



PRESIDENCY
UNIVERSITY

NAAC **A**
ACCREDITED UNIVERSITY



INSTITUTIONAL DEVELOPMENT PLAN



PRESIDENCY UNIVERSITY

Private University Estd. in Karnataka State by Act No. 41 of 2013

INSTITUTIONAL DEVELOPMENT PLAN

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Vision

To be a value-driven global University, excelling beyond peers and creating professionals of integrity and character having concern and care for society.

Mission

- Committed to be an innovative and inclusive institution by seeking excellence in teaching, research and knowledge transfer.
- Pursue research and development and its dissemination to the community at large.
- Create, sustain and apply learning in an interdisciplinary environment with consideration for ethical, ecological and economic aspects of nation building.
- Provide knowledge-based technological support and services to the industry in its growth and development.
- To impart globally-applicable skill-sets to students through flexible course offerings and support industry's requirement and inculcate a spirit of new venture creation.



Enabler 1:: Governance Enablers

Governance refers to the systematic approach by which HEIs are directed, controlled and are held accountable. Hence Governance enablers are essential for promoting transparency, accountability, and collaborative decision making in HEIs. Governance Enablers encompass the methods and frameworks utilized for decision making and ensure that policies and processes are aligned with the mission of the University, fostering effective leadership and active participation from all stakeholders. Core values and culture pervade the governance enablers to ensure that these values and culture as defined by the hierarchy is cascaded to all stakeholders.

Presidency University, Bengaluru functions through a well-defined hierarchical structure with statutory bodies including the Board of Governors, the Board of Management, Academic Council, Finance Committee and Board of Studies. Presidency University also adheres to the defined and agreed upon Regulations, Policies, Guidelines and SOPs drawn up with inclusion of academia expertise and industry experts.

1.1 University Court, Executive Council, Academic Council, Finance Committee & Other Statutory Bodies

Short-term Goals

- Digitization of administrative departments for streamlined operations.
- Automating student support services and grievances
- Strengthening the ERP for academic, administrative, and financial services
- Strengthening the Examination Management system
- Establishing a steering committee for the Institutional Development Plan(IDP).
- Periodic review of the research activities and the Innovation and start ups by the Research and Innovation Council

Mid-term Goals

- Benchmarking the curriculum with national and international institutions
- Aiming for higher ranking and accreditation ratings nationally and internationally
- Setting goals for achieving the IDP targets set for each school
- Setting in place mechanisms to review and ensure quality assurances in each School on an annual basis
- Staff retreats and upskilling of faculty

Long-term Goals

- Strengthening administrative processes for multi-school functioning
- Assessing IDP's long-term impact on institutional growth and regulatory compliance.



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- Establishing a transparent and sustainable review system and performance appraisal for the entire faculty
- Conscious move towards paperless examination and offices and administration

1.2 Quality Assurance

Short-term goals

- Strengthening the HR department and the policy to ensure upskilling, recruitment and training of teaching and non-teaching staff is periodically arranged and monitored.
- Frequency of internal and external audits to ensure quality is done
- ISO certification and other international certification for quality checks
- IQAC activities for leadership and governance and quality checks streamlined
- Ensuring full staffing of sanctioned matrix is achieved

Mid-term goals

- Decentralization and inclusive decision-making to be brought in consistently
- Establish a mechanism for training mid-ranked administrative officers of the University and ensure administration aspect is automated
- particularly in the areas of leadership, technology, digitalization, and communication.
- Collaborate with national and international Centres of Eminence, to offer refresher and orientation training for senior leaders of the University.
- Assess the admission process and ensure top quality and top ranked students consider Presidency to be the destination for higher education across all programmes of study.

Long-term goals

- Conduct apart from Academic and Administrative Audit, Transparency Audit, Social Audit, Green Audit, Diversity and Inclusion Audit, Accessibility Audit, and Technology Adoption Audit in a planned frequency/schedule.
- Focus on offering online study programmes across at least 3 disciplines of study.
- Strengthen the quality of publications compulsory for all Ph.D. programmes.

