



SWARRNIM STARTUP & INNOVATION UNIVERSITY
At Post Bhoyan Rathod, Near ONGC WSS, Opp. IFCCO,
Adalaj Kalol Highway, Gandhinagar, Gujarat-382422

INSTITUTIONAL DEVELOPMENT PLAN

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1.1 Vision

- ✓ To be globally competent institution imparting education based upon the foundation of innovation and entrepreneurship.

1.2 Mission

- ✓ To create budding Entrepreneurs who can compete globally by grooming their innovative and startup skills.
- ✓ Enrich Learning, Enhance Competencies and Transform Lives

Values

- ✓ Service
- ✓ Mutual respect
- ✓ Integrity
- ✓ Learning
- ✓ Excellence

1.3 Scope

In a world where students take up jobs and become employees in other companies, we wish to create young employers that go ahead and come up with their own innovative startup ventures. The university helps uplift students and encourages them to consider starting their own business. Contributing to the innovative economy, the university empowers students to become innovators and leaders.

About The University

Swarnim Startup and Innovation University has been approved by the Government of Gujarat under the Gujarat Private University Act No. 10 of 2017. The university imparts technical wisdom about innovation, startup and entrepreneurship through the conventional education medium.

- ✓ With a commitment to provide supreme education, Swarnim Startup and Innovation University was established in the year 2017. This institution is a knowledge hub where disciplines like Engineering, Architecture, Design, Science, Management, Paramedical, Agriculture among other streams are taught with value enhancement through innovation, startup and entrepreneurship
- ✓ Through education, research, and innovation, we wish to drive up the spirit of entrepreneurship amongst students and help them tap into their creative minds to curate businessmen and businesswomen
- ✓ Wanting to bring a 'change' in the education system, Swarnim is the first of its kind university in India committed to promote startups and encourage young minds to become leading entrepreneurs. By providing rigorous learning experiences, we contribute to the university's outstanding retention, graduation, and career placement rates
- ✓ Our aim is to enable youngsters to think innovatively so that they can help in contributing to the betterment of the nation. The degree programs provided by Swarnim are designed according to the modules based on core and elective units.
- ✓ The university goes beyond theory and books when it comes to imparting knowledge. Teaching at Swarnim also takes place outside the lecture rooms to help students develop research, professional and academic skills. Understanding that the world outside functions differently, the institute decided to take a practical approach that facilitates students to get ready when they leave the university. A dedicated team is also arranged for, so that students can know about the various career services and get advice to prepare for their chosen path.

1.4 Strategy statement

1.4.1 SSIU differentiates itself through:

- ✓ The Immersive learning process involving Executive Modelling, Civic Society Engagement, that enriches learning and confers holistic development;
- ✓ An Inhouse Assessment and Development Centre (ADC) that measures the progression of competencies;
- ✓ Cultivating the requisite mindset in student and staff stakeholders to enable transformation of self and others through customized field programs-Rural camp, Roll play, and many other activities.

1.4.2 SSIU proposes to further differentiate itself through:

- ✓ Development of case studies resulting from civic engagements jointly by faculty and staff;
- ✓ Employing 'Mind Stilling' to prepare students on the path of self-realization;
- ✓ Academic freedom with concurrent accountability that will attract global faculty talent;
- ✓ Mandatory blended learning that provides synergy to the teaching-learning process and enhances its effectiveness;
- ✓ Augmented inhouse technology infrastructure that provides strength to the teaching- learning process, research, consultancy and measurement of metrics

2.1 Strategic Objectives 2023-2027

- ✓ Be acknowledged as one among the Most Highly Respected University focused on Teaching, Learning and Research by 2027
- ✓ Sustain and Enhance Excellence in Scholarship, Research, and Social Impact.
- ✓ Expand the diversity and global footprint by having students from around the globe enrolling in SSIU University's programs.
- ✓ To create a sustainable, world-class, infrastructure that creates an effective learning environment.

