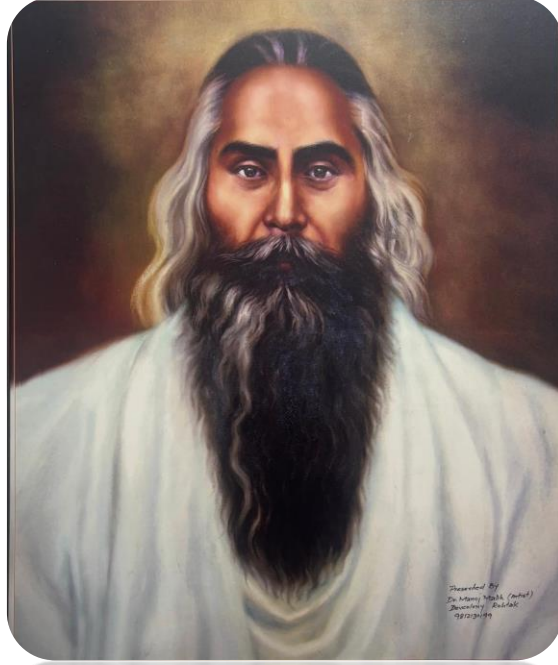BPS Mahila Vishwavidyalaya, Sonepat

Empowering Women with Education

INSTITUTIONAL DEVELOPMENT PLAN
2026-2036

Empowering Women, Transforming Futures

"भारतीय मूल्य प्रणाली में शिक्षित महिलाएं ही वास्तव में
समतावादी और प्रगतिशील समाज का निर्माण कर सकती हैं।"

अमर शहीद भगत फूल सिंह जी
संस्थापक, कन्या गुरुकुल, खानपुर कलां

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Preamble

Bhagat Phool Singh Mahila Vishwavidyalaya, Khanpur Kalan (BPSMV), stands as a beacon of empowerment, enlightenment, and transformation for women in Haryana and beyond. Established on the robust foundation laid by the visionary Bhagat Phool Singh and fortified by the tireless determination of Padamshri Subhashini Devi, the University has journeyed from its modest Gurukul origins to a thriving institution dedicated exclusively to women's education, research, and holistic development.

Guided by its core mission—to empower women from rural and disadvantaged backgrounds through world-class, inclusive, and value-driven education—the University serves as a catalyst for personal growth, professional excellence, and societal change. Deeply committed to national priorities, the University has enthusiastically implemented the National Education Policy (NEP) 2020 across all levels i.e. UG, PG, Ph.D. including affiliated colleges ensuring inclusive, and learner-centric development. In alignment with the ideals of the National Education Policy (NEP) 2020 and the United Nations Sustainable Development Goals (SDGs), the University strives to deliver transformative opportunities, fostering critical thinking, skill enhancement, character development, and leadership among its students.

With a vibrant academic environment, the University has progressed from its humble beginnings to become a premier institution, offering diverse innovative academic and research-oriented programmes spanning from KG to Ph.D. integrates tradition with modernity, nurturing responsible, knowledgeable, and compassionate graduates. Its mission, "Empowering Women through Education," is realized through robust curricula, innovative research, and a nurturing environment that combines ancient Indian wisdom with global knowledge. These women are prepared not only as skilled professionals but as visionary leaders who contribute meaningfully to their families, communities, and the nation at large. Mirroring the multidisciplinary model, BPSMV seeks to be a preferred destination for learning and research for women from India and abroad.

Prepared for future challenges and opportunities, this Institutional Development Plan (IDP) charts a clear roadmap guided by comprehensive SWOC analysis. The plan integrates interconnected enabler parameters as per UGC guidelines, aiming to enhance systematic planning, stakeholder collaboration, and resource optimization— all toward the goal of preparing thoughtful, well-rounded women leaders and scholars who will contribute meaningfully to society.

The University IDP is a testament to the University's unwavering dedication to excellence, inclusivity, sustainability, and continuous improvement. It envisions a strategic plan to strengthen academic, research, and administrative structures, expand community and industry partnerships, and promote ecological stewardship. At its heart lies the enduring vision of Bhagat Phool Singh Mahila Vishwavidyalaya: *to inspire every woman to realize her full potential and to build a future where education, equity, and opportunity flourish together.*

Chapter 1
Institutional Profile, Vision, Mission, Core Values, SWOC

Bhagat Phool Singh Mahila Vishwavidyalaya traces its origins to two Gurukuls established by the visionary social reformer *Bhagat Phool Singh Ji* inspired by the progressive ideals of the *Arya Samaj*. He founded a Boys' Gurukul in 1919 at Bhainswal Kalan, followed by a Girls' Gurukul in 1936 at Khanpur Kalan. Leaving his position as a Patwari, he dedicated himself to women's education and empowerment—courageously beginning the Kanya Gurukul with only three girl students, despite strong opposition from conservative sections of society.

After his martyrdom, his daughter Padamshri Subhashini Devi continued his mission, expanding women's education through the establishment of several professional institutions in the region. In March 2003, the management of the institutions came under the Mahasabha, and with the support of the Government of Haryana, the Haryana Legislature enacted the establishment of Bhagat Phool Singh Mahila Vishwavidyalaya in August 2006 at Khanpur Kalan—North India's first rural women's university for women.
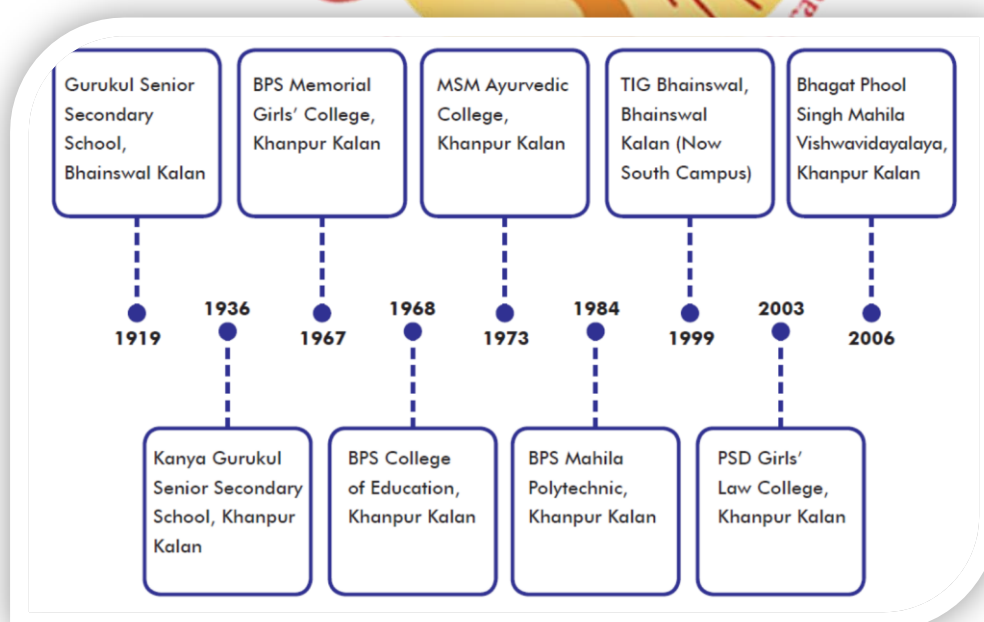
Institutional Profile

The University is spread over a total of 461 acres of lush green land with 40% of green area with total built-up area of 202313.86 sq.mts. The main campus of the University is located in Khanpur Kalan, Sonipat, Haryana. The University has one off campus i.e. '*South Campus*' situated at Bhainswal Kalan, Sonipat, 20 kms. away from main campus and two regional centres - Swami Rattan Dev Regional Centre Kharal, Jind and Regional Centre Krishan Nagar, Rewari - which are 110 kms. and 150 kms. away from main campus of the University respectively. The nearest airport is Indira Gandhi Airport (IGI), Delhi and nearest major railway station is Sonipat.

Since its inception, the University has grown into a comprehensive educational institution offering programmes from school level to doctoral research. The University presently offers Ph.D. programme in 17 disciplines, postgraduate programmes in 28 subjects, undergraduate programmes in 29 subjects, along with diploma and certificate courses in 17 fields. Academic activities are conducted through 25 teaching departments, 3 institutes, 7 specialized centres, 2 regional centres, and 6 affiliated women's colleges.

