

Institutional Development Plan



Mahatma Gandhi University
Kottayam - 686 560, Kerala

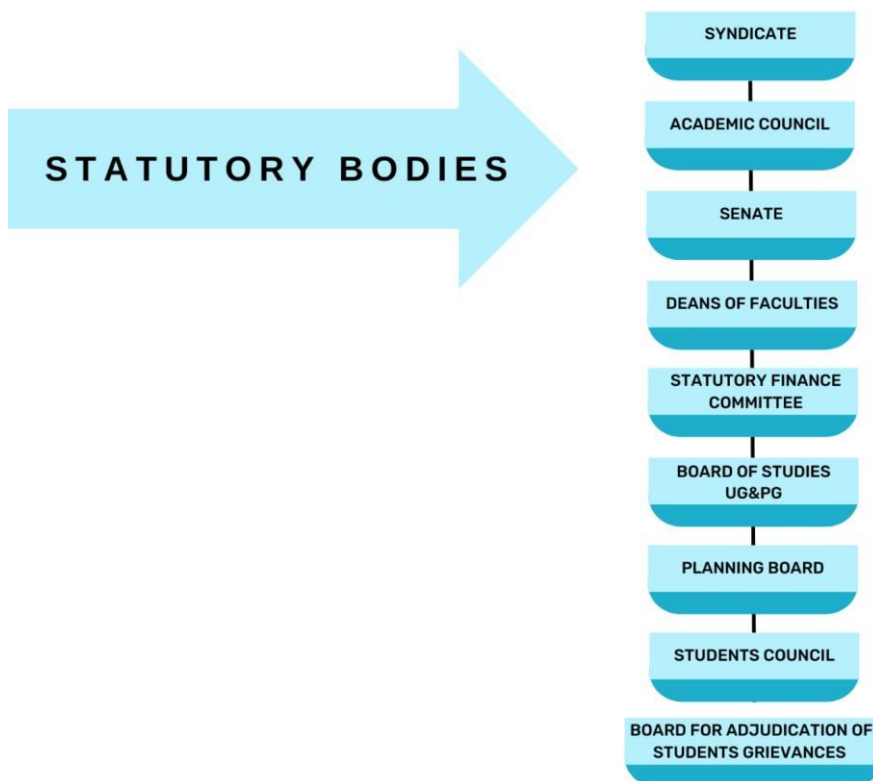
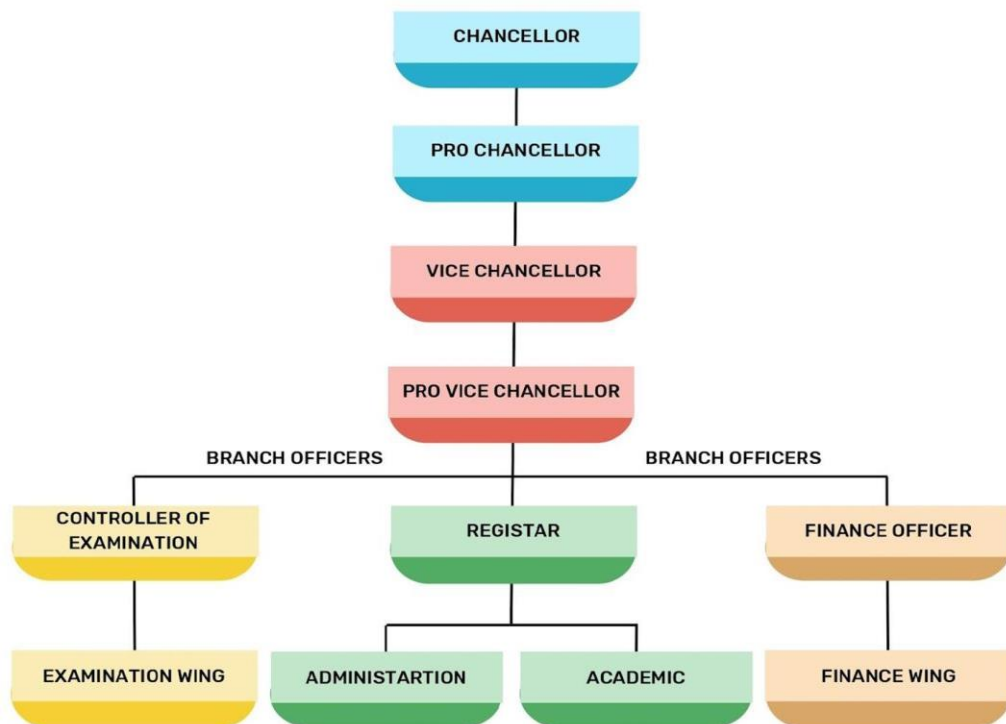
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1.	Institutional Basic Information	
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Profile of the University

Name of the Institution	Mahatma Gandhi University, Kottayam, Kerala.			
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NAAC Accreditation Status	1 st Cycle:	Grade: B+	2 nd Cycle	Grade: B
	3 rd Cycle:	Grade: A	4 th Cycle	Grade: A++
NIRF Ranking	2024: 37	2023: 31	2022: 30	2021: 31
UCG Recognition	2(f)	Yes	12 B	Yes
NBA accreditation			No	
Financial Status	Government			

Organizational Structure of the University



Institutional SWOC Analysis

I. Strengths

A. *Imparting quality learning*

Having imbibed the values of Mahatma Gandhi, inclusiveness is one of the core values of the University, embedded in all the academic programmes we offer. The University is driven by its vision and mission to ensure society's sustained and inclusive growth from regional and national perspectives. In this direction, the university has undertaken several initiatives such as comparatively low tuition fees, divyangjan friendly campus, gender equality and social awareness programmes. Students have the opportunity to deepen their learning experience through research/industry-oriented projects, internships, community engagement, intercultural engagement and creative works.

