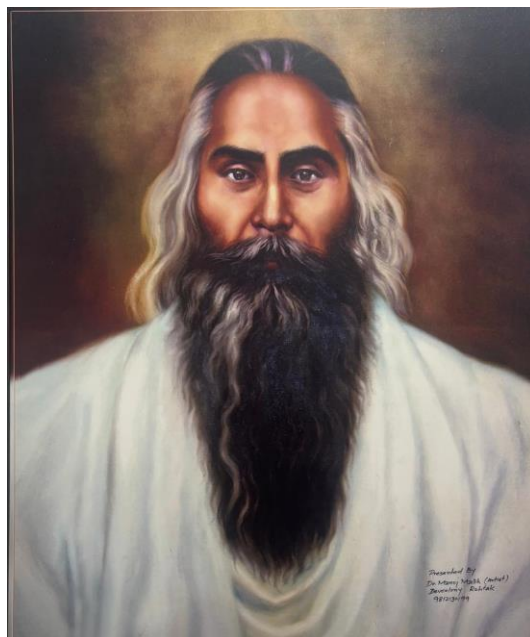


Institutional Development Plan



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

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

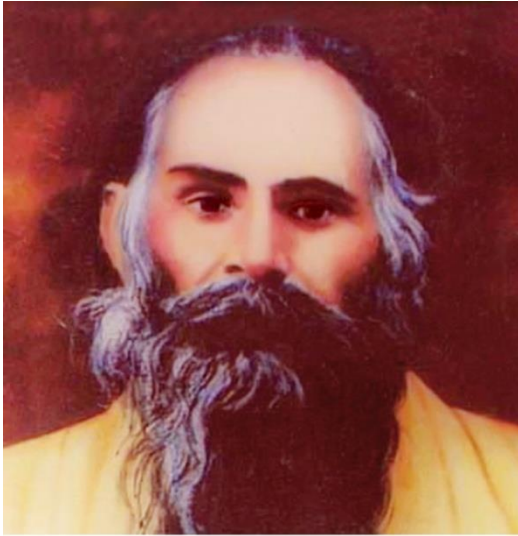
(Accredited with 'B+ +' Grade by NAAC)

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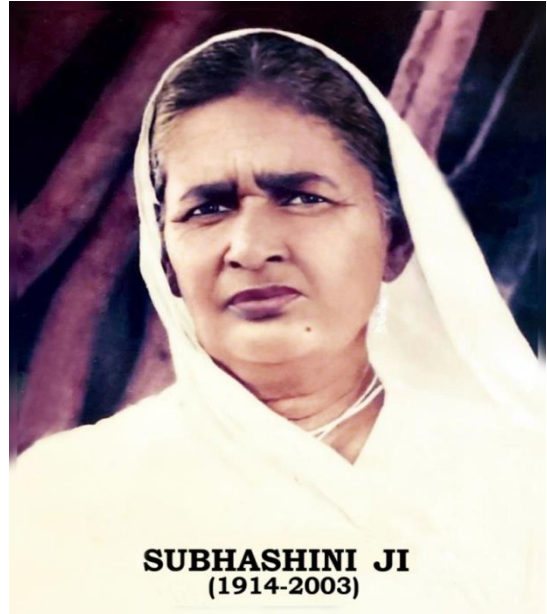
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Respectful Tribute



BHAGAT PHOOL SINGH JI
(1885-1942)



SUBHASHINI JI
(1914-2003)

Vision

Bhagat Phool Singh Mahila Vishwavidyalaya's vision is 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.

Core Values

- ✚ Promoting value education enshrined in *gurukul parampara*
- ✚ Women empowerment through education and leadership opportunities
- ✚ Promoting inclusive and accessible education
- ✚ Inculcating social responsibility through community engagement
- ✚ Creating a robust learning ecosystem leading to academic excellence

Quality Policy

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

Preface

The Institutional Development Plan (IDP) of Bhagat Phool Singh Mahila Vishwavidyalaya, Khanpur Kalan (BPSMV) envisions the strategic path to achieve the objectives set forth by National Education Policy (NEP) 2020 and also embedded in the University's genesis. The IDP for BPSMV envisions a transformative journey toward empowering women through accessible, quality education in the rural and socio-economically disadvantaged region of Haryana. Founded with the mission to uplift and enable women from rural backgrounds, the university stands as a beacon of hope, bridging educational and opportunity gaps for underserved communities. Set against the backdrop of Haryana's rich cultural heritage, yet deeply aware of the socio-economic and gender challenges faced in the region, the university is committed to creating a nurturing environment where women can thrive academically, personally, and professionally. Our IDP is guided by the principles of the NEP 2020, which emphasizes inclusive and equitable access to high-quality education. The focus shall be on skill development, leadership, and holistic education. The University aims to foster critical thinking, ethical values, and the confidence to navigate and lead in a complex world. Through targeted programs, modern infrastructure, and an emphasis on both academic and vocational training, this plan seeks to prepare women not only as skilled professionals but as agents of change for their families, communities, and the nation.

The IDP outlines University's roadmap to strengthen academic and administrative structure, and aims to foster a research driven environment, enhancing employability, and building strong industry and community partnerships. It also reaffirms our commitment to an education that respects local wisdom while opening doors to global opportunities. In doing so, BPSMV aims to build a self sustaining ecosystem that empowers women and contributes to socio-economic growth of society particularly rural society of Haryana and neighbouring areas. Ultimately, we wish to bring about a seminal change in the life of women, particularly of rural areas and promote education as an instrument of transformation and capacity build up, which in fact was the guiding principle of our revered founder Bhagat Phool Singh Ji, enshrined in his inspiring words: “भारतीय मूल्य प्रणाली में शिक्षित महिलाएं, समतावादी और प्रगतिशील समाज का निर्माण कर सकती हैं”



Vice Chancellor's Message

Dear Reader

Welcome to Bhagat Phool Singh Mahila Vishwavidyalaya, Khanpur Kalan (BPSMV), the University dedicated to the noble idea of 'women empowerment through education'. The University's genesis lies in the erstwhile girls' *gurukul* established by *poojniya* Bhagat Phool Singh Ji in 1936 at village Khanpur Kalan. The *gurukul* which became a compendium of several institutions for girls' education was driven and overseen by Behan Subhashini Devi Ji. The uniqueness of today's BPSMV, an extension of the erstwhile *gurukul*, is promotion of value based education with global outlook. BPSMV offers decent and useful infrastructure for academic programmes from LKG to PhD. Besides offering academic programmes in almost all disciplines as enshrined under NEP 2020 ambit, the University enables engineering studies and Indian medicine (*Ayurved*) to go simultaneously under its ambit.

Being driven by the noble thoughts drawn from Arya Samaj put in true practice by revered Bhagat Phool Singh Ji and Behan Subhashini Devi Ji, the University is inspired and ideationally guided by the vision of legendary Indic women namely Gargi, Maitreyi, Lopamudra, Andal, Meera Bai, Laleswari, Rani Lakshmibai, Nivedita and many more. The University draws great strength from the local community in the vicinity, especially the adopted villages. Our centers of cultural connect help in preserving and disseminating indigenous knowledge traditions and Indic cultural practices especially through rural women. In order to ascertain the impact of education on society, the University has signed several MOUs with institutions of national and international reckoning. We get immense knowhow of the best practices happening to make the world a better place especially for women working and living under challenging conditions. The University aims to groom its students as thinking individuals rooted in Indic knowledge systems. The words of Srimad Bhagavad Gita (Chapter 04) “न हि ज्ञानेन सदृशं पवित्रमिह विद्यते । तत्स्वयं योगसंसिद्धः कालेनात्मनि विन्दति॥” reverberates and offers us great strength.

