

PRESIDENCY UNIVERSITY

Presidency University Act, 2013 of the Karnataka Act No. 41 of 2013 | Established under Section 2(f) of UGC Act, 1956
Approved by AICTE, New Delhi

INSTITUTIONAL DEVELOPMENT PLAN FOR 2020-2030

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Message from the Vice Chancellor's Desk

Greetings and welcome to Presidency University, Bengaluru!

I deem it a privilege and a great opportunity to share our Institutional Development Plan with your esteemed offices. As one of the younger, progressive and fast growing State Private Universities, such an endeavor helps us take strategic measures and actions that will help us stride forward in the right direction.

Our University Leadership team is working on the incorporation of the tenets of NEP 2020 and we are sure that the vision of NEP and IDP will synergize in the best way to revolutionize the realm of Higher Education across our Nation.

Best Wishes

Dr. D. Subhakar
Vice Chancellor
Presidency University, Bengaluru


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1. Genesis and Evolution of Presidency University, Bengaluru.

Presidency University, located in Bengaluru was established under the Presidency University Act of 2013 as a State Private University of Karnataka. Presidency University was conceived with a thrust on creating a niche for itself and progressively achieve a World-class University status.

Presidency University believes in nurturing talent and skills amongst all those who enter our portal with a view to transform them into becoming successful/ethical professionals and responsible citizens. We accomplish this objective through focused excellence in teaching, an efficient research environment and ample opportunities for outreach to the community, thereby addressing the tripod of higher educational endeavors- **educational delivery, research and service**. Our commitment is to shape the lives of our learners with academic scholarship, modern pedagogy and appropriate skills to render them future ready for the workplace and world at large.

Presidency University has eight Schools - Engineering, Computer Science, Information Science, Management, Law, Design, Commerce and Media Studies. All these Schools offer UG, PG and PhD Programs leading to degrees.

The University had a humble beginning with an admission of 592 students during 2015-16. At present, the total enrolment stands at around 16,000 students. At the Institution level, there is a dedicated team of highly qualified Faculty members and a Department of Student Affairs catering to the academic and holistic developmental needs of students.

Our placement records have been significant, with around 496 job drives conducted and out of 2067 eligible students, 2025 students have been placed in different roles in many companies. In the year 2021-22 the institutional placement record was 98.82% in the School of Engineering, 98.33% in the School of Management, 92.52% in the School of Commerce and 85.00% in the School of Information Science. The highest compensation that was offered was 11 LPA, and several companies have offered a range of compensation between 6-7 LPA. The average compensation of 2021-22 increased to 4.74 LPA from 3.65 LPA in the year 2020-21, and the median salary of 2021-22 was 4.00 LPA.

Presidency University, Bengaluru has been ranked in the Diamond Band with A+ Grade [Higher Education Institution of Excellence], under the OBE Rankings of 2022 by the World

Institutional Ranking agency. It has also been ranked in the band of 201-300 among the Global Top 100 Innovative Universities in World's Universities with Real Impact Ranking (WURI) 2022. The Overall Ranking of Presidency University, Bengaluru according to the Times Higher Education Impact Ranking of 2022 is 1001. The other rankings awarded to Presidency University in 2021-22 include:

- ✓ **Ranked 32 in Top 50 State Private Universities in India** by Outlook-ICARE India's Top Universities Rankings 2022.
- ✓ **Ranked 48 in Pan India and 28 in Region-wise [South] in India's Top Engineering Colleges & Universities 2022** by BW Business World Magazine 2022 [Source: BW Business World Magazine 2022: 18th June 2022].
- ✓ **The School of Management of Presidency University, Bengaluru** has been Ranked 27 in Pan India in Top 150 B Schools, Ranked 9 in Top 25 Private Universities, Ranked 6 in Top 20 South B Schools, Ranked 15 in Top 20 Institutes-Placement by Times B School Survey 2022 [issue date 24th February 2022].
- ✓ **The School of Law of Presidency University, Bengaluru**, has been Ranked Pan India 16 in the category India's Best Law Schools Private 2022, Ranked AAA+ in Karnataka, by Careers 360 India's Best Law School [Private] Survey 2022 [Source: Careers 360 January 2022 issue]

Highlights of Presidency University:

- A strong Placement and Training Department with a committed team, the placement being more than 90% of the eligible students.
- All the Schools / departments have competent faculty with more than 55% with a PhD degree and 400 research scholars are pursuing their doctoral degree programme.
- Presidency University, Bengaluru has recently established Centres like Materials Research Centre, Power Electronics Centre, Centre of Excellence in Additive Manufacturing, Advanced Technology Research Centre, Advanced Computing Centre & Centre for Sustainable Development Centre for undertaking research in multidisciplinary domains.
- The International Affairs Office of the Presidency University has more than 75 MOUs signed with International Universities.
- Presidency University also has an Incubator set up in the campus, for encouraging entrepreneurship amongst faculty and students.

