Chinmaya Vishwa Vidyapeeth

Deemed to be University under the Section 3 of UGC Act 1956

UGC Recognized | AICTE Approved | ISO 9001: 2015 Certified



STRATEGIC PLAN 2022 - 2030

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PREFACE

For any organization, strategic planning is very essential to accomplish the Vision and Mission, which is the guiding light for all future operations. Strategic planning is a continuous process with a specific focus on developing the competitive advantage in the industry. Strategic Planning and Deployment Document (SPDD) is based on analysis of current challenges and future opportunities and envision the direction towards which the organization should move to achieve its set goals and objectives.

The first part of the document addresses the vision, mission of the University along with core values, institutional short, medium & long term goals. These are defined and guided by the stake holders (management, leadership, Deans/HoDs, faculty, staff, industry, students, alumni and parents) through SWOC analysis. After analyzing the internal and external environment, the organisational goals were set up in all possible growth domains which was the result of continuous thought process, brainstorming sessions and discussion with Deans/HoDs and staff members. The strategies with action plans were decided to achieve institutional strategic goals.

While formulating the strategic plan and deployment document, the involvement of all stakeholders was ensured to help contribute their part which is vital for the success of every organization. Efforts were made to clearly identify the implementation processes and monitoring by identifying measurable targets in line with the desired outcomes. This strategic planning and deployment will become the guiding force for the University to grow as an institution of Academic Excellence and research and provide skilled young professionals to the society.

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Executive Secretary
Chinmaya Vishwavidyapeeth Trust

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VISION & MISSION

Vision

To create an academic platform that bridges Indian Knowledge Systems (IKS) with current-day applications in every sphere in society. The university will exceed excellence in higher learning and research with the objective of exploring, conserving and sharing the contemporary relevance of Indian cultural heritage and IKS.

Mission

The University aspires to achieve its vision by:

I. *Innovative, job-oriented and professional academic programs for capacity building in view of the emerging trends of the economy.*
II. *Enable students equipped with knowledge and competences to perform successfully in modern organizations in India and abroad.*
III. *Training students in generic and life skills in addition to core discipline subjects to enhance employability in job market and for entrepreneurship.*
IV. *Engaging students and faculty in research, extension services, consultancy, community development projects, curricular and extra-curricular activities for holistic education.*
V. *Promoting use of digital technologies and self-learning resources like MOOCs, Coursera, Virtual Labs, Online Resources, Self-Learning, etc. for enriching information and knowledge.*
VI. *Inculcating a culture of excellence among students and faculty.*
VII. *Developing a sense of ownership and pride among employees to achieve organizational targets as well as their personal goals.*
VIII. *Developing curriculum, training and internship programs to enhance global competencies of absolvents.*
IX. *Blending skill, entrepreneurship and capacity building for sustainable development coherent with environmental and economic sustainability.*

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CORE VALUES

Quality Education

Promoting quality education through modern learning technologies and delivery models while pursuing the UGC quality mandate parameters

Holistic Approach

Holistic education approach commensurate with social, cultural, economic and environmental realities.

Global Competencies

Preparing students to achieve core competencies to face global challenges successfully.

Technology Applications

Effective use of ICT and digital learning resources optimally for achieving excellence.

Industry Integration

Bridging gaps between theory and practice with a focus on skill development and industry integration.

Good Governance

Following good governance principles being accountable, transparent, responsive, effective and efficient, equitable and inclusive, rule of law, participating and consensus-oriented in the process of making and implementation of decisions.

Intellectual Capital Growth

Contributing to human resource development and capacity building of individuals to cater to the needs of the economy, society and country leading to development of the nation.

Culture of Excellence

Promoting culture of excellence among students and faculty in teaching-learning process, research and extension services as drive to develop centres of excellence.



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OBJECTIVES

i. To realize its vision and mission, the University has set the following objectives:
ii. To introduce innovative, job-oriented and professional programs in emerging areas of science and technology, allied health sciences and management.
iii. To make skill development an integral part of delivery of education for enhancing employability and entrepreneurship among graduates.
iv. To encourage the use of digital learning resources along with traditional methods for keeping pace with the changing technological environment.
v. To promote research, innovations, extension services, community projects, sports and cultural activities for holistic education.
vi. To strengthen collaborations with industrial and professional organizations for practical exposure and better placements.
vii. To create state-of-the-art infrastructural resources and facilities for quality education.
viii. To establish student centric environment on the campus with gender equity.
ix. To motivate and orient faculty to strive for and to sustain advanced levels of teaching and research so that the University emerges as an excellent centre of learning.
x. To implement outcome based education, quality mandate and holistic concerns towards implementation of New Education Policy (NEP).
xi. To establish transparency, accountability, responsiveness, efficiency and effectiveness, etc. in governance practices at all levels.
xii. To achieve self-sustainability through quantitative and qualitative expansions.