Being an affiliating University, the territorial jurisdiction of the University, as per the Haryana Government regulations, extends to the district Sonipat and Panipat of the state. The University is accredited with NAAC Grade B++ and its programmes are duly recognized by statutory bodies such as UGC, BCI, PCI, AICTE, NCSIM, and NCTE, reflecting its academic credibility and commitment to women's education, empowerment, and holistic development.

The University has established strong national and international linkages through active MoUs with reputed institutions and organizations. The University strengthens

community engagement through the Centre for Society University Interface and Research, promoting rural outreach and preservation of traditional knowledge.

Student support and career facilitation are ensured through the Placement & Counselling Cell, while the Central Library provides extensive learning resources, e-databases, and plagiarism detection tools. Faculty development is promoted through the UGC-Malaviya Mission Teachers' Training Centre with NEP 2020-aligned programmes and workshops. The Learning Resource Centre and the Staff Training and Research Institute for Teaching of English build communication proficiency and pedagogical skills. The University Centre for Competitive Examinations further supports students preparing for competitive and professional examinations.

Academic Architecture

Sr. No.	Department/Institute/Centre	Programmes Offered
Faculty of Arts and Languages		
1.	Department of English	Ph.D. (English), M.A. (English), B.A. (Honours/ Honours with Research) in English
2.	Department of Foreign Languages	Diploma in Foreign Language Teaching (French, German, Russian), Post Graduate Diploma in Foreign Language Teaching (French, German, Russian)
3.	Department of Hindi	Masters in Hindi
4.	Department of Sanskrit	Masters in Sanskrit
Faculty of Ayurvedic Medicine		
5.	MSM Institute of Ayurveda	M.D. (Ayurveda) in Kayachikitsa and Dravyaguna, Bachelor of Ayurvedic Medicine & Surgery (BAMS)/ (Ayurvedacharya)

Faculty of Commerce and Management		
6.	Department of Management Studies	Ph.D. (Management), M.B.A., M.B.A. (Lateral Entry), B.B.A. (Honours /Honours with Research) (Interdisciplinary)
7.	Department of Commerce	Ph.D. (Commerce), M.Com., Bachelor of Commerce (Honours /Honours with research) (Interdisciplinary)
8.	Department of Hotel Management	Ph.D. (Hotel Mgt.), M.H.M., B.H.M. (Honours /Honours with Research) (Interdisciplinary)
Faculty of Education		
9.	Department of Education	Ph.D. (Education), M.Ed., M.A. (Education), B.Ed., B.Sc.-B.Ed., B.A.-B.Ed.
Faculty of Engineering and Technology		
10.	Department of Computer Science & Engineering and Information Technology	Ph.D. (CSE), M.Tech. CSE (Network Security), M.Tech. (CSE), B.Tech. (CSE), B.Tech. (IT)
11.	Department of Electronics and Communication Engineering	Ph.D. (ECE), M.Tech. (ECE), M.Tech. (ICT), B.Tech. (ECE), B.Voc. in Mobile Communication
12.	Department of Fashion Technology	Ph.D. (FT), M.Tech. (FT-FG), B.Tech. (FT), B. Voc. in Fashion Technology and Apparel Designing
Faculty of Law		
13.	Department of Laws	Ph.D., LL.M, B.A.-LL.B, B.B.A.-LL.B
Faculty of Pharmaceutical Sciences		
14.	Department of Pharmaceutical Education & Research	B. Pharmacy, B. Pharmacy (Lateral Entry)

	Faculty of Physical Education	
15.	Department of Physical Education	M.P.E.S., B.P.E.S. (Honours)
	Faculty of Sciences	
16.	Department of Mathematics	Ph.D. (Mathematics), M.Sc. (Mathematics)
17.	Department of Physics	Ph.D. (Physics), M.Sc. (Physics)
18.	Department of Chemistry	M.Sc. (Chemistry)
19.	Department of Food & Nutrition	Ph.D. (Food & Nutrition), M.Sc. (Food & Nutrition)
	Faculty of Social Sciences	
20.	Department of Economics	Ph.D. (Economics), M.A. (Economics), B.A. (Honours / Honours with Research) in Economics
21.	Department of Social Work	Ph.D. (Social Work), M.A. (Social Work)
22.	Department of History & Archaeology	M.A. (History & Archaeology)
23.	Department of Political Science	Ph.D. (Political Science), M.A. (Political Science)
24.	Department of Geography	M.Sc. (Geography)
25.	Department of Psychology	M.Sc. (Psychology)
26.	B.P.S. Institute of Higher Learning	B.A. (Hons.) (Multidisciplinary), Bachelor of Life Sciences (Hons.) (Multidisciplinary), Bachelor of Physical Sciences (Hons.) (Multidisciplinary), Bachelor of Home Science (Hons.) (Interdisciplinary)

27.	Swami Rattan Dev Regional Centre at Kharal (Jind)	Bachelor of Arts (Honours) (Multidisciplinary), Bachelor of Physical Sciences (Honours) (Multidisciplinary), Bachelor of Arts (Honours) in Sanskrit, Bachelor of Commerce (Honours), M.A. (English), M.A. (Political Science)
28.	Regional Centre at Krishan Nagar (Rewari)	Bachelor of Arts (Honours) (Multidisciplinary), Bachelor of Physical Sciences (Honours) (Multidisciplinary), Bachelor of Commerce (Honours), M.A. (English), M.A. (Political Science)
29.	Centre for Society University Interface & Research (CSUIR)	Certificate of Proficiency in Micro Finance Practices & Women, Certificate of Proficiency in Folk Medicine, Certificate of Proficiency in Cooperative Management, Diploma of Proficiency in Cooperative Management
30.	BPS Mahila Polytechnic	Diploma in Electronics & Communication Engineering, Diploma in Computer Engineering, Diploma in OMCA, Diploma in LIS, Diploma in FT, Diploma in DMLT, Diploma in Pharmacy.
31.	Kanya Gurukul Senior Secondary School Affiliated to Board of School Education Haryana, Bhiwani	1st to 10th Class and 11th and 12th in Medical, Non-Medical, Commerce and Arts streams.
32.	University Campus School	Affiliated to Central Board of School Education, Delhi offering co-education from Nursery to 12th class in Humanities and Commerce streams.

Vision

"To make a profound difference in the lives of women by empowering them to attain their full potential through pursuit of knowledge, acquisition of skills, development of character and self-esteem, and recognition of their rights and responsibilities"

Mission

"To make available for women particularly the rural women, quality education ensuring affordability, easy access and relevance through learner centric, action-oriented approach that shall facilitate building of competitive skills and enforcement of human values in the society as whole."

Quality Policy

"Establish and sustain such teaching, research and extension programmes and activities that contribute towards a wholesome development of socially responsible women who are self-assured and competent in diverse domains of knowledge."

Core Values

- Value Education inspired by the Vedic Gurukul Parampara
- Academic Integrity and Accountability
- Relevance, Innovation and Excellence
- Social Commitment and Inclusiveness
- Ecological Sustainability
- Transparency and Governance
- Empathy and Responsiveness

Strengths, Weaknesses, Opportunities and Challenges (SWOC) Analysis

Institutional Strengths:

- Over 100 years of establishment, recognized globally for its significant contributions to women's education and societal development
- Driven by philosophy and vision of, *Empowering women with education* and making education accessible to women from all backgrounds, with special emphasis on rural and marginalized communities.
- Located in a rural area offering KG to Ph.D. programmes since inception, the University plays a vital role in delivering quality education to women, particularly those from socio-economically disadvantaged backgrounds, thereby contributing to regional development.
- Diversity of undergraduate, postgraduate, and doctoral programmes across disciplines such as Science, Ayurveda, Humanities, Engineering, Law, Management, Pharmacy, Education, Hospitality, and healthcare, catering to diverse educational needs of local, global, societal, and industry demands

- Implemented Semester System, Grading and Credit System, Choice Based Credit System (CBCS), Ability and Skill Enhancement, and Value-added Courses, ABC, NCrF, and all other components of NEP-2020 at UG, PG and Doctoral level.
- Robust curriculum emphasizing on holistic approach to development, incorporating the practice of the Gurukul system, ethical, social, and human values, gender sensitivity, alongside modern skills.
- Magnificent environment for quality teaching, research and innovation, providing students and faculty with opportunities to engage in meaningful research projects that address societal challenges.
- Modern infrastructure, including well-equipped laboratories, libraries, hostels, sports and co-curricular facilities, creating a conducive environment for excel academically while nurturing their personal growth and leadership skills.
- Strong University Society Connect with dynamic outreach fostering social responsibility and holistic development.
- Transparent and effective system for student life cycle management, from admission and evaluation to graduation, ensuring a seamless and supportive experience for all students.
- Decentralized and participative administrative system that upholds transparency in both academic and administrative functions, leveraging eGovernance modules for efficient management.
- Approved and active Member of Association of Commonwealth Universities.
- Collaborations with various national and international institutions, enhancing opportunities for skill enhancements, research, and knowledge-sharing

Institutional Weaknesses

- Limited visibility and weak branding hindering the University's ability to attract a broader pool of students, faculty and establishing a strong presence in the educational ecosystem.
- Shortage of industry-experienced faculty, limiting the ability to provide latest practical industry insights and global perspectives to students and limits scope for industry-oriented research and consultancy.