VISION OF THE UNIVERSITY

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

MISSION OF THE UNIVERSITY

- 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.

To realize the external and internal factors that determine the success and growth of the University, an Institutional analysis was carried out, by collecting the inputs from various stakeholders, which is detailed below:

INSTITUTIONAL STRENGTHS

1. Presidency University is located on a sprawling 40 acre Green Campus with the state of the art infrastructural facilities for academics and student support.
2. It has a fully-automated Library, state of the art Laboratories and a modern Computer Centre with over 3000 high-end computers.
3. University has implemented ICT-enabled processes for the execution of all its activities.
4. The University has adopted a student-centric and outcome-based education for all its programmes.
5. Presidency University has well-qualified and experienced/committed faculty, most of whom are involved in active research, and are contributing to the new knowledge creation, dissemination and transfer.
6. All courses have interdisciplinary components in their curricula.
7. University provides transport Facilities connecting all parts of the Bengaluru City.
8. The Campus also has laudable student support Facilities like Sports Ground, Health Care Centre, ATM, Hygienic Food Court and Cafeteria.

INSTITUTIONAL OPPORTUNITIES

1. Ample opportunities to venture into Open and distance learning.
2. Explore the possibilities of establishing twinning programmes with institutions abroad and expand the University's aspirations towards internationalization of its Higher Education delivery and services.
3. Adopt the UN SDGs 2030 to percolate across the educational activities of the University.
4. Faculty need to apply to different state and central funding agencies for more research projects for enhancing extramural funding.
5. University needs to augment its Institution-Industry interface as also have linkages and collaborations with other National/International Research Institutions for mutual benefit.
6. Widen its horizon to include inter-, multi- and trans-disciplinary academic and research endeavors.
7. Further Alumni Engagement to utilize their expertise for scholarship, training and developmental support.

INSTITUTIONAL CHALLENGES

1. Retention of faculty with passion for quality teaching and research.
2. Attract foreign and 'beyond the state' students with better merit & faculty.
3. Resource mobilization for research, especially from Government agencies.

Further, in order to realize the University's vision, a roadmap spanning 10 years has been conceived, planned and formulated as an Institutional Development Plan (IDP).

In conceiving and designing this IDP, the institutional analysis, the guidelines prescribed by KSHEC including the **five elements** (*Panchamruts*) mentioned therein were followed.

We have defined the period and indications as under :

- a) **Short term goals: From 0 to 2 years.**
- b) **Medium Term goals: From 2 to 5 years**
- c) **Long term goals: From 5 to 10 years**

a) **Indicates the goal has been achieved**

b) **Indicates the goal achievement is in progress**


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ELEMENT 1: EXCELLENCE IN GOVERNANCE AND MANAGEMENT

Issue 1.1	Issue 1.2	Issue 1.3	Issue 1.4	Issue 1.5
Improved governance via reforms	Administrative reforms	Improvements in Infrastructure	Improvements in HR policies & Management	Student development and Support

Issue 1.1: Improved governance via reforms

(Personnel in charge: Hon. Vice Chancellor, Pro VCs & Registrar)

Short term Goals:

- Assign specific designations to administrative staff according to the roles allotted to the functionaries.
- Adopt need-based digital technologies for rendering the processes timely, reliable and user-friendly.
- Establish the Board of Governors (BOG) / Board of Management (BOM) / Academic Council (AC)/ Board of Studies (BOS) & other Statutory Committees as per the recommendations of the Statutory Regulatory Authorities (SRAs)

Medium term Goals:

- Establish a customized institutional ERP for data analytics and ease of stakeholder-sharing.
- Review the functioning of all the committees and bodies and adopt improvements (If need be).
- Establish good practices based on stakeholder feedback.
- Work towards a paper-less administrative environment.

Long term Goals:

- Build a congenial workplace environment to the satisfaction of all stakeholders.
- Bring out policy documents wherever necessary.
- Engage adjunct mentors from Industry and elite institutions from India and abroad.