B. *Rich infrastructure facilities*

The university has state-of-the-art facilities with a focus on sustainable development which include central facilities, convergence academia complex and MGU innovation foundation building. The University has power station, generators and solar roof-top panels in consistent with the goal of having sustainable infrastructure.

C. *Healthy Environment Management system*

The University has established a healthy energy management, water management, waste management and biodiversity management systems and maintains a sustainable green campus.

D. *Focusing on emerging areas*

Mahatma Gandhi University has started schools in emerging areas such as Artificial Intelligence and Machine Learning; Nanoscience and Nanotechnology; Energy materials; Data science C analytics; Food Science and Technology and Plant Science Technology, besides a well-established common instrumentation centre fostering research. These schools foster a stimulating learning and research environment with interdisciplinary collaboration and knowledge exchange across various disciplines.

E. National and International partnerships

Mahatma Gandhi University has entered into partnerships and MoUs with a number of industries and international universities in several disciplines resulted in substantial increase in the number of international students in the last five years. The MGU hopes to provide an international learning experience to the learners.

F. Entrepreneurial Ecosystem

The University has established the Business Innovation and Incubation Centre (BIIC) in 2016 and Mahatma Gandhi University Innovation Foundation (MGUIF) in 2019 that nurture a vibrant business innovation ecosystem and an effective university-industry linkage. The BIIC aims to promote innovation and entrepreneurship by extending administrative, academic and incubation support to students. MGUIF houses incubation in various core areas of emerging technology and compatible businesses such as machine learning, artificial intelligence, cyber security and Internet of Things (IoT).

G. National and International Rankings

In the Times Higher Education World University Rankings 2023, Mahatma Gandhi university has been placed in 401 to 500 band among universities across the world and in 77th position in Young University Rankings 2023. (<https://www.timeshighereducation.com/world-university-rankings/mahatma-gandhi-university>). The university has a remarkable achievement in the 11th Asia University ranking of Times Higher Education, by securing 95th position in Asia and 4th in the country. Mahatma Gandhi University was in 31st and 30th position among universities in National Institution Ranking Framework (NIRF) respectively for the years 2023 and 2022II

II. Weaknesses

Financial Resources

Being a state-funded public institution, the university relies largely on grants from the Government. The financial constraints often slow down the developmental activities.

Limited planned Public exposure

The public perception of the university is affected due to comparatively low visibility of the university outside Kerala and low spending on advertising and marketing. The university is now taking efforts to improve its status among the public.

Resources for the updation of facilities

Existing facilities sometimes pose quality issues due to insufficient capital investment and maintenance.

Limited Industry, community and university partnerships

More number of consultancy and partnerships with industry and other institutions are required for future growth and expansion of the university. Extension activities with the community in general have to be enhanced in alignment with the mission of the university.

International students

The university has to take more efforts to increase the number of international students in the campus on par with the existing trends. Delay in implementation of projects being a state funded public institution, the University is administrated by its Acts, Statutes and Ordinances. At times, this administrative set-up causes delay in implementation of decisions and projects.

Low sanctioned faculty strength

The Government has not sanctioned the required number of faculty for most of the schools of the University.

III. Opportunities

Expansion by way of offshore campus

The University Grants Commission (UGC) has allowed Mahatma Gandhi University for opening offshore campus in Qatar catering to an Indian population of more than 750,000.

Distance education in online mode

The Distance Education Bureau of UGC has recognised Mahatma Gandhi University for offering online education for 13 programmes.

Geographic location and affiliated institutions

The University has a large number of affiliated and constituent institutions with erudite faculty and student community. The university is located in the central part of Kerala which is blessed with eastern highland area, followed by midland and wetland areas with high potential for agriculture, tourism and developments.

Partnership with Premier Institutions of Excellence

The University has entered into partnerships and MoUs with a number of premier research institutions (national/international) and industrial moguls in a variety of scientific disciplines.

Research funding from Government and Private Agencies

The University has undertaken numerous Government/Private party funded research projects. It is an opportunity to prove the mettle of the Institution in harnessing resources and producing quality research output.

Changing dynamics of higher education and the National Education Policy (NEP) – 2020

The University has undertaken positive steps towards National Education Policy (NEP) – 2020. NEP envisages the internationalisation of India's higher education system. The focus of NEP is on providing a flexible curriculum through an interdisciplinary approach, having a four-year undergraduate programme, catalysing research, and encouraging internationalisation. Starting of four-year graduate programme is an opportunity for the university to increase student strength, providing opportunities for expansion and increasing student enrolments.

Technology and Higher Education

University can leverage technology to enhance and support student learning and skill acquisition. Synchronous and hybrid learning, augmented reality/virtual reality (AR/VR),

machine learning–powered teaching assistants can be considered as effective and engaging learning technologies.

IV. Challenges:

Growing trend of students moving abroad for higher education

More Indian students are going abroad to pursue higher education. There is 68 percent increase in Indian students going abroad for higher education in 2022 compared to 2021 (source: Minister of State in the Ministry of Education). Studying abroad is conceived as a stepping stone for migration to another country, to work and settle overseas after completing their international degree.

Demand for online education

People are increasingly accessing online tools to learn and acquire new skills and numerous digital-education start-ups that disrupt the existing online education system with their offerings. These new online programmes are blurring the differences between degree and non-degree learning, wherein the thrust is on acquiring skills with industry relevance and are cost-effective.