- Dependency on government grants for its budgetary requirements and limited internal financial resources, impacting the ability to invest in cutting-edge technology, research, and infrastructure development.
- Limited infrastructure expansion due to shortage of funds, necessary to accommodate the increasing number of students and faculty, hindering the overall quality of the educational experience.
- Delayed release of funds from government, affecting project completion timelines and often leads to budget overruns.

Institutional Opportunities

- **Academic Expansion in Emerging Disciplines**: Expanding programmes in frontier areas such as Artificial Intelligence, Data Science, Digital Humanities, Start-ups and Entrepreneurship, promoting women's participation in high-growth, technology-driven sectors.
- Potential to offer dual-degree and integrated programmes leveraging multi-disciplinary strengths.
- **Research and Innovation Ecosystem:** Establishing research centers dedicated to women's Health, Hygiene and Empowerment, Gender Studies, Social Sciences and Rural Development, fostering interdisciplinary research.
- Potential for collaborative research with national and international universities, industries, and research organizations, especially in STEM.
- **Industry Collaboration and Employability Enhancement:** Strengthening partnerships with industries and research institutions to offer internships, live projects, and consultancy assignments for students and staff, especially in STEM fields.
- Increasing scope for skill-based certification programmes aligned with industry needs.

- **Internationalization:** Expansion of student and faculty exchange programmes, joint research, dual-degree offerings, and international internships through partnerships with global universities.
- Hosting international conferences, workshops, and visiting faculty programmes to enhance global exposure.
- **Faculty Excellence and Capacity Building:** Designing holistic faculty development programmes focused on leadership, research capability, pedagogical innovation, and international exposure.
- Attracting specialized faculty through research grants, collaborative projects, and academic exchange networks.
- **Digital and Distance Education:** Investing in modern eLearning platforms, digital content development, virtual labs, and AI-enabled teaching-learning analytics to enable blended and personalized learning.
- Launching online and distance learning programmes to expand educational access to women across rural and remote regions.
- **Integrated Traditional and Modern Healthcare Research:** Collaborating Ayurveda and Allopathic disciplines for joint research, clinical studies, and development of integrated medical practices and wellness models for innovative healthcare solutions.
- **Community Engagement and Social Responsibility:** Collaboration with government agencies, NGOs, Panchayati Raj institutions, and self-help groups to enhance women leadership, social responsibility and civic engagement.

Institutional Challenges

- Difficulty in attracting and retaining highly qualified faculty—particularly in niche and emerging fields—due to location, regional disparities and limited competitive incentive
- Maintaining diversity among students and due to the state quota system and regional disparities.
- Generating capital-intensive funding required to develop as a future-ready

University in a rural setting, capable of competing with well-established public and private sister universities.

- ➤ Despite a strong focus on quality education, limited external and internal financial resources hinder the ability to invest in cutting-edge technology, research, and infrastructure development.
- ➤ Addressing deep-rooted biased mind-set, cultural and societal barriers affecting the full participation of women in academic and extracurricular activities.

Chapter 2
Need Assessment, Institutional Development Plan Enablers and Institutional Goals

Bhagat Phool Singh Mahila Vishwavidyalaya has progressed from its origins as a Gurukul focused on social reform and basic education for girls to a State University offering education from K.G. to Ph.D. level. During the Gurukul stage, the institution had limited infrastructure and outreach but played a significant role in promoting literacy and social change in the region.

With its transformation into a university, enrolment increased and academic programmes diversified. However, this expansion created higher demands for infrastructure, qualified faculty, and administrative capacity. While the University has built a strong identity as a rural women's university, the pace of development has not kept up with the growing academic and student needs.

Need Assessment

Need Assessment being the cornerstone of Institutional Development Plan (IDP), has been aligned with the University's Vision, Mission, Quality Policy, Core Values, Objectives, SWOC analysis and focuses on the nine key UGC IDP enablers i.e. *Governance, Financial, Academic, Human Resource, Research and Innovation, Networking and Collaboration, Physical Infrastructure, Digital Infrastructure and Supportive Facilities* to augment the visibility and contribution of the University, the IDP of the University will prioritize the following areas:

1. Academic Excellence, Innovative Curriculum, Pedagogy and Assessment
2. Research, Intellectual Property, and Supportive Ecosystem
3. Institutional Governance
4. Financial Models and Resource Generation
5. Human Resources Development and Management
6. Industry Connect & Collaboration, Social Outreach and Stakeholders Engagement
7. Infrastructure Development and Maintenance
8. Digital Connect and Student Support System

Institutional Development Plan Enablers
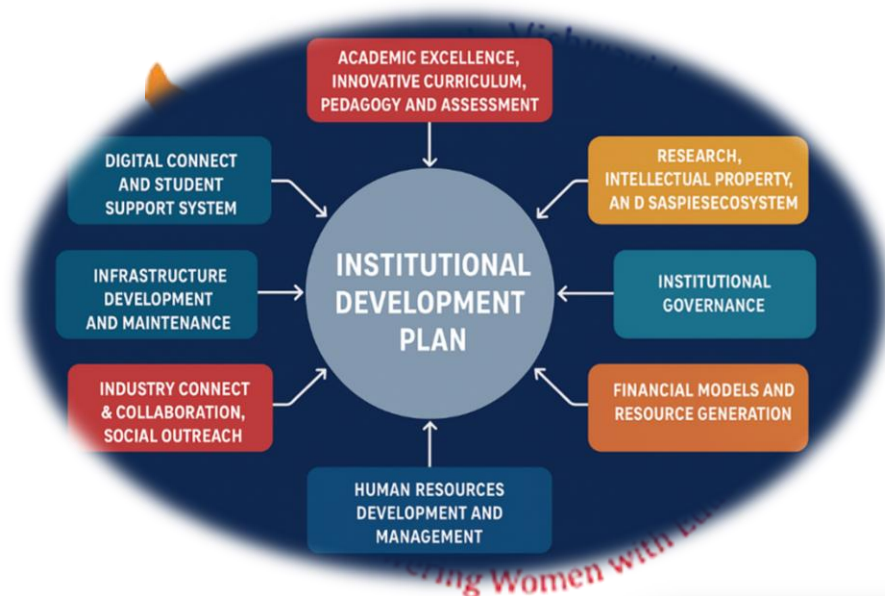
A. Governance Enablers

Effective and transparent governance is central to institutional excellence, accountability, and long-term sustainability. The University has established a well-defined governance framework in accordance with the provisions of the University Act. The statutory bodies including the Executive Council, Academic Council, Boards of Studies and other statutory bodies are fully

functional and empowered with clearly articulated roles, responsibilities, and authority. These bodies ensure coherent decision-making, academic quality assurance, and efficient administrative functioning.

The Executive Council provides strategic direction, oversees policy implementation, and ensures financial prudence through structured mechanisms of review and accountability. The Academic Council, as the apex academic body, guides curriculum development, research advancement, pedagogical reforms, and academic audit processes. The Boards of Studies regularly review and update syllabi in response to emerging knowledge domains and industry needs.

The University promotes decentralized and participatory governance, involving faculty, students, alumni, and external experts in various committees and consultative processes. This encourages inclusive dialogue, transparency, and shared ownership in institutional development. Quality assurance systems, led by the IQAC, are robust and continuously strengthened through internal monitoring, feedback mechanisms, and benchmarking practices. Additionally, financial autonomy is exercised through defined delegation of powers to ensure efficiency, timely execution of academic and administrative activities, and progress towards self-sustainability.

Overall, the governance system at BPSMV upholds a balanced integration of autonomy, accountability, academic integrity, and stakeholder participation, thereby ensuring responsiveness to evolving higher education needs while sustaining the University's core mission of women empowerment and inclusive growth.