1.3. Financial Sources and Management

Short-term Goals

- Establish sponsored Chairs that align with the University's Act, Statutes and Ordinances.
- Partner with industries for sponsored research, innovation, and consulting projects and provide students with practical experience.
- Presidency Foundation shall be strengthened to leverage Institutional Social Responsibility (ISR)



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- Monitor the industry-academic collaborations
- Set targets for Professors of Practice for consultancy projects

Mid-term Goals

- Focus on mobilization of funds from alumni contributions and build endowment funds for the University
- The University shall have a designated Consultancy office to map and handle consultancy services rendered by its employees.
- Endowment fund of the University shall be further strengthened.
- Generation of finances through consultancy, incubation and innovation.
- Offer an array of Certificate and Diploma programmes across major disciplines

Long-term Goals

- Cost-Effective Sustainability Measures such as Green Campus Initiative, which includes solar power, water conservation, and waste recycling projects leading to cost-saving shall be encouraged.
- Offer Executive education and Executive programmes for professionals to attract mid-career learners.
- Partner with atleast two Ivy League Universities to enhance enrolment of international students

1.4 Leadership Development

Short-term Goals

- Leadership training programs and two days summit for senior leaders to plan and implement the IDP in measured outcomes and goal setting
- Develop and strengthen second level leadership in all Departments and Administrative offices
- Implement structured mentorship programs for emerging leaders

Mid-term Goals

- Organize strategic leadership workshops and training programmes for Deans/Directors/HODs of schools
- Partnering with national and international management institutions for the leadership training.
- Encouraging faculty exchange programs for leadership development.

Long-term Goals

- Setting up a Leadership Training Institute in collaboration with industry and government bodies.
- Establishing a leadership succession framework for academic and administrative roles.



1.5. IT/ Web-based Management Information System (MIS)

Short-term Goals

- Robust feedback system which is not only measurable in outcomes but qualifies for performance management system
- Installation of new software to cater to the immediate needs of the offerings of new programmes and courses
- Trained and efficient lab assistants and systems and process for lab management
- Upgradation of labs and systems
- Efficient system to manage all ICT based class resources

Mid-term Goals

- Integrated digital repository for all academic and research purposes
- Seamless integration of technology to manage infrastructure and availability of resources
- The number of CCTV cameras shall be increased for safety and security in campus.
- Deployment of new age security systems
- Supplementing classroom teaching with technology assistance in virtual space.

Long-term Goals

- Smart Cards shall be issued to all University employees and students to access different services, such as Health Centres, IT Services and the Library
- Strengthening the IT infrastructure for seamless distance learning and other teaching-learning patterns
- Implementing AI-based security systems and integrating virtual learning environments.

1.6. Risk Management Analysis

Short-term Goals

- Hire agencies who can ensure comprehensive institutional risk assessments
- Conduct periodic workshops on cyber-security awareness
- Conduct workshops on green awareness to mitigate environmental risks.

Mid-term Goals

- Policy formulation for risk assessment
- Strengthen the disaster management committee and build emergency response mechanisms

Long-term Goals

- Aim for plastic free campus
- Reduce carbon print in campus



- Zero-waste campus
- Strengthen environmental sustainable initiatives

1.7 External Advisory Boards

Short-term Goals

- Strengthening the Board of Studies by including international experts
- Form an Advisory Board with international experts and industry experts
- Conducting bi-annual meetings with advisory board members for strategic inputs

Mid-term Goals

- Strengthen the Board of Advisors with members who can actively participate in adding value to the intellectual cohort of academicians
- Strengthening faculty-industry linkages through advisory board recommendations.

Long-term Goals

- Establishing a standing Advisory Council for strategic institutional growth.
- Integrating advisory board insights into university policy-making.

1.9 Student Feedback Mechanism

Short-term Goals

- Conduct workshops for faculty and students to sensitize them to the value of a robust feedback mechanism
- Strengthening the feedback system
- Collection of feedback from the stakeholders periodically.
- Strengthening of a committee for analysis of the feedback and action taken report on feedback to improve the quality of teaching, research and efficiency in the administration

Mid-term Goals

- Strengthening training programmes for the teaching and non-teaching staff to improve their performance.
- Establish a dedicated feedback analysis committee for actionable insights.

Long-term Goals

- Using AI-powered tools for comprehensive analysis of student feedback to drive continuous improvements.
- Ensuring policy integration of student feedback in academic planning.



2. Financial Enablers and Funding Models

For any organization to succeed, financial stability is a must and especially for a University, financial sustainability is critical to attain long term development. Whether it is for infrastructure development or doling out quality education, financial sustainability secures consistent growth. This in turn benefits students in the form of scholarships, technology advancements, improved academic development and supports research. Therefore a university with financial sustainability can also create opportunities for socio-economic advancement for long term prosperity.