QUALITY POLICY

Chinmaya Vishwa Vidyapeeth is committed to impart quality education and strives to be a globally recognized centre of excellence in higher education. It aspires to achieve it by:

- Ensuring topical and relevant curriculum;
- Adept delivery mechanism;
- Relevant research and consultancy;
- State-of-the-art infrastructural and learning resources
- Active involvement of stakeholders and industry experts in decision making;
- Creation of congenial and conducive student centric work environment; and
- An effective governance system.

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SWOC ANALYSIS

Strengths

- Impressive physical infrastructure and academic ambience.
- State-of-the-art labs and class rooms for effective teaching learning process.
- Outcome based curricula and assessment system implemented.
- Effective use of ICT for online/offline classes.
- Integration of skill and entrepreneurship education in curriculum framework.
- Facilitating environment for research, innovations and extension activities supported by Institutional Innovation Centre.
- Technology driven agri-research farm having poly-house, vermi-compost, medicinal garden including olive plantation, sprinkle and drip irrigation, modern farm machinery, etc. are in place.
- Student centric environment with grievance redressal mechanism, mentoring, career guidance and counseling, training and placement, etc. functional.
- Environment protection initiatives including renewable energy, rain water harvesting, sewage and effluent treatment plant, and waste management system, exist.
- Proactive management and efficient governance system.
- Harmonious relations among all stakeholders.

Weaknesses

- Sponsored research projects from Government agencies.
- Enrolment of international students.
- Funds mobilization from external sources.
- Promotion of consultancy among faculty.
- Senior faculty in some of the disciplines.

Opportunities

- Networking with academic and research institutions.
- Extended global interface and attracting foreign students.
- Sponsored research and consultancy projects.
- Augmentation of incubation and startups for entrepreneurship.
- Implementation of New Education Policy, 2020.

Challenges

- Attracting and retaining quality faculty.
- Attracting quality students with diversified background.
- Attaining and retaining competitive advantage in fast changing scenario.
- Mobilizing funds from external sources.
- Keeping abreast with the changing demand of industry.

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STRATEGIC PLAN

SHORT-TERM PLAN (One-year Plan– upto May, 2022)

1. Curricular Aspects

- Planning and implementation of Outcome Based Education.
- Identify potential industrial partners to offer internship/employment to University graduates.
- Introduce generic and program-specific value added courses in various disciplines.
- Ensure effective feedback mechanism through participation of all stakeholders.

2. Teaching-Learning and Evaluation

- Review enrolment statistics and identify gap areas.
- Embed use of ICT in teaching-learning process.
- Initiate IT Integration & reforms in examination procedure and processes.

3. Research, Innovations and Extension

- Review the research policy to make it more comprehensive for promoting research culture not only for faculty but within students as well.
- Sensitization and support activities for sponsored research projects and consultancy
- Promotion and support for IPR related activities.
- Continue practices in extension and outreach activities.

4. Strengthen Academic Infrastructure to Facilitate Quality Education

- Augmentation of physical facilities in the campus.
- Enrichment of library and various digital learning resources.
- Enhance sustainable and eco-friendly campus initiatives.

5. Student Support and Progression

- Development of an all-inclusive policy towards promoting a student friendly and student owned campus.
- Enhance student participation and developmental aspects.
- Engagement of alumni in developmental activities.

6. Governance, Leadership and Management

- Creation of pathway towards good governance and leadership.
- Preparation and deployment of perspective plan.
- Performance audit of the departments.
- Monitoring expenses as per budget planning.

7. Institutional Values and Best Practices

- Sensitization of students and staff for gender and social equality.
- Sensitization of students for human values and professional ethics.
- Promotion of holistic eco-system for global competencies.

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MEDIUM-TERM PLAN (JUNE 2022 TO MAY 2025)

1. Curricular Aspects

1.1 Create a sustainable culture focused on Outcome Based Education

- Outcome Based Assessment Plan and its phase wise implementation for each program to be implemented
- Integration of skill education component in each program curricula

1.2 Focus on developing students' skills and competencies to enhance employability.

- Introduction of generic and program-specific value added courses in various disciplines.
- Collaboration with potential industrial partners to offer internship/employment to University graduates.
- A fully functional counselling cell to support students for progression and employability.