Governance Enablers: Short-Term Institutional Goals (1–3 Years)

➢ **Strengthen Functioning of Statutory Bodies**
  ♦ Ensuring regular and timely meetings of the Executive Council, Academic Council, Boards of Studies, and Finance Committee with structured agenda and recorded outcomes.

- ➢ **Enhance Internal Quality Assurance Processes**
  - ✦ Strengthening IQAC-led academic audits, departmental review processes, and feedback mechanisms from students, faculty, alumni, and employers.

- ➢ **Promote Decentralized Decision-Making**
  - ✦ Delegating administrative and academic responsibilities to departments and centres, ensuring clarity of authority and accountability.

- ➢ **Improve Stakeholder Participation**
  - ✦ Formalizing alumni and industry participation in academic committees, internship facilitation, and curriculum revision processes.

- ➢ **Capacity Building in Governance Leadership**
  - ✦ Conducting workshops for university officers, heads of departments, coordinators, and committee members on governance norms and data-driven decision-making.

- ➢ **Strengthen Financial Management Systems**
  - ✦ Implementing transparent budgeting practices, expenditure monitoring, and timely audits to enhance fiscal discipline.

Governance Enablers: Long-Term Institutional Goals (3-10 Years)

- ➢ **Move Towards Greater Institutional Autonomy and Self-Sustainability**
  - ✦ Enhancing revenue generation through research projects, consultancy, continuing education programmes, and partnerships with industry and government agencies.

- ➢ **Establish a Comprehensive Digital Governance System**
  - ✦ Developing a unified digital platform for academic administration, student services, financial management, and decision-making dashboards.

- ➢ **Strengthen Participatory and Inclusive Governance Model**
  - ✦ Institutionalizing stakeholder advisory groups, women leadership councils, and community engagement boards to support policy planning and evaluation.

- **Develop a University-Level Research and Innovation Governance Framework**
  - Creating structured policies for research funding, IPR facilitation, incubation support, and inter-institutional research collaborations.
- **Institutionalize Continuous Quality Enhancement Culture**
  - Achieving and maintain high NAAC Grade / NIRF ranking through sustained innovation in teaching-learning, academic benchmarking, and international collaborations.
- **Evolve into a Model University for Women Empowerment Governance**
  - Documenting and disseminating best governance practices that advance access, equity, gender sensitivity, diversity inclusion, and social leadership development.

B. Financial Enablers

Transparent, accountable, and efficient financial management system is essential for sustaining quality and growth in higher education institutions. The University has established a financial framework aligned with State Government rules and the University Accounts Code. The University ensures internal financial discipline through systematic budgeting, expenditure monitoring, and regular internal and external audits, including State Government audit scrutiny. Financial powers are decentralized across administrative levels to ensure timely decision-making and operational efficiency.

The University's primary sources of finance include Government Grants, Student Tuition and Examination Fee, Affiliation fee, and limited internal income from leasing of land/shops and use of campus facilities. Since the number of affiliated colleges is limited, internal revenue generation remains modest. A dedicated

Investment Committee ensures prudent fund deployment and adherence to safe and efficient investment strategies.

Looking ahead, there is a recognized need to strengthen revenue diversification to reduce excessive dependence on Government grants. The University aims to enhance internal resources through research and consultancy projects, alumni and stakeholder contributions, CSR partnerships, and training and extension programmes. Cost optimisation will be pursued through greater IT integration in administrative and examination processes, shared resources, and lean operational practices. These measures will help the University advance toward a financially sustainable and innovation-ready institutional ecosystem.

Financial Enablers: Short-Term Institutional Goals (1–3 Years)

- **Strengthen Financial Management and Compliance**
  - Ensuring timely budgeting, transparent expenditure tracking, and regular internal and external audits in adherence to State Government financial regulations and University Accounts Code.
- **Decentralization of Financial Powers**
  - Operationalizing clearly defined delegation of financial authority to departments and administrative units to improve efficiency and reduce approval delays.
- **Enhance Efficiency through IT-Enabled Financial Systems**
  - Increasing the use of digital payment mechanisms, online billing, digital record-keeping, and automated accounting processes to improve speed, accuracy, and traceability.
- **Optimize Cost and Resource Utilization**
  - Reducing administrative and examination-related costs through digital workflows, shared resources, and improved process efficiency.
- **Strengthen Internal Revenue Utilization**
  - Enhancing income generation from existing sources such as fees, campus facilities, leased spaces, and continuing education activities.
- **Capacity Building in Financial Operations**
  - Conducting training programmes for accounts and administrative staff to improve proficiency in financial planning, accounting software usage, and regulatory compliance.

- ➢ **Develop a Robust and Secure Financial System**
  - ✦ Implementing secure financial monitoring tools, audit trails, cybersecurity safeguards, and data integrity measures to ensure system reliability and protection from financial risk.

Financial Enablers: Long-Term Institutional Goals (3-10 Years)

- ➢ **Diversify Revenue Streams for Financial Sustainability**
  - ✦ Increasing internal revenue through sponsored research projects, consultancy assignments, training programmes, and professional development courses.

- ➢ **Strengthen University–Industry–Community Financial Partnerships**
  - ✦ Building strategic collaborations to attract research grants, CSR funds, innovation sponsorships, and capacity-building funds.

- ➢ **Structured Alumni and Philanthropy Outreach**
  - ✦ Developing alumni engagement mechanisms and endowment strategies to support scholarships, infrastructure development, and research initiatives.

- ➢ **Develop Financially Self-Sustaining Academic and Research Units**
  - ✦ Establishing centres of excellence, incubation units, and professional programme hubs that generate income while advancing academic and research capacity.

- ➢ **Strategic Asset and Investment Management**
  - ✦ Strengthening the role of the Investment Committee in planning, monitoring, and optimizing long-term investments in accordance with safety, growth, and compliance priorities.

- ➢ **Institutionalize Digital Financial Governance**
  - ✦ Creating an integrated digital financial management system linking budgeting, payments, audits, procurement, and reporting to support evidence-based decision-making.

- ➢ **Establish a Stable and Resilient Financial Ecosystem**
  - ✦ Developing long-term financial sustainability plans, including cost rationalization, risk mitigation strategies, and reserve-building to ensure resilience against funding fluctuations.

C. Academic Enablers

BPSMV is committed to providing a progressive, inclusive, and student-centric academic environment in alignment with the National Education Policy (NEP) 2020. The University has revised and modernized its UG, PG, and Ph.D. programmes, including those offered through its affiliated colleges, ensuring alignment with NCrF, NSQF, NHEQF, and the Academic Bank of Credits (ABC) to support multiple entry–exit options and lifelong learning pathways. The National Academic Depository (NAD) has been implemented for secure academic record management.

The curriculum now promotes multidisciplinary and interdisciplinarity with the inclusion of Skill Enhancement Courses (SEC), Ability Enhancement Courses (AEC), Value-Added Courses, and vocational skill components. Employability and life skills - communication, digital literacy, problem-solving, and entrepreneurship - are embedded across programmes. Elements of the Indian Knowledge System (IKS) have been introduced to strengthen cultural grounding and holistic learning.

Efforts are being made to strengthen faculty development through refresher courses, workshops, and ICT-based training. Teaching-learning processes increasingly integrate digital platforms, blended learning, MOOCs, and interactive pedagogies. However, continuous improvement is required in e-content creation, AI-enabled pedagogy, and examination reforms to make assessments more transparent and competency-based.

The University has signed several MoUs with industry and academic institutions to promote internships, research, and collaborative learning; however, mechanisms to operationalize these partnerships effectively need to be further strengthened. Moving forward, the University aims to enhance industry linkages, interdisciplinary programmes, professional and embedded degree offerings, and

innovation-driven research culture. Overall, BPSMV continues to develop an academic ecosystem that is flexible, skill-oriented, inclusive, and future-ready, enabling students to grow as confident, capable, and socially responsible women leaders.

Academic Enablers: Short-Term Institutional Goals (1–3 Years)

- **Strengthen Curriculum Implementation Aligned with NEP 2020**
    - Ensuring uniform adoption of NCrF, NSQF, NHEQF, ABC, NAD, and multiple entry–exit provisions across all departments and affiliated colleges.

- **Enhance Teaching–Learning through ICT and Blended Learning**
    - Increasing use of LMS platforms, MOOCs, e-content repositories, smart classrooms, and AI-enabled teaching tools to support student-centered learning.

- **Implement Student Mentorship and Academic Support Systems**
    - Establishing structured mentoring, tutoring, study circles, and academic advising mechanisms to support academic progression and emotional well-being.