Jai Bharat

Prof. (Dr.) Sudesh
Vice Chancellor, BPSMV

Chapter I

Institutional Academic and Administrative Profile

The seed of today's Bhagat Phool Singh Mahila Vishwavidyalaya (BPSMV) was sown way back in the year 1936. The journey began with the establishment of a Girls' Gurukul with three girls in the first batch at Khanpur Kalan by revered Bhagat Phool Singh Ji (1885-1942) whose seminal idea of 'empowering women through education' was a revolutionary progressive giant step. The idea in fact could be termed as a precursor to today's 'Beti Bachao Beti Padhao' campaign. The erstwhile Gurukul established purely through philanthropic means, not only expanded but also became a sought after centre of higher learning and education for girls. Bhagat Phool Singh Ji's vision and the hard work done by his daughter Subhashini turned the Gurukul into a premier institution modelled on Indian values and ethos. It was in August 2006, the Government of Haryana thought of giving a firm shape to the idea conceived by Bhagat Phool Singh Ji and upgraded the Gurukul and its constituent institutions to a women's university mandated to further the original idea of Bhagat Phool Singh ji; "Women Empowerment Through Education". Since then BPSMV has expanded on all fronts and offers a range of academic job oriented programmes touching almost all aspects of life and career. Establishment of University's two Regional Centres at Kharal (Jind) and Krishan Nagar (Rewari) and affiliation of 05 women colleges with BPSMV is the testimony of its commitment and growing stature. BPSMV enjoys the distinction of being an institution practicing 'University Society Interface' through community engagement, which is its core strength. BPSMV is accredited with a B++ grade by the National Assessment and Accreditation Council (NAAC) and programmes offered by university are approved by the various statutory governing bodies viz. BCI, PCI, AICTE, UGC, NCSIM, and NCTE, etc.

The University is spread over 462 acres of lush green land with 40% of green area with total built-up area 202313.86sq.mts. The main campus of the university is located at Khanpur Kalan, Sonapat, Haryana. The University have one off campus situated at Bhainswal Kalan, Sonapat, 20 k.m. away from main campus and two regional centres, Sawami Rattan Dev Regional Centre Kharal, Jind and Regional Centre Krishan Nagar, Rewari, which are 110 k.m. and 150 k.m. away from main campus of the university respectively. The nearest airport is Indira Gandhi Airport (IGI), Delhi and nearest major railway station is Sonapat. Being affiliating university, the territorial jurisdiction of the University, as per the Haryana Government regulations, extends to the district Sonapat of the state. Since its establishment in 2006, the University has grown extensively, offering a comprehensive range of academic and career-oriented programs from K.G. to Ph.D. level, covering nearly all facets of life and professional development. The university provides Ph.D. programs in 15 disciplines, Postgraduate programs in 27 subjects, Undergraduate programs in 24 subjects, as well as PG Diploma, Diploma, and Certificate courses in 17 subjects. These programs are delivered through 10 Faculties, 24 University Teaching Departments, 2 Institutes, 13 Special Centres, 2 Regional Centres, 1 off campus and 6 affiliated Women's Colleges.

List of Women Colleges Affiliated to BPSMV:

- ✚ Tau Devi Lal Government College for Women, Murthal, Sonipat
- ✚ Government College for Women, Gohana, Sonipat
- ✚ Arya Adarsh Girls' College, Madlauda, Panipat
- ✚ Government College for Women, Madlauda, Panipat
- ✚ Government College for Women, Sonipat
- ✚ Shaheed Lans Naik Krishan Lal Government Girls' College Mohana, Sonipat

Academic Programmes Offered

Sr. No.	Department/Institute/Centre	Programmes Offered
Faculty of Arts and Humanities		
1	Department of English	Ph.D. (English), M.A. (English), B.A. (Honours with Research) in English
2	Department of Foreign Languages	(DFLT) Diploma in Foreign Language Teaching (French, German, Russian), (PGDFLT) Post Graduate Diploma in Foreign Language Teaching (French, German, Russian)
3	Department of Hindi	M.A. (Hindi)
4	Department of Sanskrit	M.A. (Sanskrit)
Faculty of Social Sciences		
5	Department of Economics	Ph.D. (Economics), M.A. (Economics), B.A. (Honours with Research) in Economics
6	Department of Social Work	Ph.D. (Social Work), M.A. (Social Work)
7	Department of History & Archaeology	M.A. (History & Archaeology)
8	Department of Political Science	Ph.D. (Political Science), M.A. (Political Science)
9	Department of Geography	M.Sc. (Geography)
10	Department of Psychology	M.A. (Psychology)
Faculty of Commerce & Management		
11	Department of Commerce	Ph.D. (Commerce), M. Com., B.Com. (Honours with Research)
12	Department of Management Studies	Ph.D. (Management), M.B.A., M.B.A. (Lateral Entry), B.B.A. (Honours with Research)
13	Department of Hotel Management	Ph.D. (Hotel Mgt.), M.H.M., B.H.M. (Honours with Research)
Faculty of Laws		
14	Department of Laws	Ph.D., LL.M, B.A.- LL.B, B.B.A.- LL.B

Faculty of Science		
15	Department of Mathematics	Ph.D. (Mathematics), M.Sc. (Mathematics)
16	Department of Physics	Ph.D. (Physics), M.Sc. (Physics)
17	Department of Chemistry	M.Sc. (Chemistry)
18	Department of Food & Nutrition	Ph.D. (Food & Nutrition), Master of Homes Sciences (Food & Nutrition)
19	Department of Environment Science	M.Sc. (Environmental Science)
Faculty of Engineering		
20	Department of Computer Science & Engineering and Information Technology	Ph.D. (CS&E), M.Tech. (Network Security), M.Tech. (CS&E), B.Tech. (CSE), B.Tech. (IT)
21	Department of Electronics and Communication Engineering	Ph.D. (ECE), M.Tech. (ECE), M.Tech. (ICT), B.Tech. (ECE), B.Voc. in Mobile Communication,
22	Department of Fashion Technology	Ph.D. (FT), M.Tech. (FT-FG), B.Tech., B. Voc. in Fashion Technology and Apparel Designing
Faculty of Education		
23	Department of Education	Ph.D. (Education), M.Ed., M.A. (Education), B.Ed.
Faculty of Physical Education		
24	Department of Physical Education	B.P.E.S., M.P.E.S.
Faculty of Pharmaceutical Sciences		
25	Department of Pharmaceutical Education & Research	B. Pharmacy, B. Pharmacy (Lateral Entry)
Faculty of Ayurved		
27	M.S.M. Institute of Ayurved	M.D. (Ayurved), Bachelor of Ayurvedic Medicine & Surgery (BAMS)
Other Institutes		
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 (B.Home Sc.) (Hons.) (Interdisciplinary)
28	Swami Rattan Dev Regional Centre at Kharal (Jind)	Bachelor of Arts (Honours) (Multidisciplinary), Bachelor of Physical Sciences (Honours) (Multidisciplinary) , Bachelor of Arts (Honours) Sanskrit , Bachelor of Commerce (Honours), M.A. (English), M.A. (Political Science), M.A.(Hindi)
29	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)
30	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
31	BPS Mahila Polytechnic	Diploma in Electronics & Communication Engineering, Diploma in OMCA, Diploma in LIS, Diploma in DMLT, Diploma in Pharmacy
32	University Campus School (Affiliated to C.B.S.E)	Nursery to XII Class
33	K.G.S.S. School (Affiliated to B.O.S.E, Haryana)	Nursery to XII Class