1.3 Strengthen feedback system for curriculum review and development

- Development of 360-degree feedback mechanism from various stakeholders.

2. Teaching-Learning and Evaluation

2.1 Student Enrolment and Diversity

- Assessment of enrolment statistics across disciplines and identification of gap areas.
- Reformation of initiatives to cater to student diversity.

2.2 Focus on Student Centric Methods for Enhancing Learning Experience

- Make Teaching Learning process effective by implementing OBE
- Access to online learning
- Implementation of blended mode of learning by effective use of ICT and digital learning resources.
- Facilitate integration of research and inquiry into curriculum through projects/dissertations or independent research study

2.3 Teaching and Learning

- Development of structured mechanism for attainment of performance outcome of students.
- Augmentation of initiatives in teaching-learning process by use of ICT.
- Develop e-learning content
- Mentor on academic, career & higher educational opportunities

2.4 Evaluation Process Reforms

- Update grievance redressal system
- IT integration and reforms in examination procedures and process
- Question bank updation

3. Research, Innovations and Extension

3.1 Research Capacity Building

- Enhance research facilities for promoting research culture among students and faculty.

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- Sensitization and support activities for uplifting research capacities/infrastructure.
- Start Research Journal of the University

3.2 Build productive and mutually beneficial sustainable research collaborations

- Identification of research areas based on University expertise.
- Fund raising through projects - Apply for Government/ industry sponsored projects

3.3 Enhance quality of research publications and promote patenting

- Increase number of Research Publications per faculty in UGC CARE, SCOPUS indexed journals as well as improve h-index of University
- Promotion and support for IPR related activities.

3.4 Enhance Extension and Outreach Activities

- Continuation of the best practices in extension activities and preparation of comprehensive roadmap for future.

4. Infrastructure and Learning Resources

4.1 Strengthen academic infrastructure to facilitate quality education

- Augmentation of physical facilities in the campus i.e. Smart Class rooms, State of the art Laboratory & equipment, E-Learning facilities etc.
- Enrichment of library and various digital learning resources.
- Resources automation & Access (24X 7)
- Learning Management System
- Use of ICT for 360-degree Feedback.

4.2 Sustainable and eco-friendly initiatives

- Plantation drives, Rain water harvesting; Renewable Energy management; Hygiene, solid waste management
- Phase wise implementation for Plastic Free Campus (towards zero plastic usage)

5. Student Support and Progression

5.1 Focus on progressive academic processes

- Enhance student centric academic culture.
- Robust student support mechanism
- Capacity building initiatives

5.2 Strengthen Student participation and developmental aspects

- Development of an all-inclusive policy towards promoting a student friendly and student owned campus
- Formation of student council
- Student's representation in various committees
- Participation in social and welfare activities

5.3 Develop progression opportunities for students and faculty

- Establishment of a sound mechanism to ensure a progressive career plan for every student.

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- Enhance Trainings & Placement Activities

5.4 Enhance Employability and Entrepreneurial Capabilities among students

- Workshops, guest lectures, corporate interactions, seminars etc. to connect students with industry
- Organise Entrepreneurship Awareness camps
- MoUs with industry for placement, internships, projects etc.

5.5 Alumni Association, relationships and leveraging

- Engagement of alumni in developmental activities.
- Strengthening of financial contribution from alumni for academic augmentation.

6. Governance, Leadership and Management

6.1 Articulation pf Vision, Mission and well defined Institutional goals

- Preparation and deployment of perspective plan
- Institutional strategic goals setting
- Well defined Quality policy
- Institutional performance and benchmarking

6.2 Ensuring good governance and leadership development by establishing transparent, fair and accountable systems

- Update organization structure for smooth decision making processes.
- Service conduct rules and necessary policy/regulation/ guidelines formulation for efficient and effective working of various committees
- Update Grievance Redressal mechanism for both staff and students.
- Establishing fair and transparent performance appraisal system
- Leadership development through decentralization

6.3 Financial Planning and resource mobilisation

- Budget formulation and monitoring expenses as per planning
- Identification of sources of finance and their effective utilization.
- Timely Periodic Audit (Internal /External)

6.4 Implementing and monitoring the Quality Management Systems

- Establish formal mechanism for quality assurance and monitor performance
- Establishing internal audit committee for regulatory compliance
- Performance Audit of the departments
- Empowerment of teaching and administrative staff through professional development activities.