1. Financial sustainability approach

- Active industry collaborations , alumni networking, funding from government bodies
- Maintaining a balanced revenue model from tuition fee, grants, philanthropic donations, intellectual property, sponsored research projects to ensure long term financial sustainability
- Practice of effective cost-management, faculty development, infrastructure expansion, collaborated programmes
- Programme offerings which are in high-demand, short term certifications, research ecosystems
- Innovation and incubation centers to develop entrepreneurial ventures,optimize resource utilization, reduce operational costs
- Dynamic alumni engagement programmes for lifelong relationships
- Incentivizing faculty for research, patents and commercialize innovations
- Expand out reach and ISR programmes
- Offer online and distance learning programmes thus granting access to quality education

2. Role of key personnel

i. Deans

- Ensure budgets are prepared in time and allocate and ensure resources are effectively used
- Deans to plan strategies for academic growth and prioritize University growth
- Secure external funding through grants, partnerships
- Make programs financially viable by optimizing course offerings
- Manage day-to-day finances
- Offer relevant programmes of study and attract top class students
- Manage faculty and Staff allocation
- Encourage research activities



ii. Finance and Accounts

- Prepare financial forecasts
- Track budgets and spends
- Ensure fiscal health of all schools
- Track revenue from tuition and other sources
- Suggest innovative ideas for revenue generation
- Monitor costs and suggest cross-cutting measures
- Comply with financial regulations
- Regular audits and assessments

Short term goals

1. Industry partnerships
2. Funding and projects
3. Sponsorships

Mid term goals

1. Secure funding from national/international agencies, government bodies for projects
2. Collaborate for research and consultancy partnerships
3. Centers of Excellence

Long term goals

1. Long term industry partnerships
2. Patent technologies
3. Licensing agreements
4. International organization partnerships for solving global challenges
5. Faculty driven CSR activities
6. Chair Professorships



3. Academic Enablers

Fostering a supportive and inclusive academic environment to promote student development has been the goal of Presidency University. In order to facilitate this the University has established a robust governance structure, oversees and regulates academic activities through various academic bodies, ensures all programmes offered aligns with the vision, mission and core values of the university.

The following governance structure is in place to facilitate this process:

- i. Board of Studies
- ii. Academic Council

1. Courses that cater to professional/future ready professionals

Short term goals

- i. Update offerings of programmes year on year
- ii. Update the post graduate programmes and increase PG offerings
- iii. Align all programmes including PhD programmes with NEP 2020
- iv. Integrate in-depth learning opportunities
- v. Build on skill enhancement processes
- vi. Leverage multidisciplinary expertise
- vii. Faculty to create SWAYAM-MOOCs
- viii. AI enabled programme offerings
- ix. Offer weekend programmes

Midterm goals

- i. Expand professional programme offerings
- ii. Establish a centre for training and professional development
- iii. Flexible credit systems
- iv. Recognize and reward innovative faculty
- v. Build on industry partnerships
- vi. International tie ups with Ivy League, CEMS and Russell group and host international students

Long term goals

- i. Develop a comprehensive system for anticipating industry trends
- ii. Expand online and distance learning programmes
- iii. International programmes for faculty exchange and other joint programmes
- iv. Adult education programmes
- v. Open Book assessments

2. Curriculum updates

Short term goals

- i. Align curriculum with industry trends
- ii. Review of existing programme offerings and ensure AI based learning is integrated



- iii. Enable industry linked projects
- iv. Focus on international students and faculty exchanges
- v. Industry aligned programme offerings

Midterm goals

- i. Industry linked projects
- ii. Certification programmes and Diploma programmes
- iii. FDPs and student led research activities
- iv. Multiple entry and exit levels
- v. Online programme offerings

Long term goals

- i. Strengthen the centres of excellence
- ii. Fully Flexible Credit System [FFCS] introduction
- iii. International programme centres in campus for research and learning
- iv. Embed curriculum with employability skills
- v. International placements and career progression

3. Faculty development and Human resources

Short term goals

- i. Recruitment drive to identify top class faculty
- ii. Increase induction of eminent professors of practice
- iii. Engage industry practitioners
- iv. Interdisciplinary research and collaborative research practices

Midterm goals

- i. Faculty retention and goal oriented PMS
- ii. Foster interdisciplinary research collaborations
- iii. Recognize teaching excellence
- iv. Faculty exchange programs internationally
- v. Training and development centre

Long term goals

- i. Establish university as a research based university
- ii. Active global recognition
- iii. Faculty leadership development offerings
- iv. Establish a Centre for Faculty and Leadership development
- v. Technology advancements

4. Teaching and Learning

- i. Robust teaching and session plans
- ii. Create a repository of learning materials
- iii. AI based assessments
- iv. Question banks
- v. Exam on demand



- vi. Open book assessments
- vii. Comprehensive assignment policy
- viii. Library based research and learning
- ix. Peer review and feedback
- x. Strengthen the LMS
- xi. Feedback and analytics
- xii. Data management system
- xiii. Value added course offerings
- xiv. Develop modules on general skills
- xv. Pedagogy review
- xvi. OBE
- xvii. Blended learning initiatives
- xviii. Foster a culture of innovation
- xix. Incorporate cultural and traditional skills into the curriculum
- xx. Sustainable model for recognizing and rewarding student achievement, earn with learn opportunities



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