- **Strengthen Faculty Competency and Capacity Development**
    - Organizing regular FDPs, workshops, and training on pedagogy, research methodology, IKS integration, and emerging technologies.

- **Improve Academic Support and Student Development Services**
    - Organizing regular FDPs, workshops, and training on pedagogy, research methodology, IKS integration, and emerging technologies.

- **Operationalize Existing MoUs and Academic Collaborations**
    - Activating partnerships through student internships, guest lectures, curriculum co-design, collaborative research, and faculty exchanges.

- **Initiate Examination and Assessment Reforms**
    - Introducing continuous and competency-based assessments, online examinations modules, and digitized evaluation to ensure transparency and fairness.

- ➢ **Enhance Availability and Quality of Digital Learning Resources**
  - ✦ Developing and updating e-content, lecture videos, virtual labs, open education materials, and bilingual learning support for diverse learners.
- ➢ **Strengthen Institutional Legacy and Cultural Identity:**
  - ✦ Preserving and promoting the university's values, traditions, and heritage through academic, cultural, and extension activities that enhance pride, commitment, and continuity.

Academic Enablers: Long-Term Institutional Goals (3-10 Years)

- ➢ **Introduce Multidisciplinary and Embedded Degree Programmes**
  - ✦ Establishing new integrated, industry–linked, and research-driven programmes aligned to emerging fields and professional pathways.
- ➢ **Develop Centres of Excellence and Innovation Ecosystems**
  - ✦ Creating specialized centres focusing on innovation, entrepreneurship, IKS, AI/Industry 5.0, women empowerment, and community development.
- ➢ **Strengthen Research Culture and Knowledge Creation**
  - ✦ Encouraging faculty and student research, funded projects, patents, publications, consultancy, and participation in national/international collaborations.
- ➢ **Enhance Industry–Academia Linkages and Experiential Learning**
  - ✦ Building structured internship pipelines, apprenticeship models, live project collaborations, and co-teaching with industry experts.
- ➢ **Institutionalize a Digital and Smart Academic Governance System**
  - ✦ Deploying integrated digital platforms for curriculum delivery, attendance, performance analytics, examination workflows, and academic records.
- ➢ **Promote Global Exposure and International Academic Partnerships**
  - ✦ Expanding student and faculty exchange programmes, joint degrees, collaborative research projects, and global learning internships.

- **Establish a Robust, Inclusive, and Future-Ready Academic Ecosystem**
  - Creating a learning environment that fosters innovation, ethics, well-being, employability, leadership, and holistic student development.
- **Establish Centers for Teaching Excellence and Research Enhancement:**
  - Creating dedicated units for pedagogical innovation, research support, and interdisciplinary collaboration.

D. Research, Intellectual Property, and Supportive Enablers
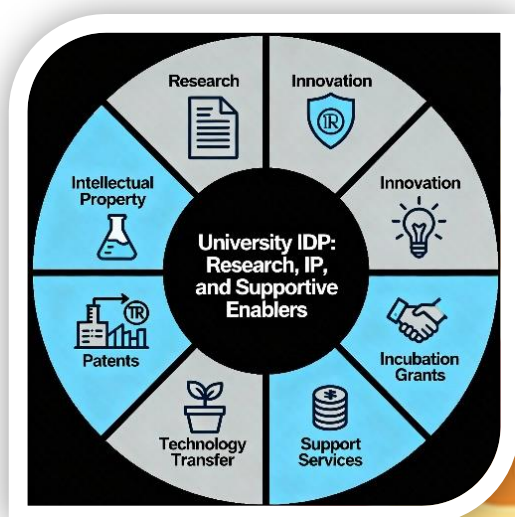
BPSMV recognizes research, innovation, and intellectual property generation as essential components for advancing knowledge and empowering women scholars to contribute meaningfully to society. The University is committed to strengthening a research-oriented academic culture that nurtures inquiry, creativity, and evidence-based problem-solving. Research activities are guided by the belief that knowledge creation should benefit the community, the economy, and the broader national development agenda.

The University encourages the participation of students, faculty, industry partners, community organizations, and research bodies in collaborative research initiatives. Efforts are ongoing to create a supportive ecosystem that promotes interdisciplinary research, thematic research clusters, problem-based investigations, and socially relevant studies. The University has taken steps to enhance research visibility through seminars, conferences, workshops, publications, and research methodology training for both faculty and research scholars.

In alignment with NEP 2020, the University aims to strengthen structures such as Research Cells/Directorate of Research, Innovation & IPR Facilitation Units, and Industry/Community Liaison Cells to coordinate research activities and partnerships. Mentorship for research scholars, proposal writing support, and capacity-building programmes for faculty are being expanded to enhance research productivity and quality.

The University recognizes the importance of Intellectual Property Rights (IPR) in protecting and commercializing research outcomes. Awareness programmes on patent filing, copyright, technology licensing, and startup incubation are being initiated. The University envisions developing a framework to support innovation-driven entrepreneurship, start-ups, and skill-based incubation opportunities for women scholars, enabling economic self-reliance and leadership.

To strengthen research sustainability, the University will continue to focus on mobilizing research funding through national and international agencies, industry collaborations, CSR partnerships, and consultancy opportunities. Emphasis will also be placed on developing research infrastructure, digital resources, laboratory facilities, and access to academic databases. Overall, the University strives to create a dynamic, inclusive, and enabling research ecosystem that promotes high-quality scholarship, intellectual growth, innovation, and meaningful contribution to society, in alignment with its mission of holistic women empowerment.

Research, Intellectual Property and Supportive Enablers: Short-Term Institutional Goals (1–3 Years)

➢ **Strengthen Research Governance and Support Structures**
  - Operationalizing and strengthening the Research Cell/Directorate of Research for coordination, proposal support, monitoring, and reporting.

➢ **Enhance Research Culture and Capacity Building**
  - Conducting research methodology workshops, writing clinics, publication ethics training, and training on plagiarism and reference management.

- ➢ **Promote Faculty and Scholar Research Participation**
  - ♦ Encouraging faculty and research scholars to publish in quality peer-reviewed and indexed journals and present at national/international conferences.
- ➢ **Begin Integration of IPR and Innovation Awareness**
  - ♦ Conducting awareness programmes on IPR filing, copyright registration, patents, and innovation/IP commercialization processes.
- ➢ **Activate and Expand MoUs and Collaborations**
  - ♦ Operationalizing existing MoUs with academic institutions, research organizations, hospitals, industries, and NGOs through joint activities, training, and internships.
- ➢ **Improve Research Infrastructure and Access to Resources**
  - ♦ Strengthening digital library resources, access to e-journals, and laboratory facilities to support research work.
- ➢ **Start Supporting Student Research and Innovation Projects**
  - ♦ Introducing structured support for UG/PG research projects, innovation competitions, and mini-research grants.
- ➢ **Promote Supportive Campus Environment**
  - ♦ Encouraging open communication, respectful interactions, and participatory decision-making to foster a sense of belonging.
- ➢ **Strengthen Safety and Security Measures**
  - ♦ Reinforcing campus surveillance, grievance redressal systems, and gender-sensitive safety protocols.

Research, Intellectual Property and Supportive Enablers: Long-Term Institutional Goals (3-10 Years)

- ➢ **Introduce Multidisciplinary and Embedded Degree Programmes**
  - ♦ Establishing new integrated, industry–linked, and research-driven programmes aligned to emerging fields and professional pathways.
- ➢ **Develop a Strong Research and Innovation Ecosystem**
  - ♦ Establishing research centres of excellence and interdisciplinary thematic research clusters aligned with regional and national priority areas.