Issue 1.2: Administrative reforms

(Personnel in charge: Hon. Vice Chancellor, Registrar, Dean Academics)

Short term Goals:

- Document the Academic and Administration Audit [AAA] policy of the institution

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- Document the procedures and processes for stakeholder consumption.

Medium term Goals:

- Review the administrative practices for adopting need-based revisions and reforms.
- Establish Institutional Administrative Best practices based on experiences hitherto.

Long term Goals:

- Establish world class administrative practices to seek international recognition.

Issue 1.3: Improvements in Infrastructure

(Personnel in charge: Registrar, Dean - Academics & Director – Administration)

Short term Goals:

- Brainstorm for prioritizing the infrastructure development phase-wise.
- Provide adequate infrastructure for both administrative and academic activities as at present.
- Conceive and design a Master plan for the University.

Medium term Goals:

- Review adequacy of infrastructure based on the student admissions, and newer academic programs.
- Build additional administrative infrastructure for the new ventures and administration.
- Build adequate infrastructure for the extra-curricular and Co-curricular activities of the Learners.

Long term Goals:

- Review the infrastructure needs for futuristic development and plan based on priorities
- Revisit the Master plan and further infrastructure development based on need.

Issue 1.4: Improvements in HR policies and Management

(Personnel in charge: Hon. Vice Chancellor, Registrar & Head – HR)

Short term Goals:

- Design a need analysis for recruitment of administrative staff based on workload (as per norms)
- Design a need analysis for recruitment of academic staff based on student strength and subject/domain specializations (as per norms).
- Document the HR Policy for administrative and support staff.

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Medium term Goals:

- Plan appropriate welfare measures for the administrative and support staff
- Enhance Student/Faculty engagement “beyond the class-room” activities.

Long term Goals:

- Document the Cadre and recruitment rules for Teaching/research staff
- Plan appropriate welfare measures for the academic staff

Issue 1.5: Student development and support

(Personnel in charge: Pro-Vice Chancellors, Registrar, Dean Academics, Deans/Heads of Various Schools, Dean Student Affairs, Head of Placement & Alumni Relations.

Short term Goals:

- Facilitate access, equity and welfare measures (Scholarships, free ships and such others).
- Facilitate commutation, hostels and cafeteria.
- Facilitate quality education, training, mentoring and counseling.
- Provide adequate healthcare and wellness facilities.
- Provide facilities for pre-placement training and placement opportunities through campus recruitment drives.

Medium term Goals:

- Seek student satisfaction through surveys regarding the short term goals as above.
- Take appropriate corrective measures to render the above processes more facilitative to learners.
- Augment the cultural mix, to promote harmony and a sense of belonging to the institution.
- Build a strong Alumni association

Long term Goals:

- Strengthen alumni network as well as alumni engagement for the benefit of the ongoing generations of learners.
- Build learner trust in the institution through laudable student support and progression.

ELEMENT 2: ENHANCED TEACHING AND LEARNING

Issue 2.1	Issue 2.2	Issue 2.3	Issue 2.4	Issue 2.5	Issue 2.6
Curriculum Reforms	Innovations in Pedagogy	Faculty Development	Better Student-Faculty ratios	Global standards of Learning Resources	Improved Rankings

Issue 2.1: Curriculum Reforms

(Personnel in charge: Hon. Vice Chancellor, Pro- Vice Chancellors, Dean – Academics, Deans/Heads of various Schools, Heads of Placement, Accreditation, IQAC & Alumni)

Short term Goals:

- Incorporate cross-cutting issues in the Curriculum of UG and PG.
- Match the curriculum to the requirements of NEP 2020
- Derive institution-specific programme-wise POs and PSOs.
- Derive institution-specific course-wise COs.

Medium term Goals:

- Design Flexible course options to reach out to the aspirations of the new-age learners.
- Determine the Institution-specific and Graduate attributes.

Long term Goals:

- Conceive and design internationally-competitive curricula for structuring Presidency University Twinning Programmes with International Collaborators.

Issue 2.2: Innovations in Pedagogy

(Personnel in charge: Hon. Vice Chancellor, Pro- Vice Chancellor, Dean - Academics, Deans/Heads of various Schools)

Short term Goals:

- Promote excellence in Teaching-Learning through innovative and ICT-enabled pedagogies.
- Drive faculty-led and student-centric Outcome Based Education both for UG and PG.
- Design appropriate skill development and vocational courses.