SWOC Matrix for SSIU

SWOC Matrix for SSIU		
<u>Strengths</u>	<u>Weakness</u>	
<ol style="list-style-type: none"> 1. Management Commitment. 2. Legacy and Brand Value in Gujarat. 3. Alumni Network. 4. Infrastructure. 5. Human Resources. 6. Foreign Collaboration. 7. Strong Outreach experience 	<ol style="list-style-type: none"> 1. Low visibility outside Gujarat. 2. Funding source depended on fees. 3. Small Size. 4. Lack of diversity. 5. Lack of differentiation. 6. Lack of core-competency 7. Low research focus 	
<u>Opportunities</u>	<u>Opportunity- Strength Strategies</u>	<u>Opportunity- Weakness Strategies</u>
<ol style="list-style-type: none"> 1. Growing Industry. 2. Demography advantage. 3. Emerging market for skill development. 4. Rise of entrepreneurship 5. Scope for Industry Linkages 6. Social entrepreneurship growth 	<ol style="list-style-type: none"> 1. Expand the reach of Gujarat. 2. Develop more skill development programs. 3. Consolidate strength in SSIU. 4. Leverage Incubation cell 5. Leverage Corporate Network. 	<ol style="list-style-type: none"> 1. Develop brand outside Gujarat. 2. Generate more funding opportunity through networks. 3. Develop consultancy as a funding resource. 4. Increase brand reach outside Gujarat. 5. Find and strengthen core competence.
<u>Challenges</u>	<u>Challenge-Strength Strategies</u>	<u>Challenge-Weakness Strategies</u>
<ol style="list-style-type: none"> 1. Competition for students– National and International 2. Competition for human resources– National and International 3. Over-regulation. 4. Change in attitude towards learning. 5. Technology Disruption like MOOC. 	<ol style="list-style-type: none"> 1. Develop brand inside Gujarat. 2. Build a bridge with regulators. 3. Focus on outcome-based learning to attract prospective students. 4. Strengthen placements to deliver more value. 5. Create environment for attracting and retaining human resources 6. Build technology capability for enhanced teaching and learning. 	<ol style="list-style-type: none"> 1. Consolidate position in the Home state for sustainability. 2. Build brand as a differentiator. 3. Increase scale of courses and departments. 4. Create Research centers in all departments.

2.2 Goals

- ✓ SSIU aims to be in the top 20 Universities as per the NIRF Ranking by 2025. The University aims to display its path towards excellence by garnering more than 3.5/4 score in the NAAC accreditation framework by the year 2026. The University aspires to be in the top 20 Universities in the country in various rankings done by government and other media and organizations.
 - ✓ Creating a strong academic culture with high student-faculty ratio (1:10), excellent learning resources (rank < 5 in rankings), skill and attribute-based curriculum and high-quality faculty resources (PhD >80%).
 - ✓ Develop and nurture student diversity by attracting students from various parts of the country with a diversity ratio > 25% of total intake. The university will be aiming for global mix of students and has set a target of international students >5% of intake per programs. SSIU endeavors to strengthen faculty diversity by attracting and retaining faculty members from across the world.
 - ✓ The institution wants to develop itself as a center of excellence in research, knowledge creation and dissemination.
 - The target is to have at least 5 doctoral candidates in each department.
 - High quality research output measured in terms of number of quality publications per faculty and from each department. The goal is to achieve a minimum 2 publications per faculty member in an academic year.
 - The University also aims to focus more on creation of patents and intellectual properties in the science, bio-technology, and computer sciences departments.
1. SSIU aims to scale up its outreach programs to cover the entire Gujarat.
 - a. The University aims to be a center of excellence in the area of Sustainable Development Goals and Corporate Social Responsibility
 - b. The existing outreach programs will expand to various geographies and sections of societies in the next five years doubling the current scale of operations.
 - c. The institution aims to double the externally funded outreach projects from the current number in the next five years.
 2. SSIU aims to increase the intake of students as envisaged in the NEP 2020 by 2026. NEP 2020 requires universities to intake around 10,000 students every academic year.
 - a. SSIU aims to achieve the scale through amalgamation of various institutions under its management.
 - b. The increased intake of the students' needs to be supported by increased infrastructure and learning resources. The university will be exploring various options to support this growth

requirement through innovative financial plans.

3. Develop SSIU as a reputed educational brand in India.

- a. For an institution to attract students and faculty, it should build a powerful and authentic brand. SSIU will invest in building a strong brand rooted in excellence and value. Investment will be made in building brand awareness and salience for the SSIU brand across key markets in the next five years.

ACTION PLAN TO REALIZE STRATEGIC GOALS

Goal 1:

SSIU aims to be in the top 20 Universities as per the NIRF Ranking by 2025. The University aims to display its path towards excellence by garnering more than 3.5/4 score in the NAAC accreditation framework by the year 2026. The University aspires to be in the top 20 Universities in the country in various rankings done by government and other media and organizations.

- ✓ According to NEP 2020, Universities are envisaged to be having a large scale of operations focused on research and learning. Also, NEP recommends two types of universities – Research and Teaching. SSIU initially has to focus on its teaching and learning competency and gradually transform itself into a research focused university building on the current competency around teaching and learning.
- ✓ NIRF and NAAC concentrate on key parameters like teaching and learning, research, student outcomes, support and progression, outreach programs and its impact, governance leadership and values, and perception. The action plan focuses the institutions' effort in these critical domains.
- ✓ The realization of Goal 1 is dependent on the achievement of other goals envisaged in this IDP. The action plan focuses on creating a governance and administrative structure than can facilitate the realization of IDP goals.

Action

Strengthen the administrative process and governance mechanisms benchmarking with world- class universities through

- ✓ Active governing body consisting of eminent academicians and industrialists
- ✓ Strong Deanery who will take charge of day-to-day administrative responsibilities.
- ✓ Proper succession planning and career advancement schemes that enable smooth transitions in the top management positions.
- ✓ Creation of administrative policies and ensuring the transparency and ownership of these policies at all levels of the University.
- ✓ Encourage diversity among the top administrative positions and ensure equitable representation of gender in key roles.