Foreign universities to set up campuses in India

Foreign universities in India, with global standards of curricula, pedagogy, and research, will pose a new challenge to the Indian universities in future.

Private universities and deemed-to-be universities

The university is facing challenges from the private universities and deemed-to-be universities with well maintained infrastructure and learning resources with more flexible curriculum.

2.	Institutional Development Plan (for next 10 years)	
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2.1. Vision

“Mahatma Gandhi University envisions excelling in the field of higher education and catering to the scholastic and developmental needs of the individual, through continuous creation of critical knowledge base for the society’s sustained and inclusive growth””.

2.2. Mission

- To conduct and support undergraduate, postgraduate and research-level programmes of quality in different disciplines.
- To foster teaching, research and extension activities for the creation of new knowledge for the development of society.
- To help in the creation and development of manpower that would provide intellectual leadership to the community.
- To provide skilled manpower to the professional, industrial and service sectors in the country so as to meet global demands.
- To help promote the cultural heritage of the nation and preserve the environmental sustainability and quality of life.
- To cater to the holistic development of the region through academic leadership.

2.3. Goals and Objectives

“Institutional strengthening, diversification and improvement and pooling of resources”

In a higher education ecosystem, teaching-learning, research, consultancy and incubation have been the major activities. However, in light of the implementation of NEP-2020, Mahatma Gandhi University is envisioning to become a big multidisciplinary HEI with holistic teaching-learning, research and community engagement and also through 4 year degree programmes and integrated programmes. New Schools and programmes in upcoming areas is one of the goals.

Mahatma Gandhi University caters to the higher education needs of the local students as well as international students by offering quality academic programmes in need-based and emerging areas. A policy strictly based on merit is followed for admitting students. All the

admissions are through a transparent online process. International admissions are co-ordinated by the University Centre for International Co-operation (UCIC).

To promote quality research among faculty and students, the University is strengthening its research capabilities by recruiting high-quality faculty, developing research infrastructural facilities as well as, networking with reputed research institutions and academic bodies. The University has achieved tremendous progress in securing a good number of research and extension projects under the auspices of national agencies and institutions like UGC, FIST, DRS, ISRO, COSIT, CSIR, DAAD, STEC, ICMR, BARC, MoEF, ICCR, ICHR, IED, IIFT, and the Sahitya Academy. These achievements are to be taken to the next level to generate bigger outcomes.

There is considerable advancement in the University's execution of MoUs with research institutions of international reputation like Max Planck Institute of Technology, Germany; Brown University, USA; University of Nantes, France; California Institute of Technology, USA; University of Toronto, Canada; Catholic University, Belgium; Heidelberg University, Germany; and the Institute of Political Studies, Rennes, France etc. Collaboration and linkages are to be enhanced.

The University plans to float several certificate and PG diploma courses in skill development/ entrepreneurship through various Schools and the Directorate for Applied Short-term Programmes (DASP). Training programmes through programmes like UGC-STRIDE will be organized to encourage young faculty members to take-up R&D and consultancy projects from different government and non-government funding agencies, file patents and protect IPR. They will be encouraged to take up more applied research and startup ventures based on the University's Faculty Startup policy. Strengthening of the University's business innovation ecosystem is one of the major goals.

In order to achieve the above, the following specific objectives have been formulated.

- 1) To transform Mahatma Gandhi University into a Multidisciplinary Education and Research University (MERU).
- 2) To start new academic programmes in tune with the emerging areas and societal requirements.
- 3) To transform various Inter University Centers and Inter School Centres in different domains into Centres of excellence.
- 4) To increase the number of various national mission projects in the campus.
- 5) To promote joint degrees and Research Collaborations with Global Universities/institutions figuring in the most reputed global rankings.
- 6) To create MOOCs on SWAYAM and other digital Platforms.
- 7) To ensure transition according to the National Education policy and other regulations by creating adequate infrastructure for offering FYUGP, integrated programmes, skill development programmes and MOOC programmes.
- 8) To strengthen research and innovation ecosystem on the campus, by adding various incubators like IELTX incubator, Electric Automotive R&D incubator, Robogenesis Technology incubator and Pharmaceutical R&D incubator along with pilot plants and fablab in MGU Innovation Foundation.

2.4. Executive Summary

1) *To transform Mahatma Gandhi University into a Multidisciplinary Education and Research University (MERU).*

To transform Mahatma Gandhi University into Multidisciplinary Education and Research University (MERU), the academic programmes in various Schools will be restructured based on current societal needs. To provide a holistic and multidisciplinary teaching-learning environment, University is planning new programmes at the Undergraduate and Post-graduate levels on campus.

The University has a policy on promotion of research with guidelines for quality research and the facilities are enhanced to support all stakeholders. MGU has set up a two-tier system to streamline quality research, consisting of the Research Council and Department Doctoral Committees. There is a Research Advisory Council (RAC) and Research and Development Cell (RDC) through which the RAC formulate plans, monitors the progress for promoting research. The University encourages the research activities of faculty by providing seed money and they bagged 175 Governmental & Non-governmental funded research projects and collaborative research ventures during 2017-22. The University regularly receives funding from different agencies like DST, UGC, DBT, FIST, RUSA, SAP, PURSE, KSCSTE, Govt. of Kerala etc. Using the above funds, the University has developed in-house sophisticated research facilities in the campus over the last five years. Mahatma Gandhi University envisions to enhance the above facilities to emerge as a centre of excellence focusing on sustainability and community wellbeing by offering quality education and facilitating research.