Medium term Goals:

- Establish pedagogies and practices for Project Based Learning (PBL) for UG.

- Establish pedagogies and practices for Problem Based Learning (PBL) for PG (especially professional courses).
- Encourage Faculty and Students to indulge in Hands-on practical activities through “Living-Labs”.
- Establish an audio-visual studio for augmenting Teaching-Learning Process.

Long term Goals:

- Encourage Faculty to design course-specific online modules for the benefit of learners.
- Utilize the “in-house” Audio-visual Studio to develop University-specific faculty-led MOOCs.

Issue 2.3: Faculty Development

(Personnel in charge: Hon. Vice Chancellor, Pro-Vice Chancellors, Dean - Academics, Deans/Heads of various Schools, Heads of Academic Audit, IQAC, Human Resources and Training)

Short term Goals:

- Design relevant “in house” Faculty Development Programs [FDP] based on a need-analysis.
- Plan School-wise training programs for faculty development in Teaching and Research.
- Encourage target-based Career-progression amongst faculty.

Medium term Goals:

- Promote Faculty Career Development endeavors [FCDs] and FDP.
- Motivate and develop Leadership amongst Faculty to add value to the Institution.

Long term Goals:

- Offer matured ‘in house’ FDPs and FCDs to other institutions.
- Encourage participation of faculty in Domain-specific and multidisciplinary international FDPs and FCDs.

Issue 2.4: Better Student-Faculty Ratios

(Personnel in charge: Pro-Vice Chancellors, Deans/Heads of various Schools)

Short term Goals:

- Analyze the hitherto program-wise Student-Faculty Ratios [SF] over the years, to identify the trends, causes and effects

- Work out strategies for improving the SF ratios program-wise, School-wise and University-wide

Medium term Goals:

- Improve demand for programs through active, faculty-led promotional and motivational drives.
- Bring out a 'white paper' to improve SF ratios.

Long term Goals:

- Build a strong University Brand to attract admissions Pan India and from beyond the National borders.
- Strategize Faculty Welfare measures to overcome attrition (if any), to promote retention.

Issue 2.5: Global standards of Learning Resources:

(Personnel in charge: Hon. Vice Chancellor, Deans/Heads of various Schools)

Short term Goals:

- Have Lead Resource persons to address the University personnel regarding Global and National Human Development indices and efforts.
- Appraise the Faculty and students of the importance of working towards UN SDGs 2030

Medium term Goals:

- Have external Lead speakers to talk to the faculty regarding Cooperative and Work-integrated Education (CWIE) Programs.
- Explicate the Process, Procedures, Outcomes and Assessment (PPOA) model to the Faculty across the University.
- Drive the Faculty to appraise themselves with the various quality standards frameworks.

Long term Goals:

- Build an active Alumni Network to share their professional experiences in regard to global standards of learning Resources to be referred and/or acquired.
- Establish a Centre for competitive global Learning resources.

Issue 2.6: Improved Rankings:

(Personnel in charge: Hon. Vice Chancellor, Heads of IQAC, Accreditation & Ranking)

Short term Goals:

- Appraise the University staff regarding various ranking & accreditation instruments.
- Conduct Academic and Administrative Audit to realize the Quality status of the University
- Prepare the University for undertaking the NAAC Assessment & Accreditation.

Medium term Goals:

- Improve on the perceptual Rankings hitherto achieved by the University.
- Prepare mature departments for assessment by the National Board of Accreditation [NBA].

Long term Goals:

- Seek International Accreditations for eligible programmes/departments/schools.
- Establish a Department Accreditations and Rankings to reach out to other institutions.
- Prepare the University for subsequent cycles of NAAC Assessment and Accreditations.

ELEMENT 3: TECHNOLOGICAL ADVANCEMENT

Issue 3.1	Issue 3.2	Issue 3.3	Issue 3.4
Facilitate the use of technology in the institute	Evaluation and Examination reforms by Technology	Advanced LMS and ICT-enabled networks	Become Centre of excellence using technology

Issue 3.1: Facilitate the use of technology in the institute

(Personnel in charge: Hon. Vice Chancellor, Head- IT, Dean - Academics, Deans/Heads of the various Schools, Controller of Examinations)

Short term Goals:

- Acquire need-based educational technologies, phase-wise, to augment the Teaching-learning environment of the University.
- Encourage the Faculty and Administrative staff to use newer technologies in their day to day practices.
- Acquire appropriate digital tools and technologies for augmenting evaluation procedures.