MOUs: BPSMV has signed the following active MOUs with:-

- ✚ Hero Motocorp
- ✚ NCUI (National Cooperative Union of India), New Delhi
- ✚ United Nations Development Programme (UNDP)
- ✚ Institute of Company Secretaries of India (ICSI)
- ✚ Vishwakarma Haryana Skill University, Palwal
- ✚ Bhartiya Siksha Utthan Nyas, Delhi
- ✚ BPS Govt. Medical College for Women, Khanpur Kalan
- ✚ Focal Skill Foundation SCF-285, Swastik Vihar, Patiala Road, Zirakpur, Punjab
- ✚ Vanya Kaushik Design Studio
- ✚ Reza by Lalita Ward-9, Part-68, Bohar, Rohtak
- ✚ Deen Bandhu Chhotu Ram University of Science & Technology, Murthal
- ✚ Semi-Conductor Laboratory, Department of Space, Government of India
- ✚ Green Earth – Organization for Environment, Health, Safety & Sanitation (KRC & Sector Partner – GOL, Ministry of Jal Sakti, Department of Drinking Water & Sanitation), KUK
- ✚ MININ University, Russia
- ✚ Saylor Academy, Annapolis, Maryland, USA
- ✚ University of Applied Management Studies, Mannheim, Germany

Special Centres

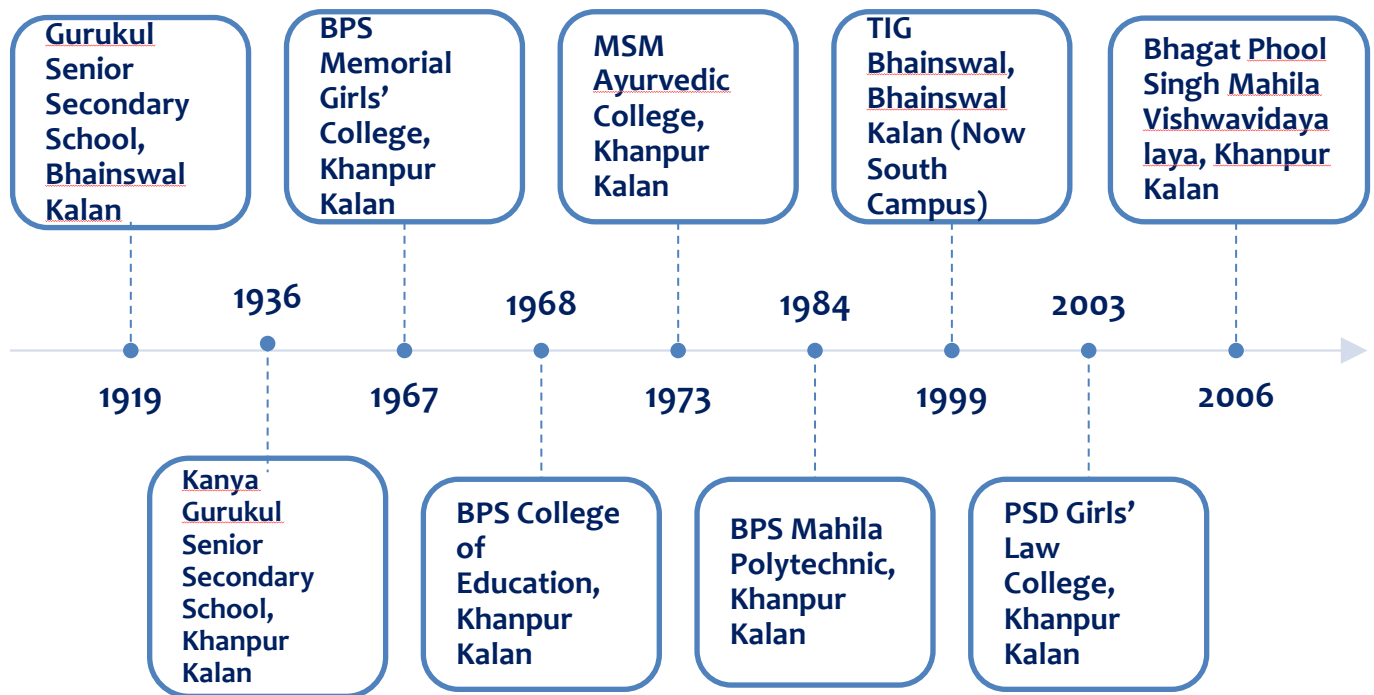
- ✚ **Centre for Society University Interface and Research (CSUIR):** CSUIR was established in August 2010 with an aim to bridge the disconnection between University and society. It organizes courses and activities which are of direct relevance to the rural community and to formulate schemes that recover traditional good agricultural practices, sustain and conserve the vast knowledge reservoir of rural women.
- ✚ **University Placement and Counseling Cell (UPACC):** UPACC provides free placement and counseling guidance to all the students of the University.
- ✚ **Central Library:** The Central Library has a stock of approximately 17013 books. It has approximately 7000 users and subscribes to 55 National and International Journals, 04 Electronic Databases (Proquest, IBI, Lexis- Nexis, and Emerald), 70 Magazines & Periodicals and 22 Newspapers (Hindi & English). The library provides access to reputed Databases/Journals like JSTOR, Institute for Studies in Industrial Development (ISID) database, Economic & Political Weekly (E&PW), NDLE-resources (World E-Book library, SAA) and Urkund Plagiarism Detection Software through UGC INFONET Digital Libraries Consortium.
- ✚ **UGC-Malviya Mission Teachers' Training Center (UGC-MMTTC):** The UGC-Malviya Mission Teacher Training Centre (MMTTC) erstwhile HRDC at BPSMV is committed to provide enhanced capacity-building opportunities for teachers and faculty members in implementing NEP recommendations, focusing on quality teaching, equity, gender just society, online education, technology use, Indian language promotion, vocational education, and multidisciplinary education by incorporating Indian values and ethos into teaching, research, publications, patents, and institutional growth. The MMTTC organises various Faculty Induction Programmes (FIP) designed for newly recruited faculty members in colleges and universities. Moreover, it will host Short Term Programmes/Faculty Development Programmes (STP/FDP), Refresher Courses (RC), and similar initiatives tailored for current educators, researchers, senior administrators, department heads, principals, officers, non-teaching staff, and others. These programs will include NEP 2020 Orientation and Sensitization sessions to familiarize participants with the key themes of the National Education Policy. The MMTTC BPSMV has organized more than 20 programs specifically on NEP-2020 and has benefitted more than 4500 teachers and research scholars through its many programmes since its inception in 2009.
- ✚ **Learning Resource Centre (LRC):** The Learning Resource Centre has six state-of-the-art Language Labs, equipped with latest technological software, which helps in effective learning of communication skills which are compulsory to learn for all the enrolled students. LRC imparts training & guidance for appearing in International English Proficiency examination Business English Certificate (BEC). The LRC had the privilege of hosting American interns.

