faculty fellowships</li> </ol>
Long Term (5 years)	2.3.6 Become research intensive university	<ol style="list-style-type: none"> <li>1. Develop a detailed plan with long-term and short-term goals to be a research-driven university</li> </ol>



to 10 years)		2. Regularly review the progress of short and medium term goals for moving towards becoming a research-intensive university
	2.3.7 Aim to improve university ranking and accreditation on national and international level	1. Study the evaluation criteria and review the progress of the short and medium term goals to achieve a better score 2. Visit universities with a good ranking and accreditation

### Strategic Goal 3: Outreach and Engagement

#### 3.1 To translate Research and Innovation for the benefit of the society

Terms	Goals	Action Plan
Short Term (0 to 2 years)	3.1.1 Promote Campus based activities and networks for community outreach	1. Enhance engagement with neighbour academic institutions of eminence and Research organizations with joint workshops and research 2. Establish a maker's space and start-up hubs to enhance campus based activities in collaborations with industries 3. To have an effective industry–staff–student ecosystem for innovation and entrepreneurship to nurture entrepreneurship. 4. More student projects to be steered to have outreach and social relevance
	3.1.2 Dissemination of research outcomes in national and regional Indian languages	1. Encourage faculty to contribute to university web portals, books and resources in Indian languages
Medium Term (2 to 5 years)	3.1.3 Translate the cutting-edge research and innovation outcomes into applications of societal importance and benefit	1. Set up an active business accelerator in the campus 2. Identify projects from different departments of societal importance and encourage for the start-up 3. Faculty are encouraged to file patents, based on their research work 4. From the approved patents, suitable research work would be translated to develop prototypes relating to medical/ transport/ agricultural/ energy/ water and waste management/ climate change fields (with suitable collaboration) 5. Entrepreneurship development cell is to be revived to increase the number of students involving in start-ups
Long Term (5 to 10)	3.1.4 Create knowledge, intellectual, environmental and spiritual products and	1. Focus on translation of cost-effective and sustainable research solutions 2. Promote research in Barrier free design and technology

years)	services of never-ending value for the society	
--------	--	--

### *3.2 To create an environment to attract students and faculties from all sections of the society*

<b>Terms</b>	<b>Goals</b>	<b>Action Plan</b>
Short Term (0 to 2 years)	3.2.1 Achieve a significant student proportion from economically and socially challenged background as well as from under privileged community	<ol style="list-style-type: none"> <li>1. Offer Scholarships in collaboration with Govt. and Industry to attract talented students from the economically and socially weaker section of society</li> <li>2. Enhance number and category of Scholarships</li> <li>3. Publishing/advertising the facilities offered by the Institution for the talented students from the economically and socially weaker sections</li> </ol>
Short Term (0 to 2 years)	3.2.2 Aim to create an environment that enables anyone who is differently abled to participate fully in the activities of the institute	<ol style="list-style-type: none"> <li>1. Providing the required infrastructure and financial grants in collaboration with Govt. and industry to differently abled students</li> <li>2. To provide counselling to differently - abled students on the types of courses, fee concessions, examination procedures, reservation, policies, etc., pertaining to differently-abled persons</li> <li>3. To study the aptitude of differently-abled students and assist them in getting appropriate employment after their studies.</li> </ol>
Long Term (5 to 10 years)	3.2.3 Promote diversity among students from other states, and establish a culture of welcoming international students	<ol style="list-style-type: none"> <li>1. Build sustaining an exemplary campus climate, reflecting cultural values that lead to measures of initiating and maintaining academic and social inclusiveness.</li> <li>2. Creating and sustaining co-curricular campus environments that attract, retain a diverse group of faculty, students, staff and community partners.</li> <li>3. Publishing/advertising performances, events, and achievements which reflect a spirit of respect and inclusion.</li> </ol>

### **Strategic Goal 4: Effective and Efficient Management of resources**

#### *4.1 Achieve excellence in governance and administration through transparent policies, accountability, quality and accessibility for stakeholders*

<b>Terms</b>	<b>Goals</b>	<b>Action Plan</b>
Short Term (0 to 2 years)	4.1.1 Upgrade all physical facilities and the campus surroundings to global standards in quality,	<ol style="list-style-type: none"> <li>1. Develop eco-friendly and green buildings</li> <li>2. Strengthen medical facility for students and staff</li> <li>3. Develop plan for recreational and extracurricular activities through students clubs</li> <li>4. Student and staff will be motivate through swachh bharat</li> </ol>