- ➢ **Institutionalize an IPR and Technology Transfer Framework**
  - ⬥ Creating an IPR Management Cell/Technology Transfer Office for patent filing, licensing, incubation, and commercialization support.
- ➢ **Strengthen University–Industry–Community Research Partnerships**
  - ⬥ Developing sustained research collaborations with industry, research labs, government departments, community organizations, and international universities.
- ➢ **Increase Research Funding and Consultancy Output**
  - ⬥ Increasing external funding through national and international research grants, consultancy services, CSR-funded initiatives, and funded projects.
- ➢ **Promote Start-up and Innovation Culture among Women Students**
  - ⬥ Establishing a Women Entrepreneurship and Innovation Incubation Centre to support student-led and faculty-led start-up ventures.
- ➢ **Enhance Research Visibility, Indexing, and Knowledge Dissemination**
  - ⬥ Organizing national and international conferences, publish university journals with improved quality standards, and encourage interdisciplinary publications.
- ➢ **Develop a Sustainable Research Infrastructure Framework**
  - ⬥ Strengthening laboratories, digital research platforms, computing infrastructure, and shared research facilities for long-term growth.
- ➢ **Promote Inclusive and Diversity-Supportive Learning Culture:**
  - ⬥ Expanding financial aid, hostel support, mentorship networks, and academic bridges for underrepresented learners.
- ➢ **Develop a Robust and Secure Digital HR and Student Support System:**
  - ⬥ Implementing integrated HRMIS, digital grievance portals, online counselling platforms, and data-driven decision-making systems for transparency and efficiency.
- ➢ **Establish Mental Health and Well-Being Services**
  - ⬥ Developing counselling support, stress-management workshops, and awareness programmes for students and staff.

> **Build a Resilient Emotional and Social Support Ecosystem:**
> - Institutionalizing traditions, community-building programmes, and peer-support networks to strengthen identity, pride, and emotional surplus.

E. Human Resources Enablers

Human Resource Management forms the backbone of institutional excellence in Higher Education Institutions (HEIs). For Bhagat Phool Singh Mahila Vishwavidyalaya, an institution rooted in the vision of women's empowerment, strengthening HR enablers is not merely an administrative necessity but a strategic step towards academic innovation, inclusive growth, and sustained institutional development. Balancing institutional autonomy with regulatory compliance is essential to ensure that the University retains its unique character while upholding the standards of quality, transparency, and accountability prescribed by national regulatory bodies.

The University recognizes that its strength lies in its students, faculty, researchers, and administrative staff. Therefore, HR practices must be aligned with the institutional values of equality, academic freedom, professional integrity, and social responsibility. The approach emphasizes flexibility in designing context-specific HR systems while maintaining adherence to UGC, AICTE, NCTE, and other statutory norms. To achieve this, the institution will continuously refine and contextualize HR policies through stakeholder participation, transparent communication, and regular performance reviews.

BPSMV will promote an enabling environment where faculty and staff are empowered through competency-based recruitment, structured professional development programmes, mentorship systems, and performance-linked growth

pathways. Similarly, students will be supported through equitable admissions, scholarship assistance, academic mentoring, career counselling, and comprehensive safety and well-being services. Research and academic excellence will be driven through opportunities for knowledge creation, fellowships, sabbatical leave, and collaborative research engagements with national and international institutions.

The University also acknowledges the importance of emotional, cultural, and social support systems. Building trust among stakeholders, strengthening institutional values, promoting diversity and inclusion, preserving traditions and legacy, and ensuring mental health and well-being are recognized as significant supportive enablers that contribute to institutional identity and collective pride. Technological and infrastructural support, transparent governance mechanisms, and recognition and reward systems will further reinforce a positive work and learning ecosystem.

In essence, the HR Management framework of BPSMV seeks to create a nurturing, equitable, and vibrant academic environment where every stakeholder—student, faculty, researcher, and staff—feels valued, motivated, and aligned with the University's mission. By integrating regulatory compliance with institutional autonomy and stakeholder engagement, the University aims to cultivate a culture of innovation, professional growth, empathy, accountability, and academic excellence.

Human Resources Enablers: Short-Term Institutional Goals (1–3 Years)

➢ **Strengthen Recruitment and Selection Processes**

- Ensuring transparent, merit-based and timely recruitment of teaching and non-teaching staff in alignment with regulatory norms and institutional needs.

➢ **Enhance Faculty and Staff Orientation and Induction**

- Introducing structured induction programmes for newly joined employees to familiarize them with institutional policies, culture, and responsibilities.

- ➢ **Implement Capacity-Building and Training Programmes**
  - ⬩ Organizing workshops, FDPs, administrative training, leadership development sessions, and pedagogical improvement programmes for faculty and staff.

- ➢ **Improve Performance Appraisal and Feedback Systems**
  - ⬩ Developing clear, outcome-based performance assessment indicators supported by constructive feedback and mentoring mechanisms.

- ➢ **Promote Inclusive and Supportive Work Environment**
  - ⬩ Encouraging teamwork, positive communication, grievance redressal systems, and wellness initiatives to support a healthy workplace culture.

- ➢ **Facilitate Temporary and Visiting Faculty Support**
  - ⬩ Engaging subject experts, adjunct faculty, and industry practitioners to address faculty shortages and enhance academic quality.

Human Resources Enablers: Long-Term Institutional Goals (3-10 Years)

- ➢ **Develop a Robust, Continuous Talent Management System**
  - ⬩ Institutionalizing structured career progression paths, leadership pipelines, and capacity-building frameworks for faculty and staff.

- ➢ **Develop Comprehensive Human Resource Management System (HRMS)**
  - ⬩ Establishing a digital HR platform for recruitment, performance appraisal, leave management, promotion tracking, and workflow automation.

- ➢ **Strengthen Faculty Research, Innovation, and Career Progression**
  - ⬩ Supporting faculty participation in consultancy, funded research, patents, higher studies, international exposure, and academic leadership opportunities.

- ➢ **Institutionalize Professional Development Frameworks**
  - ⬩ Creating long-term structured professional development pathways for faculty and staff with mandatory training cycles and continuous skill upgradation.

- **Establish Talent Retention and Motivation Mechanisms**
    - Encouraging promotions, recognition awards, research incentives, sabbaticals, and career growth opportunities to retain skilled workforce.
- **Enhance Workforce Planning and Succession Strategies**
    - Developing plans for future staffing needs, leadership transition, and skill alignment based on academic expansion and institutional growth.
- **Promote a Culture of Collaboration and Shared Governance**
    - Strengthening participatory decision-making through active engagement of faculty and administrative staff in planning and academic governance committees.

F. Networking and Collaborations Enablers

Networking and collaboration are vital to strengthening the academic relevance, social impact, and institutional visibility of Bhagat Phool Singh Mahila Vishwavidyalaya (BPSMV). As a women's University rooted in rural Haryana, BPSMV holds a unique responsibility of contributing to community upliftment, educational empowerment, and gender-inclusive growth. To fulfil this mandate, the University must actively engage with academic institutions, research organizations, industries, civil society, and its own alumni network.

Higher Education Institutions today are shifting from input-based monitoring to outcome-oriented contributions that create meaningful societal impact. In this context, networking becomes a powerful tool for knowledge exchange, resource sharing, capacity building, and collaborative innovation. Partnerships with Centres of Excellence and reputed national and international institutions will support the University in enhancing research quality, improving teaching practices, and expanding opportunities for students and faculty. Collaboration

with industry will enable curriculum modernization, project-based learning, internships, and employment pathways, thereby bridging the gap between academic training and workplace expectations.

Alumni are among the most valuable stakeholders of any institution, and their relationship with the University extends far beyond their period of study. BPSMV's alumni represent a strong potential network for mentorship, career support, research collaboration, institutional development, and philanthropic contributions. Establishing structured alumni outreach mechanisms and fostering lifelong engagement will not only strengthen institutional identity but also support the University in building endowment support systems and industry-linked opportunities.

To effectively develop networking enablers, the University must adopt a structured approach to partnership development, industry engagement, community collaboration, and global connectivity. This includes co-developing academic programmes with industry, establishing joint research initiatives, engaging alumni in governance and mentoring, and fostering collaborations with national and international higher educational institutions. Such networks will help the University grow as a dynamic, inclusive, and impactful institution committed to women's empowerment and societal progress.

Networking and Collaborations Enablers: Short-Term Institutional Goals (1–3 Years)

➢ **Strengthen Industry and Academic Linkages**
- Establishing formal MoUs with nearby universities, polytechnics, research bodies, and industry partners for internships, training, and joint activities.
- Initiating industry participation in curriculum review and guest lectures to align courses with emerging skill requirements.

➢ **Activate Alumni Engagement**
- Creating an updated alumni database and digital alumni portal for communication, mentorship, and networking.

- Organizing annual alumni meet and department-level alumni interactions for career guidance and knowledge sharing.

➢ **Expand Community and Civil Society Outreach**

- Collaborating with local NGOs, schools, self-help groups, and panchayats for community development, gender awareness, and skill-building programmes.
- Promoting student extension and outreach projects under NSS, departmental clubs, and social responsibility initiatives.

➢ **Internal Collaborative Culture**

- Encouraging inter-departmental teaching, joint workshops/seminars, and shared events to foster collective learning and resource sharing.