- ✚ **Staff Training and Research Institute for Teaching of English (STRITE):** STRITE has been established as an autonomous Institute of BPSMV for imparting training in effective teaching of English & operation of language laboratory to school & college teachers. So far STRITE has conducted 10 Teacher Training Programmes.
- ✚ **University Centre for Competitive Examinations (UCCE):** The Centre has been established for imparting coaching and guidance to students of the University, affiliated and maintained colleges and other educational institutions for various competitive examinations and to prepare them to face interviews and improve communication skills. The Centre offers the following facilities:

Sr. No.	Course Name	Duration	Intake	Course Fee
1	IAS (Preliminary)	04 Months	50	Rs.4000/- (for General Category) Rs.2000/- (for SC/ST/OBC/PwBD Candidates)
2	IAS/CSE (Integrated)/HCS (Integrated)	08 Months	50	Rs.6000/- (for General Category) Rs.3000/- (for SC/ST/OBC/PwBD Candidates)
3	HCS(Judicial) Integrated	08 Months	50	Rs.5,000/- (for General Category) Rs.2,500/- (for SC/ST/OBC/PwBD Candidates)
4	HCS(Judicial) Prelim	04 Months	50	Rs.3,000/- (for General Category) Rs.1500/- (for SC/ST/OBC/PwBD Candidates)
5	Bank P.O.	04 Months	50	Rs.3,000/- (for General Category) Rs.1500/- (for SC/ST/OBC/PwBD Candidates)
6	UGC-NET(Paper-I)	03 Months	50	Rs.2,000/- (for General Category) Rs.1,000/- (for SC/ST/OBC/PwBD Candidates)
7	CET(Common Eligibility Test) Haryana	03 Months	50	Rs.2,000/- (for General Category) Rs.1,000/- (for SC/ST/OBC/PwBD Candidates)
8	CTET/HTET	03 Months	50	Rs.2,000/- (for General Category) Rs.1000/- (for SC/ST/OBC/PwBD Candidates)
9	CDS/NDA	03 Months	50	Rs.3,000/- (for General Category) Rs.1500/- (for SC/ST/OBC/PwBD Candidates)

				Candidates)
10	UPSC (Single Test/MCQ Written Pattern)	03Months	50	Rs. 3,000/- (for General Category) Rs. 1500/- (for SC/ST Candidates)
11	HPSC (Single Test/MCQ Written Pattern)	03Months	50	Rs. 3,000/- (for General Category) Rs. 1500/- (for SC/ST Candidates)
12	MockInterviews	UPSC/HPSC/ Similar level Body	05 Mock Interviews	Rs.1,000/-(for General Category) Rs.500/-(for SC/ST/OBC/PwBD Candidates)
GST shall be applicable on all the above mentioned courses' fee				

Overview of the University





Chapter II

SWOC Analysis

Institutional Strength

- ✦ Proud legacy of more than 100 years for empowering women (particularly rural) through educational, social and cultural opportunities
- ✦ BPSMV is a State funded University recognized by UGC under sections 2(f) and 12B and accredited by NAAC with B++ grade
- ✦ Offers education from KG to Ph.D. level in diverse fields under one roof
- ✦ Education imparted is cumulative of academic, social and human values
- ✦ NEP 2020 has been implemented at both the UG and PG level
- ✦ All important parameters of NEP 2020 like Semester System, Grading and Credit System, Choice Based Credit System (CBCS), Value-added Courses, ABC, NCrF etc implemented at all the levels
- ✦ Decent facilities like laboratories, libraries, hostels, co-curricular etc are offered for learning and personal development
- ✦ State of the Art Sports complex to facilitate and nurture national and international medalists
- ✦ BPSMV is spread over lush green, pollution free and serene campus of 400 acres and has its roots in ancient Gurukul system.
- ✦ The University is well connected by road to NH1, Rohtak, Sonapat, Panipat and Delhi.
- ✦ The University offers completely safe and secure ambience for students.
- ✦ The university has established state-of-the-art language laboratory.
- ✦ The University Centre for Judicial Services (UCJS) has been established in the Department of Laws to prepare young law graduates for judiciary.
- ✦ University Centre for Competitive Examinations has been established on the University campus for providing coaching and guidance at very nominal cost.

- ✚ The first University to establish a Centre for Society University Interface and Research (CSUIR).
- ✚ BPSMV offers facility to join NSS and NCC units and excellent facility for various sports and games.
- ✚ In order to offer skills' development opportunities to university girls and rural women from neighboring villages, Hero Motocorp in collaboration with UNDP has established Driving School on the university campus.
- ✚ In order to provide entrepreneurship opportunities, UNDP has established Centre for Skills Development in Stitching at BPSMV for university students and rural women from the nearby villages.
- ✚ Through its Placement and Counseling Cell, the university provides placement assistance to the meritorious students especially of the professional courses. The companies are invited to the campus for placement drives.
- ✚ Indian Knowledge System (IKS) integrated in UG & PG programmes
- ✚ The university offers several vocational programmes which are designed in consultation with the industry experts and social work organisations.
- ✚ We have signed MOUs with Google, IBM Skill Build Country Partner- CSR Box Foundation, Sony Ericson, Code Quotient, Saylor Academy, USA, Matra Company, Lavessta Enterprise Private Limited, Semi-Conductor Laboratory, Department of Space, Government of India to strengthen internships and vocational education.
- ✚ Provision for internship as part of UG & PG programmes has been made in the restructured schemes and syllabi of concerned programmes.
- ✚ ABC IDs have been created for the enrolled students of the university. Marks Sheets are being uploaded in the account of the students.
- ✚ Provision for multiple entry-exits has been made in the restructured syllabi for UG & PG syllabi.
- ✚ A few faculty members of BPSMV have been registered as national resource persons under MMTP scheme and are invited to deliver expert lectures and talks.
- ✚ The University has made provision for pursuing the prescribed 40% of course content through MOOCs and SWAYAM portals.
- ✚ The University vigorously promotes Society-University Interface to strengthen holistic development of its students.
- ✚ Preservation and Promotion of Indigenous Knowledge Systems are being undertaken on priority.
- ✚ Indigenous Systems of Medicine & Pharmacy are being vigorously promoted.
- ✚ Fashion Technology Labs, REACH CAD (Pattern Design, Grading and Master Planning Software) and REACH FASHION STUDIO (Garment Designing Software) are operational in the department of fashion technology.
- ✚ Under UGC's innovative schemes, M.Tech. in Network Security and Functional Garments is offered by the University, which is the unique programmes in Haryana.

- ✚ BPSMV has been selected as the pilot project under NMEICT project of Education Ministry, Govt. of India.
- ✚ Effective grievance redress system in place for students and staff
- ✚ Promotes and practices eco-friendly ambience on the campus

Institutional Weakness

- ✚ At times, our situation of being in a rural area with major chunk of students from rural or semi urban sections of society acts as challenge to counter urban centres of learning
- ✚ Due to situational and cultural reasons, there are challenges in internships and placements at faraway places
- ✚ Infrastructural limitations
- ✚ Financial constraints
- ✚ Limited connectivity & skewed transportation facilities for day scholars
- ✚ Shortage of industry-experienced faculty limits the ability to provide practical industry insights and global perspectives to students
- ✚ Student diversity needs to be improved

Institutional Opportunities

- ✚ Good university-society link which helps in helps in maintaining better bond with the rural society which acts as the training ground for students
- ✚ Good scope for serving the society through indian system of medicine
- ✚ Opportunities to expand in new technologies like ai, data science, renewable energy, drone technology, stem areas
- ✚ Facility to invest in modern elearning platforms, digital classrooms, and online degree programs, ensuring the university remains accessible to women across various regions and backgrounds
- ✚ Opportunity to have a robust alumni network through mentorship, career guidance, resource generation and professional development opportunities
- ✚ Introducing dual degree and integrated programs, such as mba (tech), leveraging the availability of multi-disciplinary departments, allowing students to gain expanded expertise for diverse career opportunities
- ✚ Opportunity to introduce a few of the following innovative programmes:
 - Post graduate diploma in translation studies
 - Post graduate diploma in english language teaching
 - Post graduate diploma in creative writing
 - Vedic mathematics
 - Indic & indigenous studies
 - Indian philosophy & yoga
 - Women studies
 - Retail store operation

- Fast moving consumer goods (fmcg)
- Android application
- Multimedia and animation
- Vermi-composting
- Waste water treatment
- Aviation

Institutional Challenges

- ✚ Affiliation of more women colleges of the state with the university for financial strength and implementation of women centric programmes to a wider audience
- ✚ To obtain and ensure sustained financial support from the state and central governments
- ✚ To boost up national and international image of the university in terms of student-faculty catchment
- ✚ Establishing strong collaboration with industry and research institutions for fostering a vibrant research culture
- ✚ Improving library facilities
- ✚ Infrastructural challenges to have good hostels, teachers' club, community centre, auditorium and open air theatre
- ✚ Challenges in offering open learning / distance education programmes



Yajshala on the University Campus

Chapter III

Institutional Growth Trajectory and Need Assessment

The journey traversed by BPSMV from its genesis in terms of a *gurukul* to today's University has been quite challenging but successful. The institute's growth in these almost 100 years (1921-2025) has been satisfying and a learning experience for one and all. The seminal aim of taking educational opportunity to the door step of almost every female in rural hinterland has been challenging but quite successful in terms of bringing out a seminal change in rural society. The following critical areas are presented herewith where BPSMV needs to focus and channelize its energy for the desired outcome.