2. To start new academic programmes in tune with the emerging areas and societal requirements

Planned Programmes:-

In order to accommodate the above mentioned academic programmes, new buildings and laboratory infrastructure are being built on campus and the same are listed below.

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After the commencement of these new programmes, there will be need for more residential facilities for the faculty and students' on campus. With the student population set to increase more than twice in the first five years and eventually be

more than five times during the next 10 years, new hostels will have to be built for the students. With the increase in student numbers, the number of faculty members will also increase and housing facilities for them need to be created as well.

3. To transform various Inter University Centers and Inter School Centres in different domains into Centres of excellence.

Mahatma Gandhi University plans to strengthen cutting edge research in frontier areas by transforming its Inter University Centers and Inter School Centers in different domains to Centres of excellence over the next ten years. The Centres are as follows:

4. To increase the number of various national mission projects in the campus.

The University regularly receives funding from different agencies like DST, UGC, DBT, FIST, RUSA, SAP, PURSE, KSCSTE, ICSSR, Ministry of Electronics and Communication Technology, Govt. of Kerala etc. Using the above funds, the University has developed many in-house sophisticated research laboratories, animal houses, cell culture laboratories, biosafety laboratories, high performance computing facilities etc. The outcomes of research is reflected in the University's rankings too. The University is keen on enhancing the number of various national mission projects and collaborative ventures to facilitate cutting edge research in various domains.

5. To promote joint degrees and Research Collaborations with Global Universities/institutions figuring in the most reputed global rankings.

The University has entered into partnerships and MoUs with a number of premier research institutions (national/international) figuring in the most reputed global rankings and industrial moguls in a variety of disciplines. The MoUs entered into with Max Planck Institute of Technology, Germany; Brown University, USA; University of Nantes, France; California Institute of Technology, USA; University of Toronto, Canada; Catholic University, Belgium; Heidelberg University, Germany; and the Institute of Political Studies, Rennes, France, and Jinan University, China, Taylors University, Malaysia are only a few of them.

- c. *To create MOOCs, SWAYAM courses and also create 'Online Platform' for hosting University online courses.*

The University envisions to start at least one MOOC or SWAYAM course by each department or interested faculty member with supporting mechanisms like content creation, recording studio, editing facility etc. The DASP and COE of the University have such facilities which will be extended to various schools and Centres of the University.

7. To ensure transition according to the National Education policy and other regulations by creating adequate infrastructure for offering FYUGP, integrated programmes, skill development programmes and MOOC programmes.

As envisaged through the NEP 2020, the University will create adequate infrastructure for supporting teaching-learning process, research activities and other academic programmes. For enhancing skill development necessary technical support and laboratory/workshops will be created in the respective domains.

8. To strengthen research and innovation ecosystem on the campus, by adding various incubators like IELTX incubator, Electric Automotive R&D incubator, Robogenesis Technology incubator and Pharmaceutical R&D incubator along with pilot plants and fablab in MGU Innovation Foundation.

2.4. Developing Motivated and Energized Faculty

Short Term	<ul style="list-style-type: none"> • MGU create stress free ecosystem for faculty members to do research and teaching. Promote inter and multidisciplinary collaborative research through faculty interaction, strengthening of faculty club/forum for faculty interaction as well as for recreation. • Strengthening training facility established through UGC STRIDE project as its 2nd phase. Curriculum and Pedagogical reforms to be undertaken through workshops and training programmes • Seed money Research grant for the newly recruited faculty members by providing minimum of Rs.1 lakh for arrangement of necessary supporting mechanisms as well as to start a baseline research work in their research domain. • Provide Research incentive scheme to faculty members who publishes articles in peer reviewed journals with impact factor. • Encourage faculty members to organize or to participate in national & international conferences. • Promote young faculty members to submit research proposals with senior members or individually. • Establish new / strengthening existing MoUs or linkages with international HEIs for exchange of faculty and students for research or study. Preference will be given to young faculty members. • Orientation/Refresher/ short term/FDP/FIP will be organized for
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	<p>empowering faculty members.</p> <ul style="list-style-type: none"> • Promote faculty members (preferably to young ones) to participate in International/Nationally reputed training programmes. Atleast 5 per year. • Conduct Team building and leadership workshops for faculty. • Encourage non-PhD faculties to register for PhD in good institutions. • Improve WiFi and LAN internet connectivity in all buildings. • Encourage interdisciplinary research projects. • Inspire faculty members to take up local research problems of the state of Kerala • Encourage faculty members to take more consultancy work based on the MGU consultancy policy.
Mid Term	<ul style="list-style-type: none"> • Encourage faculty to apply for post-doctoral positions abroad in top 500 Universities. • Achieve the target of 100 % faculty with PhD. • Promote faculty to present papers in international conferences. • Encourage faculty to play vital administrative processes. • Encourage faculty to set-up specialize research centers based on expertise. • Along with the seed money provided for research, encourage and mentor faculty members to write research projects, as well as collectively tap support under FIST, SAP, for establishing new laboratories and augment the available research infrastructure. <p>Internationalizing the University to encourage diversity in students/faculty through international MoUs.</p>
Long Term	<ul style="list-style-type: none"> • Encourage faculty to establish themselves as among the leading experts in their area with their globally recognized research and publications. • Allow faculty to tie-up with industry for consultancy and foreign Universities for research. • Inspire faculty to publish in high impact factor journals. <p>Expand infrastructural and recreational facilities on campus.</p>

2.5. Teaching, Learning and Education Technology

Action plan:

- Implementation of Outcome Based Education (OBE)

Short Term	University has recently implemented the Outcome Based Education (OBE) in all its programmes. On a short-term basis, to elevate knowledge of the students to the current state-of-the-art, required bridge courses will be offered through online mode to the students. It is planned to upgrade all the classrooms to smart classrooms and enhance the learning experience of the students. In this regard, flipped classroom methods will also be practiced.
Mid Term	The current course structure facilitates introduction of multidisciplinary courses, choosing courses from national e-content platforms like SWAYAM, and skill courses. University plans to increase interaction with industrial experts by involving them in syllabus framing, delivering expert lectures, conducting short-term courses to enhance the skill set of the students. At the medium-term level, emphasis will be on integrating Social Sciences with STEM, offering interdisciplinary and multidisciplinary programmes through its various Schools on campus.
Long Term	Over the next ten years, the University proposes to create facilities to reach out to all knowledge seekers. It is planned to take classroom teaching direct to homes to enable continuous and lifelong learning.