- ✓ Board will be responsible for the achievement of the strategic goals
- ✓ Strengthen the processes by benchmarking with quality management international accreditations
 - o Encourage each department to strive for accreditation and higher rankings in their respective domains
- ✓ Strengthening the HOD/Deans through delegation and proper authority and allocation
 - o Ensure that key roles are handled by people with experience and competency through transparent, efficient and recruitment wherever university necessary.
- ✓ Strengthen the financial performance of the University by tapping resources such as University Corpus, Treasury operations, Consultancy services, UGC/AICTE funding, Alumni support and other funded projects.
- ✓ Strengthen the strategic planning and implementation process through scaling up of which is already operational. Top Management will have to oversee the implementation of recommendations.
- ✓ The institution would take steps to strengthen the tie-up through more intensive interactions. We will strengthen the Office of International Relations with more manpower and resources to foster new tie-ups with reputed Universities abroad.
- ✓ Increase the number of linkages in ten years across abroad. We will give emphasis to build relationship with universities of repute across the world.
- ✓ Develop proper metrics for evaluation of the relationship in terms of faculty exchanges and student exchanges.
- ✓ SSIU would encourage the various schools/departments to identify areas where global linkages can be utilized.

Goal 2: Creating a strong academic culture with high student-faculty ratio (1:10), excellent learning resources (rank < 5 in rankings), skill and attribute-based curriculum and high- quality faculty resources (PhD >80%).

Strategy 2.1: Enrich Student experience through pedagogical innovation, immersive learning, student-centric pedagogy, and living environment.

Actions

- ✓ NEP has put lot of focus on skill development among the student community. SSIU would like to have the students develop key competencies like Leadership, Teamwork, Communication Skill, Social Sensitivity etc. SSIU believes that these skills are developed in students by encouraging them to participate in various extra-curricular events and inter-collegiate competitions. The existing Immersive Learning framework would be strengthened by including innovative activities under the

four dimensions. Every schools under the university will develop Graduate Attributes which will become the focal point of outcome-based learning adopted here.

- ✓ SSIU believes that students would gain a holistic perspective through interacting with a diverse set of cohorts. Hence would be investing in building a diverse community of students, staff and faculty members so that a vibrant cosmopolitan experience can be given to the students.
- ✓ We will Increase faculty engagement with students aimed at augmenting the students' life-transforming experience and favoring the development of their abilities, skills, and competencies through the effective mentoring program. We will invest in training our faculty members to become excellent mentors for our students thereby enriching the student's life at SSIU.
- ✓ SSIU commit to continue and strengthen efforts to innovate the teaching model, enhancing the use of interactive methodologies, tools, and technologies aimed at improving the learning process of students. A teaching philosophy based on Immersive Learning Pedagogy will be formulated that will act as the differentiator for SSIU in the Teaching and Learning domain. At least 50% of the pedagogy will be through student-centric learning methodologies.
- ✓ SSIU will strengthen the existing incubation centre and Student Success Centre by expanding the resources and extending it to the entire institution. The university expects to incubate 50 start-ups in the next five years.
- ✓ Assessment and feedback is vital in any teaching and learning endeavor. SSIU would develop competency in analytics and use data to measure the student's learning, competency and satisfaction. Assessment and Development Centre would act as the facilitator for this.
- ✓ The university envisage being a leader in the domain of Assessment of Competencies for students and corporates.

Strategy 2.2: Retain and Develop excellent faculty

The faculty is the key to success of any institution of repute. SSIU recognize this and will ensure that there is a resource pool of faculty members who have a high caliber of research and teaching. We will encourage the recruitment and retention of quality faculty resource by committing greater rewards for excellence in teaching and research. We will ensure that SSIU have a best faculty-student ratio of 1:10.

Actions

- ✓ Faculty size: Fine-tuning the number of faculty in terms of the number, quality, and competency. We will ensure that all the schools under SSIU would have an adequate number of faculty resources to pursue teaching and research. Three tracks of faculty viz. Academic track, Research track and Practice Track would be created with separate KPI for each track. The NEP 2020 focus more on scale hence, lot of investment in creating a large pool of multi-disciplinary faculty strength is vital in SSIU University's march towards excellence.

- ✓ Faculty composition: We intend to strengthen the research output of our various schools by recruiting faculty with research aptitude and competency. The institution would strive to broaden the diversity of the faculty resources in terms of gender and geography.
- ✓ Faculty internationalization: We plan to recruit professors and associate professors from the international job market. The plan is to start with visiting professor position for international faculty resources and then building regular positions from there. The target for 2027 would be to increase the percentage of foreign faculty members by 5 percentage points from the current level.
- ✓ Recruit Faculty with Ph.D. over the next five years and encourage existing faculty members who do not have Ph.D. to complete their doctoral degree. The goal is to have more than 80% faculty members having their doctoral degree by 2026. SSIU needs to strengthen its PhD Centre to develop a resource pool and also its research capabilities.
- ✓ Keep the average salary of the faculty members above the median among the peers. We wish to open up new avenues for the funding of additional resources in the faculty domain. SSIU has identified consultancy & training division as a prospective resource generating division. Efforts are on to develop the division by recruiting of experts in various domains for consulting and training.