	cleanliness and safety	mission to ensure cleanliness
Short Term (0 to 2 years)	4.1.2 To modernize and strengthen existing lab facilities and establish new labs for emerging areas as per requirement.	<ol style="list-style-type: none"> <li>1. Develop start-of-art laboratories and library with the support of CoE's and industry</li> <li>2. Strengthen the accessibility through extended hours and virtual facility where possible</li> <li>3. Collaborate with industry for the training of lab staffs and instructor</li> <li>4. Strengthen lab performance evaluation mechanism to ensure learning</li> </ol>
Medium Term (2 to 5 years)	4.1.3 Create facilities that can support world-class teaching and research environment	<ol style="list-style-type: none"> <li>1. Develop start-of-art laboratories and library</li> <li>2. Strengthen the exchange of books, research and other academic materials among collaborative institutions</li> <li>3. Start a centre for skill improvement and enhancement</li> </ol>
Medium Term (2 to 5 years)	4.1.4 Encourage student and faculty exchange programs with global universities	<ol style="list-style-type: none"> <li>1. Identify the institution at national and international level for faculty exchange program</li> <li>2. Develop a detailed plan and credit transfer system for students exchange (UG/PG/research scholars) with global universities</li> </ol>

***4.2 Develop a mechanism with world class infrastructural facilities for administration of undergraduate and post graduate admissions, education, and research.***

<b>Terms</b>	<b>Goals</b>	<b>Action Plan</b>
Short Term (0 to 2 years)	4.2.1 Establish an effective continuous quality monitoring system for teaching- learning, research and administration	<ol style="list-style-type: none"> <li>1. Develop mechanism for regular assessment of student performance and sharing of feedbacks</li> <li>2. Improve the accessibility of academic facility (library, laboratory etc.) and other support activities in more extended hours in both physical and virtual mode.</li> </ol>
Short Term (0 to 2 years)	4.2.2 Create an environment that responds to the global and community's needs	<ol style="list-style-type: none"> <li>1. Establish centre for collaboration with industries and foreign universities</li> <li>2. Regular assessment of industry –requirement and change in the content and pedagogies</li> <li>3. Enhance student involvement with communities through various activities and programs to understand their problem</li> </ol>

		and work for their solutions also 4. Adopt primary schools in rural areas, villages and monuments and facilitate to upgrade them
Medium Term (2 to 5 years)	4.2.3 Actively seek accreditation from reputed national and international agencies such as NIRF,NBA and AACSB	1. Plan for accreditation and alien all academic and non-academic activities accordingly. 2. Explore the universities and institute to know their best practices and implement them systematically. 3. Access industry demand and collaborative institutions requirements; based on that plan for accreditation

### *4.3 To establish GLA University in line with NEP of Government of India*

<b>Terms</b>	<b>Goals</b>	<b>Action Plan</b>
Short Term (0 to 2 years)	4.3.1 Establishment of Centers for Excellence in the areas of advanced research	1. Identify the potential areas in technology and multi-disciplinary domains to establish centers for excellence 2. Strengthen the collaboration with industries for technology and sharing of expertise
Short Term (0 to 2 years)	4.3.2 Start multidisciplinary UG & PG programs	1. Identify the multi-disciplinary domains for UG & PG courses 2. Plan to recruit the faculties related to that domains for better learning and content delivery 3. Initiate the skill- oriented courses (diploma/certificates) also in multidisciplinary domains
Short Term (0 to 2 years)	4.3.3 Start multidisciplinary online certificate courses	1. Introduce online certificate courses in multidisciplinary domain on potential areas 2. Develop customized curriculum for online certificate courses 3. Develop assessment plan to evaluate the performance 4. Initiate virtual laboratory and library facility to ensure learning
Short Term (0 to 2 years)	4.3.4 Establish Centre for Continuing Education	1. GLA University Shall have a separate Centre for Continuing Education (CCE), responsible for starting a new 6 month or 1-year course based on industry requirements
Medium Term (2 to 5 years)	4.3.5 Enhance external funding & consultancies	1. Approach industries for collaboration and project funding 2. Workshops/FDP's will be conducted to train the faculties and research scholars for drafting project proposal

		for funding through state, national and other funding agencies on different domains
Medium Term (2 to 5 years)	4.3.6 100% PhD faculty with quality publication	<ol style="list-style-type: none"> <li>1. Candidates with PhD. degrees will be given preference during recruitment</li> <li>2. Existing faculties will also be motivate to get registered and complete their PhD degrees</li> <li>3. Incentives plan will be design and executed to improve quality publication</li> </ol>
Medium Term (2 to 5 years)	4.3.7 Obtaining accreditation from national/international agencies	<ol style="list-style-type: none"> <li>1. Plan for accreditation and alien all academic and non-academic activities accordingly.</li> <li>2. Explore the universities and institute to know their best practices and implement them systematically</li> </ol>
Medium Term (2 to 5 years)	4.3.8 Strengthen the collaborations with the institutes of repute	<ol style="list-style-type: none"> <li>1. Identify the institutes of repute in multi-disciplinary domains for collaborations</li> <li>2. Prepare a detailed purpose of collaborations for continuous monitoring</li> </ol>