- **Enhancement of Students progress**

Short Term	University conducts an induction programme to all new students to acquaint them about various opportunities available. In addition, every student has a faculty mentor and these mentor-mentee meetings are a part of the academic timetable. It is proposed to use these meetings to orient the students on acquiring additional knowledge and skills through online courses available on SWAYAM. Additional emphasis will be given for invited lectures from academia, industry and civil servants to enable students widen their knowledge horizons. Strengthening of OBE based computation of outcomes
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Mid Term	<p>Career counseling will be stressed upon at each discipline level to aid the students in making appropriate career choices. Regular online alumni – student interactions will be organized to build networking, tips for job interviews and career guidance.</p> <p>Regular training sessions will be conducted for the students for various competitive exams related to jobs and higher studies.</p>
Long Term	<p>Over the next ten years, using education technology, it is planned to make these training sessions available online.</p> <p>Over the next 5 to 10 years systems will be developed to understand the diverse needs and abilities of the students, identify their strengths and weaknesses or learning styles and provide them necessary educational content.</p>

Multidisciplinary teaching

Short Term	<p>The University has already initiated implementation of NEP-2020 with a specific focus on multidisciplinary teaching and learning by starting of 5 year Integrated programme in Science and Social Sciences. These will be monitored for their effectiveness. University plans to introduce several integrated programmes in different disciplines in the coming two to five years.</p>
Mid Term	<p>Over the coming 5 years, efforts will be made to equip students with Life skills; Professional and vocational skills; Intellectual skills; Interpersonal skills. Students will be encouraged to take up industry internships to get experiential learning.</p>
Long Term	<p>Multidisciplinary programmes like Sustainability Science, will be introduced during the next 5 to 10 years.</p>

- **MOOCs and ODL**

Short Term	<p>University has already begun producing e-content for its students. Initially bridge courses, introductory laboratory courses as well as two credit courses are being recorded and made available via institutional LMS – Vidyamrutam.</p>
Mid Term	<p>During the next two to five years, these courses will be offered to students from other universities colleges. Certificate courses will also be offered through online mode. Faculty members will be encouraged to produce need-based courses.</p>

<p>Long Term</p>	<p>Starting online/ MOOC courses in maximum disciplines in the University with special emphasize on regional and foreign languages. For this purpose necessary training, software and infrastructure facilities will be established. More recording studios, content creation & editing studios will be established.</p>
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2.4. Research Development and Innovation

Action Plan

- Augment Research Infrastructure

<p>Short Term</p>	<p>University will augment experimental facilities at the Material Characterization laboratory, Bio-Incubator with additional funds from various National funding agencies like DST-PURSE, SATHI etc. and Industries, Schools and Disciplines will be encouraged to submit proposals for DST-FIST, UGC-SAP, Centre of Excellence etc.</p> <p>The Hi-Perfomance Computing facility - Paramastra - will be expanded to meet the research and academic needs of the entire university.</p> <p>Procurement of necessary softwares for quality publications and reports with Plagiarism check and referencing modules.</p>
<p>Mid Term</p>	<p>To setup a science lab complex exclusively for the cutting edge research facility to meet the needs of the academics and industrial needs.</p> <p>Purchase and establishment of Peer reviewed journal platforms like Elsevier, Springer, Taylor and Francis, Routledge, RSC, ACS etc. in the Centralized Library Facility.</p>
<p>Long Term</p>	<p>Overall the University aims to establish a Research Park for the creation of innovative ideas of academics, general public and industries. More focus will be on sustainable green approach and products.</p>

• **Enhance Research Funding**

Short Term	<p>University has always encouraged its faculty members to grab funded research projects from various agencies. As an inspiration, university provide seed money grants to all new faculty members to build their research career. As an outcome, each faculty member will have atleast one R & D project or Consultancy over a three-year period.</p> <p>All funding opportunities will be intimated to the faculty members through a coordinated office system (like IQAC) and the same will be managed through a Green channel office management for smooth functioning of the research.</p>
Mid Term	<p>The target of funded research projects and consultancy set for the first two years will be enhanced on an average to two R& D projects or Consultancies per faculty over three years.</p> <p>The focus will also be on acquiring a minimum of two interdisciplinary research projects with a total funding of Rs. 5 to 10 Crores.</p> <p>To aid in development of Indian languages and especially Malayalam, Hindi, Tamil, efforts will be made to raise funds from Government and non-government agencies for a Bhasha Bhavan.</p>
Long Term	<p>Over the next 10 years, systematic efforts will be made to convert the existing research collaborations into institutional collaborations and successfully bid for International Projects from HORIZON, INDO-US, European Union and such other funding agencies.</p>