Strategy 2.3: Harness technology to develop teaching and learning

We will use the digital technology environment to open new ways to discover, test, create, and advance knowledge that will enhance the teaching and learning of our students. We will increase its capacity to provide faculty, students, and staff with access to high-quality, physical and virtual educational environments; transform education to reflect new realities and to lead in translating those to life skills and workforce development; and push the capacity of digital tools and technologies to empower our research on the world's most pressing challenges.

Actions

- ✓ Encourage faculty, students, and staff to use the strength of technology to enhance the teaching and learning process. SSIU already is using ERP for delivering the course resources and educational processes. We will try to enhance the effectiveness and robustness of the existing technology.
- ✓ MOOC is a game- changer in the delivery of education. SSIU plans to introduce its own MOOC program for internal and public consumption. The goal is to encourage every programs/school to offer one MOOC program to students within and outside the University.
- ✓ Create an effective Information Technology (IT) platform and infrastructure that support the academic and research need of the institute in a financially viable manner. We will use the cutting-edge technology to create an environment of collaborative work among the faculty and students thus creating a culture of collaborative work and sharing.

Strategy 2.4: Develop highly relevant course curricula, focus on learning outcomes.

Teaching is the core responsibility of any institution of education. As an institution, SSIU has to ensure that the students get the best of the resources, environment, and support for learning. For this, the involvement of all stakeholders is necessary. SSIU commits to invest a major amount of focus and resource to enhance the learning outcomes of the students.

Actions

- ✓ We want all departments/schools to have a robust list of competencies/Graduate Attributes for their students. These attributes should be used to derive the learning outcomes of various courses and each department/school should map these Learning Outcomes to courses so that at the end of the program, all learning outcomes are effectively embedded in the various courses.
- ✓ SSIU want all schools/departments to develop a robust assessment of the learning outcomes and ensure that these assessments are standard and transparent. The Assessment and Development Centre (ADC) would be expanded by investing in resources and encouraging the Centre to take projects from the industry.
- ✓ We will ensure that the students would be given feedback on their performance on the learning outcomes.
- ✓ SSIU want all schools/departments to develop a system where the assessment reports are discussed and necessary actions are taken on weaker outcomes.

Goal 3: Develop and nurture student diversity by attracting students from various parts of the country with a diversity ratio > 25% of total intake. The university will be aiming for global mix of students and has set a target of international students >5% of intake per programs. SSIU endeavors to strengthen faculty diversity by attracting and retaining faculty members from across the world.

The dream of the SSIU Management is to make SSIU an international hub for higher learning. We realize that it takes a lot of effort and investment to realize that dream. Over the last decade, the institution has made a lot of progress in building a collaborative relationship with universities abroad. We want to sustain the momentum and build on the solid foundation that is created.

Strategy 3.1: Enhance student and faculty diversity

Since NEP 2020 calls for large-scale multi-disciplinary institutions, SSIU needs to expand the student-pool to create such large number of enrolments. So, diversity has to be an important priority for SSIU University. Having a diverse community of faculty and student would enhance the teaching and learning process and increase the exposure of both student and faculty to a wide range of experience. In the next five to ten years, SSIU would strive to increase the diversity in terms of gender and geography.

Actions

- ✓ SSIU will create specific goals for each department/ school in terms of gender/ geographic diversity of students and faculty members and each school/department would provide actionable inputs in achieving the goals. The expectation is to achieve 25% diversity among the students in all programs.
- ✓ SSIU will create a necessary infrastructure that will facilitate easy socialization of the new members who come from different parts of the country. The infrastructure includes canteen facility which supports the diverse culinary needs of the members, facilitation of accommodation of faculty members who relocate to SSIU from other parts of the country.
- ✓ We will ensure that all schools/department will give appropriate attention and focus on increasing the diversity through effective monitoring. The department/schools will include diversity as an important pillar in their strategic plan.

Strategy 3.2: Develop and support more enrolment from across the globe Actions

- ✓ The long-term objective of SSIU is to have at least 5% of its student enrolment from across the globe. This requires a lot of regulatory approvals and SSIU would be investing resources in achieving those goals.
- ✓ In order to attract enrolment from outside India, SSIU need to develop strong brand equity outside the host country. Hence SSIU has identified Accreditations as a brand building opportunity. We want all departments/schools to identify world-class accreditations and start working towards getting accredited globally.
- ✓ Necessary infrastructure would be developed for internationalization of the various programs.

Strategy 3.3: Develop globally relevant courses in all schools /Department

Actions

- ✓ Every school/department should develop a short-term and long-term course specifically for the international students. These courses should be communicated to our partner universities to explore the possibility of getting student enrolment.
- ✓ Necessary training will be given to the faculty to develop competencies to teach to an internationally diverse group of students.