Medium term Goals:

- Adopt recommendations of the Government of India (GOI) towards Digital India as related to Higher Education.
- Appraise the Faculty with modern trends in Edtech.
- Adopt the guidelines of National Digital Educational Architecture [NDEAR].

Long term Goals:

- Incorporate Adaptive Learning, Gamification, Augmented Reality and Virtual Reality and Physical Learning.

Issue 3.2: Evaluation and Examination reforms by Technology

(Personnel in charge: Controller of Examination, Head- IT, Dean Academics, Deans/Heads of the Various Schools)

Short term Goals:

- Adopt the newer and recommended models of Internal and External Assessment and evaluation methodologies as recommended by the Karnataka State Higher Education Council [KSHEC] and respective Statutory Regulatory Authorities [SRAs].

- Workout the credit based equivalence of extracurricular programs on par with the curricular ones

Medium term Goals:

- Have experts deliberating on Assurance of Learning [AOL] to the Faculty.
- Develop AOL and Attainment Methodologies matrix for all courses and programmes in a phase-wise manner.

Long term Goals:

- Develop a customized Integrated Examination and Evaluation System (IEES) for the University

Issue 3.3: Advanced LMS and ICT-enabled networks

(Personnel in charge: Hon. Vice Chancellor, Controller of Examination, Head- IT, Dean Academics)

Short term Goals:

- Develop acceptable norms and practices for the Examination and Evaluation procedures.

Medium term Goals:

- Seek appropriate feedback from stakeholders to make the Examination and Evaluation system of the University more robust and rigorous.

Long term Goals:

- Develop appropriate Integrated Examination and Evaluation System [IEES] after trial and testing.

Issue 3.4: Become Centre of Excellence using technology

(Personnel in charge: Hon. Vice Chancellor, Head - IT)

Short term Goals:

- Bring on Board appropriate personnel to handle the University technology wing.
- Have experts develop a plan for integrating technology in all processes and practices of the institution.

Medium term Goals:

- Adopt the technologies across the educational and administrative practices.

Long term Goals:

- Review and reiterate the functioning of the Centre and adopt reforms if needed.

ELEMENT 4: OUTREACH AND PARTNERSHIP

Issue 4.1	Issue 4.2	Issue 4.3	Issue 4.4
Improvements in both intra- and inter-universities coordination	Improved industry interface	Enhanced community outreach to make education holistic and practical	Promote Branding of the institute

Issue 4.1: Improvements in both intra- and inter-universities coordination
(Personnel in charge: Dean - Academics, Deans/Heads of the Various Schools, Director - International Relations, Dean - Student Affairs)].

Short term Goals:

- Build inter-departmental faculty teams across the University for Cooperative and multidisciplinary teaching-learning.
- Involve the interdepartmental faculty to participate, in Project-based and Problem-based teaching-learning.
- Foster institution-community engagement for extension activities.

Medium term Goals:

- Encourage faculty to develop academic collaborations with other Universities, institutions (including Industries), National & International and societal agencies.
- Explore the possibilities to develop cooperative and collaborative programmes with Governmental and Non-governmental agencies.

Long term Goals:

- Develop functional Centres for collaborative ventures (School-wise).

Issue 4.2: Improved industry interface

(Personnel in charge: Pro-Vice Chancellors, Dean Academics, Deans/Heads of the Various Schools, Heads of Placement, Incubation Centre, Sponsored Research and Alumni).

Short term Goals:

- Invite industry personnel to be members of the domain related Boards of Studies.

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- Invite Industry experts as guest/adjunct faculty to bridge the institution-industry connect.

Medium term Goals:

- Have functional internships and apprenticeships for students across relevant industries.
- Develop internship programmes for Certificate, diploma and PG diploma in collaboration with relevant industries and other agencies.

Long term Goals:

- Establish and Industry-institution centre for promoting academic and business ventures.

**Issue 4.3: Enhanced community outreach to make education holistic and practical
(Personnel in charge: Dean Student Affairs & Chief Proctor, NSS & NCC Coordinator)**

Short term Goals:

- Review the extension activities of the University to identify focus areas.
- Strengthen the Community engagement activities across all schools.

Medium term Goals:

- Establish a Centre for fostering Community Engagement as per the UGC norms

Long term Goals:

- Bring on board appropriate personnel for strengthening the Centre and making it visible and sustainable

Issue 4.4: Promote Branding of the Institute

(Personnel in charge: Hon. Vice Chancellor, Pro Vice Chancellors, Registrar, Head of Marketing and Admissions)

Short term Goals:

- Work out an institutional SWOC for identifying the institutional USP.