Academic Excellence, Innovative Curriculum, Pedagogy and Assessment:

- The University has overhauled its UG and PG syllabi and curriculum contents in line with the NEP 2020 by including AEC, SEC and VAC course content. The syllabi include environmental education, life skills, and Indian Knowledge System (IKS) to promote social and cultural understanding of Indian milieu.
- Blended including digital teaching & learning methods (AR, VR, AI/ML) and MOOCs have been incorporated in the syllabi.
- Regular training programmes for faculty, students and stake holders on NEP, NCrf, ABC, and NSQF are planned to be conducted regularly.

Research, Intellectual Property and Supportive Ecosystem

- The University promotes the culture of innovation and critical thinking by integrating research opportunities into academic programs.
- Interdisciplinary research catering to the needs of local communities and area is promoted.
- We have partnered with universities, research centers, industries and local communities for collaborative research efforts.
- Efforts to position the institution as the key contributor in developing knowledge based economy by partening with industry, academia, and society.
- The University intends to have incubators and mentorship programs for start-ups, innovative projects, IP protection, licensing, commercialization, technology transfer, research monetization and entrepreneurship.
- The entrepreneurial culture among students and faculty is being promoted by offering funds and guidance for achieving research outcomes.
- We intend to map our progress through performance metrics, feedback loops and evaluate research outcomes, commercialization efforts, and collaborations.

Institutional Governance

- Developing mechanisms to monitor performance and ensure adherence to institutional goals and regulatory requirements. Implementation of robust quality assurance processes for regularly evaluating policies, and operations to maintain high standards in academic and administrative activities. Ensuring effective implementation of policies.
- Promote and safeguard the integrity of academic values while ensuring control systems for administrative, academic, financial and other organizational operations.
- Facilitate feedback channels for students, faculty, non-teaching staff, and other stakeholders to contribute to institutional improvements.
- Develop and strengthen subcommittees to address specific areas such as inclusivity, research, quality assurance, and financial autonomy to ensure decentralization in decision making.

- Implementing mechanisms for identifying and mitigating risks across legal, financial, environmental and organizational domains well in time.

Financial Models and Resource Generation

- Efforts being made to develop a revenue model tailored to the University's goals and realize optimum utilization of the budget generated from multiple sources.
- Needs to enhance stakeholder trust and confidence by encouraging comprehensive and active participation particularly from alumni, industry, local community, and other stakeholders in governance and decision-making processes.
- Our focus shall be on developing second line of leadership and planning to address present and future challenges of the University effectively.
- Design governance policies that reflect the specific challenges and needs of a rural, backward area, such as promoting female education, inclusivity, local employment opportunities, emphasizing outreach programs to integrate the institution with the local community.
- Embrace innovative governance models that incorporate technology for monitoring and funding sources viz. government grants, fee, research funding, alumni donations, consultancy, CSR, Intellectual Property Royalties etc. and Focusing on self- sustainability by leveraging local resources and industries.
- Creating strategic financial plan incorporating measures to control costs, increase operational efficiency, and reduce financial risks to address short-term needs and long-term sustainability requirements.
- We target optimal utilization of the budget and prioritize budget for women's education and empowerment particularly in rural contexts.
- Efforts shall be made to raise funds through crowd-funding, alumni and local philanthropists.

Human Resources Development and Management

- Align recruitment and training to cater to the unique cultural, socio-economic, and geographic constraints of the region.
- Invest in faculty development through programs in pedagogy, research methodologies, and ICT integration to enhance teaching effectiveness.
- Develop robust safeguarding measures and mental health support systems to foster a secure learning environment.
- Promote policies for diverse and inclusive participation, especially for marginalized groups.
- Establish systems for periodic review of policies with input from all stakeholders.

- Offer up-skilling and wellness programs, and flexible working conditions. Use data-driven methods to assess the impact of HR practices, academic programs, and institutional initiatives.
- Implement a feedback loop for revising the IDP based on ongoing evaluations and changing regional needs.

Industry Connect & Collaboration, Social Outreach and Stakeholders Engagement

- Partner with local industries and vocational training providers to create skill development tailored to local and need based economic activities.
- Forge partnerships with industries for internships and employment, ensuring exposure to corporate culture and practices.
- Establish incubation centres with industry collaboration to promote women entrepreneurs, particularly in sectors like textiles, food processing, and eco-friendly products.
- Introduce industry-relevant technology tools and training in collaboration with tech companies to prepare students for the digital economy.
- Collaborate with government and NGOs to implement schemes aimed at improving rural women's education, health, and livelihoods.
- Create a digital platform for alumni to connect, collaborate, and contribute to the university's growth.
- Seek tie-ups with international universities for exchange programs, joint research, and cultural exchanges to provide global exposure.
- Partner with local, national and international institutions/ centres for funding and execution of innovative academic and developmental initiatives.
- Regularly assess the impact of industry collaborations, outreach programs, and stakeholder engagement initiatives on students and the community.

Infrastructure Development and Maintenance

- Plan and develop campus to facilitate seamless interaction between academic, research, cultural, and operational activities. Maintain the campus as an integral component of the university's mission by balancing aesthetic value with functionality.
- Design campus infrastructure to accommodate Persons with Benchmark Disabilities (PwBD) and ensure gender inclusivity through facilities like separate restrooms, nursing rooms, and common rooms for women.
- Creating control unit for women safety and security.
- Include facilities for physical fitness, sports, and artistic expression to promote holistic development.
- Ensure secure digital infrastructure to prevent cyber- bullying and other online threats.
- Develop policies for efficient management of library resources, research facilities, and ICT tools.

Digital Connect and Student Support System

- Create robust high-speed internet connectivity across the campus to support uninterrupted access to digital resources, digital learning and administration.
- Equip classrooms with smart boards, projectors, and audio- visual aids for blended and interactive learning.
- Implement a dynamic LMS to deliver coursework, multimedia content, and interactive tools like quizzes and assessments.
- Develop a digital library offering access to e-books, journals, research papers, and Open Educational Resources (OER).
- Utilize real-time dashboards to monitor student progress, resource utilization, and infrastructure performance.
- Create a digital helpdesk for academic queries, counseling, and grievance redressal.
- Implement policies for secure internet usage, personal data privacy, and protection against cyber threats.
- Conduct workshops to educate students and staff on cyber- security and responsible digital usage.
- Digitize all administrative activities, including HR, finance, and communication to ensure eGovernance.
- Introduce online systems for exams, evaluations, and feedback to improve efficiency and reduce costs. Launching leadership development programs to foster women's leadership in education, industry, and society by 2028
- Establishing partnerships with leading organizations to support students and alumni in leadership roles globally by 2030
- Developing world-class, sustainable infrastructure to support fully digitize campus operations by 2030
- Achieving net-zero carbon footprint through renewable energy, water conservation, and waste management systems by 2028
- Fostering culture of entrepreneurship and strengthen industry ties to promote women-led start-ups and Achieve recognition in the Atal Ranking of Institutions on Innovation Achievements (ARIIA) by 2029
- Achieving significant increase in quality research publications, patents, and funded projects by 2030
- Offering joint degree programs in international collaborations and increase international student intake