Strategy 3.4: Attract and retain faculty from across the globe and also encourage existing faculty to become globally competent.

Actions

- ✓ SSIU would devote its focus to attract international faculty members to teach at SSIU either on a visiting or permanent basis.
- ✓ Sufficient infrastructure will be created to ensure that the international members would feel at home at SSIU.
- ✓ SSIU would encourage its faculty members to develop competencies required to teach in a globally recognized institution.

Goal 4 : The institution wants to develop itself as a center of excellence in research, knowledge creation and dissemination.

- a. The target is to have at least 5 doctoral candidates in each department.
- b. High quality research output measured in terms of number of quality publications per faculty and from each department. The goal is to achieve a minimum 2 publications/ faculty member in an academic year.
- c. The University also aims to focus more on creation of patents and intellectual properties in the science, bio-technology, and computer sciences departments

SSIU aspires to be a center of excellence in research which has an impact both on academics and industry. The institution wants all the faculty members to contribute to the body of knowledge of their respective departments through research and publication. Hence each school/department would be treated as centers of excellence in their respective domains.

Strategy 4.1: Develop Centers of Excellence in Research in various School/Department.

Actions

- ✓ Identify departments/schools which have the potential to deliver world-class research output in the next five years. These departments/schools would be given enough resources and mentorship to deliver results. Develop better criteria for each department to monitor and track research progress.
- ✓ Create Research Budget for each department/school for the resources needed for encouraging and conducting research. A research committee constituted at the highest level would oversee research fund allocations.
- ✓ Create positions of Head (Research) whose would be to encourage research and publication in the respective departments. Investment in resources like Research Assistants would be encouraged in line with the research budget.
- ✓ Each department/school would strive to recruit and retain faculty with research aptitude and create a system of mentorship for faculty members who are in their initial stages of research.
- ✓ Setting up of STP plant & rain harvesting facilities in the campus.
- ✓ Developing cost and battery efficient electric vehicle, multi utility robotic arm, and hybrid vehicle working battery and fuels.
- ✓ Developing vermi compost unit and production of natural farm product.

Starting of New Laboratories

- ✓ We are planning to start NABL accredited laboratory for consultancy work which includes all the construction materials comes in to the civil engineering parameters in the academic year 2023-24.
- ✓ We are planning to start Robotics Lab in the academic year 2023-24.
- ✓ We are planning to start Forensic Science laboratory in the academic year 2023-24.

- ✓ We are planning to start Agriculture Engineering laboratory in the academic year 2023-24.
- ✓ We are planning to start Advanced Botany laboratory in the academic year 2023-24.
- ✓ We are planning to start Advanced Zoology laboratory in the academic year 2024-25.
- ✓ We are planning to start Automobile Excellence Center laboratory in the academic year 2024-25.

Strategy 4.2: Develop a culture of research in various departments and create strong management system.

Actions

- ✓ SSIU want to make research and publication to be one of the priorities of the faculty members. Hence every school/department would include research and publication as one of the key result areas of the performance management system. NEP also focus on inter- disciplinary research among the faculty members. SSIU should be creating a platform for nurturing inter-disciplinary research work.
- ✓ Adequate training and mentorship will be provided to the faculty members to develop themselves as excellent researchers.
- ✓ The departments would be encouraged to introduce research-based pedagogy like a dissertation, research projects to the students so that they can be converted into research and publication.
- ✓ The goal is to have each faculty to create at least 2 peer reviewed publications every year from every department.

Strategy 4.3: Enhance financial support for research and development .

Actions

- ✓ NEP 2020 envisages the creation of a research funding agency that will be responsible for giving funding to the institutions. We will encourage the faculty members to get funding for their research from AICTE, UGC, Government of India and other funding agencies. Necessary administrative support will be given by SSIU.
- ✓ SSIU would allocate a specific budget to ensure proper research output is produced by various departments. A research committee would be constituted which will monitor the effective use of the budget.
- ✓ SSIU recognizes that library is the primary resource center for any research-based activity. The institute proposes to increase the focus on developing SSIU library as the best in the region by creating enough resources to develop both hard and soft resources.
- ✓ SSIU will encourage inter-departmental collaboration in research and publication.
- ✓ SSIU would encourage each school /department to have their own journal and ensure that it matches international standards.
- ✓ SSIU will invest in building the Journals to world-class journals by developing a strong editorial team and also through proper marketing.

Strategy 4.4: Develop doctoral research centers for each school /Department

Actions

- ✓ Doctoral research centres are vital in the development of research output in organizations of higher learning. SSIU will encourage every school to become an approved research center for universities.
- ✓ SSIU would encourage the faculty members who are doctorate to enrol themselves as research guides at affiliated universities.
- ✓ All the research centres would be directed to conduct training programs to encourage the scholars to pursue excellent research.
- ✓ The current research programs would be strengthened with the addition of resources like experienced faculty members and other administrative resources.
- ✓ The Management school will be encouraged to create a centre for case research and teaching.