Increase PhD Students enrolments

Short Term	<p>University will make efforts to double the enrolment of PhD students from the present number. With increased research projects, the number of full time PhD students on the campus will also increase. University will further provide teaching assistantships to other non-funded full time PhD students. Initially about 20 teaching assistantships per year will be provided.</p>
Mid Term	<p>University will fund 10 doctoral/ research positions for specific projects addressing local problems.</p>

Long Term	<p>University will build hostels especially for research scholars on campus.</p> <p>University will establish five Emeritus/Visiting Professor positions for academicians of international repute to mentor the young researchers on campus.</p>
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Increase Research Publications

Short Term	<p>Research Incentives funds for faculty members who publishes in high impact research publications.</p> <p>Seed Money Grants will be increased to Rs. 1.00 Lakh for newly recruited Assistant Professors.</p> <p>Encourage young faculty members to edit or write books and organize seminars with experienced senior faculty members</p> <p>Research award for faculty members in faculty wise areas of research.</p>
Mid Term	<p>Training and mentoring sessions for young faculty members especially from social sciences and languages will be organized to further increase the average number of publications per faculty per year in UGC Care List and SCI Journals to three.</p>
Long Term	<p>Emphasis will be given on establishing research collaborations within the University, state level institutions, national and international institutions to boost the average number of publications per faculty per year in UGC Care List and SCI Journals to about four.</p>

- **Strengthen IP s Innovations**

Short Term	<p>Organize a yearly state/national hackathon with thematic areas of STEM.</p> <p>Establish Research Park in University to encourage Start-up, Incubation and IP Licensing.</p> <p>Enact an IPR scheme to encourage protection of IP.</p>
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	Strengthening the existing IPR activities to promote research outcomes
Mid Term	Target up to 5 incubations per year and hand hold them to license their products and prepare business plan.
Long Term	Organize National/International Hackathon with thematic areas of STEM.

• **Enhance Research Collaborations**

Short Term	<ul style="list-style-type: none"> - Establishing a joint Master’s degree in Logistics and Transportation with St. Petersburg University of Economics, Russia - Establishing Joint M.Sc. Programme with University of Akron - Introduction of post Graduate programs in Sports sciences in Collaboration with Victoria university Melbourne, Australia <p>Organize at least 10 International and National conference for the within three years.</p>
Mid Term	Establish 10 joint doctoral /post doctoral research with Internationally reputed Universities (Top 300)
Long Term	<p>Visiting Professorship in all Schools of the University with eminent scholars across the world for 3 to 6 months assignment.</p> <p>Organize International Faculty Development and Linkage programmes</p>

2.4. Industry-Academic Partnership

Action Plan

The aim will be to create mutual value through collaboration between Mahatma Gandhi University and industry for nurturing research knowledge to emerging technologies that create impact in industrial and societal development. This will be achieved through the following action plan:

Short Term	<ul style="list-style-type: none"> • Include industry experts in the Board of Studies (BoS) in all Master's programmes. • Coordinate the Industry-Academic activities through Consultancy center • Industry Internship for Faculties/ Students through MoU's with local industries for providing internship opportunities. • Conduct annual training/workshop for students for skill enhancement. • Encourage disciplines to give industrial research-oriented dissertation and field work. • Establish "Industry Relation Cell" to coordinate between School/ disciplines with the industries. • Extend laboratory space and equipment facilities for industries for conducting process and product developmental activities. • Encourage faculty members to take up industries supported research and development project. • Organize a discussion forum/ conclave/ seminar/ symposium on industrial/translational research in collaboration with industries.
Mid Term	<ul style="list-style-type: none"> • Encourage incorporation of courses for enhancing industrial directed skills. Conduct exposure visit of students to industries. • Encourage people employed in industry to join for Ph.D. with industrial driven research problem. • Develop platform for provide solution to industrial problems through contractual based research. • Establish MoU's with industries for testing process and product in industrial setup.

Long Term	<ul style="list-style-type: none"> • Establish Research Park facility with the support of CSR funds. • Expansion of state of the art facilities for Hospitality, Travel and Tourism programme. • Encourage faculty members to identify and develop the industrial and societal potential of their research.
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2.4. Institution’s Placement Plan for Students

University has formed the University Placement Cell and MGU Alumni Association (MGUAA). Through these, a well coordinated placement programmes will be conducted by involving companies, NGOs and other reputed agencies.

Action Plan

Short Term	<p>Expand the placement activity to all the disciplines by sending placement brochures to reputed companies and through its well-placed distinguished alumni.</p> <p>Impart Life skills training to the students to improve their chances of employability.</p> <p>Organize Pre-placement talks/mock interviews to be organized to prepare students for interviews.</p> <p>Conduct Career guidance and competitive exam training/counseling (GPSC/UPSC/IAF/NET/SET etc.) for the students by inviting experts/Alumni.</p> <p>Seek Students feedback from the employer for improvement.</p> <p>Sign MoU with organization for life skills training to the students.</p>
Mid Term	<p>Promote Industry-Academia linkage to develop skill-based programs in the curriculum, to organize National/International conferences/workshops etc.</p> <p>Sign MoU/collaboration with organizations for students internship/ dissertation.</p> <p>Set up a robust Alumni Network for placements.</p> <p>Provide resources and support for job search including job portal, career fairs.</p>
Long Term	<p>Create an ecosystem that supports entrepreneurial endeavors and encourages students to pursue start-up ventures.</p> <p>A</p>