Institutional Goals

- We wish to realize our fundamental aim of educating and empowerment of every possible girl and women in rural parts of Haryana and if possible other such areas of India.
- Implementing every component and dimension of NEP across all programmes and attain all related objectives by 2030

- Offering globally recognized interdisciplinary programs and dual-degree options by 2027
- achieving highest possible grade by NAAC in our next cycle of assessment
- Rank within the top 200 in NIRF, feature in QS Asia Rankings, and secure a position in the Times Higher Education and Impact Rankings by 2030
- Creating at least two fully operational Centres of Excellence in STEM and Entrepreneurship by 2030
- Achieving 100% placement for eligible students in top organizations globally by 2028
- Engagement of alumni in mentorship programs and endowments contributing to the university's sustainability by 2026
- Creation of global chapters of our alumni association by 2030
- Aligning at least 50% of community projects with the United Nations Sustainable Development Goals (SDGs) by 2028
- Achieve global recognition as a model university of academic excellence, fostering innovation, leadership, social development, community outreach, and the empowerment of women through education by 2040
- Achieving NBA accreditation for all eligible departments and institutions by 2028
- Transformation from Education oriented University to Research Oriented University by 2030
- Optimum utilization of resources and generating resources through Public Private Partnership (PPP) Approach by 2030

Strategic Framework & Action Plan

Academic Enablers: Academic Excellence, Innovative Curriculum and Pedagogy And Assessment				
Action Point	Action Steps	Timeline	Responsibility	Key Outcome
Curriculum Updation and Re-structuring UG, PG and Doctoral Programmes	Integration of all aspects of NEP viz. Multidisciplinary, Interdisciplinary, Holistic, Flexible, Ethics, CBCS, Outcome Based Education, Entrepreneurship, Skill Development, Indian Knowledge System, Vocational Training, Multiple Entry-Exit, Global Citizenship, Research and Internships, Community Engagement, and Value-based Education, etc. components across all programmes UG, PG and Doctoral Programmes	2025	UTDs, Faculty and Academic Council	Comprehensive, Holistic and Future-ready Curriculum and Programme
Innovative Integrated Programmes	Introducing Industry Integrated Internship/ Apprenticeship Embedded Programmes	2026	Dept. of Management Studies, ECE, CSE&IT, FT, Hotel Management, and Commerce	Enhanced student's enrolment, Optimum utilisation Human and other resources, Diverse career opportunities for student
Dual-Degree Programmes	Introducing Interdisciplinary, Multidisciplinary Dual Degree Programmes	2026	Dept. of Management Studies, ECE and Education	Enhanced student's enrolment, Diverse career opportunities for student

ActionPoint	ActionSteps	Timeline	Responsibility	Key Outcome
Flagship Programmes	<ul style="list-style-type: none"> Identify and launch Interdisciplinary Programmes combining high-demand field such as STEM+ Management; Technology + Healthcare; Law+ Technology 	2027	UTDs, and Faculty	Enhanced student diversity, enrolment and placements
Learner Centric Pedagogy	<ul style="list-style-type: none"> Implementation of learner centric innovative technology-based pedagogy viz. Simulation, Gamification, Case Studies, Live Projectsetc.across all programmes 	2026	UTDs, Faculty and Academic Council	Enhanced students and faculty engagement, Augmented Critical thinking and decision-making ability
JointDegree Programmes	<ul style="list-style-type: none"> SecureMoUs with renownedNational institutions to offer joint degree programmes and credit-transfer options 	2027	Dean Academic Affairs and Director Research	Enhancedglobal exposure and career opportunities for students
Multilingual Teachingand Translation Initiatives	<ul style="list-style-type: none"> Translation of course material and books in local and regional languages Using mother tongue/local language as a medium of instruction,and/or offer programmes bilingually 	2025	UTDs and Dept. of Education	Enhanced inclusivity and accessibility in education

Outcome Based Education	<ul style="list-style-type: none"> Enactment of Outcome Based Education (OBE) including Outcome Based Assessment and Evaluation Implementation of UGC Examination Reforms 	2025	Examination Branch	Skilful, Knowledgeable, well-rounded Students able to thrive in a rapidly Changing world
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Research Enablers: Research, Intellectual Property and Supportive Ecosystem

Action Point	Action Steps	Time line	Responsibility	Key Outcome
Research Ecosystem Development	<ul style="list-style-type: none"> Set up modern labs, incubators, and mentorship programmes Incentive Research Growth through rewards, awards, seed money, and reduced teaching loads for high-quality impactful research and patents Initiating Research embedded Degrees at UG and PG Level Starting Executive Research and Post Doc Research Programmes under self-sustaining research policy model Increase URS seats across all UTDs, Strengthening Citation Services Striving for NRF funding 	2027	Director Research	Impactful research output, Enhanced Institutional Ranking, Increased Collaboration and Networking, Innovation and Impact on Societal Challenges, Resource generation through Knowledge Creation and technology Transfer

Action Point	Action Steps	Timeline	Responsibility	Key Outcome
Empowerment through Entrepreneurship	<ul style="list-style-type: none"> Collaboration of Entrepreneur Incubation Cell with local industry for mentorship Conduct annual STEM Hackathons, business plan competitions, and start-up challenges Invite industry leaders for guest lectures and start-up mentoring 	2026	Entrepreneur Incubation Cell	Economic Independence and Leadership Development, Increased entrepreneurship revolution especially in rural sectors
Collaborative Research	<ul style="list-style-type: none"> Set up a research-industry liaison cell to identify and manage sponsored projects Establishment of Industry Sponsored Research Chairs Partner with global, National Institution, Industries and research centers to facilitate Joint Research Initiatives Establish joint research initiatives with local industries to tackle region-specific challenges 	2027	Director Research and University Industry Liaison Cell	<p>Increased societal impact and knowledge exchange</p> <p>Increased industry-sponsored research projects</p>
University Research Journal	<ul style="list-style-type: none"> Starting Publication of Multidisciplinary University Research Journal indexed with UGC – Care Group – I and Group II 	2025	University Librarian, and Director Research	Fostering Collaboration and Networking, Enhanced visibility and branding

Action Point	Action Steps	Timeline	Responsibility	Key Outcome
Research on Rural and Local Issues	✚ Focus research on agriculture, women's empowerment, and sustainable practices	2025	UTDs	Addressed local challenges with actionable outcomes, empowerment of marginalized communities
IP and Commercialization	✚ Establish IP protection systems and mechanisms for research monetization	2026	IP and Legal Cell	Increased patents and commercial research outputs

Governance Enablers: Institutional Governance

Action Point	Action Steps	Timeline	Responsibility	Key Outcome
Strengthen Governance Framework	✚ Implement eGovernance for administrative processes ✚ Establish Governance policies incorporating accountability and engagement of all stakeholders	2026	University Administration and Director IQAC	Streamlined operations and reduced costs, Transparent and responsible decision-making, Inclusive governance practices
Recruitment	✚ Design an inclusive recruitment and succession policy to select the best candidates while promoting diversity and ensuring representation from marginalized groups ✚ Streamline Recruitment Process to complete recruitment on all vacant sanctioned posts within given Timeframe	2027	University Administration	Transparent and merit-based recruitment system Enhanced equity and inclusion across the institution