Strategy 4.5: Create globally relevant research through collaborative research projects. Actions

- ✓ SSIU have a tie-up with other universities across national and international. We will encourage faculty members to have collaborative research projects with our partner universities.
- ✓ Each school/department should develop at least one research project every year with a partner university in the next five years.

Goal 5: SSIU aims to scale up its outreach programs to cover the entire Gujarat in the period of the strategic plan.

- a. The University aims to be a center of excellence in the area of Sustainable Development Goals and Corporate Social Responsibility
- b. The existing outreach programs will expand to various geographies and sections of societies in the next five years doubling the current scale of operations.
- c. The institution aims to double the externally funded outreach projects from the current number in the next five years

Strategy 5.5: Create strong outreach activities that touch a large spectrum of stakeholders.

SSIU believes that the academic research should benefit all stakeholders especially the students, industry, and society.

Actions

- ✓ SIU envisages that the research output of the various departments would benefit the large sections of the society. Hence, we encourage research which is action-oriented and also those areas where there is a maximum impact. SSIU would thus encourage close working between the researchers and the live labs for identifying projects that have maximum impact on the society.

- ✓ For management programs, SSIU encourages the departments to work closely with industry for identifying the research projects. SSIU wants to help the industry by disseminating the research output through conferences and workshops where the research output of the faculty members is shared.
- ✓ SSIU Outreach would be developed into a highly professional national NGO through expansion of scale and scope of activities. SSIU Transcend would be further strengthened and proper infrastructure for the same would be developed. Both these would be encouraged to be self-sustaining through raising funds from agencies and government programs.

Goal 6: SSIU aims to increase the intake of students as envisaged in the NEP 2020 by 2026. NEP 2020 requires universities to intake around 10,000 students every academic year.

- a. SSIU aims to achieve the scale through amalgamation of various institutions under its management.
- b. The increased intake of the students needs to be supported by increased infrastructure and learning resources. The university will be exploring various options to support this growth requirement through innovative financial plans.

Strategy 6. 1: Create Scale in terms of Schools/Department and Courses Actions

- ✓ The NEP 2020 has far reaching implications on the strategic plan envisaged by SSIU. The draft NEP is focused on creating large, multi-disciplinary institutions that has scale and scope. Degree Granting status will be given to institute with sufficient scale in terms of courses and departments. The immediate priority of SSIU is to create enough scale in terms of the programs by launching new programs and departments.
- ✓ The institution should develop a new culture of multi-disciplinary flexible academic design that is in line with NEP 2020. The departments and faculty domain should be geared to deal with the easy entry/exit, credit transfer options envisaged in NEP 2020.
- ✓ The University aims to achieve the scale of a large university through two routes-Organic and Inorganic outlined in the following action plan
 - o Organic Route – strategy 1
The university will increase the intake of students in the current programs and aim to double the student and faculty count within three years' time (2025)
 - o Organic Route – Strategy 2
The university will start different departments in line with developing itself as a multi-disciplinary university with a vast array of programs catering to a diverse stream of students.

Year	Department	Student Intake (first year)
2024	Forensic Science	30
2024	Law & Legal Studies	30
2025	Education	30
2025	Hotel Management	30
2026	Electrical Engineering	30
2027	Artificial Intelligence	30

The university is developed of multiple startup hub Centre to initiate new state level startups. All necessary expenses to be borne by the university.

o [Inorganic Route](#)

SSIU also have a strategy to quickly scale up the university through amalgamation of the various institutions. The amalgamation will help the various Institutions to comply with the NEP 2020 requirements of both scale requirements and also cope with the possibility of abolishing of affiliated college concept in the future. The amalgamation plan is as follows: -

Note: The amalgamation of these institutions will be subject to University and other statutory regulations and compliance requirements.

[Strategy 6.2: Financial Stability and Funding for Institutional Development Actions](#)

- ✓ There are a lot of infrastructural requirements for applying for degree granting status. That requires a lot of resources and funding is a priority for SSIU. Create a sustainable financial sourcing model with a diversified funding source reducing overdependence on fee income.
- ✓ An endowment will be created which will be a source of funding for SSIU. The endowment will solicit donations from Alumni, Industry and other stakeholders. The endowment will be handled by an internal group who has expertise in treasury management.

[Strategy 6. 3: Faculty and Staff Development for transformation into a University Actions](#)

- ✓ For Degree Granting Institution status, each school /department should have a requisite number of Professors, Associate and Assistant Professors. Hence recruitment will be made for these positions to meet the requirements. Various departments will be intimated to give a resource plan indicating the gap in terms of requirements and expected cost and budget for meeting those requirements. (Detailed regulations are awaited as per NEP 2020)
- ✓ The existing Faculty Policy will be redrafted to incorporate the changes mandated by regulatory authorities like UGC.
- ✓ A multi-disciplinary institution requires a robust administrative infrastructure which is much different in terms of depth and scale compared to an institution focused on limited domains. Hence SSIU will be investing in scaling up administrative resources to meet the needs of a University.