2.4. Achieving the Target for Accreditation

3 Action Plan

Short Term	<ul style="list-style-type: none"> • Implementation & review of FYUG programme and NEP 2020 implementation • Attainment of CO's, PSO's and PO's. • Increase PhD student strength on campus. • Increase in PhD Guides on campus. • Increase in research publications in Scopus/WoS. • Orientation workshops to faculty members for grabbing funded projects. • Establishment of IPR cell. • Encourage faculty members to do more extension activities. • Regularly conduct Academic & Administrative Audit. • Improvements in Renewable and Green initiatives. • Organize International level conference on Quality measures. • Conduct of workshop for IQAC/AISHE coordinators of Affiliated colleges. • Increase in number of certificate courses /value added courses/ diploma programmes/Online courses (MOOCS/SWAYAM/e-Pathshala/NPTEL etc. • Start of new interdisciplinary programmes. • Academic writing centre for Research students. • Upgradation of University Website. • Increasing career counseling including e-counseling and guidance activities for competitive examinations (UPSC, NET/SET, GATE etc.). • Improvement placement numbers, encouraging students for higher education. • Implementation of 100% e-governance through ERP. • Establishment of research & industrial constancy services (CRICS) with web portal
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Mid Term	<ul style="list-style-type: none"> • Continuous assessment of Green initiatives and audits in the Campus. • Increase in number of certificate courses /value added courses/ diploma programmes/ MOOCs. • Setting up film theater and improvement of language lab, business lab & Moot court. • To bring the University in top 10 in NIRF rankings. • To prepare the University for NAAC assessment and accreditation 5th Cycle. • To improve the enrollment percentage of students. • Fill all sanction positions. • Start of new interdisciplinary and multidisciplinary teaching programmes. • Improving the percentage of teachers receiving national/ international fellowships for advanced studies/ research. • Increasing revenue generation through corporate training and other programmes. • Increasing the percentage of JRFs, SRFs among the enrolled PhD scholars in the institution • Improving research funding through government and non-government sources such as industry, corporate houses, international bodies for research project, Endowment Research Chairs. • Provide disabled friendly infrastructure in all new buildings. • Increasing collaborations with national and international organizations. • Improvement in Alumni engagements and contributions. • Improvement in Percentage of teachers provided with financial support to attend conferences/workshops and towards membership fee of professional bodies. • Improvement in Percentage of teachers undergoing online/ face-to-face Faculty Development Programmes (FDP). • Improvements in QS/India Today/Week Survey/THE rankings. • Formulating up to two best practices other than existing ones.
Long Term	<ul style="list-style-type: none"> • Provide incentives to Patents awardees • Expansion of Research & teaching infrastructure. • Launching of new programmes. • Improvement of Research output in terms of high impact publications and books.

	<ul style="list-style-type: none"> • Encourage faculty members for to achieve high citations & h- Index in Scopus/ Web of Science/PubMed. For this incentives will be provided. • Consultancy projects through coordinated system. • About 100 outreach/extension activity in community per year.
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2.4. Incubation and Start-up

Mahatma Gandhi University is in a process of establishing a Research Park under which Bio-incubator, Health incubator and, IT incubators are being setup. A Section 8 Company, MGU Innovation Foundation has already functioning in the campus. .

Action Plan

Short Term	<ul style="list-style-type: none"> • Establish Innovation & Entrepreneurship Development Cells in all Departments <ul style="list-style-type: none"> • Identify and define roles for faculty members/coordinators for each department • Develop a framework for fostering innovation and entrepreneurship inside the campus • Regular Awareness Programmes <ul style="list-style-type: none"> • Organize seminars, workshops, and guest lectures on innovation and entrepreneurship. • Collaborate with industry experts, alumni, and successful entrepreneurs to share their experiences. • Utilize digital platforms and social media channels for wider reach and engagement. • Idea Contests <ul style="list-style-type: none"> • Launch idea contests across departments to encourage students to come up with innovative solutions to relevant societal issues • Provide mentorship and support to participants in refining their ideas. • Offer incentives or recognition for the most promising ideas.
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<p>Mid Term</p>	<p>One department five startups</p> <ul style="list-style-type: none"> • Identify the departments with high potential for translational research and scope for other entrepreneurial ventures • Provide comprehensive support for aspiring student entrepreneurs, including mentorship, funding raising, and access to resources • Facilitate networking opportunities with investors and industry partners <p>One department five technology transfers</p> <ul style="list-style-type: none"> • Identify departments with promising research outcomes relevant to industries • Mining of research outcomes for the protection of intellectual property • Establish mechanisms for technology transfer, including patenting processes and licensing agreements • Connect researchers with industry partners interested in commercializing the technology <p>Industry Linked Projects</p> <ul style="list-style-type: none"> • Bridge partnerships with industries relevant to various academic disciplines • Identify project opportunities that allow students to work on real-world problems faced by industries • Facilitate collaboration between faculty, students, and industry professionals to ensure project success
<p>Long Term</p>	<p>Acceleration of the existing incubators into a startup Hub</p> <ul style="list-style-type: none"> • Implement sustained efforts to foster a culture of entrepreneurship across the university • Continuously identify and support potential startup ideas from students, faculty, and alumni • Provide ongoing incubation support to startups, including access to workspace, funding, and mentorship <p>Revenue Generation from Startups</p> <ul style="list-style-type: none"> • Develop a structured approach for monetizing startups' products or services • Facilitate connections with investors, venture capitalists, and funding agencies to secure investment for startups • Explore opportunities for revenue-sharing models or equity stakes in successful startups • Establish Research Park as support system for translating knowledge-based research into innovative industrial processes and products.