Action Point	Action Steps	Timeline	Responsibility	Key Outcome
Progress Monitoring and Feedback	<ul style="list-style-type: none"> Develop objective-specific metrics related to Key Performance Indicators (KPIs) and share updates in stakeholder meetings Develop feedback mechanisms to measure collaboration success 	2025	University Administration and Director IQAC	Policy Updation, Data-driven adjustments to improve programmes
Data-Driven Performance Analytics	<ul style="list-style-type: none"> Use advanced analytics tools to assess faculty performance and the effectiveness of recruitment and promotion policies 	2026	University Administration and Director IQAC	Evidencebased Human Resource DecisionMaking
Feedback Mechanisms	<ul style="list-style-type: none"> Establishment of digital feedback system for faculty, staff and students to continuously improve policies and practices 	2025	University Administration and Director IQAC	Inclusive and adaptive policies
Financial Enablers: Financial Models and Resource Generation				
Action Point	Action Steps	Timeline	Responsibility	Key Outcome
Revenue Model Development	<ul style="list-style-type: none"> Identify potential funding sources and develop partnerships with local industries Conduct workshops on modern financial practices and compliance Strengthen auditable system for financial decisions and reporting Form Investment 	2026	University Administration and Finance Officer	Diversified and sustainable revenue streams Efficient and compliant financial management Transparent and trustworthy financial practices

	assessment team and develop mitigations strategies			Reduced organizational vulnerabilities
Targeted Fundraising Campaigns	<ul style="list-style-type: none"> Organize alumni and philanthropist engagement events and Crowd funding campaigns Collect scholarships and development funds among alumni Run alumni-led mentoring sessions for students 	2025	University Administration and Alumni association	Increased funding for institutional projects
Human Resource Enablers: Human Resources Development and Management				
Action Point	Action Steps	Timeline	Responsibility	Key Outcome
Faculty Development	<ul style="list-style-type: none"> Conduct training programmes on NEP, NCrF, NSQF, and latest policies Organize pedagogy and ICT workshops for up-skilling Offer workshops on AI, machine learning, and data analytics Conduct regular workshops on responsible digital usage Recruit Professor of Practice 	2025	University Administration, Director IQAC and Director HRDC	<p>Enhanced faculty expertise and industry alignment</p> <p>Enhanced teaching effectiveness</p> <p>Faculty and students skilled in cutting-edge tools</p> <p>Reduced cyber threats and responsible usage</p>
Global Collaboration for Training	<ul style="list-style-type: none"> Partner with global institutions to organize capacity-building workshops and training in innovative pedagogy, technology integration, and cultural sensitivity 	2026	International Relations	Enhanced faculty competence and global exposure

Action Point	Action Steps	Timeline	Responsibility	Key Outcome
Peer-Learning Platforms	✚ Creation of digital platform for faculty to share teaching innovations, research insights, and best practices	2025	University Administration and IT Cell	Improved knowledge sharing and collaboration among faculty
Leadership Development	✚ Conduct leadership workshops and succession planning programmes ✚ Design programmes on strategic leadership and establish partnerships with successful women leaders for mentorship	2026	Dean Academic Affairs, Director IQAC	Prepared second and third line of academic leadership, Empowerment and Confidence, Enhanced Institutional Growth and Gender Equality
Wellness and Flexibility	✚ Develop remote work policies and flexible schedules, especially for staff with caregiving responsibilities ✚ Conduct regular stress management, mental health, and work-life balance workshops	2025	University Administration	Improved staff satisfaction and productivity Enhanced staff well-being and reduced burnout

Networking and Collaboration Enablers: Industry Connect & Collaboration, Social Outreach and Stakeholders Engagement

Action Point	Action Steps	Timeline	Responsibility	Key Outcome
Global Collaborations	✚ Secure MoUs with at least five International Universities for Overseas Exchange, Introducing Dual Degree and Research programmes focus on popular	2026	Director International Relations	Increased Global Academic Collaborations Global exposure and cross-cultural learning

	<p>disciplines like AI, health sciences, and social innovation</p> <ul style="list-style-type: none"> Negotiated dual-degree and credit-transfer options with renowned institutions 			
Industry University Linkage	<ul style="list-style-type: none"> Identify key local industries for Industry University Linkages Establish Industry MoUs for Internships and Placements Develop training courses and programmes aligned with local needs Arrange industry visits and exposure programmes Offering vocational education in partnership with industry and NGOs 	2026	University Placement Cell	<p>Strong industry exposure and career opportunities</p> <p>Skilled workforce prepared for local industries</p>
Tech Training Collaboration	<ul style="list-style-type: none"> Partner with tech companies to offer training in digital skills Set up workshops on emerging technologies 	2025	Dept. of CSE & IT	Empowered students inculcated with future-ready tech skill
Rural Development Programmes	<ul style="list-style-type: none"> Partner with NGOs for community outreach projects Implement rural women's education, health, and livelihood programmes 	2025	Dept. of Social Work	<p>Empowered women to drive sustainable socio-economic development especially in rural areas,</p> <p>Improved education, health, and</p>

				livelihood in the rural community
Action Point	Action Steps	Timeline	Responsibility	Key Outcome
International Student Enrolment	<ul style="list-style-type: none"> Procure need-based scholarships for students from SAARC and other countries 	2026	Director International Relations	Enhanced visibility and branding, Resource Generation, Augmented cultural diversity and global perspectives
Global Rankings	<ul style="list-style-type: none"> Benchmark and map practices to QS/Times metrics and address gaps in areas like research output and academic reputation Initiate international faculty exchanges and visiting professorships Host global conferences in collaboration with international societies and actively participate in international forums 	2027	Dean Academic Affairs, Director IQAC, and Director Research	International recognition, enhanced global visibility and reputation, Augmented student enrolment and revenue generation
Outreach and Social Connect	<ul style="list-style-type: none"> Align Community oriented Projects with SDGs Partner with local NGOs to implement projects like women's health, literacy, and sustainable agriculture Monitoring: Publish annual impact 	2026	University Administration and Director IQAC	Diverse Learning Opportunities, Enhanced Career Prospects, Community Building

	reports on community project outcomes			
Alumni Engagement	<ul style="list-style-type: none"> Optimum utilization of digital platform of BPSMVAA to enhance Alumni Connect and engagement 	2025	Director, Alumni Association	Strengthened alumni relations and increased University support
Physical Infrastructure Enablers: Infrastructure Development and Maintenance				
Action Point	Action Steps	Timeline	Responsibility	Key Outcome
Inclusive Infrastructure	<ul style="list-style-type: none"> Create gender-inclusive spaces and facilities for PwBD Ensure safe, accessible spaces for students and staff 	2025	University Administration	Accessible and inclusive campus for all, Enhanced Access and Participation, Supportive Learning Environment
Infrastructure augmentation	<ul style="list-style-type: none"> Provide adequate and safe facilities, and integrating technology Develop sports and fitness facilities Design spaces for arts, culture, and wellness activities Strengthen cyber-safety measures and streamline ICT resources Use IoT for managing utilities like energy, lighting, and security Perform audits to identify energy-saving opportunities Construction of 	2025	University Administration	Holistic growth and recreation opportunities Promoted holistic student development Secure and efficient digital infrastructure Net-Zero Carbon Footprint Enhanced student enrollment Futuristic Campus