Medium term Goals:

- Identify mechanisms and processes for branding the institution on the USP as identified

Long term Goals:

- Review the Branding and promote it for internalization of University education

ELEMENT 5: RESEARCH AND SKILL DEVELOPMENT

Issue 5.1	Issue 5.2	Issue 5.3	Issue 5.4
Promotion of research excellence and innovation both locally and globally	Enhancement in skills by fostering initiatives that make the University a skill hub	Improvements in graduates' employability	Multidisciplinary in institutes and research collaborations

Issue 5.1: Promotion of research excellence and innovation both locally and globally (Personnel in charge: Hon. Vice Chancellor, Pro Vice Chancellors, Dean – Academic & Sponsored Research, Dean - Academics, Deans/Heads of Various Schools, Heads of Placement, Incubation and IQAC)

Short term Goals:

- Promote a multidisciplinary research culture.
- Promote Ph.D. programs in multidisciplinary areas.
- The faculty to attain doctoral degrees in new-age domains.

Medium term Goals:

- Develop Centres of Excellence in multidisciplinary research areas.
- Promote innovative and collaborative research activities.

Long term Goals:

- Identify spin-off companies for developing products from the research outcomes.
- Establish a functional Incubation Centre to promote Entrepreneurship and business acumen amongst students.

Issue 5.2: Enhancement in skills by fostering initiatives that make the University a skill hub

(Personnel in charge: Hon. Vice Chancellor, Dean Academics, Deans/Heads of Various Schools, Head of Placement, Incubation & Alumni)

Short term Goals:

- Promote skill development in academics and research.
- Establish a Skilling Centre to promote the above.

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Medium term Goals:

- Explicate the vision and sectorial opportunities under the National Skill Development Council of India [NSDCI].
- Look out for mandates of the National Committee for Integration of Vocational Education (NCIVE) and take appropriate action/s.

Long term Goals:

- Have regular skill development Exposes through inter-University ventures
- Seek partnerships with skilling centers across the Nation and abroad.

Issue 5.3: Improvements in graduates' employability.

(Personnel in charge: Hon. Vice Chancellor, Dean - Academics, Deans/Heads of Various Schools, Heads of Placement, Incubation and Alumni)

Short term Goals:

- Strengthen the Pre-placement training programmes and Placement Centre of the University.
- Tweak the curricula of relevant programs phase-wise, to render them directed towards enhancing employability.
- Review the employability enhancement components of existing programmes.
- Motivate the students to improve their communication skills to perform better in interviews and competitive forums.
- Encourage participation of students and Faculty in competitive quizzes.

Medium term Goals:

- Appraise the students to popular and value-adding media programmes to enhance their thinking in terms of improving their General Knowledge [GK] and Current affairs in the business world and economics (eg. Tata Crucible and TEDEX).
- Encourage students and faculty to undertake socio-economically-relevant ventures.
- Design and implement industry-specific courses to enhance employability.

Long term Goals:

- Keep and improve the data-base and analytics of employability of the University graduates and postgraduates.
- Strengthen the Alumni Association to improve the Employability of learners through iterative networking, motivational speeches and work-place related training (attitudes, etiquettes, interview skills, dos and don'ts, Team work and Leadership)

Issue 5.4: Multidisciplinarity in institutes and research collaborations

(Personnel in charge: Hon. Vice Chancellor, Pro-Vice Chancellors, Dean – Academics, Dean – Academic & Sponsored Research, Deans/Heads of Various Schools)

Short term Goals:

- Establish multidisciplinary academics in the institution.
- Start with inter-departmental multidisciplinary engagements and collaborations.

Medium term Goals:

- Understand the nuances and requirements of evolving the University into a Multidisciplinary Education and Research University (MERU) as per NEP 2020.

Long term Goals:

- Realize a sustainable model of a MERU.
- Establish National and International research collaborations with Lead HEIs.

CONCLUSION:

It is the earnest desire of Presidency University to evolve into an Institution of Eminence through meticulous implementation and operation of the Institutional Development Plan as conceived and elaborated above. The institution is committed to realize its aspirations through appropriate allocation of time, institutional and personnel energy and revenue generation/mobilization towards its set goals. Since the Presidency Group has had a long experience and commitment to education from KG to PG and beyond, it will leave no stone unturned to achieve its well-laid out IDP for the University.