- ✓ A comprehensive HR policy that meets the regulatory requirements and also caters to the needs of the faculty will be drafted.

Strategy 6.4: Develop opportunities for placement and entrepreneurship for students Actions

- Since institutions under NEP 2020 would cater to a larger number of students from diverse streams, the office of corporate relations would be strengthened to meet the needs of a larger group.
- SSIU envisages that the future institutions would generate entrepreneurs who will, in turn, create jobs for the society. NEP focuses more on skill development and holistic learning. SSIU should develop its academic design in tune with the new focus on skilling rather than just academic delivery. A state-of-the-art Incubation Centre would be set up to promote entrepreneurship.
- ✓ Arrange faculty development programs to gain knowledge about new approach of teaching and thinking about content of entrepreneurship from the theoretical knowledge.
- ✓ Initiation of Yoga and music studio in 2025-26.
- ✓ Development of 150 bed additional hospital. Increase the current WIFI capacity to 1000mbps.
- ✓ Natural farming training to children of farmers for 1-3 months in local language.
- ✓ Development of Drone technology and Nano urea in agriculture.
- ✓ Introducing the "paperless" concept of university administration. Tie up with Kaushalya skill University to initiate new course.
- ✓ Initiating the design of one year PG program courses as per recommendations of NEP. providing impetus to societal growth.

Strategy 6.5: Infrastructure for University

Actions

- ✓ NEP 2020 envisages less number of large institutions which cater to a large number of student pool. Universities and institutions of the future require extensive infrastructure to cater to a large number of students, different schools/departments, faculty members, hostels etc. The immediate priority of SSIU will be to cater to the regulatory requirements that will enable us to apply for Degree Granting Institution status. A task group will be created for identifying the infrastructure gap and suggest a plan to bridge the gap.
- ✓ NEP has changed the current structure of a three-year degree program to a 4-year program with option for students to exit at various points. This creates infrastructural challenge for especially at the undergraduate level. Infrastructural changes to accommodate this flexibility should be planned immediately to cater to a smooth transition.
- ✓ SSIU wants to develop world-class infrastructure both in terms of physical and knowledge infrastructure. SSIU would be investing in developing infrastructures like classrooms, library, lab etc specific to the needs of various departments and schools.

- ✓ Since institutions envisaged under NEP 2020 will be accommodating a large number of students, infrastructure like hostels, recreational facilities etc will be created as per the regulations of the UGC or relevant authority as per NEP.
- ✓ An infrastructure team will be created who will recommend the necessary details and budget.

Goal 7: Develop SSIU as a reputed educational brand in India.

For an institution to attract students and faculty, it should build a powerful and authentic brand. SSIU will invest in building a strong brand rooted in excellence and value. Investment will be made in building brand awareness and salience for the SSIU brand across key markets in the next five years.

Actions

- Strengthen the brand by investing in brand building through various media and also through public relations and outreach programs.
- A separate marketing team will be created to effectively drive the brand promotion activities especially relating to admissions.
- Focus will be given in designing events, seminars, webinars, workshops and training programs to enhance the perception of SSIU as a Centre of excellence.
- Alumni connection will be nurtured and engagement will be enhanced through various activities and networking by establishing alumni chapters across the country.
- Office of Alumni Relations will be strengthened with student volunteers and administrative support.
- Networking with industry for placements, consultancy and projects will be coordinated by the Office of Corporate Relations which will be expanded to suit the needs of university.

Appendix – Financial Strategy

Financial Strategy

SSIU and its management is strongly committed to fulfilling its mission-related strategic objectives. The management supports funding for new initiatives and investments to achieve the mission. The school /Department generates revenue from the course fees collected from the students and another student programme. Besides, it keeps a considerable amount as reserves and fixed deposits to ensure a seamless financial funding process for the College.

Financial Model (Sources and Application of Funds Based on the projections)

Sources of Fund: The financial model of SSIU in its vision to become to university is primarily based on the fees collected from the students, which constituted an average of (55%) of sources of funds. Other sources of income include advances from management (12%), projects and programmes (9%), loans (6%), treasury grants from the government (4%), fees collected for student amenities, administrative income and other incomes. The percentage of various sources of the fund. As shown in the table, the University will manage its cash flow efficiently; being a institute, the University also has a provision of taking loans and advances from management in case of deficit, and the loans and advances are refunded whenever there is surplus.

Deployment of Funds: The University invests significant resources in faculty, staff, research, infrastructure, and student development activities. The most extensive use of funds is Personnel maintenance which constitutes (33%) of the total deployment of funds. Personnel maintenance mainly consists of salary and allowances to teaching and non-teaching staff members and honorarium paid for visiting faculty members. Becoming a university will require constructions of the new building, purchase of various fixed assets to fulfil the need of the students and world-class infrastructure to facilitate learning; hence Fixed Asset purchase expenditure constitutes the second-largest component of overall expenses which accounts for (25%) of the total application of funds. Expenses for students' amenities take up a large share (11%) of the University's total funds deployment. Other expenses include administrative expenses, interest on loans and payment for advertisements and promotion are the most significant areas of expense. Expenses for students' amenities take up a large share (8%) of the University's total funds deployment. The University will also carry out many social work and charity programs in the form of scholarships and charity donations for the community's welfare to fulfil its mission. The expense for UGC and fees for other statutory bodies constitute less than one per cent of the total cost incurred.