Networking and Collaborations Enablers: Long-Term Institutional Goals (3-10 Years)

➢ **Global and National Collaborative Research Ecosystem**

- Establishing long-term research collaborations and exchange programmes with national research institutes, IITs, IIMs, Central Universities, and international HEIs.
- Creating Centre(s) of Excellence in Women-Centric Studies, Rural Innovation, and Social Entrepreneurship with multi-institutional partnerships.

➢ **Strong and Sustainable Alumni Support Network**

- Establishing Alumni Endowment Fund to support scholarships, innovation grants, and campus development.
- Developing structured alumni-led placement mentorship, entrepreneurship incubation, and fundraising initiatives.

➢ **Industry-Integrated Academic Development**

- Developing joint degree / certificate programmes with industry partners in emerging domains (e.g., Industry 5.0, sustainability, digital innovation).
- Establishing an Industry-Academia Advisory Board for continuous curriculum improvement and employability enhancement.

> **Institutional Visibility and Brand Strengthening**

 ⁜ Hosting annual international/national conferences, conclaves, and cultural-academic exchange programmes to build recognition and academic influence.

 ⁜ Strengthening global academic presence through faculty exchange, collaborative publications, and participation in international networks.

G. Physical Enablers

Physical enablers constitute the foundational infrastructural framework that supports the academic, research, administrative, and residential functions of a Higher Education Institution. For a University such as Bhagat Phool Singh Mahila Vishwavidyalaya (BPSMV), which carries a distinctive legacy of women's empowerment and social upliftment, the physical environment is not merely a functional space — it is a transformative ecosystem that shapes learning experiences, fosters creativity, encourages dialogue, and supports holistic growth. Therefore, planning, developing, and sustaining appropriate physical infrastructure becomes a strategic priority within the Institutional Development Plan.

A well-conceived physical environment must harmoniously accommodate classrooms, laboratories, libraries, research centers, digital learning facilities, residential hostels, student activity zones, administrative offices, and community engagement spaces. However, the focus is not solely on construction and expansion. Equally important is ensuring compliance with statutory, regulatory, safety, and environmental norms while maintaining aesthetics, sustainability, accessibility, and cultural identity. In public institutions such as BPSMV, infrastructure development often draws from government grants and planning bodies, requiring structured proposals, prioritization, and accountability in

implementation. Thus, strategic alignment of resources with academic and developmental priorities becomes essential.

In this context, campus planning must adopt a holistic approach that integrates academic, cultural, environmental, and human elements. The campus should be inclusive and accessible, ensuring barrier-free movement for persons with disabilities and promoting gender-sensitive safety and mobility. Physical spaces must foster collaboration and interaction while protecting personal well-being and dignity. The University environment should also support co-curricular and extra-curricular development by providing facilities for arts, sports, wellness, and recreation, acknowledging the emotional and psychological dimensions of student development.

Environmental sustainability is another key dimension of physical enablers. A green campus vision emphasizes the preservation of natural landscapes, reduction in carbon footprint, responsible water management, waste minimization, and adoption of renewable energy systems. Initiatives such as solar power generation, rainwater harvesting, sustainable building materials, energy-efficient lighting, and eco-friendly mobility systems contribute to long-term sustainability and environmental responsibility. The University must also encourage ecological awareness and civic sensitivity by embedding sustainability practices into daily campus life and community culture.

Further, infrastructure must evolve in step with pedagogical and technological advancements. Smart classrooms, digitally integrated laboratories, virtual learning environments, high-speed internet connectivity, and digitally managed administrative systems enhance the efficiency and inclusiveness of academic delivery. For vocational and skill-based education, the integration of specialized equipment and industry-linked training facilities is necessary to align learning with employability and global workforce expectations.

In essence, the physical enablers of BPSMV are not merely structural assets; they are enablers of academic quality, research excellence, community engagement, student well-being, and institutional identity. A thoughtfully - planned and sustainably - managed campus environment serves as the foundation for

empowering women students, nurturing future leaders, and advancing the University's vision of inclusive, socially relevant, and globally - attuned higher education.

Physical Enablers: Short-Term Institutional Goals (1–3 Years)

➢ **Strengthen Campus Infrastructure and Maintenance**

- Conducting a comprehensive physical infrastructure audit to identify repair, renovation, and safety needs across academic blocks, hostels, labs, classrooms, and common areas.
- Ensuring regular maintenance schedules, upgraded sanitation systems, and improved utility services (water, electricity, waste management).

➢ **Improve Classroom and Learning Spaces**

- Upgrading classrooms with essential ICT-enabled teaching facilities, ergonomic seating, and suitable ventilation and lighting.
- Creating additional reading corners, discussion spaces, and student support zones across campus.

➢ **Enhance Mobility and Connectivity within Campus**

- Improving internal roads, signage, ramps, and pathways to ensure smooth movement and barrier-free accessibility for all students, including differently-abled learners.

➢ **Strengthen Safety, Security, and Surveillance Systems**

- Installing or upgrading CCTV networks, campus lighting, emergency response systems, and hostel monitoring mechanisms to ensure a safe, gender-sensitive campus environment.

Physical Enablers: Long-Term Institutional Goals (3-10 Years)

➢ **Develop Smart and Sustainable Campus Infrastructure**

- Establishing smart classrooms, digitally integrated laboratories, centralized learning resource centers, and technology-enabled administrative operations.
- Adopting green campus initiatives such as solar power systems, rainwater harvesting, waste recycling plants, and energy-efficient building practices.

- **Expand Academic and Residential Facilities**
  - Constructing new academic blocks, research centers, skill development hubs, auditoriums, sports complexes, and hostel facilities to accommodate future growth in student and programme capacity.

- **Create Inclusive and Student-Centric Campus Design**
  - Developing accessible walkways, gender-sensitive support facilities, recreational and wellness zones, multipurpose activity areas, and student interaction spaces fostering a holistic residential learning environment.

- **Strengthen Disaster Resilience and Campus Infrastructure Security Systems**
  - Implementing long-term infrastructure resilience plans including fire safety networks, structural safety audits, secure data management rooms, and campus emergency response coordination systems.

H. Digital Enablers

Digitalization has emerged as one of the most transformative forces shaping modern higher education systems, fundamentally altering how universities teach, learn, govern, and engage with their stakeholders. In contemporary academic environments, Information and Communication Technologies (ICT) are no longer supplementary but are integral to academic delivery, research facilitation, student services, and administrative operations. For a women's University such as Bhagat Phool Singh Mahila Vishwavidyalaya, the integration of digital enablers also holds a strong social imperative—enhancing accessibility, bridging socio-cultural gaps, and empowering young women, many of whom come from rural and semi-urban regions.
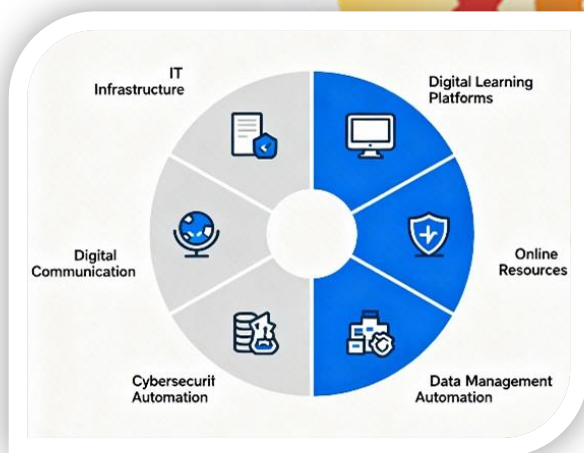
Digital technologies significantly enhance efficiency, productivity, transparency, agility, and operational effectiveness. They improve decision-making processes, streamline communication and data management, and create more personalized and enriching learning experiences. The shift towards digital ecosystems also supports collaborative learning environments, blended and online teaching models, and virtual academic engagements, all of which are aligned with the vision of NEP 2020 that encourages the establishment of "Digital Universities" and open, interoperable, scalable digital infrastructure.

To realize this vision, it is essential for the University to strengthen its ICT foundations. This includes ensuring high-speed internet access across academic buildings, hostels, libraries, research centers, and common spaces; establishing a robust campus-area network; and housing secure and reliable servers either on-premises or through cloud solutions. The creation of centralized data repositories, digital content libraries, and interactive learning management platforms will support teaching, learning, evaluation, and academic record management.