	<p>Working women hostel</p> <p>✚ Construction of Students Hostels</p> <p>✚ Construction of Multipurpose Auditorium and Sports Complex</p> <p>✚ Construction of Teaching Blocks i.e. Science and Humanities</p> <p>✚ Construction of Staff Quarters</p>			
Regional Centres	✚ Transformation of South and Regional centres into Digital Satellite campus	2026	University Administration	Efficient Administration and Strong Student Connect
Digital and Supportive and Facilitative Enablers :Digital Connect and Student Support System				
Action Point	Action Steps	Timeline	Responsibility	Key Outcome
Open Distance and Digital Learning	<p>✚ Offering Online Programmes through Digital Technologies</p> <p>✚ Offering Distance Education</p>	2027	UTDs and Academic Council	Enhanced student enrolment, Increased GER and inclusivity, Revenue generation
Digital Learning Resources	<p>✚ Establish Media centre for creating eContent facility</p> <p>✚ Develop MOOCs and incorporate AR/VR and AI/ML tools</p>	2025	UTDs	Modernized and interactive learning experiences, Increased Access and Inclusivity
Digital Infrastructure	<p>✚ Upgrade the digital infrastructure, including internet connectivity for online learning</p> <p>✚ Implement cyber-security measures and data privacy</p>	2026	University Administration	Blended and interactive learning capabilities, Secure and efficient digital learning environment, Fostering

	protocols			Innovation and Research
Action Point	Action Steps	Timeline	Responsibility	Key Outcome
Learning Management System (LMS)	<ul style="list-style-type: none"> Procure and set-up a user friendly, robust LMS for multimedia content delivery, live classes, automated assessments, student tracking and efficient learning Train faculty and students on usage 	2025	University Administration	Seamless digital learning experience, streamlined administrative and learning processes, Collaborative learning
Centralized Digital Library	<ul style="list-style-type: none"> Build a 24/7 IP based accessible eLibrary offering e-books, journals, and research resources Purchase licenses for eResources Promote awareness among students and staff for optimum usage 	2025	University Librarian	Equitable access to academic resources, Enhanced learning and research opportunities
Safety and Security	<ul style="list-style-type: none"> Implement a dedicated control unit for safety and security of all Install surveillance systems and emergency response protocols for QRT 	2025	University Administration	Improved campus security and safety Safer campus environment for all
Student Wellness Programmes	<ul style="list-style-type: none"> Launch mental health support initiatives Organize anti-stigma campaigns 	2025	University Administration and Students Dean Welfare	Improved student well-being

Action Point	Action Steps	Timeline	Responsibility	Key Outcome
Student Up-skilling	<ul style="list-style-type: none"> Collaborate with tech companies for digital economy tools and certifications MoU with industry for internship programme to cross pollinate skills 	2025	University Career Counselling and Placement Cell and University Industry Liaison Cell	Increased Employability and Career Readiness
Global OER Collaboration	<ul style="list-style-type: none"> Partner with global platforms to provide students with access to Open Educational Resources (OER) 	2025	University Librarian	Increased access to diverse learning materials
Student Analytics	<ul style="list-style-type: none"> Use analytics to track student performance and provide early interventions for improvement 	2025	University Administration and Director IQAC	Enhanced academic performance and timely support
AI-Powered Students Support	<ul style="list-style-type: none"> Deploy an AI chatbot to handle common student queries and route complex issues to relevant departments Conduct annual reviews of student support systems and make necessary adjustments 	2027	University Administration, Dean Students Welfare and IT Cell	Faster query resolution and improved student satisfaction

Operational and Audit Framework:

- Year-wise measurable targets and KPIs will be achieved through departmental action plans, structured review mechanisms, stakeholder engagement, periodic feedback loops, and robust monitoring and evaluation dashboards, incorporating identified Key Audit Dimensions and Performance Metrics mentioned below:

Key Audit Dimensions & Performance Metrics:

Sr. No.	Dimension	Indicator	Metric/Outcome	Target (2025–2035)
1.	Student Access & Retention	Female enrolment across socio-economic categories	% enrolment of SC/ST/OBC/Minority/PwD women	≥95% of total enrolment sustained annually
		Drop-out/retention rate	% reduction in drop-out in UG/PG	Drop-out <5% UG; <3% PG
		Transition to higher studies	% UG to PG, PG to Ph.D. Transition	≥40% UG to PG; ≥20% PG to Ph.D.
2.	Faculty Leadership & Representation	Female representation in academic and leadership positions	% of women in HoD/Dean/Vice-Chancellor roles	Maintain 100% representation in senior roles
		Faculty recruitment pipeline	Gender parity in recruitment	≥80% women in STEM, management, and law
3.	Curriculum & Pedagogy	Gender sensitization in syllabi	% programmes with integrated gender content	100% UG/PG programmes
		Women-centric courses/programmes	No. of new interdisciplinary programmes	At least 3 by 2030 (e.g., Gender & Tech, Women in STEM)
4.	Safety & Security	Campus safety infrastructure	CCTV coverage, lighting, women-only transport	100% coverage; grievance cases resolved within 15 days
		Reporting & redressal system	Functioning of ICC, anti-ragging cell	Zero unresolved cases beyond 30 days

Sr. No.	Dimension	Indicator	Metric/Outcome	Target (2025–2035)
5.	Economic Empowerment & Skilling	Employability & entrepreneurship	% of final-year students placed or self-employed	≥75% by 2032
		Incubation support to women	No. of women-led start-ups supported	10 per year via IIC/EDC
		Vocational & skill programmes	No. of enrolled in skill-based short courses	1000+ women/year
6.	Research & Innovation	Women-led research projects	% of projects with women PIs or co-PIs	≥60% of funded projects
		Gender-focused research	No. of publications/projects on women/gender issues	25+ by 2030
7.	Infrastructure Inclusivity	Gender-sensitive infrastructure	Sanitary facilities, feeding rooms, transport	100% compliant
		Accessibility for PwD women	Ramps, lifts, accessible washrooms	Full accessibility in all new constructions
8.	Community Outreach & Extension	Outreach to rural women	No. of rural outreach programs (health, literacy, skill)	50+ villages covered annually
		Alumni engagement	No. of active alumni women mentors	100+ mentors onboarded

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	2025-35	State Government Grant for Construction of Five Teaching/Academic Blocks (Regional Centre, Kharal, IHL, Lula Ahir and South Campus)
2.	Campus Development	27.02	2025-35	Upgradation of Water Works, STP and Constructions of Boundary Walls
3.	Furniture & Fixtures	9.50	2025-35	State Government Grant
4.	Equipment	9.50	2025-35	State Government Grant
5.	ICT Infrastructure	8.50	2025-35	State Government Grant
6.	Library	23.24	2025-35	State Government Grant for Construction of Central Library Building including Civil Work & Electrical Work
7.	Hostels	102.92	2025-35	State Government Grant for three Hostels
8.	Sport Complex	19.22	2025-35	State Government Grant
9.	Student amenities	4.25	2025-35	State Government Grant
10.	Book & Journals	4.25	2025-35	State Government Grant
11.	Working Women Hostel	32.00	2025-35	Rs. 20.00 Crore by PM-USHA rest by State Government Grant
12.	Media & eContent Development Centre	2.70	2025-35	State Government Grant
13.	Auditorium/ Convention Centre	75.39	2025-35	State Government Grant
14.	Incubation Centre	0.50	2025-35	State Government Grant
15.	PwBD Facilities	3.00	2025-35	State Government Grant
	Total (A)	463.52	2025-35	-----
B.	RECURRING Expenses			
1.	Salaries & Allowances of Teaching Staff	1114.80	2025-35	State Government Grant-in-Aid: The expenditure to be incurred on the heads has been estimated on 10% increase yearly.
2.	Salaries & Allowances of Non-Teaching/Technical Staff	786.90	2025-35	
3.	HKRN/Outsourcing of Services	354.40	2025-35	
4.	Pensionary Expenses	244.13	2025-35	
5.	Operating Expenses	935.40	2025-35	
	Total (B)	3435.63	2025-35	
	Grand Total (A+B)	3917.15	2025-35	

Cost Recovery and Other Sources of Income:

- On an average, the University would recover 20% of its operating expenses through fees and other internal resources.