7. Institutional Values and Best Practices

7.1 Initiatives for Gender and Social Equity

- Sensitization of student and staff for gender and social equality.

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- Conducting awareness camps

7.2 Promotion of environmental consciousness and sustainability

- Promote awareness for environmental consciousness and sustainability.
- Explore & provide support for the execution of projects
- Green Audit

7.3 Initiatives for enrichment of human values and conscience of ethics

- Sensitization of students for human values and professional ethics.
- Ensure 100% students provided education through courses of –
    - Human Values
    - Environment Studies
    - Ethics

7.4 Promotion of holistic eco system for global competencies.

- Promoting culture of excellence among students and faculty.
- Explore possibilities for Twinning programmes with leading universities abroad



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LONG-TERM PLAN (JUNE 2025 to MAY 2030)

1. Curricular Aspects

- Based on survey and success of pilot projects introduction of new programs.
- Identification of market opportunities to support entrepreneurial acumen and excellence.
- Identification of industries to start joint academic programs to address national/global demands.
- Blending skill, entrepreneurship and capacity building in curricular aspects.

2. Teaching-Learning and Evaluation

- Refinement and progression in enhancing student enrolment.
- Student centric academic environment.
- Strengthening teaching pedagogies in the light of implementation of NEP.
- Reformation through analysis of evaluation processes and measurement of learning outcomes.
- Continuous refinement in teaching learning process based on rigorous analysis of feedback.
- Training students in generic and life skills to enhance employability.

3. Research, Innovations and Extension

- Augmentation and promotion of societal research.
- Augmentation and promotion of industrial research.
- Development of an Innovation Ecosystem and incubation/start-up activities.
- Establishment of Centers of Excellence (COEs).
- Creation of community responsive campus.

4. Infrastructure and Learning Resources

- Creation of modernized physical facilities at campus.
- Creation of state-of-the-art technical facilities for teaching, research and outreach activities.
- Creation of e-resources and extension for learning horizon.

5. Student Support and Progression

- Provision for special students support system.
- Promoting competitiveness and research aptitude among undergraduate and postgraduate students.
- Enrichment of student centric activities.
- Strengthening career counseling and placement activities.

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6. Governance, Leadership and Management

- Creation of brand equity model in higher education.
- Promotion of quality culture through modern learning technologies and delivery mechanism.
- Inclusive Management and developing a sense of ownership and pride among stakeholders.

7. Institutional Values and Best Practices

- Practicing initiatives of gender and social equity, social awareness for empowerment of women and socially disadvantaged groups.
- Practicing environmental consciousness and sustainability initiatives for ensuring clean and pollution free environment.
- Practicing human values and professional ethics initiatives for creation of universal values and integrity among all stake-holders of the University.
- Inculcating a culture of excellence among students and faculty.
- Developing holistic eco-system for global competencies among youth to face challenges of new economy.



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STRATEGY IMPLEMENTATION AND MONITORING

Strategic Plan once approved by Board of Management, the next step is its implementation in true spirit. Strategy when being implemented, the progress shall be measured from time to time through the IQAC.

Head of the Institution/IQAC along with leadership team is the custodian for implementation and its success.

Implementation and Monitoring

Strategic Goals	Key Responsible Person/Cells
Curricular Aspects	Dean Academic Affairs, Deans/HoDs
Feedback and Analysis	IQAC
Teaching Learning and Evaluation	Deans/HoDs, Admission Cell,
Evaluation Reforms	CoE, Digital Cell
Research and Development	Dean Research, Deans/HoDs
Innovation and Entrepreneurship	Coordinator IIC, Departmental Coordinators
Infrastructure (Physical)	BoM, President, Estate Officer
Infrastructure (Academics)	President, Deans/HoDs, Estate Officer, Digital Cell
Student Support	Dean Student Welfare,
Training and Placement	Training and Placement Office, Department Coordinators
Good Governance and Administration	BoM, Chairman, President, Registrar, Deans/HoDs
Finance Management	Finance Committee, President, Accounts Office
Human Capital Management	Registrar, HR
Institutional Growth and Expansion	BoM, Chairman, President

The Strategic Development Plan is an outcome of management commitment, University leadership commitment, and detailed deliberations with all the stakeholders. The collective wisdom will ensure participation and ownership of the plan among all stakeholders. The execution and implementation will be monitored by rigorous evaluation standards. The strategic plan is a dynamic process and it shall be modified as per the changing environmental requirements.

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