Strategies for sustaining resources: Having achieved its goal of becoming the best NAAC accredited institute in India. The College aspires to achieve greater visibility at the national and global level and become a top-ranked university. To sustain planned growth and achieve its strategic objectives, the University will invest in people and infrastructure and work hard to generate alternative funding sources. Its efforts will be to increase income from research, consultancies, projects government grants, which will be the second primary source of revenue after tuition fees.

How the key activities proposed in the Institutional Development Proposal

S.No.	Key activities	Requirements	Budgetary allocation in (Rs.)
1.	Developing new courses and revising the existing course.	Infrastructural facilities-classrooms, library, laboratories, training and faculty development	35,00,000/-
2.	Enhancing the employability and skills	Infrastructure- Smart classes, Computers Training and faculty development, management of add on courses	25,00,000/-
3.	Improving infrastructure	Library automation, classrooms, laboratories, toilets, staffroom, sports room, auditorium	50,00,000/-
4.	Enhancing quality of the teaching learning programmes	Smart classes, computers, projectors, ICT integration, laboratories	18,00,000/-
5.	Improve social responsibility and civic awareness among students	Regular interactions and programmes with social organizations, managing and setting up collaborative proposals and plans with NGOs and conducting special camps	10,00,000/-
6.	Faculty development and enrichment	Faculty development programmes, teacher exchange or teacher internship programmes , enhancement of R&D	12,00,000/-
7.	E-governance	Office & Library automation, up gradation of website, software support	15,00,000/-

1,65,00,000/-

SWARNIM STARTUP & INNOVATION UNIVERSITY

Sr. No.	Particulars	BASELINE INITIATIVES				
		2023 - 2024	2024 - 2025	2025 - 2026	2026 - 2027	2027- 2028
1	Multiple Entry and Exit Systems					
	Introduction of NEP 2020 (4- Year UG Courses)					
	Introduction of NEP 2020 (3- Year UG Courses)					
	Introduction of NEP 2020 (Diploma Courses)					
	Introduction of NEP 2020 (PG Courses)					
2	Multi-Disciplinary Education					
	Interdepartmental research projects					
	Introduction of interdepartmental elective courses					
	Introduction of new inter disciplinary subjects					
	Introduction of mandatory Entrepreneurship and Skill Development courses					
3	Faculty Development and Improvement					
	Through internal activities					
	Through external experts					
	Through external agency					
	Domain workshops/Conferences/Seminars/Symposia etc					
	Basic Pedagogy and behavior skills					
4	Vocationalisation of Higher Education					
	Introduction of skill oriented programs					
	Revising existing programs to add skill related exposure to students					
	Mandatory policy for students to undergo internships and training					
5	Quality Academic Research					
	Faculty Policy for research publication					
	Student Policy for research publication					
	Collaboration with national level laboratories					
	Introduction to international student exchange programs					

6	Global National State Level Ranking					
	Participation in GSIRF ranking					
	Participation in NIRF ranking					
	Participation in ARIIA ranking					
7	NAAC and NBA Accreditation					
	Documents Preparation					
	Making Application					
	Updating Files					
8	Digital Education					
	Introducing audio visual teaching facilities					
	Digitalization of teaching materials					
	Setup of digital libraries					
	Availability of pre-recorded sessions					
	Availability of Campus Wifi					
9	Institutional Restructuring and Consolidation					
	Introducing open distance learning provided to its accreditation					
	Campus Development through department buildings for enhanced enrolment and new courses					
	Revision of curriculum					
	UGC visit					
10	R&D And MoU with Industries & Institutions					
	For value added and Bridge Courses					
	Enhancing R & D					
	Project Works with industries					
	Entrepreneur development & Innovation					

11	Assistance ship to PG Students					
	a. GATE					
	b. Non-GATE					
12	Equipment Upgradation					
	Department wise Requirements for PG programs					
	Office Equipment& General					
	Computer and peripherals as Learning resources for libraries’.					
	Purchase of Instruments & Equipment for R & D &I					
13	Modernization/Improvements					
	CAMPUSWI-FI					
	Security &Surveillance					
	Firefighting					
	Optical Fiber campus N/W					
	Additional Telephone Lines					
14	Library					
	Computerization of Service					
	Electronic &Digital Library					
15	Staff					
	Teaching improving student Faculty ratio.					
	Technical/Non Teaching improvement					
16	Revenue Generation					
	Consultancy projects sponsored by private or public sector industry					
	Sponsored research projects					
	Conducting continuing Education programmes					