Digitally enabled pedagogy must integrate tools such as virtual classrooms, lecture capture systems, e-content creation labs, AI-enabled academic dashboards, and systems for monitoring academic progress and student engagement. Additionally, the University must adopt stringent cyber security protocols and ensure compliance with data privacy standards, particularly because student information, research data, and institutional records are highly sensitive.

Digital enablers must also facilitate national-level academic integration. This involves linking student and faculty records to national academic repositories, adopting government-recognized credentialing systems, and aligning with UGC, AICTE, NAD, SAMARTH, SWAYAM, and DIKSHA platforms. The University's digital presence should be continuously enhanced through interactive websites, online admission and fee management systems, e-governance modules, digital examination processes, e-placement portals, and alumni networks.

For BPSMV, the implementation of a phased digital transformation strategy—either through capacity-building within the University or through collaboration

with EdTech partners—can help achieve sustainable modernization. This transformation will not only strengthen academic delivery and administrative efficiency but also contribute to shaping an empowered, digitally confident, and professionally prepared cohort of women graduates poised to lead in their respective fields.

Digital Enablers: Short-Term Institutional Goals (1–3 Years)

➢ **Strengthen ICT Infrastructure**
  - Ensuring high-speed internet connectivity across all academic blocks, hostels, library, and administrative buildings.
  - Establishing a dedicated ICT Support Unit for network monitoring and technical assistance.

➢ **Introduce Digital Teaching and Learning Platforms**
  - Implementing a Learning Management System (LMS) for uploading course materials, assignments, and assessments.
  - Conducting hands-on training for faculty and students to adopt blended and online learning methods.

➢ **Digitalize Administrative Processes**
  - Operationalizing online admission, fee payment, student records, and grievance redressal systems.
  - Beginning transition towards a paperless office by introducing e-file and e-circulation modules.

➢ **Enhance Digital Communication and Outreach**
  - Upgrading the University website and social media presence for improved stakeholder visibility and engagement.
  - Launching student and alumni digital engagement portals.

➢ **Strengthen Cyber Security Measures**
  - Implementing basic firewall protection, secure Wi-Fi access, and multi-factor authentication for sensitive systems.
  - Conducting awareness workshops on cyber hygiene and responsible digital use.

Digital Enablers: Long-Term Institutional Goals (3-10 Years)

➢ **Develop Smart and Sustainable Campus Infrastructure**

  ✚ Establishing smart classrooms, digitally integrated laboratories, centralized learning resource centers, and technology-enabled administrative operations.

➢ **Develop a Fully Integrated Digital University Ecosystem**

  ✚ Creating a unified digital governance framework integrating academics, finance, HR, examination, and student support services.

  ✚ Expanding cloud-based data storage and enable real-time analytics dashboards for decision-making.

➢ **Establish Smart Classrooms and Digital Learning Resource Centers**

  ✚ Setting up multimedia-enabled, interactive, and smart classrooms across departments.

  ✚ Developing a centralized digital content studio for recording lectures, e-learning modules, and virtual labs.

➢ **Advanced Cyber Security and Data Protection Framework**

  ✚ Implementing a comprehensive cybersecurity architecture including intrusion detection, threat monitoring, and disaster recovery systems.

  ✚ Adopting compliant data privacy frameworks aligned with national digital governance policies.

➢ **Promote Digital Research and Innovation Culture**

  ✚ Facilitating access to digital laboratories, computational tools, simulation software, and research databases.

  ✚ Encouraging faculty and students to participate in national digital learning initiatives (SWAYAM, DIKSHA, Virtual Labs, etc.).

➢ **Move Toward National-Level Digital Integration**

  ✚ Enabling seamless linkage of student and faculty data with national academic repositories such as NAD, ABC.

  ✚ Participating in government-supported digital knowledge networks and academic exchange platforms.

Chapter 3: **Financial Implications and Budgeting**

Sr. No.	Details/ Item Heads	Outlay (Rs in Crores)	Timeline	Sources of Fund and Remarks
A.	**NON-RECURRING (Creation of Capital Assets)**			
1.	Teaching Blocks	141.53	2026-36	State Government Grant for Construction of Five Teaching/Academic Blocks (Regional Centre, Kharal, IHL, Lula Ahir and South Campus
2.	Campus Development	27.02	2026-36	Upgradation of Water Works, STP and Constructions of Boundary Walls
3.	Furniture & Fixtures	9.50	2026-36	State Government Grant
4.	Equipment	9.50	2026-36	State Government Grant
5.	ICT Infrastructure	8.50	2026-36	State Government Grant
6.	Library	23.24	2026-36	State Government Grant for Construction of Central Library Building including Civil Work & Electrical Work
7.	Hostels	102.92	2026-36	State Government Grant for three Hostels
8.	Sport Complex	19.22	2026-36	State Government Grant
9.	Student amenities	4.25	2026-36	State Government Grant
10.	Book & Journals	4.25	2026-36	State Government Grant
11.	Women Hostel	32.00	2026-36	Rs. 20.00 Crore by PM-USHA rest by State Government Grant
12.	Media & eContent Development Centre	2.70	2026-36	State Government Grant
13.	Auditorium/ Convention Centre	75.39	2026-36	State Government Grant
14.	Incubation Centre	0.50	2026-36	State Government Grant
15.	PwBD Facilities	3.00	2026-36	State Government Grant
	Total (A)	**463.52**	**2026-36**	-----------------
B.	**RECURRING Expenses**			
1.	Salaries & Allowances of Teaching Staff	1114.80	2026-36	State Government Grant-in-Aid :
2.	Salaries & Allowances of Non-Teaching/Technical Staff	786.90	2026-36	The expenditure to be incurred on the heads has been estimated on 10% increase yearly.
3.	HKRN/Outsourcing of Services	354.40	2026-36	
4.	Pensionary Expenses	244.13	2026-36	
5.	Operating Expenses	935.40	2026-36	
	Total (B)	**3435.63**	**2026-36**	
	Grand Total (A+B)	**3917.15**	**2026-36**	

Cost Recovery and Other Sources of Income:

- On an average, the University would recover 10% of its operating expenses through fees and other internal resources.

Concluding Contemplation

The Institutional Development Plan (IDP) of Bhagat Phool Singh Mahila Vishwavidyalaya (BPSMV) reflects a profound commitment to empowering women, especially those from rural and socio-economically marginalized backgrounds, with quality education, skill development, and holistic growth. Firmly rooted in BPSMV's vision to create socially responsible, skilled, and confident women leaders, this Plan harmonizes with the strategic directives of the University Grants Commission (UGC) and the National Education Policy (NEP) 2020.

Guided by inclusive principles, the Plan aims to make education accessible, affordable, and relevant, fostering an ecosystem that integrates multidisciplinary learning, vocational training, research excellence, digital empowerment, and community engagement. It thoughtfully addresses the challenges unique to the region and champions equitable access, gender parity, and social justice, ensuring that education becomes a transformative force in building a just society.

The IDP's framework emphasizes robust governance, sustainable financial management, academic innovation, research and intellectual property development, and strategic industry and international collaborations to nurture a vibrant and future-ready academic environment. Special focus is placed on the continuous professional development of faculty and staff, promoting ethical values, creativity, critical thinking, and entrepreneurial skills, thereby aligning with best global practices while honouring local cultural heritage.

BPSMV is committed to creating a safe, supportive, and dynamic campus environment with state-of-the-art infrastructure and digital resources, designed to foster excellence and inclusivity, including facilities for persons with disabilities. Aligning with UGC's recommendations, the Plan incorporates mechanisms for continuous monitoring, feedback, and adaptive governance, ensuring its relevance and effectiveness over time.

This Plan is more than a strategic document—it is a living commitment to realize the founder's vision of women's empowerment as enshrined in our cultural ethos. It calls for collective dedication from all stakeholders—students, faculty, administrators,

community partners, and alumni—to advance BPSMV as an exemplary institution that propels women's empowerment, freedom, joy, and progress, creating transformative impact locally and beyond.

With unwavering resolve and collaborative spirit, BPSMV embarks on this visionary journey of institutional excellence, take confidence in its role as a beacon of social change and academic distinction for women's education in India.

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एक कदम स्वच्छता की ओर

Bhagat Phool Singh Mahila Vishwavidyalaya
Khanpur Kalan, Sonipat, Haryana-131305

(A State University established by an Act of Haryana Legislature & Recognized by the UGC Under Sections 2(f) & 12 (B) of the UGC Act 1956)

(Accredited with 'B+ +' Grade by NAAC)

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Breaking Barriers, Shaping Futures