2.12. Alumni Engagement/ Activities plan

Action Plan

Short Term	<ul style="list-style-type: none"> • Annual meet of distinguished alumni will be organized. • Scholarships/fellowship will be created through alumni association for needy and meritorious students. • Best Researcher Awards/symposium to be instituted to encourage research culture among the alumni teaching in colleges. • Organize Alumni interaction through workshop/lecture for career guidance and student placement. • Career oriented workshop by alumni members to the students
Mid Term	<ul style="list-style-type: none"> • Efforts will be made to register the alumni associations of all Schools. • Short term courses and entrepreneurship development sessions by Alumni to promote Industry-Academia Collaborations. • Recognize and celebrate alumni achievements.
Long Term	<ul style="list-style-type: none"> • A Networking event will be organized to encourage connectivity between various batches of the Alumni and maintain connections to their educational institution. • Leverage financial resources through alumni and establish alumni funds for research scholarship, Incubation centers, new programmes etc. • Collaborations with Alumni on Research Projects for community development. • Alumni funded research programme for Faculty members with student fellowship scheme.

2.13. Basic Infrastructure Development plan

Action Plan

Short Term	<ul style="list-style-type: none"> • Finishing works of the following constructions in the campus <ul style="list-style-type: none"> • Completion of KIIFB funded Centralised Laboratory Complex • School of Gandhian Thought and Development studies • Completion of Sports Complex • Construction of Professor’s Quarters • Setting up of Bio-incubator block • Setup Smart classrooms with wide computer panel in all Schools. • Upgrade and expand the IT infrastructure to meet evolving needs. Special mechanisms will be implemented. • Take up green initiatives: butterfly, botanical gardens, green fencing. • Water treatment and reuse system for effective water management ion the campus.
Mid Term	<ul style="list-style-type: none"> • Construction of Translational Research Centre • Construction of a dedicated building for FYUGP and Integrated programs along with auditorium (Cluster Classroom and Laboratory facility for New programs) • Building for Centre for Polymer Science with well furnished laboratory • Upgradation of MGU Muttom campus intoa planned campus • Construction of a multipupose Mahatma Gandhi University Canteen and restroom for ladies and gents • Construction of new graduate student hostel • Upgradation of Nirmalam – the waste Management facility with necessary infrastructure • Second phase development of Entrepreneurship, Innovation and Career Hub

<p>Long Term</p>	<ul style="list-style-type: none"> • Renovation and upgradation of old University buildings, laboratories and University Library along with its premises and furnishing of new university buildings • Upgrading MGU Priyadarsini Hills Campus in to planned thematic campus adhering to UN Sustainable Development Goals – <p>Arrange campus buildings, open space, circulation and utility systems to: establish positive interactions among academic, research, outreach, cultural, and operational activities; protect and strengthen the campus as a living-learning resources integral to the University’s mission; protect and enhance campus beauty; enhance heritage conservation; increase/retain energy efficiencies and promote sustainable transportation and conveyance facilities with special focus on both women and transgender</p>
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2.13. Skill Development of Non-teaching Staff

Action Plan

To enhance the skills of the non-teaching staff in the University, the following action plan will be implemented.

<p>Short Term</p>	<p>Develop and implement training programs to address the identified skill gaps (communication skills, computer literacy, administrative tasks, customer service, first-aid).</p> <p>Encourage non-teaching staff to participate in workshops related to their roles and responsibilities.</p> <p>Recognize and Reward Progress: Acknowledge and reward non-teaching staff members who demonstrate improvement and exhibit enhanced skills.</p>
<p>Mid Term</p>	<p>Mentoring Program: Implement a mentoring program where experienced staff members can mentor and guide junior staff to foster skill development and knowledge sharing.</p> <p>Implement employee engagement initiatives such as team-building activities, recognition programs, and open communication channels to create a positive and supportive work environment that encourages skill enhancement.</p> <p>Cross-training and job Rotation: Offering cross-training opportunities and job rotations can expose non-teaching staff to different roles and functions within the organization. This helps broaden their skills set, increase their versatility and improve their overall understanding of organizational operations.</p>

<p>Long Term</p>	<p>Establish leadership development programs for non-teaching staff who show potential and interest in taking on managerial or leadership roles within the first 5 years.</p> <p>Encourage non-teaching staff to pursue relevant professional certifications in their respective fields to enhance their expertise and credibility over the course of 10 years.</p> <p>Develop a succession plan to ensure the continuity of skilled staff by identifying and grooming individuals for key positions in the long term.</p> <p>Foster a culture of continuous learning and skill development by providing access to online learning platforms, webinars, and other resources that can be utilized throughout the 10 years.</p> <p>Encourage non-teaching staff to collaborate and network with professionals from other institutions or organizations to gain exposure to different perspectives and best practices in their field.</p> <p>Online Learning Platform: Providing access to online learning platform or e-learning modules can enable non-teaching staff to acquire new skills at their own pace. These platforms can offer a wide range of courses and resources covering various subjects and skill areas, allowing staff members to choose the topics most relevant to their needs.</p>
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2.15 Any Other Initiatives for the Student's and Institutional Growth

<p>Short Term</p>	<p>For the attraction of Non Keralite and International students, more freeships/scholarship is being establish to deserving students.</p> <p>Soft and Life skill training prgrammes to students</p> <p>Provide apprenticeship/internship to students through NGOs and CSR activities of Industries.</p> <p>More transportation facility to students, staff and other stakeholders</p> <p>Provide ladies rest room and transgender friendly campus.</p> <p>Improve the Amphi theatre and open theatre facilities</p>
<p>Mid Term</p>	<p>Widening of the activities of NSS/NCC and extension activities of Schools</p> <p>Construction of theatre system and discussion forums</p>
<p>Long Term</p>	<p>Develop MGU campus into Pro-student campus with all necessary facilities</p>

